



To: All Members of the Scrutiny Committee
(and any other Members who may wish to attend)



J. Henshaw
LLB (Hons)
Clerk to the Authority

Tel: 0151 296 4000
Extn: 4113 Kelly Kellaway

Your ref:

Our ref HP/DM

Date: Date Not Specified

Dear Sir/Madam,

You are invited to attend a meeting of the **SCRUTINY COMMITTEE** to be held at **1.00 pm** on **THURSDAY, 5TH MARCH, 2020** in the Liverpool Suite - Fire Service Headquarters.

Yours faithfully,

A handwritten signature in black ink, reading "K. Kellaway PP." in a cursive style.

Clerk to the Authority

Encl.

This page is intentionally blank

MERSEYSIDE FIRE AND RESCUE AUTHORITY

SCRUTINY COMMITTEE

5 MARCH 2020

AGENDA

Members

Dan Barrington
Bruce Berry
Anthony Boyle, Independent Person
Angela Coleman
Janet Grace
Doreen Knight
Andrew Makinson
Del Arnall
Lisa Preston
Paul Tweed

1. Preliminary Matters

Members are requested to consider the identification of:

- a) Declarations of interest by individual Members in relation to any item of business on the Agenda
- b) Any additional items of business which the Chair has determined should be considered as matters of urgency; and
- c) No items of business requires the exclusion of the press and public during consideration thereof because of the possibility of the disclosure of exempt information.

2. Minutes of the previous meeting (Pages 5 - 12)

The minutes of the previous meeting held on 16th January 2020, are submitted as a correct record and for signature by the Chair.

3. Joint Competent Authority (JCA) With Liverpool City Council (Seconded Protection Officer) (Pages 13 - 16)

To consider report CFO/011/20 of the Assistant Chief Fire Officer concerning the Joint Competent Authority (JCA) arrangements, with Liverpool City Council.

Presentation to follow report.

4. Verbal Update - CfPS Local Government Scrutiny Conference

To consider a verbal update from the Lead Scrutiny Members – Cllr Jan Grace and Cllr Paul Tweed, following their attendance at the recent Centre for Public Scrutiny – Local Government Scrutiny Conference.

5. Standing Item: Review of Scrutiny Committee Forward Work Plan
(Pages 17 - 20)

To review the current Forward Work Plan for the Scrutiny Committee; and to consider the inclusion of any additional items for scrutiny, and the priority of any additional items.

If any Members have queries, comments or require additional information relating to any item on the agenda please contact Committee Services and we will endeavour to provide the information you require for the meeting. Of course this does not affect the right of any Member to raise questions in the meeting itself but it may assist Members in their consideration of an item if additional information is available.

Refreshments

Any Members attending on Authority business straight from work or for long periods of time, and require a sandwich, please contact Democratic Services, prior to your arrival, for arrangements to be made.

MERSEYSIDE FIRE AND RESCUE AUTHORITY

MEETING OF THE

SCRUTINY COMMITTEE

16TH JANUARY 2020

MINUTES

Present: Councillors Dan Barrington, Bruce Berry, Janet Grace, Andrew Makinson, Lisa Preston, Paul Tweed, Del Arnall and Doreen Knight

Also Present: Anthony Boyle

Apologies of absence were received from:
Cllr Angela Coleman

1. CHAIR's ANNOUNCEMENT

Prior to the start of the meeting, information regarding general housekeeping was provided by the Chair to all in attendance.

The Chair confirmed to all present that the proceedings of the meeting would not be filmed and the meeting was declared open.

2. Preliminary Matters

Members considered the identification of declarations of interest, any urgent additional items, and any business that may require the exclusion of the press and public.

Resolved that:

- a) no declarations of interest were made by individual Members in relation to any item of business on the Agenda
- b) no additional items of business to be considered as matters of urgency were determined by the Chair; and
- c) no items of business required the exclusion of the press and public during consideration thereof, due to no disclosure of exempt information:

3. Minutes of the Previous Meeting

The Minutes of the previous meeting of the Scrutiny Committee held on 12th September 2019, were approved as a correct record and signed accordingly by the Chair.

4. Minutes of the Community Risk Management Scrutiny Rapid Review

The Minutes of the previous meeting of the Community Risk Management Scrutiny Rapid Review held on 15th November 2019, were approved as a correct record and signed accordingly by the Chair.

5. Fires in Waste Transfer Sites

Members considered report number CFO/006/20 of the Assistant Chief Fire Officer, concerning current National and Local fires in Waste Sites and the actions being taken by Merseyside Fire and Rescue Authority to reduce such incidents and deal with them effectively.

