

FIRE AUTHORITY



Date: Wednesday, 23 June 2021

15:00hr

AGENDA

Open to Public and Press by appointment

1. **Election of Chair**
- oral item
2. **Appointment of Vice-Chair**
- oral item
3. **Apologies for absence and declarations of interest**
Guidance on declaring interests is available at <http://tinyurl.com/cc-conduct-code>
4. **Minutes of the Fire Authority meeting held 11 February 2021** **3 - 12**
5. **Chair's announcements**
- oral item
6. **Review of Integrated Risk Management Plan Performance** **13 - 28**
7. **Revenue and Capital Outturn Report 2020/21**
- report to follow
8. **Appointments to Committees and Outside Bodies** **29 - 30**

The Fire Authority comprises the following members:

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

COVID-19

The legal provision for virtual meetings no longer exists and meetings of the Council therefore take place physically and are open to the public. Public access to meetings is managed in accordance with current COVID-19 regulations and therefore if you wish to attend a meeting of the Council, please contact the Committee Clerk who will be able to advise you further.

Councillor Andrew Bond Councillor Mohammed Jamil Councillor David Over and Councillor Scott Warren Councillor Simon Bywater Councillor Hilary Cox Condron Councillor Ian Gardener Councillor Bryony Goodliffe Councillor John Gowing Councillor Sebastian Kindersley Councillor Peter McDonald Councillor Mac McGuire Councillor Edna Murphy Councillor Kevin Reynolds Councillor Philippa Slatter Councillor Mandy Smith and Councillor Simone Taylor

Clerk Name:	Dawn Cave
Clerk Telephone:	01223 699178
Clerk Email:	dawn.cave@cambridgeshire.gov.uk

FIRE AUTHORITY: MINUTES

Date: 11 February 2021

Time: 2.00 pm – 3.15 pm

Venue: Virtual Meeting

Present: Cambridgeshire County Council:

Councillors: B Ashwood, S Bywater, I Gardener, D Giles, J Gowing, L Harford, B Hunt, S Kindersley, M McGuire, K Reynolds (Chairman), J Scutt, M Shellens and M Smith

Peterborough City Council:

Councillors: A Coles and D Over (Vice-Chairman)

Officers Present: C Strickland, M Warren, S Ismail, J Anderson, C Parker, D Cave, D Thompson

159. Apologies for Absence

Apologies were presented on behalf of Councillor Jamil.

160. Declarations of Interest

There were no declarations of interest.

161. Minutes of the Fire Authority Meeting held 22 October 2020

The minutes of the meeting held on 22 October 2020 were agreed as a correct record and would be signed by the Chairman when circumstances permitted.

162. Chairman's Announcements

Attached. The Chairman extended a warm welcome to the Fire Authority to Councillor Andy Coles, attending his first meeting.

163. Draft Fire Authority Budget 2021-22

The Fire Authority considered a report on its budget requirement and precept for 2021/22 Council Tax. The budget had been presented to the Policy and Resources Committee in December 2020, and the Committee had endorsed

the proposed budget and associated precept increase of 2%. Members had considered the detail of the budget at a seminar earlier in the day.

It was noted that the Business Rate income for 2020/21 was predicted to be significantly reduced when compared to that forecast, due to the pandemic. Government has sought to mitigate the impact of lost Council Tax revenue on all public bodies by providing a special grant which would be used to reduce the shortfall over a three year period. The grant received for Cambridgeshire Fire was £312K. This would be kept in reserve and applied each year as the impact on collection rates became known. Nationally, Cambridgeshire & Peterborough continued to be one of the lowest funded authorities, which presented significant challenges. The historic reasons behind this were noted, and it was concluded that this was an issue unlikely to be addressed in the near future. Attention was drawn to the capital programme, including the move to the St John's land and the development of the training facility.

There were additional revenue cost pressures within the budget, which included continued pandemic related expenditure such as the cleaning contract, which had been brought back in house, partly because of the additional challenges of keeping all workplaces clean and Covid secure. There were also additional costs such as enhancing First Aid training for firefighters, as well as a major focus on the mental health and wellbeing of all employees.

There was a query relating to the modernisation of Kimbolton fire station. Officers outlined the work being undertaken to improve facilities for staff and also make the building more energy efficient.

It was resolved unanimously to:

1. review the budget book attached at Appendix 1 to the report and approve the recommendations detailed on Page 19 within it;
2. note the Service's intended participation in a scheme to reduce council tax fraud.

164. Members' Allowance Scheme 2021-22

The Monitoring Officer advised that she had issued a dispensation for this item from the provisions of Part 2 of the Members' Code of Conduct, enabling Members to discuss this item without declaring a pecuniary interest.

The Fire Authority considered a report on Members Allowance Scheme. The current scheme ended in March. For several years, the Fire Authority had effectively repeated the previous arrangements, due to ongoing certainty regarding the future governance arrangements for the fire service. Given this, it was proposed to freeze allowances for a further year.

Historically, Member allowances had been reviewed by asking Cambridgeshire County Council to consider the Fire Authority's requirements as part of its own review, and this had been seen as prudent, especially when the future of the Fire Authority was in the balance. Whilst the direction and aspirations of the White Paper and incoming Police and Crime Commissioner were not yet known, the future of the Fire Authority was more certain than it had been previously. The Monitoring Officer suggested that rather than link in with the County Council's review, this may be a good opportunity for the Fire Authority to arrange its own review based on Members' specific duties in relation to the Fire Authority, and benchmark against other Fire Authorities. A report exploring these options more fully could be presented to the next meeting of the Fire Authority.

In discussion

- it was confirmed that the Review Panel would be made up of external, independent individuals with expertise in these matters;
- One Member raised concerns that an independent review panel may be a waste of goodwill and tax payers' money, as Members often rejected findings from these panels. He agreed with the proposal to freeze allowances for the coming year, and a number of other Members also indicated their support for the freeze;
- A Member suggested waiting until the direction of the White Paper was known;
- Another Member expressed reservations regarding an independent review panel. He also cautioned that whilst the Fire Authority had frozen allowances for a number of years for good reasons, when allowances did increase, the eventual uplift may appear to be disproportionate, which could cause adverse publicity;
- A Member agreed that any increase at the present time would be insensitive and inappropriate. Whilst acknowledging concerns about an independent panel being potentially costly and wasteful, if its recommendations were not taken up, she commented that it would be difficult to demonstrate good governance without examining the processes that were in place. On balance, she supported the concept of external review, but felt that it was not the right time;

The Chairman thanked Members for their comments. He commented that whilst it never seemed to be the right time to review Members' allowances, he was reluctant to commit the new administration to considering an independent review panel in the summer, especially given the uncertainty around the White Paper and Police and Crime Commissioner. He therefore proposed that the Fire Authority approve the first recommendation, but change the second recommendation to "early in the life of the new Fire Authority", rather than at the next meeting.

