

LEICESTERSHIRE

FIRE and RESCUE SERVICE

DRAFT

Minutes of an Extraordinary Meeting of the Leicester, Leicestershire and Rutland Combined Fire Authority, held at the Leicestershire Fire and Rescue Service Headquarters on Wednesday 8th April 2015.

PRESENT

Cllr D Alfonso	Mr G Hart CC
Cllr D Bajaj	Mr T Kershaw CC (left 4:00pm)
Cllr S Barton	Mr P Lewis CC
Cllr K Bool	Cllr P Newcombe
Mr S Bray CC (left 3:20pm)	Ms B Newton CC
Mr M Charlesworth CC	Mr O O'Shea CC
Cllr S Corrall (Chair)	Mrs C Radford CC (Vice Chair)
Mr J Coxon CC	Mr M Wyatt CC
Mrs J Fox CC	

OFFICERS

Mr D Webb	Chief Fire and Rescue Officer
Mr S Lunn	Director of Community Services
Mr T Peel	Treasurer and Director of Finance and Corporate Services
Mr M Andrew	Head of HR, Planning and Performance
Mr G Goodman	Solicitor and Monitoring Officer
Mrs J Green	Member Services Co-ordinator

1. Apologies for absence

Apologies were received from the Deputy Chief Fire and Rescue Officer (DCFO) Richard Chandler.

The Chair welcomed Cllrs Newcombe and Alfonso and Mr Hart CC to the meeting.

2. To receive declarations by members of interests in respect of items on this Agenda

None.

3. Urgent Business

None.

4. Public Participation

None.

5. Chair's announcements

The Chair's announcements had been circulated ahead of the meeting.

The Combined Fire Authority (CFA) recognised the imminent retirement of Chief Fire and Rescue Officer (CFO) Webb and took the opportunity to wish him every success in the future.

6. To confirm the Minutes of the Meeting of the Combined Fire Authority (CFA) held on 11th February 2015 as a correct record.

RESOLVED:

The CFA confirmed the Minutes of the Meeting of the CFA on 11th February 2015 as a correct record.

7. CFA Rules of Procedure Rule 9 – Member Questions

None

8. To consider the Minutes of the Joint Consultative Committee (JCC) Meeting held on 4th February 2015.

The CFA noted the Minutes of the JCC Meeting held on 4th February 2015.

9. To consider the Minutes of the Policy Committee Meeting held on 4th March 2015

RESOLVED:

The CFA noted the Minutes of the Policy Committee Meeting held on 4th March 2015.

10. To consider the Minutes of the Overview and Scrutiny Committee Meeting held on 18th March 2015.

RESOLVED:

The CFA noted the Minutes of the Overview and Scrutiny Committee Meeting held on 18th March 2015.

11. Urgent Action Procedure

The Solicitor and Monitoring Officer presented this report to advise the CFA of 2 member-reserved decisions made by the CFO under the Urgent Action Procedure.

RESOLVED:

The CFA noted the report.

12. Medium Term Financial Plan 2015-20

The Director of Finance and Corporate Services presented this report to update the CFA on the draft Medium Term Financial Plan (MTFP) for 2015/20 following decisions made by the CFA on the Integrated Risk Management Plan (IRMP) at its meeting on 11th February 2015.

RESOLVED:

The CFA:

- a) Approved the disestablishment of the Resilience Team from the 1st April 2015.
- b) Noted the planned implementation date for Day Crewing Plus at Wigston.
- c) Agreed the revised list of Growth and Savings details in **Appendix 1**.
- d) Noted the draft MTFP 2015/16 to 2019/20 detailed in **Appendix 2**.
- e) Noted the draft Capital Programme 2015-2020 detailed in **Appendix 3**.

13. Organisational Change Project – Integrated Risk Management plan consultation Outcomes – Deferred Proposals

The Chair invited Gavin Lynch, Branch Chair of the Fire Brigades Union (FBU) to address the CFA. During his presentation he urged the CFA to reject the recommendations as set out in the report. Mr Lynch confirmed many alternative suggestions had been shared with Members showing viability and cost effectiveness. It was hoped that no compulsory wholtime firefighter redundancies would be necessary and they would consider all other alternatives. Finally he thanked the CFA for the opportunity to speak.

The CFO presented this report to the CFA which recommended that all fire engines are crewed with a minimum of 4 as standard (except Oakham and Southern) and to remove the second fire engine from Oakham. Further alternative crewing arrangements were also presented for consideration.

The CFA addressed each recommendation individually.

RESOLVED:

- a) **Remove one fire engine from Oakham Fire and Rescue Station with the remaining appliance to be crewed with 5 as standard.**

A vote was taken with 16 for, 0 against and 1 abstention.

The recommendation was carried.

- b) **The CFO to investigate and research the viability of establishing a Rapid Response Unit at Oakham Station as a pilot project. This is subject to full discussion and agreement with Rutland County Council, who have made a sum available of £150,000 in total, over the next two years for this unit/project. A proposal will be brought to the CFA no later than June/July of this year.**

The recommendation was carried unanimously.

