

MEMBER FEEDBACK FROM CONFERENCE/SEMINAR/FIRE RELATED EVENT

Attendees	Cllr Robinson, Cllr Laing, CFO Errington, Katherine Metcalfe (Head of Workforce Development)
Event	Local Government Association (LGA) Fire Conference: Brighton
Date	12 - 13 March 2019
Overview of event	Annual LGA Fire conference with a range of keynote sessions covering a range of topics such as:
TOPIC	Chairs welcome
Speaker	Organisation
Cllr Ian Stephens	Fire Service Management Committee
<p>Welcome to Conference. Pleased that government has adopted recommendations from FSMC in relation to Hackett Review. Some good work done by social housing but private sector is lagging behind. Inspections shown FRS effective but some work to do around people pillar. All FRAs see inspection as a priority. CSR will define context in which FRS operates going forward. Need to work with the Home Office to put the case for Fire funding.</p>	
Implications for Service	
N/A	
TOPIC	Keynote Session 1 “the added value of FRS”
Speakers	Organisation
Fiona Twycross Matt Wrack Nick Chard	Chair of the London Fire and Emergency Planning Authority General Secretary of the FBU Chair of Kent CFA
<p>Matt Wrack – FBU’s perspective – campaign to bring views of members to the fore, proud of what their members do. All too common to overlook response work we do at fires. FBU describe it as complacency especially at heart of government. Mantra about declining fires has led to complacency. 40,000 dwelling fires last year show importance of response work being undertaken by firefighters. Politicians need to thank Firefighters rather than be complacent. FBU have worked with employers to expand role eg through EMR. Reports proved the value and ROI of EMR. National negotiations the best way forward, 17% reductions in pay is unsustainable. Need to make the case for a sustainable FRS going forward and work together to secure funding from government.</p> <p>Nick Chard – journey of development shared across emergency services. Public expectations are to change and modernise. LGA vision document outlines future as does NF document. Many reasons for reduction in fires including prevention work. Statistics show reductions across range of indicators. IRMP outline resource needs and gives rise to latent capacity or opportunity. This is biggest area where we can add value. A lot of what is being discussed is already being happening. Strengths of FRS: most trusted emergency</p>	

service, can do attitude, brand strength. Need to improve skills we have and it takes time to embed these. We need to understand society and the local dynamics. Police and ambulance service under enormous pressure we can be partner of choice. We have a savvy workforce who are aware at what is going on in society. The University of Hertfordshire report showed some added value but not the whole picture. Local FRS have work ongoing to add value in their communities. We need to focus on community and their needs. Why would we not do additional work especially around safeguarding? Why would we not do road safety work to keep public safe?

Implications for Service

The Service has already utilised the latent capacity available through rest periods on wholtime stations. The Service is also undertaking Emergency Medical Response (EMR) at some RDS stations

TOPIC	Keynote Session 2 “Culture, diversity and inclusion”
Speakers	Organisation
Stephen Polly Justin Johnstone Julie King Alex Waller	HMICFRS DCFO Lancashire FRS Vice Chair - Women in the FRS ACFO Cheshire FRS

Stephen Polly

General introduction on role of HMICFRS. 3 broad questions asked by HMICFRS. 4 sub questions on people pillar. What did they find? Values and behaviours mixed, some didn't have any values and behaviours at all. Pros and cons to watch culture. Problems with inclusivity and accessing welfare provision. Not everyone understands benefits of diversity. Culture is a barrier in some services, high number of B and H reported, staff want to have a say in way Service is ran. Some staff had no faith in raising head above parapet. Tranche 2 very similar to Tranche 1.

Justin Johnson

People want to hear from LFRS. Could be others in the room better. Values not just a set of words in a document. Nobody knew what values were in the early days. From 2009 building on excellent foundations. Exec Board been together for 7 years so had luxury of long-term change. Positive ER review. Winter Hill was a challenging incident that featured in the context of inspection. Values flow through documents.

Julie King

Perspective on inclusivity in FRS. Background to WIFS. Local link to national work. Plea to support local reps. Funding is provided by FRS through corporate membership. Support happening for females. Issues in media and general life. Getting language right in recruitment campaigns is important. Get into schools is important, Fire cadets, careers fairs etc. 21-23 June event at FSC.

Alex Waller

Proud of success but still lot to do. Still too many LGBT staff leave the Service. Stonewall can support FRS to encourage inclusivity. Wide range of factors looked at in great deal. It is a lot of work, but the benefits are worth it.

Implications for Service

The Service have undertaken a lot of work around culture, values and inclusion. We are interested to see how this is viewed by HMICFRS.

TOPIC	Workshop Session 1 “Managing Risk for UK Major Infrastructure”
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Speakers	Organisation
Mark Smith	London Fire Brigade

Is FRS vulnerable in our approach major construction projects. Extraordinarily investment in the UK at moment principally being driven by utilities, transport companies. Projects present significant challenges to FRS. Workforce issues can include inappropriate accommodation. Can bring issues in terms of community tension. UK FRS may be used to raise safety concerns. If it’s unusual for FRS for maybe training and exercising issues. The environment can change rapidly, hazards change on daily basis. How do we keep operational crews informed of changing conditions? Safety and reputations issues to consider. Can FRS staff be imbedded into major infrastructure projects? Pooling knowledge is vital, primary authority schemes is a model that can be employed. FRS has a privileged position as we can influence projects from outset through Fire Engineering perspective. We can link Police and Fire resources through issues such as terrorism or conventional hazmat incident. FRS are consultants, enforcers of RRO, client as use facilities. Do we inspect construction sites during 7.2.d visits? We should on major projects. Arson is a huge problem in the construction industry. Example on CrossRail in London.