It was resolved unanimously to

1. agree and apply the allowance rates within Appendix 1 for the period April 2021 to 31 March 2022;

2. the Authority receives, early in the life of the new Fire Authority, options and costs for a review of its allowances scheme to commence on 1 April 2022.

165. Draft Pay Policy Statement 2021-22

Members considered a report on the Pay Policy Statement for 2021-22, in line with the duty under the Localism Act 2011 for Fire Authorities to produce Pay Policy Statements.

In addition to meeting the relevant legal requirements, the Statement clearly set out the Authority's position in terms not only of its remuneration for Principal Officers, but also the lowest paid employees. The current pay multiple ratio between the highest and lowest earners was steadily reducing.

It was resolved unanimously to:

Approve the draft Pay Policy Statement attached at Appendix 1 to the report.

166. Cambridgeshire Fire and Rescue Service Wellbeing Strategy and Action Plan Update

Members of the Fire Authority received an update regarding the mental health and wellbeing work of the People Strategy. Key areas of work were highlighted, especially around processes, support available and communications with staff. The Wellbeing Strategy focused on the three pillars of maintaining good mental health, which were prevention, protection and response.

Arising from the presentation:

- A Member applauded the work undertaken over recent years, which filled him with confidence on how the Service treated colleagues, and he hoped other authorities would take such a proactive approach to mental health and wellbeing, and he looked forward to future updates;
- Another Member asked how support would be provided to the wider family of the staff member? Officers advised that many services were available to families, including those provided by the Fire Service Charity;
- A Member applauded this exemplar which should be replicated in other services. It was noted that whilst the report made a commitment to evaluating activities, there was no evidence of delivering that commitment. Whilst Members had oversight of this work so knew what was happening,

the Member suggested that this evidence should be made clearer for anyone examining this work externally;

- A Member raised the issue of mental health in relation to remote working as a result of the pandemic, noting there had been steps taken to allow people to come back in to a Covid safe workplace. She suggested the damage to individuals from mental health issues arising from remote working was probably being underestimated in general.

Concluding, the Chairman thanked Members for their positive comments on this important work. Tribute was paid to all of the officers involved, especially Jon Anderson and Amy Jackson.

It was resolved unanimously to:

The Authority is asked to consider and approve the Wellbeing Strategy and supporting documents to be communicated out to all staff.

167. Annual Review of the operation of the ICT Shared Service

Members considered the outcome of an Annual Review in to the operation of the ICT Shared Service with Bedfordshire.

The period covered by the review had been very different to previous years, due to the lockdown and restrictions on working arrangements enforced by the pandemic. Throughout this period, the ICT Shared Service had provided a stable and reliable ICT infrastructure. Performance against incident management had dropped slightly, but this was largely due to increased fix times for some faults, given the large number of staff remote working in both organisations. ICT staff had provided advice and guidance with personal ICT equipment and also conducted some home visits to deliver equipment where necessary, which had been well received by staff.

Costs were subject to each organisation's own approval process, including ICT Shared Service joint projects and temporary agency staff. A framework for accounting for time and costs was in place, and end of year procedures for cross charging were undertaken and reviewed by the ICT Shared Service Board.

Progress had been made throughout the year migrating services on to Microsoft 365 in the cloud environment. The migration to cloud services would continue in the coming year.

A Member observed that in the Strategic Risk and Opportunity Management Register report included joint administration of the ICT shared service. Officers advised that the governance model was reviewed twelve months ago, due to concerns about the divergence of strategies of the two organisations. These strategies had been realigned, and as a result the risk had reduced.

Praise was given to the ICT team by both Members and officers.

It was resolved unanimously to:

1. consider the outcomes of the annual review of the operation of the ICT Shared Service Agreement;
2. note the progress in achieving the aims of improved resilience, flexibility, cover, quality and customer focus.

168. Budget update report

Members received an update on the revenue and capital spending as at 31st December 2020.

The Deputy Chief Executive highlighted a number of deviations from the budget:

- The overspend on firefighters, which was partly pre-empting some significant turnover in firefighters due to retirement in the coming year;
- An overspend for allowances paid to flexible duty officers, and expenditure against control room employees. This overspend related to providing cover on the operational rota and within the control room for sickness;
- The underspend in property maintenance, some of which was Covid related, or where work could not be completed as quickly as originally anticipated;
- The underspend in fuel, due to BP providing free fuel to appliances throughout the pandemic: this offer had been extended to the end of the financial year. In response to a Member question, it was noted that this generous offer had been extended nationally by BP to all blue light services;
- An adjustment in the budget relating to carried forward funding for aerial appliances. These devices had been delivered and would be fully operational by the end of the financial year.

Arising from the report, it was observed that the issue of sporadic recruitment/retirement patterns of firefighters was historic, and would be smoothed out going forward. It was also noted that the more efficient operational staffing arrangements implemented over recent years meant that there was little capacity when a number of firefighters retired at the same time.

It was resolved unanimously to:

Note the position on revenue and capital spending.

169. Strategic Risk and Opportunity Management Register – Monitoring Report

Fire Authority Members considered an update on the Strategic Risk Register. The Risk Register had been refreshed with the current risks reviewed and assessed for their current validity and the mitigation actions have been updated or amended as necessary.

One of the major risks continued to be that the ESMCP (Emergency Services Mobile Communications Programme) solution being offered would not be sustainable, leading to the government having to renegotiate with Airwave and an increase in costs to the Service. A Member noted that the government had been lobbied repeatedly on ESMCP, and asked how much the continued delay was costing. Officers advised that ESMCP was originally supposed to be a cost saving, or a solution that would incur no extra costs, but this was looking increasingly unlikely.

Members discussed the perennial risk of cybercrime, noting that every effort was being taken to mitigate that risk. A Member observed that for emergency services, there was a lot of reliance on technology for timing and communications, and asked whether specialist advice had been taken. Officers confirmed that they had a penetration testing programme, and regularly engage specialists who try to infiltrate the Service's system. The most vulnerable area remained people e.g. staff responding to spam emails. The Member commented that positive staff relations was critical when dealing with these type of issues.

It was resolved unanimously:

to review and note the strategic risk report and the risk distribution scoring matrix at Appendix 1 to the report.

170. Public minutes of the Policy and Resources Committee held 17 December 2020

The Fire Authority noted the public minutes of the Policy and Resources Committee held 17 December 2020.

171. Minutes of the Overview and Scrutiny Committee meetings held 1 October 2020 and 7 January 2021

Members noted the minutes of the Overview and Scrutiny Committee meetings held 1 October 2020 and 7 January 2021.

172. Appointments to Committees and Outside Bodies

Members agreed the revised schedule of appointments to Committees and Outside Bodies. The relevant changes were the appointment of Councillor Coles to both the Overview and Scrutiny Committee, and the Joint Consultative Committee.

CHAIRMANS ANNOUNCEMENTS

Councillor Janet Goodwin

It is with great sadness that I must report the passing, just before Christmas, of Councillor Janet Goodwin. Janet was most recently appointed by Peterborough City Council to the Fire Authority in May 2018, but had served on the Fire Authority, on and off, for many years.

