

TO: Cambridgeshire and Peterborough Fire Authority

FROM: Chairman, Overview and Scrutiny Committee

PRESENTING OFFICER(S): Chairman, Overview and Scrutiny Committee
Telephone: 01480 444500
Mac.McGuire@cambridgeshire.gov.uk

DATE: 7 February 2019

MEMBER-LED REVIEW OF CAMBRIDGESHIRE FIRE AND RESCUE SERVICE EMPLOYEE ENGAGEMENT ACTIVITIES

1. Purpose

- 1.1 The purpose of this report is to inform the Fire Authority of the outcome of the Member-led review into Cambridgeshire Fire and Rescue Service (CFRS) employee engagement activities.

2. Recommendation

- 2.1 The Authority is asked to note the contents of the review at Appendix 1 and in particular the recommendations at Paragraph 11 within it.

3. Risk Assessment

- 3.1 No specific or significant risks were identified.

4. Background

- 4.1 The Overview and Scrutiny Committee, as part of its 2018/19 work programme, commissioned a Member-led review into the employee engagement activities within the Service.
- 4.2 The objectives of the review were to interrogate the evidence and project work undertaken by CFRS with particular focus on;
- the catalyst(s) for the initial survey,
 - the survey results and any action plan(s),
 - progress against the action plan(s) to include analysis of approaches taken to achieve results,
 - results of any subsequent 'pulse checks'.
- 4.3 The review also sought to provide the Authority with assurance that the direction of travel and approach taken by CFRS was still appropriate.

5. Review Findings

- 5.1 The review group findings are detailed in Appendix 1. Due to the resignation of a Member and a time lapse between completion of the review and its presentation to the Overview and Scrutiny Committee several areas were verbally updated at the meeting held on 11 January 2019 (Overview and Scrutiny Committee Meeting Minute 57 refers).

6. Conclusion

- 6.1 Overall the Overview and Scrutiny Committee were satisfied that the objectives of the review had been met and that the appropriate assurance had been evidenced.

BIBLIOGRAPHY

| Source Documents | Location | Contact Officer |
|------------------|--|--|
| Various | Headquarters Hinchingsbrooke Cottage Brampton Road Huntingdon | Scrutiny and Assurance Manager 01480 444500 deb.thompson@cambsfire.gov.uk |