# C L E V E L A N D  F I R E  A U T H O R I T Y

## MINUTES OF EXECUTIVE COMMITTEE MEETING

## 26 APRIL 2019

**PRESENT:**

**CHAIR**
Councillor Jan Brunton Dobson - Middlesbrough Council
**HARTLEPOOL BOROUGH COUNCIL**
Councillor Rob Cook
**MIDDLESBROUGH COUNCIL**
Councillor Tom Mawston
**REDCAR & CLEVELAND BOROUGH COUNCIL**
Councillors Mary Ovens, Ray Goddard
**STOCKTON ON TEES BOROUGH COUNCIL**
Councillors Jean O'Donnell, William Woodhead
**AUTHORISED OFFICERS**
Chief Fire Officer, Director of Corporate Services, Legal Adviser & Monitoring Officer, Treasurer
**BRIGADE OFFICERS**
Simon Weastell, Group Manager Collaboration (Minute No. 126.3 only)

**129. DECLARATION OF MEMBERS INTERESTS**

It was noted no Declarations of Interests were submitted to the meeting.

**130. MINUTES**

**RESOLVED - that the Minutes of the Executive Committee on 8 March 2019 be confirmed.**

**131. REPORT OF THE CHIEF FIRE OFFICER**

**131.1 Leadership & Management Strategy 2018-22**

The Chief Fire Officer (CFO) reported that the Leadership & Management Strategy 2018-22 was underpinned by the Authority's overarching 'People Strategy' and 'Values & Behaviours Framework' and details the steps that the Brigade will take to develop and implement a whole system approach to leadership and management development.

Members were referred to Appendix 1 which detailed the strategy and covered Purpose; Strategic Aim; Approach; Budgeting in Cleveland Fire Brigade; Our Leadership Model; Strategy Outcomes; Leading Yourself, Leading Others, Leading the Function; Leading the Service; Incident Command; and Delivering Outcomes.

The CFO reported that the Strategy aimed to achieve the following five key outcomes over the next four years and would be monitored and reviewed by the Director of Technical Services.

**131.1 Leadership & Management Strategy 2018-22 cont.**

LM1 - We will have strong and effective leaders and managers at all levels
LM 1.1 - We will have operationally and professionally competent, resilient and self-motivated people who are positive role models.
LM 1.2 - We will have people who are adept in promoting equality, diversity and success by building highly effective and inclusive teams
LM 1.3 - We will have people who are accountable and drive continuous improvement in standards, services and performance
LM 1.4 - We will have staff that are able to create a compelling vision and can lead corporate change

The CFO confirmed that the Strategy had been Equality Impact Assessed and there were no issues to report.

**RESOLVED – That the report be noted.**

**132. JOINT REPORT OF THE CHIEF FIRE OFFICER AND TREASURER**

**132.1 Medium Term Financial Strategy 2019-20 – Update**

The Treasurer provided Members with an update on the Medium Term Financial Strategy taking into account the 2019/20 Employers' Pension Rates which were confirmed in late March.

He reported that the Authority had approved a provision within the 2019/20 budget of £130k based on the Government funding 90% of the additional pension cost. However, the confirmed position of 84% government funding added an additional £136k (total £266 net budget pressure) for 2019/20.

The Treasurer outlined the following options for funding the additional £136k:

- a first call on the 2018/19 outturn if this is higher than previously forecast; and

- any residual shortfall is then funded as a first call on any managed underspend achieved in 2019/20, or if a 2019/20 underspend is not achieved will need to be funded from the Budget Support Fund.

Councillor Cook asked if the Authority would achieve an underspend in 2019/20. The Treasurer confirmed it was too early in the year to forecast this and the Authority had no 'direct' control over the unfunded employers' pension issue.

The CFO confirmed that in the past the Authority has been able to plan to meet the budget cuts however as it faces a £3.8m (14%) cut there are still financial uncertainties preventing planning. He confirmed that the government's Fair Funding Formula Review was to be rolled over into 2020/21 which was causing a delay to workforce planning work.