Many of us knew Janet, she was an excellent contributor to Fire Authority meetings and staunch supporter of the fire service. She was also a good friend with a great sense of humour and I would like to send condolences to her family and friends on behalf of the Fire Authority. She will be sadly missed by us all.

HMICFRS COVID-19 Inspection Outcome

On 22 January 2021 the outcomes of the HMICFRS COVID-19 inspections of all fire and rescue services in England were published.

Our report is extremely positive and the inspection team was 'impressed' with how we had adapted and responded to the pandemic effectively and how we had put the health, safety and wellbeing of our people at the forefront of decision making. It has been an incredibly challenging year for everyone yet we have continued to deliver our own statutory responsibilities as well as assist our partners where we could and I am delighted that the efforts of everyone in the Service have been recognised in the report.

The inspection team assessed us across a number of areas and formed their opinion on how well we had responded from talking to senior leaders, union representatives and other managers as well as analysing our documents, data and a staff survey. Like the Chief Fire Officer, it makes me immensely proud reading the report and as we move into the next wave of the fight against the virus with the vaccination programme, it is good to see that so many of our staff have already volunteered to support NHS partners with the challenge of getting the nation vaccinated.

Like the inspection team we recognise that the arrangements for managing the pandemic may carry on for some time and that we should plan for the future. In order to be as efficient and effective as possible, Officers have already started to look at and work on some aspects of the three recommended focus areas from the inspection.

The full report can be found at

<https://www.cambsfire.gov.uk/media/2997/cambridgeshire-frs-covid-19-inspection.pdf>

HMICFRS UPCOMING INSPECTION – WEEK COMMENCING 22 FEBRUARY 2021

Last month the Service found out that it will be one of the first services in Tranche 1 of the follow up round of the HMICFRS inspection programme to be inspected this year. This is slightly earlier than we anticipated however it does give us a great

chance to reflect and share our story with the team at the Inspectorate. Over the past few weeks Officers and staff have compiled document returns, data returns and prepared a self-assessment. Staff briefings have also started to be delivered to ensure that everyone across the Service is prepared and this is supported by briefing notes and regular updates on Workplace. As the Chairman of the Authority, I have seen the Service continue to evolve and improve since our last inspection even during the ongoing global pandemic. This inspection gives us the opportunity to share our stories of success but also demonstrate how we can learn and have learnt from what we could do better, so as the inspection draws nearer, if you are asked to participate please seize the opportunity to share your thoughts and experiences.

QFSM AWARD

Members will be aware that in late December last year we received the wonderful news that Chief Fire Officer Chris Strickland was to receive the Queens Fire Service Medal in the New Year Honours List. Chris has provided outstanding leadership throughout his career in Cambridgeshire, which has been particularly prevalent during the pandemic and has certainly been a contributing factor in us being recognised as one of the top performing services in the country. An obviously great and very well deserved achievement for Chris and one I'm sure you will join me in publicly congratulating him.

COMMUNITY VOLUNTEERING

Linked to our HMICFRS COVID-19 inspection outcome, our staff have helped out in many ways to assist blue light colleagues and the most vulnerable in our communities for example, driving ambulances, training staff to drive ambulances, face fitting masks to be used by frontline NHS and clinical care staff working with COVID-19 patients, and welfare visits to the vulnerable who were shielding. To enable this our resources had to be and were well managed; our financial position was largely unaffected, reserves didn't have to be used to cover extra costs, the organisation was able to respond quickly to staff absences and implemented work to build resilience. As the rollout of the COVID-19 vaccination programme gathers pace around the country, those staff that wish to are volunteering to support NHS colleagues. Indeed, at the time of writing, in excess of 500 hours had been given to vaccination centres across Cambridgeshire.

As the Chief Fire Officer said in a recent communication "The pandemic has been such a challenging time for everyone, across the country and the rest of the world. From the very start we have been seeing where we can provide help and ensure we are there for our communities, in particular those most vulnerable residents. With vaccination centres now being set up across the country, we want to ensure we are standing with the NHS to help protect as many people as possible, as quickly as possible".

It is important to recognise that, although this is a national crisis and the sector is there to help in the fight against COVID-19, our staff are at the heart of everything that we do and we wouldn't put them at any unnecessary risk. The National Fire Chiefs Council has released a range of updated risk assessments allowing fire service staff to continue work on COVID-19 related activities, while also taking on

more and different responsibilities and Officers will ensure that we are offering staff the right protection if we are carrying out these new duties.

CO-RESPONDING UPDATE

Members of the Authority are aware that since 2016, the Service has provided a medical response to cardiac arrest calls (co-responding) from its fire stations in March and Ramsey. Our evaluation of this work in January 2020 demonstrated benefits to both the local communities and the crews at those stations. It also proved to be excellent value for money. The Service has plans to expand these benefits by introducing more stations in areas where our ambulance service colleagues have challenges meeting their attendance times. More recently, the stress on the capacity of the NHS caused by the COVID-19 pandemic has meant the Service has been formally asked to bring forward these plans. Officers are now working closely with ambulance service colleagues to bring on a further six co-responding stations in our rural areas; great news for our communities, crews and collaboration.

St JOHNS DEVELOPMENT

And finally, I am delighted to report that the Authority has received planning consent for the proposed development at St Johns in Huntingdon. We are now seeking to complete on the land purchase by the end of the month with work on-site to commence early April.

To: Cambridgeshire and Peterborough Fire Authority
From: Assistant Chief Fire Officer – Jon Anderson
Presenting officer: Assistant Chief Fire Officer – Jon Anderson
Telephone: 07711 444201
Email: jon.anderson@cambsfire.gov.uk

Date: 23 June 2021

Review of Integrated Risk Management Plan Performance

1. Purpose

- 1.1 The purpose of this report is to provide the Fire Authority with an update of delivery against our Integrated Risk Management Plan (IRMP) 2020 - 2024.

2. Recommendation

- 2.1 The Authority is asked to note the contents of the report and make comment as they deem appropriate.

3. Risk Assessment

- 3.1 **Political** - the IRMP process, outlined in the Fire and Rescue National Framework for England, requires the Authority to look for opportunities to drive down risk by utilising resources in the most efficient and effective way. The IRMP has legal force and it is therefore incumbent on the Authority to demonstrate that its IRMP principles are applied within the organisation.
- 3.2 **Economic** - the management of risk through a proactive preventable agenda serves to not only reduce costs associated with reactive response services but also aids in the promotion of prosperous communities.
- 3.3 **Legal** - the Authority has a legal responsibility to act as the enforcement agency for the Regulatory Reform (Fire Safety) Order 2005. As a result, ensuring both compliance with and support for business to achieve are core aspects of the fire and rescue service function to local communities.

4. Equality Impact Assessment

- 4.1 Due to the discriminative nature of fire, those with certain protected characteristics are more likely to suffer the effects. Prevention strategies aim to minimise the disadvantage suffered by people due to their protected characteristic; specifically age and disability.