Group Manager Chris Head provided Members with a presentation on Incidents in Waste Transfer Sites. The presentation provided a review of the waste transfer sites, which have experienced fires: and explained the approach that has been taken with partners and businesses to reduce incidents, demands and impacts on communities.

Members were informed that there has been a change in language and a push towards recycling, rather than “waste”, particularly as the scope for recycling is increasing all the time. They were also informed that this can also bring with it some challenges, particularly around the recycling of technology equipment and electronics, however it is something that MFRA are very much aware of and have relevant plans in place.

Members were advised that we also have a responsibility to work with partners, such as the environment agency, as it was noted that the sites that the environmental agency have issues with, will be the same sites that MFRA will have issues with.

With regards to the national picture, Members were informed that the National Fire Chiefs Council (NFCC) figures and trends, have remained consistent. They were advised that the estimated impact of large scale protracted incidents, are estimated to be around £16m per year, which has a significant impact on the Authority. Members were also informed that what we have experienced in Merseyside, is consistent with what is experienced within other authorities.

The presentation provided Members with some images from the sites of recent incidents. They were advised that the demands of many of those incidents, are able to be met with current resources. However, we have also seen a number of larger, protracted incidents, which are a huge drain on resources; and therefore far more problematic.

Members were also provided with further details regarding some of the incidents MFRA have attended recently, to highlight some of the complexities and issues that can occur when fighting fires in such premises.

The presentation went on to highlight to Members some of the legislative requirements. They were informed that such sites are required to have an Environmental Permit, as well as having emergency plans in place; and a Fire Prevention Plan. Members were informed that the Environment Agency are responsible for enforcing those, however there is a cross-over of legislation, as MFRA are responsible for enforcing the Fire Safety Order. They were advised that where fire safety breaches are identified, preventative action can be taken. Therefore both pieces of legislation can be used, with both agencies working closely together.

Members were informed that unfortunately, the same controls and measures will not be in place where there are unlicensed premises. An example of such a premise, was provided to Members, with the risks to MFRA and the local community highlighted.

Members were advised that there is an NFCC Waste Fires Group, which share intelligence and best practice; and that a Tactical Advisor role for waste fires, has been created and developed nationally.

The importance of joint working and sharing intelligence with the Environment Agency, was further highlighted to Members. They were informed that the information that the Environment Agency are collecting, is the same information that we require as a Fire & Rescue Service. An example was provided to Members from a recent incident, where both agencies worked collaboratively to prevent risk.

Members were also informed that MFRA have looked to tackle the issue by entering into Primary Authority Scheme arrangements with large Waste Transfer companies, such as Norton's who recycle large quantities of metal.

Questions were raised by Members regarding the cause of these fires. Members were advised that all such incidents will be fully investigated by the Incident Investigation Team. They were informed that a pattern emerged that many of these fires were occurring on a Friday afternoon; and it was initially thought that this may be due to young people accessing the site over the weekend and deliberately starting the fires. However, following investigation, it was established that what was happening is the material was coming in on a Friday; and rather than being sorted and segregated, as it would be through the week, it was being left. Members were informed that often there would be a "hot load", with some material already smouldering and when the material is sorted, this is managed. However, when the material is not sorted and is left, that is when fires are developing.

Members were also informed that Norton's have recently started a campaign regarding the proper disposal of high risk materials, such as batteries, which can often still have some charge in them when they are disposed of. The campaign aims to publicise the risk posed, when people do not dispose of materials properly.

Further questions were raised by Members with regards to the recycling of batteries; and whether discussion had taken place with the local authorities, around the ability to recycle them as part of the household recycling collections. Members were advised that all recycling centres/ waste disposal sites, have provision for the disposal of batteries. However, what is often the problem, is items with built in batteries, such as computers, which are contaminating the waste with batteries. It was noted that what is required, is a change in attitude regarding recycling.

A question was raised by Members regarding breaches in Fire Protection Plans and what the potential consequences would be. Members were informed that it would be for the Environment Agency to take action in those circumstances, as it would be deemed that the fire had occurred as part of the waste process, rather than a breach in fire safety.

Members were also advised that MFRA are working with waste transfer companies to encourage the provision of additional training to staff, so they can have their own trained fire marshals; and frontline equipment, that will enable them to commence firefighting before fire crews arrive, and therefore reduce the risk. However, it was noted that it can sometimes be difficult to track down the rightful owners of sites.