The Director of Corporate Services (DoCS) reported that work was ongoing to address this issue including a forensic investigation into pay budgets, the Broadening Role issue in connection with firefighter pay and a project considering scope for enabling services collaboration. She confirmed that nationally Cleveland was recognised as having the worst financial deal and it was committed to continuing with a political campaign.

**132.1 Medium Term Financial Strategy 2019-20 – Update cont.**

The CFO reported that nationally the National Fire Chiefs Council (NFCC) was campaigning for more money for the Fire and Rescue Service.

Councillor Cook said he appreciated that staff were doing an excellent job keeping the service going but feared the financial situation would not improve. Councillor Woodhead acknowledged that cuts to Cleveland had been for many years regardless of which party was in Government.

The CFO reported that the Authority would need to consider both financial and operational implications moving forward. He confirmed that the Authority currently operated an average 7 minute response standard to all 250k households in its area. This was built around academic evidence that the faster an appliance can attend a fire the greater the chance to save life, property and environment. He added that 18 appliances were required to achieve this.

Councillor Cook said he understood both the operational and financial options and questioned how collaboration would benefit the Authority financially. The CFO said that the issue of collaboration would be considered in detail at a later agenda item (minute no. 136.3 refers) and added that he hoped the HMICFRS Inspection Team would recognise the financial strain the Authority is under and acknowledge it is not a sustainable model.

The Chair confirmed that the Authority had been lobbying Government for many years and acknowledged that the next few years would be very difficult.

**RESOLVED:-**

**(i) That the report be noted**

**(ii) That Members approved the proposal for the additional 2019/20 unfunded employers pension costs of £136,000 as either:**

- **A first call on the 2018/19 outturn if this is higher than previously forecast; and**
- **Any residual shortfall then be funded as a first call on any managed underspend achieved in 2019/20, or if a 2019/20 underspend is not achieved will need to be funded from the Budget Support Fund.**

**(iii) That Members instructed the CFO to update the development of the contingency savings plan based on the existing scenario 1a and revised scenario 1b (i.e. forecast £3.497m) and to report details to a future meeting as part of the process for setting the 2021/21 budget.**

**(iv) That this issue be included in the next Medium Term Financial Strategy update report to the Fire Authority.**

**133. ANY OTHER BUSINESS**

**133.1 Thanks to Councillor Goddard**

The Chair thanked Councillor Ray Goddard for his commitment as a Member of the Authority and wished him well for the future.

**133.2 Presentation to Chair**

Cllr Jean O'Donnell informed Members that Councillor Jan Brunton Dobson was retiring from public office and gave thanks on behalf of the Authority for her outstanding contribution as both a Member and Chair. Councillor Brunton Dobson thanked Members, officers and staff for their support throughout her time on the Authority.

**134. LOCAL GOVERNMENT (ACCESS TO INFORMATION) (VARIATION ORDER) 2006**

**RESOLVED "That Under Section 100(A) (4) of the Local Government Act 1972, the press and public be excluded from the meeting for the following item of business, on the grounds that it involves the likely disclosure of exempt information as defined in paragraphs 3 and 4 of Part 1 Schedule 12A of the Local Government Act 1972 as amended by the Local Government (Access to Information) (Variation) Order 2006, namely information relating to any financial or business affairs of any particular person (including the authority) holding that information and namely information relating to any consultations or negotiations, or contemplated consultations or negotiations, in connection with any labour relations matter arising between the authority or a Minister of the Crown and employees of, or office holders under, the authority."**

**135. CONFIDENTIAL MINUTES**

**RESOLVED - that the Confidential Minutes of the Executive Committee held on 8 March 2019 be confirmed.**

**136. CONFIDENTIAL REPORTS OF THE CHIEF FIRE OFFICER**

**136.1 Provision of Firefighter Pension Administration and Pensioner Payroll Services - Tender Acceptance**

Members considered tender submissions for the Provision of Firefighter Pension Administration and Pensioner Payroll Services.

**136.2 Cleveland Fire Brigade's HMICFRS Inspection 2019/20**

Members received an update on the HMICFRS Inspection Programme.

**136.3 Fire and Police Collaboration Update**

Members considered the progress of Fire and Police Collaboration work.

**COUNCILLOR JAN BRUNTON DOBSON**
**CHAIR**