5. Background

- 5.1 The IRMP is a public facing document covering a four year period and represents the output of the IRMP process for Cambridgeshire and Peterborough. The Service's IRMP 2020 – 2024, published in April 2020, will cover the period from April 2020 to March 2024. This report focuses on the progress made against the action plan in year one (2020 - 2021).
- 5.2 The integrated risk management process is supported by the use of risk modelling. This is a process by which performance data over the last five years in key areas of prevention, protection and response is used to assess the likelihood of fires and other related emergencies from occurring - we term this 'community risk'. This, together with data from other sources such as the national risk register and our business delivery risks, is then used to identify the activities required to mitigate risks and maximise opportunities, with measures then set to monitor and improve our performance.
- 5.3 The IRMP delivery is broken down in to four areas for management and monitoring purposes in line with our excellence statements. These four areas are Community Safety Excellence, Operational Excellence, People and Value for Money. Under each area there are a number of activities we committed to deliver in our IRMP for 2020 - 2024. These are listed in paragraphs 6 to 9, accompanied by a short explanation.

6. People Excellence Delivery Update

- 6.1 Continued work to develop our organisational culture and to enhance staff engagement, including ensuring mechanisms are in place to properly feedback to staff and facilitating opportunities for colleagues from across different areas of the Service to engage and work with each other more.

The COVID-19 pandemic took our staff engagement work in a different direction but it has remained a key consideration throughout our journey through the pandemic. In the Her Majesty's Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS) staff engagement survey, carried out in October 2020, our Service scored above average compared to all fire and rescue services in the majority of areas confirming that we have managed to maintain staff engagement rates throughout the last 14 months. To reaffirm this we carried out our own survey in January/February 2021 and the results showed that 83% of staff remain satisfied or very satisfied at work and 86% of staff are satisfied with Cambridgeshire Fire and Rescue Service (CFRS) as an employer, rising to 94% in some staff groups.

We will now analyse the data in more detail and use the results to understand where we can continue to enhance staff engagement and develop our culture.

- 6.2 Developing and improving the ways in which we support the mental health and wellbeing of our staff.

We have created and communicated our Wellbeing Strategy which received high praise from staff and the Fire Authority. This is supported by an action plan that will continue to change and evolve over time and will be informed by staff feedback from the mental health and wellbeing (MHAW) survey and the ongoing work of the new MHAW Adviser who started in post on 1 June 2021. We have also begun the roll out of bespoke MHAW training as we recognise the importance of all staff being able to have an awareness of MHAW, both for themselves and others and know where they can access help and support. It is also important to the Service to continue to lift any stigma so that people feel able and supported to communicate any issues.

6.3 On-going work to improve the diversity of our workforce, including continuing to build long-term relationships with our diverse communities through our community engagement and positive action programmes.

We have designed and begun to implement a two year positive action strategy, built upon the six pillars of Engage, Equip, Empower, Embed, Evaluate and Evolve. The purpose is to engage and build relationships with a wider range of diverse groups within our local communities, in order to benefit both recruitment and community safety work. The positive action team continue to work proactively and collaboratively with recruitment team colleagues to improve workforce diversity for example, supporting virtual workshops as part of our most recent wholetime recruitment campaign, including workshops for targeted under-represented groups. The diversity of applications for roles in all areas of the Service continues to rise, with ongoing work to ensure that this is fully translated into the diversity of those joining our workforce.

6.4 Expand our programme of development activities to prepare staff for future roles and opportunities, including;

- collaborative development programmes with other fire and rescue services and partner organisations,
- building leadership and management skills for the future
- strengthening opportunities for staff to be responsible for their own learning, balanced with growing manager accountability for facilitating development of their staff.

We continue to evolve our leadership development programmes based on participant feedback and evolving organisational context and to collaborate with colleagues in Bedfordshire and Hertfordshire Fire and Rescue Services. This year we have begun working on plans for a new collaborative senior leader development programme (in addition to our middle leader programme). We have expanded our suite of development portfolios, now available for all operational roles to Group Commander, for supervisory managers in Combined Fire Control and for entry level and supervisory and middle leader professional support roles (core elements). We launched a new online coaching resource and launched use of a new coaching cohort, with business coaches from all areas of the Service trained and accredited to support development via quality coaching. Our learning and development and training centre teams also work collaboratively to ensure a joined-up approach to maximising development opportunities for example, through operational middle manager development days.

6.5 Continuing to embed an understanding of the value of quality conversations to enhance personal performance and development.

We have continued to promote the importance of quality conversations about performance and development via a number of forums and assess the value people deem their PDR conversations to have via both survey and informal feedback for example, HMICFRS staff engagement survey, our own wellbeing and engagement check-in survey and via conversations at station and team visits, as well as through levels of engagement with our Development Advisory Board. We also delivered evaluation focus groups with both managers and staff, to learn more about how we can continue to improve the value that everyone takes from their PDR conversations. Ongoing actions have been built into the 2021 IRMP action plan accordingly.

6.6 Strengthening the ways in which we understand our succession planning needs and identify and match an individual's potential to those needs, including;

- exploring the introduction of a shadowing programme to help give greater insight into and understanding of more senior roles,
- considering and evaluating our provision of apprenticeship schemes within the Service, offering greater opportunities for formal qualifications which support the careers of existing staff and promote the different professions available within the Service to those looking to start a career with us.

Our Development Advisory Board continues to embed our succession planning activity, with use of initial succession planning grids in early 2020 now being further refined. The impact of this was evidenced by the identification of a potential dearth of future talent at Watch Commander level; actions were put in place to address. A review of all apprenticeships has been undertaken and resulted in recommendations for the formation of a cross-organisational working group to drive forward a co-ordinated apprenticeships strategy for the future. This will include an apprenticeship toolkit to enhance the awareness of these schemes. Work to offer a shadowing programme was delayed due to the pandemic but is built into the 2021 IRMP action plan.

6.7 Continual review of our recruitment and promotion processes to provide equality of opportunity and remove any unnecessary barriers to people joining or progressing their careers within the Service.

We continue to engage with all applicants to understand their candidate experience and where relevant, offering support and advice on areas to develop for future applications. A working group has explored further the barriers to internal promotion and recommendations to move towards a more evidence-based assessment via a development portfolio of evidence (as opposed to one-off assessment centres) have

been accepted. This will roll out from 2023; the significant lead time is needed to design and prepare our people for such a large change. Considering our workforce planning profile for the coming years, a further working group has also explored the benefits of moving to a programme of rolling recruitment for wholetime (rather than big annual campaigns) allowing greater flexibility for the impact of positive action and greater control of the internal resource demands. This has also been approved and will commence from 2022. Finally, we have been working with stakeholders from across the Service to understand and implement opportunities to take advantage of funded placements via the Government Kickstarter Scheme, offering work placements to young people at risk of long-term unemployment as a result of the pandemic; the first placements are expected to start in summer 2021.

7. Community Safety Excellence Delivery Update

7.1 Further collaboration with health, social care and other partners to refine ways to identify and reach those most at risk of fire.

