



COMBINED FIRE AUTHORITY

17 JULY 2018

THE ADRIAN THOMAS REVIEW

REPORT OF ASSISTANT CHIEF FIRE OFFICER SERVICE SUPPORT

Purpose of Report

1. The purpose of this report is to provide members with an update on the progress of the action plan which was developed in response to the 'Independent review of conditions of service for fire and rescue staff in England'; The Adrian Thomas Review.

Background

2. As members will be aware from previous updates, Adrian Thomas was commissioned, in October 2014 by the then Fire Minister, Penny Mordaunt MP, to undertake the independent review.
3. Although the report was completed in February 2015 it was not published until 03 November 2016. A copy of the report, the key findings and a letter from the Fire Minister were presented to the Fire Authority at its meeting on 24 November 2016.
4. The report makes a total of 45 recommendations which are directed at: the Local Government Association (LGA); the National Joint Council (NJC); fire and rescue authorities; and government and are divided into 5 main themes:
 - The working environment;
 - Documented conditions of service;
 - Industrial relations;
 - Retained Duty System;
 - Management of fire and rescue services.
5. The Service undertook a gap analysis and developed an action plan divided, into the 5 themes above, to ensure that all the applicable recommendations are fully considered and progress against each is measured. A copy of the action plan is attached as Appendix A. Members were last updated on progress of the action plan at the Fire Authority meeting on 22 November 2017.
6. Of the 45 recommendations, 28 are directed at the LGA; the NJC and government and 17 are to be actioned by fire and rescue authorities. Of these 17 recommendations, 11 have been completed.

Conclusion

7. CDDFRS continues to make progress against the action plan and appears to be in a relatively strong position in relation to the findings from the Adrian Thomas Review. Workforce reform is one of the three key pillars of the Fire Reform Programme and the government is determined to drive change in these areas. Her Majesty's Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS), which is also a key feature of the Fire Reform Programme, will expect to see significant process made against the recommendations made by Adrian Thomas throughout the inspection regime.

Recommendations

8. The Authority is requested to:
 - (a) **note** the progress made against the action plan;
 - (b) **receive** further future reports and monitor progress against the action plan.

Sarah Natrass, Assistant Chief Fire Officer Service Support, 0191 3755587