

## MEMBER FEEDBACK FROM CONFERENCE/SEMINAR/FIRE RELATED EVENT

<b>Attendees</b>	Cllr Laing – Vice Chair and Chief Fire Officer (CFO) Errington
<b>Event</b>	CFA Conference: Stadium MK, Milton Keynes
<b>Date</b>	11 October 2018
<b>Overview of event</b>	
<b>TOPIC</b>	<b>Election of Chair and Vice Chair</b>
<b>Speaker</b>	<b>Organisation</b>
<b>CFA Secretariat</b>	Buckinghamshire Fire and Rescue Service (BFRS)
Paul Downing (Chair of Bedfordshire Fire and Rescue Authority [FRA]) was elected Chair John Robinson (Chair of County Durham and Darlington FRA) was elected as Vice Chair	
<b>Implications for the Authority</b>	
<b>Cllr Robinson was elected as Vice Chair of the CFA Group.</b>	
<b>TOPIC</b>	<b>Organisational Culture</b>
<b>Speakers</b>	<b>Organisation</b>
Stuart Errington (SE) Dr Les Graham (LG)	CFO County Durham and Darlington Fire and Rescue Service (CDDFRS) Professor, Durham University Business School (DUBS)
SE and LG discussed the research CDDFRS and DUBS had undertaken in relation to measuring and improving organisational culture. The presentation covered the importance of understanding culture, how DUBS measure it and the improvements made over the last couple of years and two surveys. The approach was well received and there was a keen desire from other fire and rescue authorities to adopt a similar model. At present DUBS don't have capacity to do this additional research.	
<b>Implications for the Authority</b>	
<b>Discussions are taking place with DUBS about a potential commercial collaborative project to undertake research in other FRSS.</b>	
<b>TOPIC</b>	<b>Inspection Process</b>
<b>Speakers</b>	<b>Organisation</b>
Laura Gibb (LG)	Portfolio Director, Her Majesty's Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS)
LG gave a general update on the inspection process so far and the timelines for Tranche Two Fire and Rescue Services (FRS). The process for each inspection involves: approximately 940 pieces of evidence, interviews with between 15 - 25% of staff and interviews with CFOs and CFA Chairs. Some of the key findings that have emerged from the fourteen Tranche 1 inspections are: Effectiveness seems to be the strongest pillar and People the weakest. Some of the emerging issues are: Do FRS actually know what they are doing and why they are doing it? This especially applies to none statutory duties such	

as road traffic collision prevention work which isn't a statutory duty. Evaluation of projects seems weak in some FRSs. There are issues with culture and diversity in some FRSs. Public perceptions are high, and FRSs have committed and dedicated workforces. There is an issue with talent management and succession planning in some FRSs. LG explained the process for "areas of improvement" and "cause of concerns", how HMICFRS deal with them and expectations on FRSs if they receive one.

**Implications for the Authority**

**There is a significant amount of preparation work going on in the Service to prepare for the inspection process. The Service is in Tranche 3 of the process and therefore will be formally inspected over the Spring and Summer of 2019. A full self-assessment has been undertaken and an action plan developed. Members will receive further information as the inspection process gets nearer.**

<b>TOPIC</b>	<b>Presentation on Behalf of the Minister for State for Policing and the Fire Service</b>
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<b>Speakers</b>	<b>Organisation</b>
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Fiona MacCallum (FM) Emma Laurence (EL)	Fire Safety Unit, Home Office Fire Funding Policy, Home Office
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FM gave an update on the Grenfell Tower Public Enquiry, the Hackett Review and the Ministry for Housing, Communities and Local Government's (MHCLG) Building Safety Programme. The Government accepts the majority of the recommendations made by the Hackett Review and is working with key stakeholders to implement change. Further announcements are expected towards the end of the year.  
EL explained the latest position in relation to FRS funding. She talked through the Fair Funding Review process and the potential implications for authorities. There seemed to be a softer approach to transition and she stated the desire from government to avoid big swings in funding for local authorities and fire authorities.

**Implications for the Authority**

**The Authority will need to monitor the situation carefully and respond to any policy changes that arise from the work the Home Office and MHCLG are undertaking.**

<b>TOPIC</b>	<b>Fire Funding Update</b>
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<b>Speaker</b>	<b>Organisation</b>
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Mark Hemming (MH)	Director of Finance and Assets, Buckinghamshire FRS
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MH gave a general update on the financial picture for the sector. The employer pension contribution risk was quantified as £107M for the FRS. Treasury had agreed to meet £97M of this for 19/20 but the position going forward was less clear. In general, reserve levels were falling and there is limited opportunity to raise income through council tax.

**Implications for the Authority**

**The financial risk for the Authority of the employers' contribution increases needs to be monitored carefully.**

<b>TOPIC</b>	<b>National Fire Chiefs Council (NFCC) Update</b>
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<b>Speakers</b>	<b>Organisation</b>
Roy Wilsher	NFCC Chair
RW gave a general update on the work of the NFCC over the last 18 months. The update included: the ongoing work post the Grenfell Tower fire; the transition from the Chief Fire Officers Association (CFOA) to the NFCC; the production of the NFCC Strategy and Annual Plans and the Sustainability Project.	
<b>Implications for the Authority</b>	
No specific implications.	
<b>TOPIC</b>	<b>FRS of the Future</b>
<b>Speakers</b>	<b>Organisation</b>
Julia Jones (JJ)	Bevan Brittan
JJ discussed how organisations need to prepare for serious incidents and how they play out in the media spotlight. She explained that poor handling of a situation can turn it into a crisis. The importance of a crisis communication plan was mentioned so that everyone is clear on the roles and responsibilities they have and the key messages that need to be communicated out.	
<b>Implications for the Authority</b>	
No specific implications.	
<b>TOPIC</b>	<b>Police and Crime Commissioners (PCCs) and Fire Services</b>
<b>Speaker</b>	<b>Organisation</b>
Rod Hammerton (RH) Cllr Eric Carter (EC) Cllr Roger Philips (RP)	CFO Shropshire FRS Chair of Shropshire and Wrekin Fire and Rescue Authority Chair of Hereford and Worcester Fire and Rescue Authority
RH talked about the challenges of working in an FRS where there was a PCC Business Case approved by the Home Office which was being challenged by the constituent authorities. The need to act professionally and service the needs of both parties was a challenge. EC gave a general update on the position in relation to the judicial review (JR) that was being pursued by a number of constituent authorities. The JR was progressing on a number of issues and a complaint had also been made to the Information Commissioners Office in relation to the Home Office refusing to release information related to the decision-making process. RP explained the importance of lobbying local MPs to ensure the agenda around PCCs changed as political parties headed towards the next general election. This was specifically important for Conservative MPs given the Labour Party Policy was currently aligned to this view. He mentioned the frustrations that were felt locally when all key stakeholders were opposed to the PCC taking over and yet their voice didn't appear to be listened to by the Home Office.	
<b>Implications for the Authority</b>	
No specific implications.	
<b>TOPIC</b>	<b>Digital Strategy</b>

<b>Speaker</b>	<b>Organisation</b>
Alan Hulme (AH)	Telent Technology Services Ltd
AH explained a software product that collated digital evidence in Police Forces. A case study of how it had driven efficiencies in Kent Police was used to highlight possible benefits to the FRS.	
<b>Implications for the Authority</b>	
<b>No specific implications.</b>	