We continue to engage with our partner agencies to refresh data sharing agreements to enable us to target our intervention activities at our most vulnerable people in our communities. We are currently in the process of signing a data sharing agreement with Anglian Water to further grow our data set that is used to identify those most at risk from fire in our county.

7.2 Develop our Fire Break Programme to support the safety, health and personal development of identified young people.

Our Fire Break Programmes have been reviewed and evaluated and a new “Fire Break One” has been created which allows the programme to be delivered outside removing the barriers that are in place due to the pandemic. Looking forward we still have a number of Fire Break (or Fire Break One) courses that are programmed to run this year to help develop and support identified young people across Cambridgeshire. We are able to continue to deliver virtually a condensed Safety Zone Programme, school talks and consequences sessions.

7.3 Explore opportunities to offer early intervention and positively influence children and younger people.

Last year we evaluated all of our intervention strategies and where required made improvements; Jet the Dragon (a story book) has been launched and our crews have continued to interact with children and young people virtually during the pandemic. There are no plans at present, following the evaluation, to look to widen our current intervention schemes to fire cadets or other youth engagement options; we will continue to focus our efforts on Fire Break. Looking ahead we will be working regionally on our approach to the ‘Staywise’ Programme. This is a one stop shop for educational information about how children and young people can keep themselves safe including information from all blue light partners.

7.4 Work with partners and local authorities to support businesses to comply with regulation and ultimately create safer places to live, work and visit.

We continued to engage with businesses last year through tabletop (virtual) audits. These audits are a temporary measure and will attract a full audit when appropriate. Higher risk premises continued to be audited in person. This process was developed in response to the pandemic and has worked well. We have also evaluated our work within fire protection and recently held our first business online seminar which was extremely well received by the attendees. We will deliver more of these events throughout 2021 as well as launching our new business engagement process designed to support crews returning to compliance checks and supporting businesses.

7.5 Continue to lobby and work with developers and local authorities to increase public safety through the fitting of sprinklers where relevant.

The sprinkler strategy has been drafted and shared with the local authorities for comment before being signed off. This strategy will enable us to work with partners to drive this strategy which fundamentally focuses on the fitting of sprinklers in all non-domestic premises and where possible domestic. The fire protection team will then be looking to run another national sprinkler seminar/conference later this year to bring all key partners together to help support this piece of work and hopefully continue to gain buy-in nationally across the fire and rescue service.

7.6 Continue to work with partners from the road and water safety partnerships to reduce the number of people killed or injured on our roads and waterways.

We have been fortunate enough to part fund a two year post within the organisation dedicated to road safety. We are fully engaged with 'Vision Zero', the strategy set by Cambridgeshire and Peterborough Road Safety Partnership. CFRS will continue to lead on the workstream of 'Safer Vehicles' over the coming year. We continue to deliver our 'Be Water Aware' campaign which will start shortly in preparation for the summer holidays.

7.7 Develop and embed systems to effectively evaluate our activity to keep the community safe.

The community safety group has focused a lot of effort in reviewing all its activities, campaigns and programmes to ensure they continue to deliver what we want them to and where they don't, either make improvements, consider if there are any benefits to continuing, stopping the activity and/or seeking a different solution. This process is now embedded across the group and has been recognised in the initial findings from the recent HMICFRS inspection.

7.8 Bring together expertise from protection, prevention and community resilience to reduce risk to people, places and events.

We have reviewed our roles in some departments and were able to create two new risk and resilience Officer roles to better support the work prevention and resilience

groups undertake in relation to community risk reduction/prevention. We are also looking to better support our communities by widening our support when delivering safe and well visits especially in areas we know are prone to flooding. Joint visits to key risk sites or pre planning for events will happen more frequently as we move into 2021 ensuring we are as efficient as we can be in collecting risk data across all three groups (including operational risk).

8. Operational Delivery Update

8.1 Continue to align operational resources to our risk and demand, understanding our response model options and the number of resources required to achieve them.

We have just completed a review of the Day Duty Trial Agreement. Overall, the trial did not deliver all the objectives we hoped it would however it has identified some positive benefits that we are now working through with our staff and their representatives.

8.2 Continue to develop the use of our On-Call crews to improve our operational service to the public.

We have now started using our On-Call to deliver safe and well visits in our rural areas. This has been well received by the On-Call and has allowed us to reduce risk in those areas while improving the service delivered to those communities.

8.3 Continue to explore and implement improvements to support the working experience for our On-Call staff.

Last month we started our pre boarding work with our new On-Call recruits. This has been implemented following feedback from the On-Call and potential recruits about the excessive time between applying to join the Service and starting training. Our pre boarding aims to address this issue and improve the recruitment experience of our On-Call staff.

8.4 Review the structure and resourcing in our Combined Fire Control to ensure the continual provision of a high quality, sustainable control function.

The replacement of our new mobilising system is currently the priority focus in our control room. With our Suffolk colleagues we have agreed additional resourcing where necessary or diverted existing resources to support this work. Despite the significant technical challenges posed by this project and the impact of the pandemic we are still progressing well and hope to go live in the autumn.

8.5 Continue our ongoing work to ensure our emergency vehicles and equipment meet our identified risks.

This year has seen the introduction of two new turntable ladders which will enhance our response capability. A trial of electric vehicles over the next 12 months will continue to show our commitment to modern technology and our ongoing environmental improvement strategy.

- 8.6 Continue to align service procedures with national operational guidance in order to improve firefighter safety and our ability to work with other fire and rescue services.

Proactively supporting, both regionally and nationally, CFRS continues to be in a strong position in aligning with national operational guidance.

- 8.7 Continue to develop our central training facility to support the delivery of risk critical operational training.

Training centre staff have continued to fully engage in the design of the new training centre at St Johns. We have secured contracts with partners ensuring access to risk critical training during the build period of the new Huntingdon site.

- 8.8 Review current arrangement for operational training to ensure they meet the needs of operational staff.

The training review project stays on track for completion in the summer of 2021. This will see the introduction of new ways of working and a shift system that offers equal access to centrally delivered training across all duty systems.

- 8.9 Develop further our assurance across all operational areas to ensure a high level of performance and support the continued development of our staff.

We have undertaken a review of our current operational assurance processes, which has resulted in improvements in our de-briefing and exercising programmes. The 12-month pilot of a new incident command training provider will ensure our operational commanders receive consistent and realistic training across all levels of command.

9. Value for Money Delivery Update

- 9.1 Introduce the replacement national emergency service communication system.

We have continued to respond to all work requests from the central project. The project timelines have moved and we continue to consider future impacts of this project on our infrastructure as we continue to develop this.

- 9.2 Deliver new emergency mobilising technologies into operational service as well as review existing technologies to deliver enhancements to these.

