

Meeting: Combined Fire Authority**Date:** 7th February 2018**Subject:** Organisational update**Report by:** The Chief Fire and Rescue Officer**Author:** Rick Taylor (Chief Fire and Rescue Officer)**For:** Information**1. Purpose**

To keep Members of the Combined Fire Authority (CFA) informed on a range of issues that do not falling into the business as usual report format.

2. Recommendations

CFA is asked to note the report.

3. Executive Summary

3.1. The 'business as usual' CFA agenda provides the governance required under the authorities constitution requirements.

3.2. The CFA have received 'operational updates' at its meetings this 'organisational update' will ensure members are aware of other business issues.

4. Report Detail

4.1. As part of the update this report will cover; Home Office – resilience, Finance act – Asset taxation, HR review – update, HMICF/Audit – recommendations, Consultations – update.

4.2. Home Office – resilience.

The Chair of the CFA has recently written to the Fire and Police minister to provide a position statement on LFRS business continuity plans. This position statement will form the assurance the minister is seeking in regards the Fire Sector local resilience and national resilience response capability. Business continuity plans are regularly reviewed based in risk.

4.3. Finance act – Asset taxation.

Change to the Finance act in 2017, has affected certain fire assets namely provided fire officer cars. The change means that staff receiving a provided car will see the previous benefit in kind tax calculation change in year 2017/18. These changes will see significant increases to the personal tax liabilities for certain staff groups. The groups directly affected are operational Station, Group,

and Area managers, changes may impact on Brigade managers continuous duty, up to 30 staff may be affected once the changes are fully understood.

Representative bodies are unhappy that their members were not informed of the tax changes until August 2017, which will mean that there is unavoidable additional tax within this tax year. Staff affected were briefed on the changes once there were first known by the service in August 2017. We have sought independent tax advice to ensure future compliance and will be discussing our tax calculations with HMRC.

4.4. **HR review – update.**

The last of four support reviews was completed in November 2017. Previously the fleet, estate and finance functions were reviewed and reported to CFA commencing in February 2017. The HR review improvement plan and priorities are being developed. We are working with both city and county HR teams for short and long term support to improve service delivery.

4.5. **HMICF/Audit – recommendations.**

Following the interim appointment of the CFO changes to the structure were implemented in December 2017. The changes have re-focused on the known future demands that will come from the introduction of the HMICF inspection regime. A report was presented to corporate governance on 24 January 2018. LFRS will be inspected in autumn/winter 2018.

4.6. **Consultations – update**

A number of consultation documents have been received since the last CFA, these include;

Enabling Police & Crime Commissioners to sit and vote on Combined Fire & Rescue authorities - A return was made following engagement with members and signed off by the Chair.

Impact of the Grenfell Tower fire on fire and rescue authorities - The service returned a response highlighting the fact that 7 Fire protection inspecting officer's had to be re-directed to inspect high rise premises for a 4 month period and the work continues today. An interim report on the Grenfell tower fire from Dame J Hackett has been produced and we await the final report and potential expectations for the service due.

Fire & Rescue National Framework for England - On CFA agenda 7th February 2018.

5. **Report Implications / Impact**

5.1. ***Legal (including crime and disorder)***

None.

5.2. ***Financial (including value for money, benefits and efficiencies)***

There are no budget requirements from this report.

5.3. ***Risk (including corporate and operational, health and safety and any impact on the continuity of service delivery)***

There is a slight risk that the representative bodies will remain discontented with the response to changes to the tax issues in para 4.3. It is unknown what if any course of action may be taken.

5.4. ***Staff, Service Users and Stakeholders (including the Equality Impact Assessment)***

Staff are briefed on many of the issues above either directly or via briefings.

5.5. ***Environmental***

None.

5.6. ***Impact upon Our Plan Objectives***

None.

6. **Background Papers**

None.

7. **Appendices**

None.