

**FEEDBACK FROM CONFERENCE/SEMINAR/FIRE RELATED EVENT**

<b>Attendees</b>	Cllr Robinson – Chair and Head of Corporate Resources K Lazzari
<b>Event</b>	CFA Conference
<b>Date</b>	10 October 2019
<b>Overview of event</b>	
<b>TOPIC</b>	Appointment of Chair / Vice Chair
<b>Speaker</b>	CFA Secretariat
<b>Notes:</b>	Eric Carter (Chair of Shropshire FRA) elected as Chair John Robinson (Chair of County Durham and Darlington FRA) was elected as Vice Chair
<b>Implications for the Authority:</b>	
	Cllr Robinson was elected as Vice Chair of the CFA Group.
<b>TOPIC</b>	Collaboration
<b>Speakers</b>	Callum Bell (Buckinghamshire Area Commander)
<b>Notes:</b>	<p>This speaker raised awareness of multiple areas of collaboration undertaken within the Thames Valley region.</p> <p>The Thames Valley Fire Control Service is serving a population of 2.1m people across 9 neighbouring authorities. It is claimed that it has achieved borderless mobilising across the Thames Valley. This involves nearest resource mobilisation regardless of the organisation they are assigned to. This has reduced appliance movements due to normalising what gets deployed irrespective of if this is across borders.</p> <p>The combined control service was achieved at a cost of £5.4M. Combined budgets were in excess of £3.5M prior to the collaboration and the budget next year is circa. £2.4M. Therefore, considerable investment but with clear longer-term business benefits.</p> <p>Furthermore, the service now has Improved resilience and improved future proofing, ESMCP will require upgrades to only one site and one system.</p> <p>Work Streams Operational alignments</p> <ul style="list-style-type: none"> <li>- Policy</li> <li>- Equipment (not just about procurement savings but also about common operational deployment and method of operation)</li> <li>- Mobilising</li> <li>- Thames valley training group</li> </ul> <p>Fire Protection</p> <ul style="list-style-type: none"> <li>- Being refreshed as insufficient progress made</li> </ul>

#### Workforce reform

- Apprenticeships
- Recruitment and selection

#### Procurement

- Appliances (not significant savings)
- Operational equipment (£7k per appliance savings)
- PPE

#### Blue light estates

- Broughton Fire Station (agreement with Thames Valley Police for neighbourhood police station NPS)
- Newport Pagnell Fire Station (another NPS)
- Princess Risborough Fire Station (Remodernise and share as NPS)
- Blue light hub Milton Keynes (Tri Service Centre)

#### What next?

- Health and Safety
- BA equipment
- Risk modelling and mapping methodology
- Operational rotas for level 2 / 3 commanders or specialist officers

Jason Thelwell finished off speaking about impact on culture and succession planning as opportunities arose across partners for future planning across the respective senior teams.

#### **Implications for the Authority**

Consideration of any respective areas of collaborative success and how this may be considered in the context of CDDFRS collaboration opportunities.

<b>TOPIC</b>	Fire and Rescue Indemnity Company (FRIC)
<b>Speakers</b>	Trevor Ferguson (CFO Royal Berkshire)
<p><b>Notes:</b></p> <p>What is FRIC</p> <ul style="list-style-type: none"> <li>- FRIC is a mutual with discretion over the protections that they provide</li> <li>- Long term collaborative partnership focused on member benefits</li> <li>- Reducing risks of loss by sharing best practice</li> </ul> <p>Background to FRIC</p> <ul style="list-style-type: none"> <li>- 9 Authority collaboration since 2006</li> <li>- FRIC formally established in 2015</li> <li>- 2 new members in 2019</li> </ul> <p>How does it work</p> <ul style="list-style-type: none"> <li>- Contributions are made by member organisations to an insurance 'pot' based upon individual members risk profile</li> <li>- FRIC then purchases insurance for high value claims beyond value of the 'pot'.</li> <li>- All lower value claims are paid from the 'pot'</li> <li>- When the 'pot' is not fully used FRIC retains on behalf of members.</li> </ul> <p>Risk management</p> <ul style="list-style-type: none"> <li>- Fire and rescue risk group (FARRG) work with service experts to identify policy and procedural change or innovation to reduce risks</li> </ul> <p>How is FRIC performing</p> <ul style="list-style-type: none"> <li>- Operating within budget (circa £3.8M)</li> </ul>	
<b>Implications for the Authority:</b>	
Officers will give consideration to current insurance requirements for the Authority and the appropriateness of considering FRIC membership subject to contractual constraints.	