Further information was provided to Members regarding the EMR site, in which there have been 2 large scale incidents in recent years. Members were advised that since those incidents, the company have been willing to engage with MFRA and massive improvements have been made both in terms of the site itself; and the professionalism of the company.

Members resolved that:

- a) the current trends with regard to Fires in Waste Transfer Sites, be noted.
- b) the responsibilities of other Partners roles with regard to approval and permits, be noted.
- c) our current joint working with partner, be noted.

6. MFRA Partnership Working Regarding Vulnerable Individuals with Mental Ill Health

Members considered Report CFO/005/20 of the Assistant Chief Fire Officer, concerning MFRA's partnership working with regards to vulnerable individuals with mental ill health.

Members were provided with a presentation in support of this report, by Area Manager Gary Oakford.

Members were informed that from a governance perspective, MFRS is an active and engaged stakeholder on Safeguarding Adults and Children's Boards; with

the Strategic Safeguarding Manager attending a range of Boards across Merseyside, as a key partner.

With regards to hoarding, Members were informed that following the tragic incident in Mather Avenue, a new Multi-Agency Hoarding Protocol, has been introduced. They were informed that there is now a very active process in place for whenever hoarding issues are identified, which enables safeguarding referrals to be made.

The presentation highlighted to Members that hoarding can cost anywhere between £1000 and £60,000. Members raised a question around what this means. They were advised that wherever hoarding is identified, the figures represent the cost of potential remedial work, which can vary anywhere between clearing out hoarding material, to demolition costs.

Members were provided with an overview of what hoarding within a property may look like. They were informed of an incident that had occurred the previous evening, which was quite an extreme example of hoarding. In this case, the occupier was able to reach their mobile phone and call for help, which enabled MFRS to respond, remove the individual from the property; and put the relevant referrals in place.

Members were informed that hoarding can be very organised clutter, or it can be chaotic.

Members were advised that wherever hoarding is identified, a referral will be made that comes into a central team. A range of triage questions will be asked to ascertain relevant information and appropriate action. They were also informed that there is always a Safeguarding Officer on duty, to which referrals can be made outside of normal working hours.

It was highlighted to Members that last year, 264 Safeguarding referrals were made, which shows that crews are now much more aware of safeguarding and the referral process. Of those 264 referrals, Members were advised that 164 were referred onto other agencies for action.

Members were informed that in terms of possible outcomes for individuals identified as experiencing mental ill health, there are broadly 3 levels. The first is relatively low level, with individuals perhaps living in social isolation, experiencing a recent bereavement, or suffering from lower level anxiety or depression. For such individuals, they may be referred to local services or community groups, provided with relevant information, or advised to contact their GP.

The next level is more severe, with individuals demonstrating severe hoarding, self-neglect, or undiagnosed or uncontrolled mental health problems. Members were informed that for such individuals, the internal safeguarding protocol would be implemented, with referrals made to other agencies where appropriate. The final level is where the situation is deemed to be critical, with the individual threatening suicide, at which stage other emergency services/ agencies will be contacted immediately.

Members were advised that there are many people in our communities, who are very vulnerable; and the more we can engage with our communities, the more likelihood there is of them being identified and receiving the support they need.

The presentation went on to highlight that MFRA have signed up to the Mental Health Concordat. This sends a clear message that effective prevention can only be achieved through a collaborative approach; and provides clear recognition that mental ill health can often be linked to the work of the FRS.

With regards to our own staff, the presentation highlighted to Members, some of the initiatives and support provided internally. Members were informed that all senior managers and new recruits, undertake Mental Health First Aid Training; with all staff undertaking the Mental Health First Aid Lite course. There is a Critical Incident Stress Management process in place to support staff following traumatic incidents, a network of “Blue Light Champions”; and an Occupational Health Team. In addition, Members were informed that MFRA are leading some national work around mental health.

Members raised a question regarding how much we do as an FRA, which goes beyond our statutory duty.

Members were informed that internally, we have a very robust occupational health programme. They were informed that MFRA have a psychological contract with its employees, as we need to normalise, what would be totally abnormal for most people. Members were advised of a very traumatic incident that occurred approximately 10 years ago, which prompted MFRA to consider the impact of such traumatic incidents on its staff; and also the frequency of exposure to such incidents; and how this could be actively monitored. Members were informed that the process we now have in place is far more robust.

Members commented that MFRA scored really high around employee welfare in the recent HMICFRS Inspection. They asked that in terms of the expertise of our staff and their involvement with other agencies and boards, to what extent is their participation a statutory requirement.

