



# Buckinghamshire & Milton Keynes Fire Authority

<b>MEETING</b>	Fire Authority
<b>DATE OF MEETING</b>	7 June 2017
<b>OFFICER</b>	Neil Boustred, Head of Service Delivery
<b>LEAD MEMBER</b>	Lead Member for Community Protection
<b>SUBJECT OF THE REPORT</b>	<b>Business Continuity during Industrial Action</b>
<b>EXECUTIVE SUMMARY</b>	During the last period of Industrial Action (IA) in 2013-14 documents were created to cover a number of elements, however no formal guidance was written specifically relating to maintaining Business Continuity (BC). This document has been created and updated to reflect changes implemented by the Trade Union Act 2016.
<b>ACTION</b>	Decision.
<b>RECOMMENDATIONS</b>	It is recommended that: <ol style="list-style-type: none"> <li>1. Business Continuity during Industrial Action Guidance Document be approved; and</li> <li>2. It be noted that in approving the Guidance Document the Authority endorses that it shall always require a union to provide no less than 14 days' notice of intended industrial action.</li> </ol>
<b>RISK MANAGEMENT</b>	Failure to have adequate plans in place in preparation for IA may put the community at risk. This document provides guidance towards providing some resilience for resourcing and contingency plans that would enable the Authority to have the ability to discharge its day to day activity and legislative responsibilities.  A period of no less than 14 days' notice of intended industrial action would be required to enable the Service to optimise and collate the resources required to satisfy those demands.
<b>FINANCIAL IMPLICATIONS</b>	There is no direct cost within this paper.
<b>LEGAL IMPLICATIONS</b>	The Authority is required under section 21(7) of the Fire and Rescue Services Act 2004 to have regard to any Fire and Rescue National Framework prepared and brought into effect by the Secretary of State. The current version provides as follows:  "Fire and rescue authorities must have effective

	<p>business continuity arrangements in place in accordance with their duties under the Civil Contingencies Act 2004 and to meet the full range of service delivery risks. Business continuity plans should not be developed on the basis of Armed Forces assistance being available” (paragraph 1.14)</p> <p>Section 2 of the Civil Contingencies Act 2004 includes a duty on the Authority to make contingency arrangements in the event of industrial action especially where the occurrence of industrial action could endanger human life.</p>
<b>CONSISTENCY WITH THE PRINCIPLES OF THE DUTY TO COLLABORATE</b>	<p>This is an internal document; therefore no direct opportunities for collaboration present themselves. There may be future consideration of the benefits of this Guidance Document being shared with neighbouring FRS, for enhanced resilience.</p>
<b>HEALTH AND SAFETY</b>	<p>There are no health and safety implications.</p>
<b>EQUALITY AND DIVERSITY</b>	<p>An Integrated Impact Assessment has not been completed.</p>
<b>USE OF RESOURCE</b>	<p>The document will be reviewed by authorised personnel within the designated timeframes and amended as required.</p>
<b>PROVENANCE SECTION &amp; BACKGROUND PAPERS</b>	<p><b>Background</b></p> <p>Reports to the meeting of the Buckinghamshire and Milton Keynes Fire Authority held on 18 December 2013 Agenda and reports: Item 8: IA Costs and Considerations.</p>
<b>APPENDICES</b>	<p>Appendix 1: Guidance Document – Business Continuity during Industrial Action</p>
<b>TIME REQUIRED</b>	<p>15 minutes.</p>
<b>REPORT ORIGINATOR AND CONTACT</b>	<p>Station Commander Suzanne Connolly  <a href="mailto:sconnolly@bucksfire.gov.uk">sconnolly@bucksfire.gov.uk</a></p>