<b>TOPIC</b>	HMICFRS Update
<b>Speakers</b>	Alex Hill / Mick Mason
<p><b>Notes:</b></p> <p>AH gave an update on the current position with the inspectorate of which there was little new news to speak of that the Authority will not already have been briefed previously.</p> <p>The findings from tranche 1 &amp; 2 have shown great variability in protection. Strong operational response, National incident response generally strong but limited cross-border exercising and MTFAs sketchy.</p> <p>However, of particular note is that inspectors have been witness to some questionable values and culture.</p> <p>It appears that diversity work is underway but staff generally don't understand it fully. There is a significant disparity of service provision and a general lack of facilities for female firefighters throughout services.</p> <p>There are very limited examples of leadership development or developing high potential. Staff succession is generally seen as unfair by staff.</p> <p>So, what are we to expect from Cycle 2 of the inspection?</p> <ul style="list-style-type: none"> <li>- Evolution rather than revolution</li> <li>- 3 pillars, 11 questions</li> <li>- Smaller tranches</li> <li>- Quicker publication</li> <li>- Direction of travel</li> </ul> <p>Other business</p> <ul style="list-style-type: none"> <li>- Succession planning still requires support</li> <li>- Corporate governance (not yet ready for consultation)</li> <li>- Monitoring to track improvements</li> <li>- Re-visits to services that had a cause for concern in effectiveness in cycle 1</li> </ul>	
<p><b>Implications for the Authority:</b></p>	
<p>Officers are monitoring each tranche of reports as they are released and exploring learning opportunities wherever possible. CDDFRS report from tranche 3 is still awaiting publication.</p>	

<b>TOPIC</b>	Inquests following incidents
<b>Speakers</b>	Peter Weatherby – Garden Court North Chambers
<b>Notes:</b>	
<p>The speaker offered their professional view of the benefits of demonstrable candour from public sector bodies when significant events occur.</p> <p>The public have an interest in understanding what happened, why did it happen, who was responsible, assurance that the same cannot happen to anyone else. All require candour to be answered successfully. Those responsible often ‘dig trenches’ to avoid reputational damage or may even ask “How can we delay or deflect a response?”.</p> <p>Campaigning for a new culture of openness with regard to such tragic events. Those that react with candour can emerge stronger on the other side.</p> <p>A duty of candour now exists in the health care system following some significant failures.</p> <p>Public Authorities accountability Bill 2017 would ensure a statutory duty is in place to ensure that Public Authorities will learn from major disasters rather than protect their own interests.</p>	
<b>Implications for the Authority:</b>	
Reflections for how CDDFRS would respond to learning from a major incident of national interest.	
<b>TOPIC</b>	McCloud / Sargent Pensions Case
<b>Speaker</b>	Jaspal Basra Bevens Associates
<b>Notes:</b>	
<p>This session was a roundup of the two legal pensions cases that have recently found in favour of those disadvantaged through changes to benefits which have affected scheme members to different degrees under the grounds of age discrimination.</p> <p>Background: Hutton report 2011 Change to CARE from final salary</p> <p>The two cases in question were:  For JPS (McCloud) ET and EAT held no legitimate aim had been established.  For FFPS (Sargent) ET held that transitional provisions were a proportionate means.</p> <p>The Court of Appeal decision found in favour of firefighters and judges and the Government lost an application to appeal to the Supreme Court. Awaiting remedies hearing in December</p> <p>The likely impact is that remedies may be backdated to April 2015 for most public sector schemes (April 2014 for Local Government Pension Scheme). This is estimated to come at a cost of approx. £4bn per annum. Following this resolution there will be a new review of public sector pension arrangements and costs following details of any remedies.</p>	
<b>Implications for the Authority:</b>	
Unknown at this time	

<b>TOPIC</b>	The challenge to good governance
<b>Speakers</b>	ACFO Dave Myers / Chair Cllr Eric Carter Shropshire and Wrekin FRA
<b>Notes:</b>	
<p>Following the appointment of CIPFA to undertake a independent assessment of the business case brought by the PCC, it was found that there was no overwhelming case for the business model in the context of Economy, Efficiency and Effectiveness.</p> <p>The Authority was granted permission to enter a judicial review. Mr Justice Garden found that the home secretary had not assessed the correct technical test. However, an adequate assessment had been made and therefore the Home Secretary may not have made an alternate decision.</p> <p>The timeline that the Authority have worked to is:  Jan 2017 Original Business Case  Nov 2017 CIPFA appointed  March 2018 HS approved business case  June 2019 Judicial review heard in court  Aug 2019 Appeal filed</p> <p>In the meantime...</p> <p>Shropshire and Wrekin FRA and Hereford and Worcester FRA have developed a strategic fire alliance examining the following areas for possible collaboration or efficiency savings.</p> <ul style="list-style-type: none"> <li>- Fire control</li> <li>- IRMP</li> <li>- Procurement</li> <li>- ICT review</li> <li>- Review of own governance (reduced members)</li> <li>- HMICFRS outcomes</li> </ul> <p>Eric Carter has been appointed as the CFA Chair and will play a vocal role in support of the CFA governance model and welcomes the support from Cllr John Robinson.</p>	
<b>Implications for the Authority:</b>	
Solely for consideration as a case study, giving recognition to the creation of the strategic local alliance in an effort to mitigate the business case of the PCC.	