



# Buckinghamshire & Milton Keynes Fire Authority

<b>MEETING</b>	Executive Committee
<b>DATE OF MEETING</b>	19 September 2018
<b>OFFICER</b>	Lynne Swift, Director of People and Organisational Development
<b>LEAD MEMBER</b>	Councillor Steven Lambert
<b>SUBJECT OF THE REPORT</b>	<b>Update on Independent Review of Conditions of Service for Fire and Rescue Staff in England</b>
<b>EXECUTIVE SUMMARY</b>	<p>The 'Independent Review of Conditions of Service for Fire and Rescue Staff' report (referred to as the 'Conditions of Service report within this update) was published in November 2016. The report was presented to the Executive Committee at its 23 November 2016 meeting, with a subsequent update on progress made to date on 20 September 2017.</p> <p>This report provides a further update for members on actions taken against the recommendations which continue to support or enhance the Authority's enabling strategic aim to 'Optimise the contribution and well-being of our People', as set out in the Authority's People Strategy 2016 to 2020.</p> <p>The 'Conditions of Service' report made 45 recommendations across five main themes, with some directed at local fire and rescue services and others requiring consideration nationally.</p> <p>The author, Adrian Thomas, had visited Buckinghamshire and Milton Keynes Fire Authority (BMKFA) as part of his research.</p> <p>The 'Conditions of Service' report conclusions, recommendations and findings impact on:</p> <ul style="list-style-type: none"> <li>• The working environment</li> <li>• Documented conditions of service</li> <li>• Industrial relations</li> <li>• Duty systems</li> <li>• Management of the fire and rescue service</li> </ul> <p>Appendix 1 sets out the relevant actions that Buckinghamshire and Milton Keynes Fire Authority (BMKFA) have progressed over the past two years in support of the recommendations in the review. The 2018 update primarily focuses on the 'local' Fire and Rescue Service (FRS) recommendations.</p>

	A small number of national updates are included, where BMKFA officers are making a key contribution. The text in bold for national consideration updates for 2017 and 2018 /19 are presented in <b><i>bold italics</i></b> .
<b>ACTION</b>	Noting.
<b>RECOMMENDATIONS</b>	That the content of the update be noted.
<b>RISK MANAGEMENT</b>	<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>
<b>FINANCIAL IMPLICATIONS</b>	<p>All costs associated with planned organisational 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>
<b>LEGAL IMPLICATIONS</b>	<p>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.</p>
<b>CONSISTENCY WITH THE PRINCIPLES OF THE DUTY TO COLLABORATE</b>	<p>We continue to work with our Thames Valley fire and other emergency service partners on workforce reform, and support national and regional events in order to share, and learn from, best practice.</p> <p>A current priority relevant to recommendations in the report is to continue to progress a collaborative approach to fire fighter and apprenticeships recruitment across the three Thames Valley Fire Services. In addition, future options to work with Thames Valley Police (TVP) and South Central Ambulance Service (SCAS) on a range of issues including apprenticeships, promoting careers, attracting candidates and recruitment and selection materials are under consideration.</p>

<b>HEALTH AND SAFETY</b>	No Health and Safety implications have been identified.
<b>EQUALITY AND DIVERSITY</b>	<p>A significant number of the report recommendations are culture related.</p> <p>Members agreed the Authority's four-year Equality objectives in June 2016, received an update in October 2017 and a further annual progress update will be brought to the CFA in October 2018.</p> <p>Integrated impact assessments have been, and will continue to be, completed for any change programme, which relates to these recommendations.</p>
<b>USE OF RESOURCES</b>	<p><b>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;</b></p> <p>Any recommendations that have been or will be adopted will align to the Authority's people strategic enabler set out in the Corporate Plan 2015 to 2020, Public Safety Plan 2015 to 2020 and the People Strategy 2016 to 2020:-</p> <p>'To optimise the contribution and well-being of our people.'</p> <p><b>Communication with stakeholders;</b></p> <p>A range of methods are used to communicate with employees across the service. The 'Your Voice Matters' Culture Survey conducted in autumn 2017 sought views on the Authority's current communication methods. Following detailed analysis of the outcomes of the survey, and taking into account feedback from the Leadership Group, the Senior Management Team are working closely with the Leadership Group towards a common goal, currently "to create a culture which puts the internal and external communities at the heart of all that we do, delivering our vision through living the values." This common goal and our journey will be considered with the Leadership Group at a workshop at the end of August 2018.</p> <p><b>The system of internal control;</b></p> <p>All significant changes sit within a planned work programme, which follow the Authority's Project Management protocols and governance arrangements. These include Project Initiation Documents(PIDs) which set out progress monitoring, risk management and approval arrangements</p>
<b>PROVENANCE SECTION</b> <b>&amp;</b>	<p>Pay Policy Principles and Statement 2018/19:</p> <p><a href="https://bucksfire.gov.uk/files/4815/1782/9420/ITEM_11_Pay_Policy_Principles_Statement_2018-">https://bucksfire.gov.uk/files/4815/1782/9420/ITEM_11_Pay_Policy_Principles_Statement_2018-</a></p>

