



Buckinghamshire & Milton Keynes Fire Authority

MEETING	Executive Committee
DATE OF MEETING	20 September 2017
OFFICER	Lynne Swift, Director of People and Organisational Development
LEAD MEMBER	Councillor Steven Lambert
SUBJECT OF THE REPORT	Update on Independent Review of Conditions of Service for Fire and Rescue Staff in England
EXECUTIVE SUMMARY	<p>The 'Independent review of conditions of service for fire and rescue staff' report was published in November 2016. The report was presented to the Executive Committee at its 23 November 2016 meeting.</p> <p>The purpose of this report is to update members on actions taken to date against the recommendations that can be progressed locally, following careful consideration against the authority's workforce reform agenda, which is set out in our People Strategy 2015 to 2020.</p> <p>The review was initially commissioned in 2014 by the Department for Communities and Local Government (DCLG) and the author, Adrian Thomas, had visited Buckinghamshire and Milton Keynes Fire Authority (BMKFA) as part of his research. The report was completed in 2015 however was not made public at that time.</p> <p>The report made 45 recommendations across 5 main themes, with some directed at local fire and rescue services and others requiring consideration nationally. The conclusions, recommendations and findings impact on:</p> <ul style="list-style-type: none"> • The working environment • Documented conditions of service • Industrial relations • Duty systems • Management of the fire and rescue service <p>Appendix 1 sets out the relevant actions that Buckinghamshire and Milton Keynes Fire Authority (BMKFA) have progressed which support the recommendations in the review.</p> <p>In April 2017 the National Fire Chiefs Council formally approved the National Fire and Rescue People</p>

	<p>Strategy 2017 to 2022 (Appendix 2).</p> <p>This national strategy “offers a response to the recommendations in the Sir Ken Knight Facing the Future Report 2013 and the Adrian Thomas Independent Review of Conditions of Service for Fire and Rescue Staff in England report; but goes further and draws out the main drivers for change over the next five years and the impact in our people.”</p> <p><i>(“ ” Extract from the Executive Summary National Fire and Rescue People Strategy 2017 to 2022).</i></p> <p>Appendix 1 highlights the recommendations which require national consideration via coding in bold italics and where relevant sets out the current Authority position.</p>
ACTION	Information.
RECOMMENDATIONS	That the content of the update be noted.
RISK MANAGEMENT	<p>Risks associated with local changes are managed through Directorate and Corporate Risk registers. Much work has already been progressed on workforce reform locally. Relationships with local representative bodies are positive and early engagement is now a routine element of managing change. Engagement with staff occurs at all levels and with staff and representative bodies directly.</p> <p>Whilst national risks could arise from matters that the national representative bodies may disagree on, for example particularly over elements that are pay related; by having an improved relationship with local representatives bodies we aim to minimise the potential risks locally.</p>
FINANCIAL IMPLICATIONS	<p>All costs associated with changes are budgeted for in the Medium Term Financial Plan (MTFP).</p> <p>Any financial impact of subsequent decisions taken or impacts on the Authority would be factored into the Medium Term Financial Planning process and would be scrutinised and challenged as appropriate prior to any implementation.</p>
LEGAL IMPLICATIONS	None arising from the recommendation. Where the Authority is required to, or has yet to, take steps to implement any of the key findings from the review, legal assurance will be obtained when and where appropriate.
CONSISTENCY WITH THE PRINCIPLES OF THE DUTY TO COLLABORATE	<p>We will continue to work with our Thames Valley, other fire and other emergency service partners on workforce reform and support national and regional events, sharing best practice.</p> <p>A current priority relevant to recommendations in the</p>

	<p>report is to determine a collaborative approach to fire fighter and apprenticeships recruitment across the three Thames Valley Fire Services.</p>
HEALTH AND SAFETY	<p>No Health and Safety implications have been identified.</p>
EQUALITY AND DIVERSITY	<p>Many of the report recommendations are culture and Equality and Diversity related.</p> <p>Members agreed the Authority's four year Equality objectives in June 2016 and a detailed update on progress will be brought to the CFA in October 2017.</p> <p>Integrated impact assessments have and will be completed for any change programme which relates to these recommendations.</p>
USE OF RESOURCES	<p>The arrangements for setting, reviewing and implementing strategic and operational objectives; Performance monitoring, including budget monitoring; achievement of strategic objectives and best value performance indicators;</p> <p>Any recommendations that we propose to adopt will align to the Authority's people strategic enabler set out in the Corporate Plan 2015 to 2020:-</p> <p>'To optimise the contribution and well-being of our people.'</p> <p>Communication with stakeholders;</p> <p>A range of methods are used to communicate on workforce reform across the Service. The culture survey planned for the second Quarter of the 2017 18 year will seek views on the Authority's current communication methods and where appropriate these will be adopted to ensure the most effective communication methods are used.</p> <p>The system of internal control;</p> <p>All significant changes impacting on the Authority will follow an agreed process, including governance and approval.</p>
PROVENANCE SECTION & BACKGROUND PAPERS	<p>Background</p> <p>Independent review of conditions of service for fire and rescue staff in England February 2015:</p> <p>https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/562972/Thomas_Review_-_for_publication_in_97-2003_format.pdf</p> <p>The Authority's People strategy:</p> <p>https://people.bucksfire.gov.uk/</p> <p>Equality and Diversity (E&D) Objectives 2016-20,</p>

	<p>Public Sector Equality Duty and Review of 2012-15 Objectives Fire Authority Report 8 June 2016: http://bucksfire.gov.uk/files/4714/6425/6193/ITEM_1_5_ED_Cover_Paper_FA_Annex_and_Appendices.pdf</p> <p>Pay Policy Principles and Statement 2017/18: http://bucksfire.gov.uk/files/4714/8957/9196/Pay_Policy_Principles_and_Statement_V6.0_2017-18.pdf</p> <p>Independent review of conditions of service for fire and rescue staff in England Executive Committee 23 November 2016: http://bucksfire.gov.uk/files/7814/7879/3774/ITEM_9_Independent_review_of_conditions_of_service_for_fire_and_rescue_staff_in_England_Appendix.pdf</p> <p>Fire Reform – delivering the Authority’s Workforce Reform Programme Executive Committee 21 September 2016 http://bucksfire.gov.uk/files/2114/7333/8207/ITEM_8_Fire_Reform_Report_Executive_21092016_Appendices.pdf</p> <p>Sir Ken Knight report May 2013 Facing the Future: Findings from the review of efficiencies and operations in fire and rescue authorities in England https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/200092/FINAL_Facing_the_Future_3_md.pdf</p>
<p>APPENDICES</p>	<p>Appendix 1: Progress update on recommendations from the Independent review of conditions of service for Fire and Rescue staff in England.</p> <p>Appendix 2: National Fire and Rescue People Strategy 2017 to 2022.</p>
<p>TIME REQUIRED</p>	<p>10 Minutes.</p>
<p>REPORT ORIGINATOR AND CONTACT</p>	<p>Lynne Swift lswift@bucksfire.gov.uk 01296 744679</p>