



Buckinghamshire & Milton Keynes Fire Authority

MEETING	Executive Committee
DATE OF MEETING	11 May 2016
OFFICER	Lynne Swift, Director of People and Organisational Development
LEAD MEMBER	Councillor Roger Reed
SUBJECT OF THE REPORT	Strategic Training and Delivery Partnership
EXECUTIVE SUMMARY	<p>This report is being presented to Members, in order to provide an overview of the notable benefits that have been realised through the current training and delivery partnership agreement between BMKFA and the Fire Service College (FSC).</p> <p>The attached partnership summary report (Appendix A) details the financial overview for the 2015\16 partnership, which amounted to a programme value of £178,815, as well as the outputs and outcomes that were attained.</p> <p>Furthermore, the report also highlights the principal changes to the 2016\17 partnership that have recently been agreed following a number of meetings held with the FSC, intended to develop and build upon the previous year's achievements. The like for like programme value for the coming year amounts to £163,600.</p>
ACTION	Decision.
RECOMMENDATIONS	<p>It is recommended that members:</p> <ol style="list-style-type: none"> 1) Acknowledge the progress and benefits already realised through the 2015\16 training and delivery partnership. 2) Approve the training partnership with the Fire Service College procured through the 'Wider Public Sector Framework' for a further period of one year.
RISK MANAGEMENT	<p>Risk:</p> <p>The professional partner terminating the partnership agreement leaving BMKFRS with limited resources and obvious gaps within the quality assurance and validation elements of the training framework.</p> <p>Mitigation:</p>

	<p>BMKFRS will maintain the required capability in order to continue delivering all elements of training delivered through the training partnership.</p> <p>Risk:</p> <p>A partnership with a national training provider, in this instance the Fire Service College (Capita), would link BMKFRS to this external organisation. This could lead to reputational issues if the professional partner is subject to negative press.</p> <p>Mitigation:</p> <p>The Fire Service College is a well-established and respected trade name within the fire sector. There have been no recorded issues of notable bad press during the initial period of the partnership, however BMKFRS will continue to monitor the relationship with the FSC and if necessary have the option to terminate the partnership, in light of there being a 90 days termination clause contained within the Wider Public Sector Framework.</p> <p>Risk:</p> <p>BMKFRS or the FSC fails to deliver on the requirement of the training partnership.</p> <p>Mitigation:</p> <p>Effective monitoring by the Training Delivery Manager and management of underperformance, against approved key performance indicators by the Training Strategy Group.</p> <p>Risk:</p> <p>Current under establishment of Area Trainers may impact upon BMKFRS ability to fulfil the 320 instructor days at the FSC.</p> <p>Mitigation:</p> <p>Actively seeking expressions of interest for the role of Area Trainer from suitably qualified supervisory commanders. To better utilise the pool of Associate Instructors, ensuring they have the necessary qualifications, as detailed within the partnership agreement.</p>
<p>FINANCIAL IMPLICATIONS</p>	<p>The total budgeted cost to the Authority for the training partnership, during the period 2015\16 is £178,815 per annum.</p> <p>This is funded through a payment of £96k per year to the FSC and the remaining balance of the funds is provided through BMKFRS providing the FSC with training instructors for a minimum of 320 days per year, which equates to £82,815.</p> <p>It is expected that by the end of the first year's partnership agreement, a number of instructor days</p>

