



Buckinghamshire & Milton Keynes Fire Authority

MEETING	Executive Committee
DATE OF MEETING	23 November 2016
OFFICER	Lynne Swift, Director of People and Organisational Development
LEAD MEMBER	Councillor Roger Reed
SUBJECT OF THE REPORT	Independent review of conditions of service for fire and rescue staff in England
EXECUTIVE SUMMARY	<p>An independent review of conditions of service, to be undertaken by Adrian Thomas, was commissioned in August 2014 by the Department for Communities and Local Government (DCLG).</p> <p>Significant consultation was undertaken with a range of stakeholders as part of the review, and Adrian Thomas visited Buckinghamshire and Milton Keynes Fire Authority (BMKFA) as part of his research. In addition Adrian Thomas attended more recently to deliver a masterclass to members of the leadership group (further details below).</p> <p>The report was completed in 2015 however was not made public at the time.</p> <p>The report has now been released (3 November 2016) and is being brought to the attention of Members through this paper.</p> <p>The report makes a total of 45 recommendations, broken down into 5 main themes:</p> <ul style="list-style-type: none"> • The working environment • Documented conditions of service • Industrial relations • Retained Duty System • Management of fire and rescue services <p>We will carefully consider the recommendations in the report, and look to ensure they support and enhance the plans already set out in our People Strategy and workforce reform agenda.</p> <p>Significant progress has already been made on some of the recommendations within this service. For example we already plan for succession and resilience for management and staff at all levels, and have been developing our resourcing and response models in</p>

	<p>order to meet 21st century demand and risk, taking into account future capacity issues for any new roles and responsibilities, such as medical emergencies. This includes reviewing resources across Thames Valley as part of the collaboration work to identify opportunities to share managers where possible.</p> <p>The report has been welcomed by the Local Government Association (LGA) who will also be considering recommendations which would require a national steer.</p> <p>The Fire Brigade Union's (FBU) initial response has not welcomed the report, and has considered it "irrelevant".</p> <p>For those recommendations which can be progressed locally, further updates will be provided to the Authority particularly as part of our extensive Workforce Reform plans, as presented to the Executive Committee in September 2016.</p>
ACTION	Information.
RECOMMENDATIONS	That the content of the report be noted.
RISK MANAGEMENT	<p>The report proposes recommendations that in the author's opinion will improve employment and practice in the Fire Service.</p> <p>The risk comes largely from matters that the national FBU will disagree on, and that may incur extra unplanned costs.</p> <p>Much work has already been completed on workforce reform locally, and local relationships with representative bodies is positive and engaging. We will continue to consult on workforce reform plans with staff directly and the representative bodies as this approach has proved to work during recent changes.</p>
FINANCIAL IMPLICATIONS	<p>The current workforce reform plans are factored into the Medium Term Financial Plan (MTFP), and we are in a secure financial position at this time.</p> <p>Any recommendations adopted from this report will need to be budgeted for if there are extra associated costs.</p>
LEGAL IMPLICATIONS	<p>None arising from the recommendations.</p> <p>Where the Authority is required to, or has yet to, take steps to implement any of the key findings from the independent review legal assurance will be obtained when and where appropriate.</p>
CONSISTENCY WITH THE PRINCIPLES OF	The Authority will work with Thames Valley Fire and Rescue Services when considering the recommendations. Discussions are already scheduled

<p>COLLABORATION</p>	<p>for the end November 2016 Thames Valley Collaboration Steering Group.</p> <p>The Authority is also well placed to support regional national initiatives through its workforce reform agenda.</p>
<p>HEALTH AND SAFETY</p>	<p>There are no obvious Health and Safety implications at this point.</p>
<p>EQUALITY AND DIVERSITY</p>	<p>Many of the report recommendations are related to equality, diversity and culture. These will be carefully considered, particularly in comparison to our four year Public Sector Duty related Equality Objectives agreed by the Authority in June 2016. If additional work is required this will be factored into the corporate and public safety plans 2015 to 2020.</p> <p>The report's author, Adrian Thomas attended the Service in September 2016 to deliver a masterclass to over 50 of the leadership group on unconscious bias. This masterclass was open to some other local services and a member of Royal Berkshire Fire and Rescue Service attended.</p> <p>The LGA will shortly be writing to special interest groups representing women and black and minority ethnic firefighters to invite them to discuss a memorandum of understanding in accordance with the review's recommendations.</p>
<p>USE OF RESOURCES</p>	<p>Contribution to the achievement of strategic objectives;</p> <p>Any recommendations that we propose to adopt will align to the strategic enabler to optimise the contribution and well-being of our people.</p> <p>Communication with stakeholders;</p> <p>A range of methods are used, depending on the proposed changes, level of impacts and stakeholders. Guidance is set out in each work programme plan, the Authority's 'Managing Business Change' policy and the Communications strategy and policy.</p> <p>The system of internal control;</p> <p>All recommended changes will sit within a planned work programme which has a Project Initiation Document (PID) which set outs progress monitoring, risk management and approval arrangements.</p> <p>The medium term financial strategy;</p> <p>Financial impacts, significant opportunities and risks are built into the MTFP on a rolling basis and recommendations adopted from this report will be handled in the same way.</p>

<p>PROVENANCE SECTION & BACKGROUND PAPERS</p>	<p>Background</p> <p>The Authority's People Strategy 2016 to 2020 - report February 2016: http://bucksfire.gov.uk/files/3614/5528/0478/ITEM_8_People_Strategy_Executive_paper_final_Appendices_compressed.pdf</p> <p>Equality and Diversity (E&D) Objectives 2016-20, Public Sector Equality Duty and Review of 2012-15 Objectives - report June 2016: http://bucksfire.gov.uk/files/5114/6427/5551/Fire_Authority_Agenda_Pack_8_June_2016.compressed.pdf</p> <p>Fire Reform – delivering the Authority's Workforce Reform Programme - report September 2016 http://bucksfire.gov.uk/files/1814/7333/7087/Executive_Committee_Agenda_Pack_210916_compressed.pdf</p> <p>Fire Brigade Union Response to the Thomas Review https://www.fbu.org.uk/news/2016/11/03/thomas-review-paints-unrecognisable-picture-fire-and-rescue-service</p> <p>Chief Fire Officers Association responds to the Thomas Review http://www.cfoa.org.uk/21742</p>
<p>APPENDICES</p>	<p>Appendix 1 - Independent review of conditions of service for fire and rescue staff in England February 2015</p>
<p>TIME REQUIRED</p>	<p>15 Minutes.</p>
<p>REPORT ORIGINATOR AND CONTACT</p>	<p>Lynne Swift, Director of People and Organisational Development lswift@bucksfire.gov.uk 01296 744679</p>