- c) **Agree the minimum standard crewing level for all non-special fire engines to be 4 with the exception of Oakham and Southern Fire where the standard will be 5.**

A vote was taken with 7 for, 2 against and 8 abstentions

The recommendation was carried.

- d) **Authorise the CFO to commence collective consultation and development of associated management arrangements to facilitate the implementation of pooling in line with this report.**

The recommendation was carried unanimously.

14. Review of the Constitution

The Solicitor and Monitoring Officer presented the outcomes of his annual review of the Constitution to the CFA.

RESOLVED:

The CFA:

- a) Approved the changes to the Constitution as set out in the report.
- b) Authorised the Solicitor and Monitoring Officer to make the necessary amendments to the Constitution to reflect the changes agreed.

15. Pay Policy Statement 2015/16

The Solicitor and Monitoring Officer presented the Pay Policy Statement for 2015/16 to the CFA for its approval.

RESOLVED:

The CFA approved the Pay Policy Statement 2015/16.

16. Scheme for Out of Hours Cover for Fire Inspection Officers

The Director of Community Services presented this report to the CFA for its approval for a scheme to provide out of hours cover (OOHC) by Fire Inspection Officers in support of on scene Incident Commanders.

The CFA were informed that all staff concerned had been consulted and were content with the proposals.

RESOLVED:

The CFA:

- a) Approved the contracting of 8 Fire Inspection Officers to provide OOHC for a 10% payment.
- b) Agreed to the issuing of new contracts for those Inspectors providing OOHC formalising the provision and clearly outlining the extent of the cover provided.
- c) Agreed that all new staff undertaking the fire protection inspector role be placed on the revised contract.

17. Fire Brigades Union Facilities Agreement

The CFO presented this report to the CFA to consider the feedback received on the temporary FBU Facilities Agreement and to approve an extension.

The CFA were content with the details provided but would welcome another report if a further extension was sought.

RESOLVED:

The CFA noted the report and agreed an extension of 6 months to the arrangement and requested a further report to the Overview and Scrutiny Committee.

18. Members' Training Programme

The Solicitor and Monitoring Officer presented this report advising the CFA that the Members' Training Programme will be re-launched for the 2015/16 Municipal Year.

The CFA were asked to forward any suggestions to the Solicitor and Monitoring Officer.

RESOLVED:

The CFA noted the report.

19. Travel, Subsistence and Other Allowances and Expenses Policy

The Director of Finance and Corporate Services presented this report to seek the endorsement of the CFA for a change to the final Travel, Subsistence and Other Allowances and Expenses Policy.

RESOLVED:

The CFA endorsed the amendment to the Policy proposed in paragraph 3.2 of the report.

20. Date of Next Meeting

This was confirmed as 3rd June 2015 (Annual Meeting).

21. Resolved to Exclude the Public

The following items are exempt under Part 1, paragraphs 4, 4 and 3 of Schedule 12A to the Local Government Act 1072 respectively; and in accordance with Part 2, paragraph 10 of Schedule 12A to the Local Government Act 1972 on the grounds that the public interest in the items remaining confidential outweighs the public interest in disclosure.

For Item 22 this is because the CFA is entitled to discuss its decision on a confidential basis prior to any engagement with employees and their representative bodies.

For Item 23 this is because the CFA is entitled to discuss its response to the dispute on a private basis so as not to prejudice its interests and its on-going relationship with the FBU.

For Item 24 this is because the CFA owes a duty of confidence to the individual employee concerned.

22. Exempt Item – Industrial Action Update – Action Short of Strike Action

The Director of Community Services presented this report to the CFA.

RESOLVED:

The CFA:

- a) Agreed to the immediate implementation of Option 2 (the reintroduction of pre-arranged overtime on the basis that extant policy is revised so that the trigger point for activation is based upon maintaining the 'minimum safe' level of provision as opposed to the 'planned' level).
- b) Agreed to the immediate implementation of Option 3 (commencement of negotiations with the FBU in order to enable the introduction of flat rate based hourly payments for pre-arranged overtime and/or the introduction of a contracted solution).

23. Exempt Item – Payments to Operational Directors and Area Managers during Periods of Strike Action

The CFO presented this report to the CFA.

The recommendations were considered individually.

RESOLVED:

- a) **To approve retrospectively the payments made to Area Managers for the last 2 strike periods as set out in the Appendix.**
The recommendation was carried unanimously.
- b) **To approve the amounts to be paid to Area Managers for any further periods of strike cover as for the last strike period as set out**

in the Appendix.

The recommendation was carried unanimously.

- c) **To approve the disturbance allowance for the 2 Operational Directors for strike cover as set out in paragraph 3.6.**

A vote was taken with 4 for, 7 against and 3 abstentions

The recommendation was lost.

- d) **To authorise the Solicitor and Monitoring Officer to amend the Pay Policy Statement 2014/15 to reflect any additional payment(s) approved by the CFA.**

The recommendation was unanimously carried.

24. Exempt Item – Chief Fire and Rescue Officer’s Terminal Adjustment

The Solicitor and Monitoring Officer presented this report to the CFA.

RESOLVED:

The CFA unanimously voted to approve the payment of the terminal adjustment.

**8th April 2015
14:00 – 16:10**

CHAIR