



Buckinghamshire & Milton Keynes Fire Authority

MEETING	Executive Committee
DATE OF MEETING	12 July 2017
OFFICER	Lynne Swift, Director of People and Organisational Development
LEAD MEMBER	Councillor Steven Lambert
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 again been realised through the continuation of the training and delivery partnership agreement between the Authority and Fire Service College (Capita).</p> <p>The attached partnership summary report (Appendix A) details the financial overview for the 2016\17 partnership, as well as the outputs and outcomes that were achieved. This is the second year of an initial one year pilot, with the total programme value for this period amounting to £163,600.</p> <p>Furthermore, the report also highlights recent developments that has resulted in there now being a contractual agreement in place with the Fire Service College for an initial three year period, having been required to undertake a full tender process, following expiry of the previously used Crown Commercial Service (CCS) framework relating to the procurement of training services.</p> <p>The total programme value for this three year period amounts to £524,217 or £174,739 per annum, which when compared to the 2015\16 agreement cost of £178,815 realises a like for like saving of £4,076.</p> <p>This new contractual agreement ensures our operational staff continue to receive the best training possible, whilst at the same time providing value for money to local taxpayers.</p>
ACTION	Information.
RECOMMENDATIONS	<p>It is recommended that:</p> <ol style="list-style-type: none"> 1) the enhanced benefits that have again been realised through the 2016\17 training and delivery partnership, principally those opportunities provided to our operational staff with regard to being able to train and exercise

	<p>in realistic and challenging environments be acknowledged.</p> <p>2) the commencement of a new three year contract with Fire Service College (Capita) that safeguards our ability to effectively deliver key elements of operational training be noted.</p>
<p>RISK MANAGEMENT</p>	<p>Risk:</p> <p>The professional partner terminating the partnership agreement leaving Authority with limited resources and obvious gaps within the quality assurance and validation elements of the training framework.</p> <p>Mitigation:</p> <p>The Authority will retain the necessary capabilities 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 invariably connect the Authority to this commercial organisation. This could lead to reputational issues if the professional partner were to be subject to negative press.</p> <p>Mitigation:</p> <p>The Fire Service College (FSC) is a well-established and respected trade name within the fire sector. There have been no recorded issues of notable bad press during the previous periods of the partnership, however the Authority 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 30 day termination clause contained within the contract.</p> <p>Risk:</p> <p>The Authority or the FSC fails to deliver on the requirements as detailed within 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 prior to being passed onto the Performance Management Board.</p>
<p>FINANCIAL IMPLICATIONS</p>	<p>The total budgeted cost to the Authority for the training partnership, during the period 2016\17 was £163,600 per annum.</p> <p>This was funded through a payment of £83,600 per year to the FSC, with the remaining balance of the funds being provided through the Authority providing</p>

	<p>the FSC with training instructors for a minimum of 320 days per year, which equates to £80,000.</p> <p>The total cost of the 2017\20 partnership is projected to be £524,217 (£174,739 per annum).</p> <p>If the option of the two year extension were to be taken up, the potential contract value would amount to £873,695.</p> <p>In keeping with previous years the contractual costs will be funded through a direct payment to the FSC, in this instance £99,739 per year, commencing 1 June 2017. The remaining balance of the funds will again be provided by the 300 training instructor days, which for each of the initial three years equates to £75,000 per year.</p> <p>Whilst the monetary value in respect of this new three year contractual agreement has increased, it nonetheless continues to remain within the agreed budget envelope for operational training.</p>
<p>LEGAL IMPLICATIONS</p>	<p>The competitive tender process undertaken has been conducted in accordance with the Authority's standing orders relating to contracts.</p> <p>Being as the contractual value is over £150,000 it shall be sent to the Monitoring Officer and shall be sealed on behalf of the Authority.</p>
<p>CONSISTENCY WITH THE PRINCIPLES OF THE DUTY TO COLLABORATE</p>	<p>Opportunities for collaboration, in particular with the other Thames Valley fire and rescue services, have been proactively sought over the past 24 months.</p> <p>All training specifications that were subsequently included within the published tender documentation were shared with both Oxfordshire and Royal Berkshire Fire and Rescue Services, in order for them, should they wish, to be named on any resulting contract.</p> <p>After some initial interest, either service considered the structure of our particular training and delivery model to be a viable option.</p> <p>Nevertheless, continuation of this contractual agreement, has enabled the Authority to safeguard a training delivery model that remains efficient, effective and economical.</p> <p>Furthermore, whilst the Policing and Crime Act 2017 places a duty on emergency services to collaborate, operational fire service training is not necessarily an area that would attract expressions of interest from either the ambulance or police services.</p> <p>However, the introduction of the multi-agency\larger scale exercises will unquestionably improve our operational preparedness and opportunity to undertake partnership working with other emergency</p>

