

REPORT OF THE CAMBRIDGESHIRE AND PETERBOROUGH FIRE AUTHORITY

TO: Cambridgeshire County Council

FROM: Chairman, Cambridgeshire and Peterborough Fire Authority

DATE: 13 October 2015

1. FIRE AUTHORITY FIVE YEAR BLUEPRINT 2015 – 2020 and CORPORATE PRIORITIES 2015/16

- 1.1 To support the Service in its strategic planning process a five year blueprint, which sets the strategic direction of travel, is produced describing the desired outcomes against the strategic aims of operational excellence, community safety excellence, value for money and people for the following five financial years. It is reviewed annually to take account of changing priorities within the Service and a number of external factors for example, the National Framework, Sustainable Communities Strategies and Local Area Agreements. It is also reviewed quarterly by the strategic leadership team to take account of prevailing and emerging business and strategic priorities.
- 1.2 Having considered the desired outcomes in the blueprint for financial year 2015/16 minimal change was required to the existing corporate priorities of continued service improvement, preparation for the next comprehensive spending review and workforce development therefore the Fire Authority approved both documents at its meeting in May 2015.

2. INTEGRATED RISK MANAGEMENT PLAN 2015 - 2019

- 2.1 Central Government has placed a legal requirement on each Fire Authority to produce a publicly available Integrated Risk Management Plan (IRMP) covering at least a three-year time span. The plan must;
- show how the Fire Authority will balance prevention, protection and response activities to reduce the impact of risk on communities in a cost effective way,
 - show how the Fire Authority will meet the needs of the community through working with partners,
 - take account of the risk analysis completed by Local and Regional Resilience Forums and our own internal risk analysis,
 - show that the Fire Authority has a management strategy and a risk-based inspection programme to enforce Fire Safety Legislation.
- 2.2 Our IRMP is written within the context of continued reductions in public sector funding, meaning we need to find ways to ensure we are using our resources in the best possible way to maintain the quality of service we provide and further reduce the level of risk in the community. Owing to the uncertainty the expected

2015 comprehensive spending review will bring we are not planning to make significant changes to our service delivery. However we are committing to several reviews of the Service and we will consult fully when these produce options for consideration.

- 2.3 Ready for 2016/17 we are changing our approach to corporate planning to make it simpler and more responsive to the changing needs of the community. In future, our IRMP will encompass all of the activity we are engaged in to exploit opportunities and reduce the risk associated with providing a service to the community. There are many interdependencies in the planning process and for this reason, we intend to monitor progress and review the targets set out to ensure the IRMP is fully integrated into the corporate planning process.
- 2.4 As Cambridgeshire and Peterborough are identified as areas for sustained residential and commercial development which, in addition to providing opportunities for economic growth, have the potential to impact on public service resources, Council may be particularly interested to note that we remain committed to working with a range of partners in order to provide the best possible service to our communities. For this reason, we have developed partnership arrangements with a wide range of stakeholders including;

Strategic Level

- Rewiring Public Services Transformation Programme (explore wide ranging options for new delivery models),
- Troubled Families (supporting those families that place the highest demands on public services),
- Primary Authority Scheme,
- Cambridgeshire and Peterborough Public Services Board,
- Children and Adult Safeguarding Boards,
- Provision of mutual aid arrangements across the county border with our neighbouring fire and rescue services under Sections 13 and 16 of the Fire and Rescue Services Act.

Operational Level

- Groundworks to deliver our Community Champions (volunteer) programme,
 - Community Foundation (to empower local communities),
 - Multi-Agency Referral Unit,
 - CHOICES Programme (for young people),
 - local community safety partnerships.
- 2.5 These partnerships are enabling us to provide effective community engagement services whilst continually looking at ways to maximise the use of our diminishing resources.

3. LOCAL PENSION BOARD

- 3.1 To comply with the statutory requirements of all Fire and Rescue Authorities, the Local Pension Board for Cambridgeshire and Peterborough Fire Authority went 'live' on 1 April 2015. The primary role of the board is to assist the Authority in overseeing the governance and administration of the Firefighter Pension Scheme. The inaugural meeting took place on 10 September 2015.

4. WORKFORCE DEVELOPMENT STRATEGY 2014 - 2019

- 4.1 Cambridgeshire Fire and Rescue Service puts people at the centre of everything that we do; this refers to both people in the community in terms of their safety and diverse needs and our own employees in terms of training, development, health and safety and the opportunity to work in a fair and inclusive environment.
- 4.2 Our Workforce Development Strategy for 2014 to 2019 has been developed after considering best practice guidance from the Local Government Association, Local Government Employers and the Improvement and Development Agency. It builds on the previous strategy and focuses on four key areas which, if we work towards excellence in them, will give us the best possible chance of achieving our ambitions.
- 4.3 We ultimately seek to develop a workforce which is skilled and motivated to deliver our strategic objectives and where people feel valued as individuals, making them more likely to deliver an excellent service.

5. CONSTITUTIONAL CHANGES – JOINT RESOURCES and POLICY COMMITTEE

- 5.1 Under the Local Government Act 1972 the Fire Authority is responsible for the number of committees it has, their terms of reference and composition. At its meeting in February 2015 the Authority received a report asking them to consider disbanding the respective Policy Committee and Resources Committee and replace them with a new (joint) Policy and Resources Committee with revised composition, terms of reference, standing orders and members allowance schemes. The Authority approved the request and the new committee held its inaugural meeting on 24 September 2015.

6. EMPLOYMENT TRIBUNAL

- 6.1 In May the Service contested a claim of unfair dismissal that was brought by a former employee. The judge concluded that, owing to weaknesses in the process applied when transferring employees between locations, the Service had breached the bond of trust and confidence.
- 6.2 As a result of this outcome, the Authority requested a full review of the policy, which has been subject to independent challenge from the LGA and an employment law barrister.

BIBLIOGRAPHY

Source Document	Location	Contact
Fire Authority Minutes 2014/15	Fire Service HQ Hinchingsbrooke Cottage Huntingdon	Dawn Cave 01223 699178 dawn.cave@cambridgeshire.gov.uk