

# FIRE AUTHORITY POLICY AND RESOURCES COMMITTEE



**CAMBRIDGESHIRE  
& PETERBOROUGH  
FIRE AUTHORITY**  
*Working together to improve community safety*

**Date: Thursday, 08 December 2016**

**14:00hr**

**Room 128**

**Shire Hall, Castle Hill, Cambridge, CB3 0AP**

## **AGENDA**

**Open to Public and Press**

1. **Apologies for absence and declarations of interest**  
*Guidance on declaring interests is available at*  
<http://tinyurl.com/ccc-dec-of-interests>
2. **Minutes of the Policy and Resources Committee 22nd September 2016** **5 - 16**
3. **Minutes of the Overview and Scrutiny Committee 19th October 2016** **17 - 22**
- DECISIONS**
4. **Draft Medium Term Financial Strategy 2017 to 2020** **23 - 40**
5. **Probation Policy** **41 - 50**
6. **Equality and Inclusion Compliance Report 2015-16** **51 - 86**

## INFORMATION AND MONITORING

7.	Revenue and Capital Budget Monitoring Report Budget 2015-16	87 - 92
8.	Mediation Process - Statement of Best Practice	93 - 102
9.	Update on Fire and Rescue Indemnity Company - Risk Mutual	103 - 106
10.	Policy and Resources Work Programme and Meetings 2016-17	107 - 110

The Fire Authority Policy and Resources Committee comprises the following members:

Councillor Lucy Nethsingha (Chairwoman) Councillor David Over (Vice-Chairman)

Councillor Sir Peter Brown Councillor Daniel Divine Councillor Derek Giles Councillor Mervyn Loynes Councillor Paul Sales Councillor Joshua Schumann and Councillor Michael Shellens

*For more information about this meeting, including access arrangements and facilities for people with disabilities, please contact*

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*The Fire Authority is committed to open government and the public are welcome to attend from 10.00am*

*It supports the principle of transparency and encourages filming, recording and taking photographs at meetings that are open to the public. It also welcomes the use of social networking and micro-blogging websites (such as Twitter and Facebook) to communicate with people about what is*

*happening, as it happens. These arrangements operate in accordance with a protocol which can be accessed via the following link below or made available on request.*

**Public speaking** on the agenda items above is encouraged. Speakers must register their intention to speak by contacting the Democratic Services Officer at least three working days before the meeting.

Full details of the public speaking scheme for the Fire Authority is available at

[http://www.cambsfire.gov.uk/fireauthority/fa\\_meetings.php](http://www.cambsfire.gov.uk/fireauthority/fa_meetings.php)