	<p>services when responding to a range of complex incidents.</p>
<p>HEALTH AND SAFETY</p>	<p>The inception of the training delivery partnership with the FSC has enhanced those systems which are fundamental toward addressing the training needs of principally operational employees, as well as improving the reporting mechanisms that in turn maintain the overall health, safety and well-being of those staff, at the same time providing continued reassurance to the Authority.</p> <p>Through the exceptional facilities provided at the FSC, operational staff will during the validation and larger scale exercises, have access to realistic scenarios that will unquestionably test and develop their operational competencies from both a practical and theoretical knowledge perspective.</p> <p>The independent scrutiny regarding the performance of both Buckinghamshire Fire and Rescue Service (BFRS) Area Trainers and operational staff during the validation exercises, will also provide assurance to the Authority that maintenance of skills training on stations remains effective and the associated occupational risks to our operational staff are being appropriately managed.</p>
<p>EQUALITY AND DIVERSITY</p>	<p>A previously completed Integrated Impact Assessment (IIA) acknowledges the importance of having an inclusive approach to learning, teaching and assessment within the environment of operational training that benefits staff across all the protected characteristics.</p> <p>Furthermore, 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 the provision for reasonable adjustments to be made, thereby providing all staff with the appropriate opportunity to access the various FSC training courses.</p>
<p>USE OF RESOURCES</p>	<p>The continuation of this partnership agreement remains in keeping with the Authority's Corporate Plan, namely 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>Communication with stakeholders;</p> <p>Verbal and written progress reports are routinely provided to the Training Strategy Group. Furthermore,</p>

	<p>regular progress meetings are held between managers and representatives of the FSC, in order to ensure key requirements of the partnership agreement are being satisfactorily fulfilled.</p> <p>The system of internal control;</p> <p>The Training Strategy Group (TSG) is responsible for monitoring progress of the training partnership. Quarterly performance and progress reports are reviewed by this group prior to being passed onto the Performance Management Board.</p> <p>Membership of TSG is made up of managers with the authority to make strategic decisions and set direction of training.</p> <p>The medium term financial strategy;</p> <p>It is projected that associated costs relating to the partnership agreement will be met within the existing budget.</p> <p>The balance between spending and resources;</p> <p>No immediate funding requirements have been identified.</p> <p>The management of the asset base;</p> <p>There are currently no identified impacts on the asset base.</p> <p>The arrangements to promote and ensure probity and propriety;</p> <p>The training delivery partnership is expected to continue having a positive impact against these criteria by maintaining robust and transparent quality assurance and validation structure for training.</p> <p>Environmental;</p> <p>Whilst there still remains a requirement for BFRS crews to travel to the FSC to undertake safety critical training, at least once every two years. The move toward a more localised approach to training, as detailed within the approved Training Strategy and Framework, has ensured the Authority is now far better placed to identify and manage potential environmental hazards in both the internal and external environments.</p>
<p>PROVENANCE SECTION & BACKGROUND PAPERS</p>	<p>Training Partnership Proposal Report approved at March 2015 Fire Authority Executive Committee Meeting;</p> <p>Training Partnership Proposal Report: 2015</p> <p>Strategic Training and Delivery Partnership Report approved at May 2016 Fire Authority Executive Committee Meeting;</p> <p>Strategic Training and Delivery Partnership Report:</p>

	2016 Financial Regulations, June 2014 Standing Orders Relating to Contracts
APPENDICES	Appendix A: Training & Delivery Partnership Financial Overview, Outcomes & Outputs.
TIME REQUIRED	15 minutes.
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