Members were advised that MFRA are not a statutory partner, but a co-opted partner. However, our staff are able to cross thresholds and are therefore able to identify vulnerable people, which is why “Safe and Well” visits take a more holistic approach.

With regards to the statutory points, Members were advised that MFRA do have certain powers around data sharing; and it also has a duty of care to its employees. They were informed that as the type of incidents and issues that our staff come across change, the duty of care therefore changes, but Members were assured that MFRA do go above and beyond in this regard; and that they do share information and knowledge with other agencies.

Members were also informed that MFRA are one of the leading Blue Light services around this, with each community fire station across Merseyside being a designated “Safe Haven”. Members were advised that everything we do is around ensuring that our communities are safer and our staff are protected; and this is something which is taken very serious, with constant improvement being sought.

Members were advised that “Blue Monday” was approaching, which has been statistically proven to be the day, post-Christmas, when many people feel at their lowest; and that MFRA will be supporting the campaign to change this day to “Brew Monday”, aimed at encouraging people to sit down and talk.

A further question was raised by Members regarding whether certain properties can be identified as housing vulnerable individuals and how proactive we can be.

Members were advised that officers are currently in the process of reshaping the Home Safety Strategy; and that to date, they have been successful in identifying vulnerable individuals through the utilisation of Exeter Data. However previously, individuals over the age of 65 have been specifically targeted. Members were informed of the intention to evolve the current strategy and overlay the data with indices of deprivation, with targeted campaigns then taking place within identified areas.

They were also advised that discussions are continuing around data sharing with DWP, to help refine the data; and the possibility of providing training to domiciliary careers, to better enable them to identify issues.

Members Resolved that:

The content of the report and accompanying PowerPoint presentation, be noted.

7. Standing Item: Review of Scrutiny Committee Forward Work Plan

Members considered and reviewed the current Forward Work Plan for the Scrutiny Committee; and considered the inclusion of any additional items for scrutiny.

Members suggested that an additional item be added to the Forward Work Plan, around the revised Home Safety Strategy and any impact on hoarding.

Members were informed that a report around the revised Strategy, will be brought to Members; and it was highlighted that the new Strategy will also look at deprivation. They were informed that the intention will be to trial targeted campaigns within the top 10% of most deprived wards, to test current thinking; and to see what the outcomes of those trials are.

It was therefore suggested that following those trials, Members undertake a review to scrutinise their impact, which will incorporate information regarding the fitting of smoke alarms in those areas.

Members Resolved that:

An additional item be added to the Forward Work Plan, regarding a review of the revised Home Safety Strategy, and the impact of targeted campaigns within the most deprived wards. This review will also provide a breakdown of

information concerning the provision of smoke alarms, within those deprived areas.

Close

Date of next meeting Thursday, 5 March 2020

MERSEYSIDE FIRE & RESCUE AUTHORITY			
MEETING OF THE:	SCRUTINY COMMITTEE		
DATE:	5 TH MARCH 2020	REPORT NO:	CFO/011/20
PRESENTING OFFICER	ACFO MOTTRAM		
RESPONSIBLE OFFICER:	AM BERRY TEL: 4711	REPORT AUTHOR:	GM HEAD
OFFICERS CONSULTED:	GM WATSON, BRIAN WELSH AND AM OAKFORD		
TITLE OF REPORT:	BUILDING SAFETY GROUP {FORMERLY JOINT COMPETENT AUTHORITY (JCA) WITH LIVERPOOL CITY COUNCIL (SECONDED PROTECTION OFFICER).}		

APPENDICES:	NONE	
-------------	------	--

Purpose of Report

1. To inform Members in relation to the establishment of the Building Safety Group (BSG) with Liverpool City Council and key stakeholders/partners, previously referred to as the Joint Competent Authority (JCA). The creation of the BSG and the secondment of a Merseyside Fire & Rescue Authority (MFRA) Officer responds to the as recommendations as contained within the Dame Judith Hackitt Review in relation to the Grenfell Tower fire.

Recommendation

2. That Members scrutinise the content of this report and accompanying presentation.

Introduction and Background

3. Following the Grenfell Fire Tower Incident in June 2017, an early recommendation from the interim report of the Independent Review of Building Regulations and Fire Safety, undertaken by Dame Judith Hackitt; and published on 18th December 2017, was for the creation of Joint Competent Authorities (JCA).
4. The JCA has evolved into the BSG, this group has adopted the principles set out by Dame Judith Hackitt.
5. As a result of the above, a JCA (BSG) was created within Liverpool City Council to manage High Rise Residential Aluminium Composite Material (ACM) clad buildings.
6. The BSG comprises of a number of stakeholders including Liverpool City Council, MFRS, the Health and Safety Executive (HSE), Geodata and Building Control.

