

Agenda Item: 4

**FIRE AUTHORITY
POLICY AND
RESOURCES
COMMITTEE**

Minutes - Action Log

This is the updated action log as at 6 November 2019 and captures the actions arising from the most recent Policy and Resources Committee meetings and updates Members on the progress on compliance in delivering the necessary actions.

MINUTES OF THE JANUARY 2017 COMMITTEE					
<u>Minute No.</u>	<u>Report Title</u>	<u>Action to be taken by</u>	<u>Action</u>	<u>Comments</u>	<u>Status</u>
101.	UPDATE ON STRATEGIC WORKFORCE OBJECTIVES	M Warren / D Thompson	There was a request for a Member Briefing regarding progress in relation to the age related claim due to pension changes.	Original outcome received in favour of FBU. Government has appealed but lost its right to appeal. No agreement expected until 2020.	Action ongoing
MINUTES FROM THE SEPTEMBER COMMITTEE 2018					
<u>Minute No.</u>	<u>Report Title</u>	<u>Action to be taken by</u>	<u>Action</u>	<u>Comments</u>	<u>Status</u>
75.	TREASURY MANAGEMENT POLICY AMENDMENT – INVESTEMENTS	M Warren	Members sought a paper on cash flow to show how much should be easily available and the relative risk on going on a higher return.	M Warren to bring a paper in January 2020. Cash flow risk unchanged as at November 2019.	Bring forward to early 2020

75.	TREASURY MANAGEMENT POLICY AMENDMENT – INVESTEMENTS	M Warren	Members felt that it would be beneficial to invite Link Asset Services to Committee to discuss the options.	M Warren to arrange. Linked to Action 75 above.	Bring forward to early 2020
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MINUTES FROM THE JULY COMMITTEE 2019

<u>Minute No.</u>	<u>Report Title</u>	<u>Action to be taken by</u>	<u>Action</u>	<u>Comments</u>	<u>Status</u>
111.	EQUAL PAY AUDIT – RECOMMENDATIONS AND NEXT STEPS	M Warren	A Member queried whether there was a qualifications bonus. Officers explained that there was for certain roles and there were a number of apprentices that this currently related to. Officers clarified that they would bring the final proposals back to Committee in October.		Action ongoing; update report on agenda for December 2019

MINUTES FROM THE OCTOBER COMMITTEE 2019

<u>Minute No.</u>	<u>Report Title</u>	<u>Action to be taken by</u>	<u>Action</u>	<u>Comments</u>	<u>Status</u>
118.	EQUALITY AND INCLUSION COMPLIANCE REPORT 2018-19 (INCLUDING GENDER PAY GAP)	J Anderson	A Member questioned the wording of section one of the report on page 20 of the papers, where it referred to 'All Communities' and then 'Businesses'. Officers clarified that this should read 'All Business Communities' and would be amended.		Action completed with revised wording
		J Anderson	Members queried what Q+ stood for at the end of LGBT. Officers clarified that this stood for queer and the + symbol for other which included questioning,		Action completed; glossary updated

			intersex, and asexual people. Officers clarified that they would add the meaning to the glossary in the report for clarification.		
		J Anderson	Members discussed the numbers of women leaving the organisation and noted that the numbers had risen over the last few years. Officers explained that this had been acknowledged as a concern and that a number of the support level staff had left to progress their careers. There had been no trends identified through the exit interview process and the process had been changed so that individuals could pick who would conduct their exit interview. Members requested further information on where individuals were going.		Verbal update at December 2019 meeting
119.	INTERGRATED RISK MANAGEMENT PLAN 2020 TO 2024	J Anderson	Members queried whether further investment was required for the On-Call firefighter campaign. A Member gave an example of the investment that had been made at the County Council in relation to the Fostering Campaign which had proven to be successful. Officers clarified that there had been a lot of advertising locally but the issue was that the target audience in mostly rural areas did not work in the vicinity during the day so there was low take up. Members discussed how this could be supported and marketed further and suggested that Officers		Verbal update at December 2019 meeting

			engaged with Parish Councils to raise further awareness.		
		J Anderson	Members queried whether there had been any developments in the law in terms of penalties for setting fire to cars. Officers explained that there had been no developments in this area but that this could be raised at the Fire Lawyers Network as a concern.		Verbal update at December 2019 meeting