<b>BACKGROUND PAPERS</b>	<p><a href="#"><u>19_Fire Authority and Annex A.pdf</u></a></p> <p>Fire Authority Report 18 October 2017 - Equality, Diversity and Inclusion Objectives 2016-20, Review of Year 1 Progress:</p> <p><a href="https://bucksfire.gov.uk/files/8415/0719/9575/ITEM_12_EDI_Cover_Report_CFA_18102017Annexes-min.pdf">https://bucksfire.gov.uk/files/8415/0719/9575/ITEM_12_EDI_Cover_Report_CFA_18102017Annexes-min.pdf</a></p> <p>Executive Committee Report 20 September 2017 – Update on Independent Review of Conditions of Service for the Fire and Rescue Staff in England</p> <p><a href="https://bucksfire.gov.uk/files/6615/0488/2394/ITEM_7_Update_on_Independent_review_of_conditions_of_service_for_fire_and_rescue_staff_in_England_compressed.pdf">https://bucksfire.gov.uk/files/6615/0488/2394/ITEM_7_Update_on_Independent_review_of_conditions_of_service_for_fire_and_rescue_staff_in_England_compressed.pdf</a></p> <p>Independent review of conditions of service for fire and rescue staff in England Executive Committee 23 November 2016:</p> <p><a href="http://bucksfire.gov.uk/files/7814/7879/3774/ITEM_9">http://bucksfire.gov.uk/files/7814/7879/3774/ITEM_9</a></p> <p><a href="#"><u>Independent_review_of_conditions_of_service_for_fire_and_rescue_staff_in_England_Appendix.pdf</u></a></p> <p>Fire Reform – delivering the Authority’s Workforce Reform Programme Executive Committee 21 September 2016</p> <p><a href="http://bucksfire.gov.uk/files/2114/7333/8207/ITEM_8_Fire_Reform_Report_Executive_21092016_Appendices.pdf">http://bucksfire.gov.uk/files/2114/7333/8207/ITEM_8_Fire_Reform_Report_Executive_21092016_Appendices.pdf</a></p> <p>People Strategy</p> <p><a href="https://people.bucksfire.gov.uk/">https://people.bucksfire.gov.uk/</a></p> <p><a href="https://bucksfire.gov.uk/files/3614/5528/0478/ITEM_8_People_Strategy_Executive_paper_final_Appendices.compressed.pdf">https://bucksfire.gov.uk/files/3614/5528/0478/ITEM_8_People_Strategy_Executive_paper_final_Appendices.compressed.pdf</a></p> <p><a href="https://bucksfire.gov.uk/files/9214/9563/3101/ITEM_17_People_Strategy_Update_final_CFA_June_2017.pdf">https://bucksfire.gov.uk/files/9214/9563/3101/ITEM_17_People_Strategy_Update_final_CFA_June_2017.pdf</a></p> <p>Continuing the Journey 2015-2020 – Public Safety Plan</p> <p><a href="https://bucksfire.gov.uk/files/8114/2116/4524/2015_-_20_PSP_Updated_after_17_Dec_CFA.pdf">https://bucksfire.gov.uk/files/8114/2116/4524/2015_-_20_PSP_Updated_after_17_Dec_CFA.pdf</a></p> <p>Corporate Plan 2015-20</p> <p><a href="https://bucksfire.gov.uk/files/6315/2508/4373/2015_-20_Corporate_Plan_Refresh_-_July_2017.pdf">https://bucksfire.gov.uk/files/6315/2508/4373/2015_-20_Corporate_Plan_Refresh_-_July_2017.pdf</a></p>
<b>APPENDICES</b>	Appendix 1: Progress update on recommendations from the Independent review of conditions of service for Fire and Rescue staff in England.

Update on Independent Review of Conditions of Service for Fire and Rescue Staff

<b>TIME REQUIRED</b>	10 Minutes
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