Good progress has been made on the implementation on our new mobilising system with the new infrastructure in place at Dogsthorpe for the secondary combined fire control room. The station end equipment at all stations has been replaced to upgrade technologies to support new security requirements. The new Mobilising and Integrated Communication Control system has been through satisfactory factory acceptance testing and has now been delivered to the Service, installed at Dogsthorpe and partially installed at Service Headquarters to allow for site

acceptance testing. Work will be continuing in this financial year to complete testing, data loading and training to make the new system live.

9.3 Collaboration with other blue light services, including a rationalisation and sharing of estates and well as looking for joined up working practices.

Exploring opportunities for sharing our estate with blue light partners continues. We have seen the introduction this year of a blue-light collaboration in the use of drones across Bedfordshire, Cambridgeshire and Hertfordshire, providing resilience and a reduction in overall costs of this key asset.

9.4 Deliver efficiencies, through the Service Transformation and Efficiency Programme (STEP), by the automation and improvement of business processes, reducing manual intervention and freeing up resources from administrative tasks to focus on value adding activities.

Last year we delivered new cloud-based STEP processes for sickness absence which included the collection of COVID related data and various other smaller processes while we continued to migrate the last in-house process to the STEP cloud. This year we will complete the migration and shut down the in-house STEP process server then start working on the next service priorities.

9.5 Ensure technology delivers opportunities for more efficient and effective ways of working, with a particular emphasis on ensuring our software provides value for money while enabling better mobile working and joint working opportunities.

Significant emphasis has been placed on improving value for money in our software licencing. As a result, all staff have been migrated to Microsoft 365 to improve access to information from any location and to provide the ability to more easily collaborate and share information with partners. Staff who have the ability to work remotely have been provided with laptops to improve working conditions and video conferencing facilities have been provided at all premises to enable all staff to be fully engaged in virtual meetings. The move to Microsoft Teams has enabled staff to work more effectively when remote from CFRS premises, while the new Wi-Fi provision will, when fully implemented, improve connectivity for both staff and visitors using our premises.

9.6 Review spend across departments and contractual arrangements to inform enhancements and improvements to our procurement processes.

The commercial team has worked with groups/departments and budget holders to identify spend across all categories both in contract spend and off contract spend, work with budget holders to raise commercial awareness and encourage early engagement in potential tender opportunities to ensure they run as efficiently and effectively as possible and deliver value for money. This information has also been submitted to the wider NFCTP Programme looking at contractual arrangements and spend across the sector and have been actively working within the national programme to review contractual arrangements and identify future collaboration opportunities and appropriate framework agreements for work in the pipeline.

The commercial team has worked with Heads of Groups to identify procurement pipelines and consolidate opportunities where possible.

CFRS has submitted significant data over the last twelve months with regard to third party spend, future pipelines and project specific questionnaires, which include current spend and predicted spend for areas such as but not limited to fleet, apprenticeships, operational equipment and clothing to inform future procurement strategies and priorities.

The commercial team worked with the wider blue light organisations and local resilience forum to procure COVID related goods and services to consolidate buying power and reduce unit costs whilst having confidence, through the collaborative due diligence processes, that goods procured met necessary standards for the Authority.

The post Brexit procurement amendments have been incorporated into our procurement processes.

A Commercial Awareness Strategy has been drafted to “Raise Commercial Awareness” across the organisation to improve procurement and commercial processes from initial concept pre-procurement to end of contract life and transition and to support this training packages have been developed for delivery in 2021/22.

In addition to the above, preparations have been made to introduce new procurement regulations into the Service once enshrined in law and amend current processes accordingly.

9.7 Review how we use our resource across the organisation during periods of operational high demand.

We have learned some valuable lessons from our experience during the winter flooding and will seek to build on this for next year. We are starting to prepare for our potential summer peaks ensuring we have the resources available to meet any increase in demand.

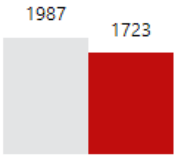
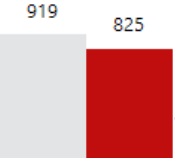
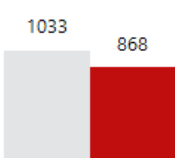
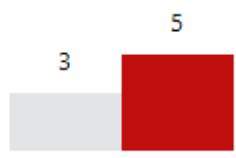
10. IRMP Performance Review 2020/21 End of Year Performance

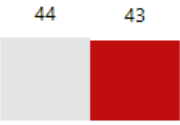
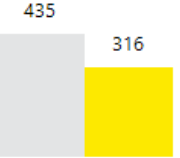
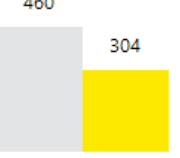

10.1 Our performance against our IRMP performance measures is monitored on a quarterly basis; below is the end of year performance for 2020/21.

We will respond to the most serious incidents within an average of 9 minutes in urban areas and 12 minutes in rural areas for the first fire engine in attendance. And we will respond to all incidents in our authority area within 18 minutes for the first fire engine in attendance 95% of the time.

Within this IRMP we have changed the denotation of urban and rural areas to match the definitions provided by the Office of National statistics, which links it to the population.

<p>Urban</p> <p>Call Year to Date ▼ -4.8%</p> <table border="1"> <thead> <tr> <th>Year</th> <th>Average Attendance Time</th> </tr> </thead> <tbody> <tr> <td>Previous Year</td> <td>07:52</td> </tr> <tr> <td>Current Year</td> <td>07:29</td> </tr> </tbody> </table>	Year	Average Attendance Time	Previous Year	07:52	Current Year	07:29	<p>The average attendance time for the first pump in urban areas remains positive and within our 9-minute performance measure. We are on average attending in 7:29 compared to the previous year of 7:52. This has been impacted by COVID and the reduced traffic on the roads.</p>
Year	Average Attendance Time						
Previous Year	07:52						
Current Year	07:29						
<p>Rural</p> <p>Call Year to Date ▼ -2.1%</p> <table border="1"> <thead> <tr> <th>Year</th> <th>Average Attendance Time</th> </tr> </thead> <tbody> <tr> <td>Previous Year</td> <td>12:27</td> </tr> <tr> <td>Current Year</td> <td>12:11</td> </tr> </tbody> </table>	Year	Average Attendance Time	Previous Year	12:27	Current Year	12:11	<p>Within rural areas the first pump has been over our 12 minutes performance measure and we completed the year at 12:11.</p>
Year	Average Attendance Time						
Previous Year	12:27						
Current Year	12:11						
<p>All incidents</p> <p>Call Year to Date ▲ 0.3%</p> <table border="1"> <thead> <tr> <th>Year</th> <th>Attendance within 18 minutes</th> </tr> </thead> <tbody> <tr> <td>Previous Year</td> <td>94.7%</td> </tr> <tr> <td>Current Year</td> <td>95.1%</td> </tr> </tbody> </table>	Year	Attendance within 18 minutes	Previous Year	94.7%	Current Year	95.1%	<p>We have seen the measure for the first pump in attendance within 18 minutes on 95% of occasions at 95.1%. This is very positive and shows an improvement from last year to bring us within our performance measure.</p>
Year	Attendance within 18 minutes						
Previous Year	94.7%						
Current Year	95.1%						
<p>We will be monitoring the following areas to ensure that we are making effective decisions about the targeting of our resources:</p> <ul style="list-style-type: none"> The number of primary and secondary fires. The number of associated deaths and injuries from fire. The number of people killed and seriously injured on our roads. The number and type of special services that we attend. The diversity of job applicants and employees. 							