	<p>will be outstanding. The FSC have requested 243 days of which 190 days been fulfilled by BMKFRS, leaving a difference of 53 days that are likely to be carried over.</p> <p>The total cost of the 2015\16 partnership is projected to be £165,117.</p> <p>The total cost to the Authority, in respect of the 2016\17 training partnership is £163,600 per annum.</p> <p>This is funded through a direct payment to the FSC of £83,600 per year, commencing 1 May 2016. The remaining balance of the funds is again provided by the 320 training instructor days, which for the 2016\17 agreement equates to £80,000.</p>
LEGAL IMPLICATIONS	<p>The Authority's Financial Regulations (Regulation E.2) require Executive Committee approval for the renewal of the proposed partnership/joint working initiative.</p>
CONSISTENCY WITH THE PRINCIPLES OF COLLABORATION	<p>Opportunities for collaboration, in particular with the Thames Valley fire and rescue services, have been sought over the last 12 months. The BMKFA Training Strategy and Framework has been shared with colleagues in each of the Thames Valley fire and rescue services and the FSC continue to promote this model with them and other UK fire and rescue services.</p> <p>The three services have engaged with the FSC with a view to participate in a review of the methods, outcomes and costs of operational training which will be completed in the summer of 2016. This is the first step in identifying options for a more collaborative training delivery model across the three authorities.</p> <p>However any form of collaboration will not be at the detriment of BMKFA being able to safeguard a training delivery model that remains efficient, effective and economical.</p>
HEALTH AND SAFETY	<p>The Training Delivery Partnership with the FSC has enhanced those systems being operated to address training needs and the reporting mechanisms that improve the overall health, safety and well-being of all employees, at the same time providing improved assurance to the Authority.</p> <p>Through the exceptional facilities provided to BMKFRS by the FSC, staff will have access to realistic scenarios during the validation exercises that will test and develop their operational competencies from both a practical and theoretical knowledge perspective.</p> <p>The external assurance of the BMKFRS Area Trainers and the validation exercises completed by the FSC will also provide assurance to the Authority that maintenance of skills training on stations remains effective and the associated occupational risks to our</p>

	operational staff are being appropriately managed.
EQUALITY AND DIVERSITY	<p>A PIA has been completed and the partnership agreement with the FSC sets out the equality and diversity requirements expected from the FSC in terms of compliance with the Equality Act 2010, including ensuring reasonable adjustments to remove barriers to disabled employees accessing the FCS training courses.</p>
USE OF RESOURCES	<p>The project will meet the objectives set out in the BMKFRS Corporate Plan to:</p> <ul style="list-style-type: none"> • Continually invest in our staff to ensure that they are competent, safe and have the skills and knowledge to work effectively with the public and our partners. • Manage all our resources to provide the best value for the residents and businesses of the communities we serve. <p>The project will meet the following objective set out in the POD Directorate plan:</p> <p>POD5 Organisational design: further review of organisational structures, processes way of working.</p> <p>Performance Indicators for Training, Learning & Development</p> <ul style="list-style-type: none"> • A report providing evidence of the Return on Investment (ROI) from the training partnership is submitted to the Training Strategy Group (TSG) six monthly. Membership of TSG is made up of managers with the authority to make strategic decisions and set direction of training. • Quarterly performance reports outlining progress of the partnership are provided to the Training Strategy Group before being presented to the Performance Management Board. • Directorate performance indicators for the training partnership are reviewed monthly at the People and Organisational Development Directorate management team meetings. <p>Communication with stakeholders;</p> <p>Verbal and written progress reports have been provided to the Training Strategy Group. Regular progress meetings have been held with managers and staff affected by the change introduced by the new training framework.</p> <p>The system of internal control;</p> <p>The Training Strategy Group is responsible for monitoring progress of the training partnership. Performance and progress reports are reviewed</p>

	<p>quarterly by this group prior to being passed onto the Performance Management Board.</p> <p>The arrangements to promote and ensure probity and propriety;</p> <p>Meetings have been held with national fire service training providers to develop a quality assurance and validation structure for training. The use of the 'Wider Public Service Framework' enables the Service to procure this training without the need to run through a full procurement exercise.</p> <p>Environmental;</p> <p>There is a requirement for BMKFRS crews to travel to the FSC to undertake training and development days and attend validation exercises; these are required once every two years. The previous training delivery model required our crews to travel around the county to undertake breathing apparatus, water rescue and incident command training. Due to the move to more localised training as detailed in the approved Training Strategy and Framework the impact of this change is minimal.</p>
PROVENANCE SECTION & BACKGROUND PAPERS	<p>Training Partnership Proposal Report approved at March 2015 Fire Authority Executive Committee Meeting</p> <p>2015 Training Partnership Proposal report</p> <p>Financial Regulations, June 2014</p>
APPENDICES	<p>Appendix A - Training & Delivery Partnership Financial Overview, Outcomes & Outputs.</p>
TIME REQUIRED	<p>15 minutes.</p>
REPORT ORIGINATOR AND CONTACT	<p>Steve Wells</p> <p>swells@bucksfire.gov.uk</p> <p>01296 744426</p>