Learning lessons and adding value is important. We need to build into the design of the projects. Making decisions on who owns the risk, be clear on limitations of service from the outset. Recording decisions is important. May need to access the decisions in future. Example around tunnels and providing comms equipment. If contractor wants us to respond we need comms equipment provided so record decisions and stick to them. Construction companies must take individual responsibilities. They should provide the hazards to FRS during the life of the project and enable FRS to outline a response arrangement during the project stages.

Implications for Service

Early considerations in the way CDDFRS would engage contractors for any major infrastructure project would be required should such a project be undertaken in our area.

TOPIC	Keynote session 3 “Finance, risk and capacity”
Speaker	Organisation
Phil Hales Dawn Docx Roy Wilsher	Chair of NFCC Finance Coordination Committee DCFO at Greater Manchester FRS (GMFRS) Chair of the NFCC
<p>Phil Hales</p> <p>Spending Review, Fire Funding Formula, sector survey and data, pensions. Spending review delayed due to EU exit, no certainty on dates. Home Office asked NFCC and LGA to contribute to review submission. Number of meetings taken place to understand issues. 4 themed pillars for submission: efficiency and productivity, demand and risk, capabilities, funding models.</p> <p>Demand and risk how can we evidence it.</p> <p>Efficiency and productivity- can evidence efficiency but how do we become more productive?</p> <p>Capabilities- What investment (training and money) do we need going forward, what capital investment do we need,</p> <p>Funding models – what do we need going forward? Finance needs to link to IRMP process. Community Risk Programme (CRP) important model going forward.</p> <p>Dawn Docx</p> <p>IRMP generally a prediction on risk, GMFRS look at demand and risk didn't predict wildfires in July, call rates were high anyway with BAU. GMCFRS didn't have vehicles or knowledge and experience, used Military Aid to Civil Authorities (MACA) support from landowners etc. £1.1m bill for Saddleworth Fire no indication of Belwin Scheme support.</p> <p>Roy Wilsher</p> <p>Home Office require evidence of impact of risks. Core themes of Home Office: safety and security, prosperity, impact on other services. Can we evidence the requirement for national resilience and large incidents? Major challenge to influence Government.</p>	
Implications for Service	
<p>The Authority's Resilience Reserve would help smooth the cost of a large incident in CDDFRS. Members and officers need to continue to lobby for a reasonable funding settlement for the FRS.</p>	

TOPIC	Keynote session 5
Speakers	Organisation
Nick Hurd Luke Edwards	Policing and Fire Minister Director of Fire and Resilience, Home Office
<p>Video message from Nick Hurd. Change being introduced, Inspection, Standards Board, Governance. Change is for improvement and to make sure public have access to world class service. Inspection shows the areas we need to improve. Standards are important. public trust and have confidence in FRS.</p> <p>Luke Edwards It was week 5 for Luke so very early days. He has 17 years in public sector, civil servant and experience in ambulance and policing. Interface between policy and strategy and frontline. Drawn from career and challenges of business. FRS is a distinct business and Home Office need to understand the unique context. Early reflections – warm reception from sector, different from NHS. Lots of progress in 3 years. Big efficiencies achieved and frontline has held up. Need to tell our story more effectively. Challenges such as diversity, focussing on prevention and protection, still too much variation, opportunities to share best practice and value. Pay issues is a big challenge.</p> <p>Directorate needs to be the voice of Fire in Government. Collaboration is a key objective. Priorities: set up structures, implications of Hackett Review, renewing NR capabilities, financial strategy for Fire. Visits to FRS are taking place.</p>	
Implications for Service	
N/A	
TOPIC	Lessons Learned from Inspections
Speakers	Organisation
Roger Hirst Zoe Billingham Nick Chard	Police and Fire and Crime Commissioner in Essex HMICFRS Chair of Kent CFA
<p>Roger Hirst</p> <p>PCC so relationship established with the Inspectorate established. Issues with Essex Police but inspection process has improved services. Personally big fan of process it gives us an image of what we need to do better. External Reference Group worked hard to get process right.</p>	

Zoe Billingham

14 FRSs outcomes has given a picture of sector. It is working with sector to drive improvement for public. We need to hold Inspectorate to account for promise. Teams made up of professional FRS staff. Effectiveness is most positive area in Tranche 1. On-call availability an issue, expectations of life is challenging on-call. Protection teams have taken hit. Number of audits has reduced.

Efficiency- what does a modern Service look like? Job for sector to refine. Collaboration important with all partners. What do we do to satisfy our communities that we are efficient and productive. Consistency important. Are we resourced to legacy rather than risk. Barriers to reform – complex industrial relations, change isn't embraced well.

People- most important but worrying pillar. Long way to go in terms of diversity. Hearts and minds throughout the organisation isn't what it should be. B&H too high. Judged on way we have responded to survey. Elephant in the room watch culture.

State of Fire will be published in December. None of the 14 FRSs in Tranche 1 would have triggered a governance inspection.

Nick Chard

Never completely comfortable but shouldn't be. Members have a legal responsibility as employer. It isn't a competition need to share good practice. Ted Talks approach to best practice. Golden nuggets in all FRS. No room for complacency.

Ensure Chiefs are held to account for improvement following inspection process.

Implications for Service

N/A