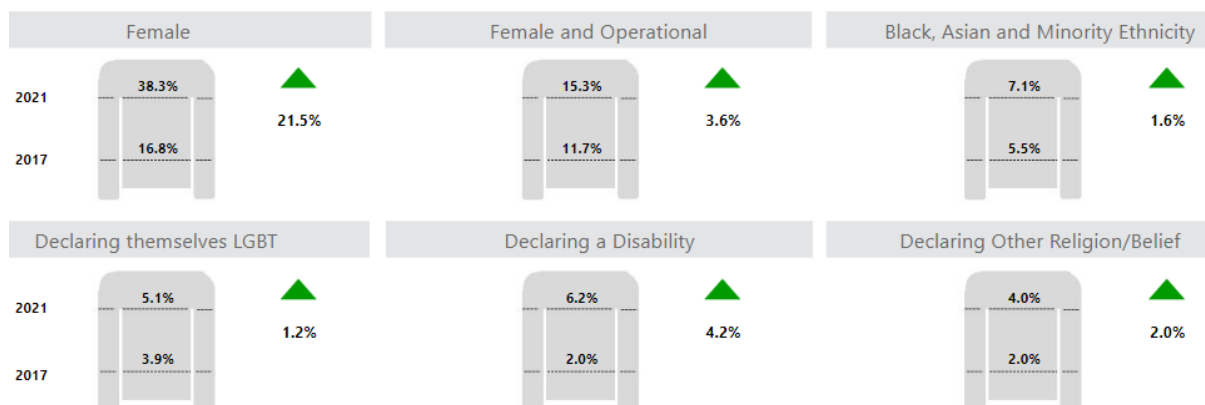
<p>Total fires</p> <p>Call Year to Date ▼ -13%</p>  <table border="1"> <thead> <tr> <th>Year</th> <th>Total Fires</th> </tr> </thead> <tbody> <tr> <td>2022</td> <td>1987</td> </tr> <tr> <td>2023</td> <td>1723</td> </tr> </tbody> </table>	Year	Total Fires	2022	1987	2023	1723	<p>The total number of fire incidents attended are down on last year by 13% to 1,723 this year.</p> <p>Of the 1723 total fires, 825 were primary fires, 868 were secondary fires and 30 were chimney fires.</p> <p>All districts have seen a reduction in fires.</p> <p>This is equivalent to 57 less fires in rural areas and 207 less fires in urban areas.</p>
Year	Total Fires						
2022	1987						
2023	1723						
<p>Primary Fires</p> <p>Call Year to Date ▼ -10%</p>  <table border="1"> <thead> <tr> <th>Year</th> <th>Primary Fires</th> </tr> </thead> <tbody> <tr> <td>2022</td> <td>919</td> </tr> <tr> <td>2023</td> <td>825</td> </tr> </tbody> </table>	Year	Primary Fires	2022	919	2023	825	<p>The total number of primary fires attended are down on last year by 10% to 825 this year.</p> <p>There have been reductions in road vehicle fires (down by 51 fires), primary outdoor fires like stack fires (down by 24 fires) and dwelling fires (down by 21 fires).</p> <p>All districts have seen a reduction in primary fires.</p>
Year	Primary Fires						
2022	919						
2023	825						
<p>Secondary Fires</p> <p>Call Year to Date ▼ -16%</p>  <table border="1"> <thead> <tr> <th>Year</th> <th>Secondary Fires</th> </tr> </thead> <tbody> <tr> <td>2022</td> <td>1033</td> </tr> <tr> <td>2023</td> <td>868</td> </tr> </tbody> </table>	Year	Secondary Fires	2022	1033	2023	868	<p>The total number of secondary fires attended are down on last year by 16% to 868 this year.</p> <p>There have been 144 less refuse fires this year compared to last.</p> <p>All districts have seen a reduction in secondary fires.</p>
Year	Secondary Fires						
2022	1033						
2023	868						
<p>Fire Deaths</p> <p>Call Year to Date ▲</p>  <table border="1"> <thead> <tr> <th>Year</th> <th>Fire Deaths</th> </tr> </thead> <tbody> <tr> <td>2022</td> <td>3</td> </tr> <tr> <td>2023</td> <td>5</td> </tr> </tbody> </table>	Year	Fire Deaths	2022	3	2023	5	<p>There have been five fire related deaths over the past 12 months resulting from four separate incidents.</p> <p>Two incidents were accidental dwelling fires and two incidents were road traffic collisions from which fires started.</p> <p>Three males, one female and one gender not known.</p> <p>Ages were 3, 7, 88 and with two persons of unknown age.</p>
Year	Fire Deaths						
2022	3						
2023	5						
<p>Fire Casualties</p>	<p>The total number of fire related casualties are down on last year by 2% to 43 this year.</p> <p>The 43 casualties resulted from 36 separate incidents.</p>						

<p>Call Year to Date ▼ -2%</p>  <table border="1"> <tr> <th>Year</th> <th>Incidents</th> </tr> <tr> <td>2019</td> <td>44</td> </tr> <tr> <td>2020</td> <td>43</td> </tr> </table>	Year	Incidents	2019	44	2020	43	<p>25 incidents were dwelling fires, five were non-residential premises, three were road vehicle fires, two were outdoor fires and one was a boat fire.</p> <p>The severity of injury of the 43 people breaks down as follows; one person sent to hospital with serious injury, 26 people sent to hospital with slight injury, 12 people with first aid at scene and 4 people had a check recommended.</p> <p>33 males, 14 females and one person gender not known.</p>
Year	Incidents						
2019	44						
2020	43						
<p>Road traffic collisions attended</p> <p>Call Year to Date ▼ -27%</p>  <table border="1"> <tr> <th>Year</th> <th>Collisions</th> </tr> <tr> <td>2019</td> <td>435</td> </tr> <tr> <td>2020</td> <td>316</td> </tr> </table>	Year	Collisions	2019	435	2020	316	<p>The total number of road traffic collision incidents attended by the fire service is down on last year by 27% to 316 this year.</p> <p>This has been because of the reduction in road journeys during the lockdown periods.</p>
Year	Collisions						
2019	435						
2020	316						
<p>People killed or seriously injured in road traffic collisions (Police data)</p> <p>Call Year to Date ▼ -34%</p>  <table border="1"> <tr> <th>Year</th> <th>Deaths/Injuries</th> </tr> <tr> <td>2019</td> <td>460</td> </tr> <tr> <td>2020</td> <td>304</td> </tr> </table>	Year	Deaths/Injuries	2019	460	2020	304	<p>The total number of people killed or seriously injured in road traffic collisions are down on last year by 34% to 304 this year.</p> <p><i>The current system (started April 2016) records details of road traffic collisions involving human death or personal injury which occurred on the public highway which were reported to the Police within 30 days of occurrence and in which one or more vehicles are involved, in accordance with Department for Transport STATS 20 instructions.</i></p> <p><i>The data should be regarded as unverified. The Department for Transport will be releasing the verified 2020 calendar year figures shortly. That said, it is unlikely that the totals will be very different from what is being reported here.</i></p>
Year	Deaths/Injuries						
2019	460						
2020	304						
<p>Special service incidents attended</p> <p>Call Year to Date ▲ 1%</p>  <table border="1"> <tr> <th>Year</th> <th>Incidents</th> </tr> <tr> <td>2019</td> <td>1046</td> </tr> <tr> <td>2020</td> <td>1057</td> </tr> </table>	Year	Incidents	2019	1046	2020	1057	<p>The total number of special service incidents attended is up on last year by 1% to 1057 this year.</p> <p>Flooding incidents have been noticeably higher this year (158) compared to last year (88). We have also seen an increase in water rescues this year (33) compared to last year (24) due to spate flooding conditions.</p>
Year	Incidents						
2019	1046						
2020	1057						

Type of special service incidents attended



Applicant diversity



Positive increase in females overall and female operational applicants. Over the past year there have been 248 female applicants, of which 51 were female operational applicants.

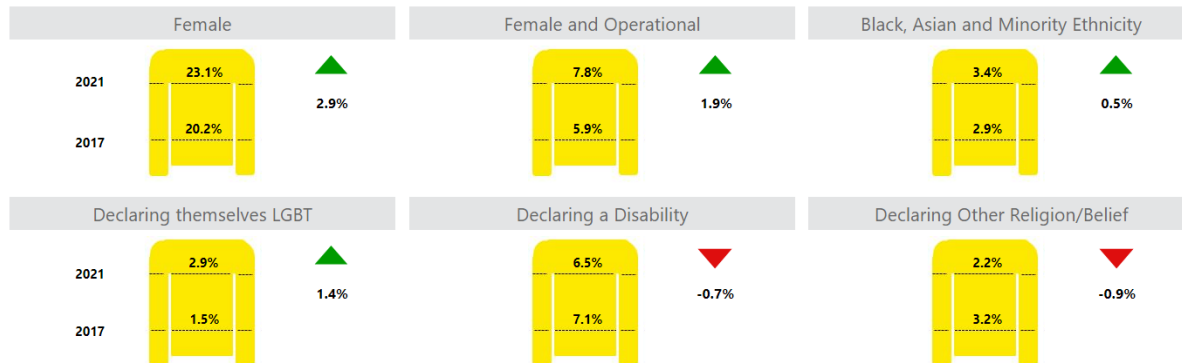
Positive increase in BAME applicants at 7.1% of total applicants (equivalent to 46 people).

Positive increase in people declaring themselves lesbian, gay or bisexual at 5.1% of total applicants (equivalent to 33 people).

Positive increase in people declaring a disability at 6.2% of total applicants (equivalent to 40 people).

Positive increase in people declaring other religion or belief at 4% (equivalent to 26 people).

Workforce diversity



Positive increase in females overall and female operational staff. As of 31st March 2021, there were 175 female staff, of which 40 were female and operational (wholetime and On-Call).

Positive increase in BAME staff at 3.4% of total staff (equivalent to 26 people).

Positive increase in people declaring themselves lesbian, gay or bisexual at 2.9% of total staff (equivalent to 22 people).

Slight decrease in people declaring a disability at 6.5% of total staff (equivalent to 49 people). Approximately 79% of staff have responded to this question in ResourceLink, so we may find that the percentage of staff with a disability may be higher if the remaining 21% of staff were to respond.

Slight decrease in people declaring other religion or belief at 2.2% of total staff (equivalent to 17 people).

We will be working to support businesses to ensure compliance with the Fire Safety Order and we will monitor this through:

The number of non-domestic fires.

The number of business engagements identified through our risk based audit programme.

Non-domestic fires

There have been 160 non-domestic fires in 2020/21 compared to 159 non-domestic fires in 2019/20.

The total number of accidental non-domestic fires are up on last year by 3% from 109 to 112 this year.

	The number of deliberate non-domestic fires is down slightly from 50 to 48 this year.
Number of business engagements	There have been 16 business engagements in 2020/21 compared to 825 engagement jobs in 2019/20.
<p>To ensure that we are delivering value for money for our communities, we will monitor:</p> <p>Our collaborations and the benefits that these bring to us, our partners and to our communities.</p> <p>Savings that we achieve through improving our business practices. These may be financial or more efficient ways of working.</p>	
<p>Collaborations and benefits</p> <p>We collate details of all our collaborations on our collaboration register and monitor the benefits that these are delivering whether to the Service, to the community or to our partners.</p>	
<p>Savings and business process improvements</p> <p>Savings made throughout the year are monitored and recorded on our savings register. We are also required to submit returns to the Home Office on these. We log savings made through contracting and collaborations.</p>	

Bibliography

Source Document: IRMP 2020 – 2024

Location: Hinchingsbrooke Cottage, Brampton Road, Huntingdon

Contact officer: Jon Anderson, 07711 444201 jon.anderson@cambsfire.gov.uk

To: Cambridgeshire and Peterborough Fire Authority
From: Deputy Chief Executive Officer – Matthew Warren
Presenting officer: Democratic Services Officer – Dawn Cave
Telephone: 01223 699178
Email: dawn.cave@cambridgeshire.gov.uk
DATE: 23 June 2021

Appointments to Committees and Outside Bodies

1. Purpose

- 1.1 To make appointments to Committees, outside organisations and other bodies.

2. Reasons for updating the schedule

- 2.1 Following the County Council elections in May, the County Council's full Council meeting on 18th May appointed six new representatives to the Fire Authority: Councillors Cox Condon, Goodliffe, McDonald, Murphy, Slatter and Taylor. Seven of the County Council's appointees remain the same – Councillors Bywater, Gardener, Gowing, Kindersley, McGuire, Reynolds and Smith.
- 2.2 In addition, following Peterborough City Council elections, the City Council's full Council meeting in May appointed Councillor Warren as a new representative to the Fire Authority. The other three City Council representatives remain the same – Councillors Bond, Jamil and Over.
- 2.3 Fire Authority Group Leaders have been asked to review the current appointments, fill vacancies and make any other changes, as appropriate. An updated schedule will be circulated prior to the meeting on 23rd June. Please note that following the elections, proportionality for Committee places has been revised.

3. Recommendations

- 3.1 The Authority is asked to agree the updated schedule appointments, as circulated at the meeting.

4. Risk Assessment

- 4.1 Political – It is important, where possible, to fill vacancies to ensure the effective operation of the Fire Authority's democratic process.

Source documents

Schedule of appointments to be approved at the Fire Authority meeting – to be circulated at the meeting.

Contact: Dawn Cave 01223 699178 dawn.cave@cambridgeshire.gov.uk