7. The BSG's purpose is to arrange joint inspections with key stakeholders with a number of key objectives which include:
- The approval of interim fire safety measures in buildings which ACM cladding was identified.
 - Monitor and review the remediation of ACM cladding.
 - To provide consistent information and reporting back to MHCLG, Home Office and NFCC.
 - The provision of an information sharing platform for all key partners.

Equality and Diversity Implications

8. A formal EIA was not completed for this bespoke programme, however MFRS as part of its Functional Delivery Planning does complete an EIA which can be found on the portal for all Protection activity.

Staff Implications

9. During 2018 and 2019, MFRA had a Station Manager B part seconded to the project team. Due to the continued success of the project we now have a dedicated Fire Safety Inspector embedded within the BSG.

Legal Implications

10. Any liabilities or obligations of MFRA under a secondment of an employee should be addressed between all relevant parties as and when appropriate.

Financial Implications & Value for Money

11. MFRA recovers 50% of gross salary in support of this project, however the importance (post Grenfell) should not be understated in terms of the longer term benefits to MFRA and any (potential) changes to the Regulatory Reform (Fire Safety) Order 2005.

Risk Management, Health & Safety, and Environmental Implications

12. As part of the BSG we continue to make buildings safer for occupants and for responders in the event of an emergency. This work is in-line with the High Rise Task Force led by the NFCC helps support our inspection framework.

Contribution to Our Mission: *Safer Stronger Communities – Safe Effective Firefighters*

13. This secondment to the BSG and benefits of collaborative working regarding High Rise Residential premises ensures that we are directly contributing to Our Mission.

BACKGROUND PAPERS

GLOSSARY OF TERMS

ARA Any Relevant Acronyms used in the report or technical terminology

This page is intentionally left blank

FORWARD WORK PLAN FOR SCRUTINY COMMITTEE 2018/19 – 2019/20

SCRUTINY ITEM	REQUESTED BY	DESCRIPTION & TYPE OF ACTION	SCHEDULED DATE	RESPONSIBLE DIRECTORATE & PARTNER INVOLVEMENT	LINK TO MISSION/ AIMS, & IRMP	DATE COMPLETED	FURTHER ACTION?
Staff Retention and Succession Planning	Scrutiny Committee – “People” 30 th October 2018	<i>“How does MFRA ensure current and future retention of staff and effective succession planning, to avoid other employers recruiting the excellent staff from MFRA?”</i> Rapid Review	17th January 2019	People & Organisational Development	Aim <i>“Excellent People”</i>	17 th January 2019	COMPLETED No further action required
Accident Investigation - Reporting & Monitoring	Scrutiny Committee – “People” 30 th October 2018	<i>“Review of the process for accident investigation, reporting, identification of trends; and monitoring of workplace accidents, to avoid repetition”</i> Presentation/ Demonstration	17th January 2019	Operational Response	Mission <i>“Safer, Stronger Communities – Safe Effective Firefighters”</i>	5 th February 2019 <i>Completed as a “Learning Lunch”</i>	COMPLETED No further action required
Use of Volunteers	Scrutiny Committee – “People” 30 th October 2018	<i>“Review of the use, recruitment and take up of volunteers at MFRA”</i> Presentation on Committee Agenda	12th May 2020	Community Risk Management	Aim <i>“Excellent People”</i> IRMP – Proposal 18		
Positive Action and Recruitment	Scrutiny Committee – “People” 30 th October 2018	<i>“Scrutiny of the use and progress of positive action on recruitment at MFRA”</i> T.B.C	12th May 2020	People & Organisational Development	Aim <i>“Excellent People”</i> IRMP - Equality Objective 1		
Use of FIRS Software	Scrutiny Committee – “Operational Response” 17 th January 2019	<i>“Scrutiny of the use of FIRS Software in the decision making process”</i> Rapid Review	5 th March 2019 (Deferred – To Be Re-arranged)	Operational Response Cllr Sharon Connor	Aims <i>“Excellent Operational Response”</i> IRMP – All Operational Response Objectives	9 th May 2019	COMPLETED No further action required

Implementation of the HALO system	Scrutiny Committee – “Operational Response” 17 th January 2019	<i>“Scrutiny and monitoring of the implementation of the HALO system”</i> Practical Demonstration in Fire Control	T.B.C	Operational Response	Aim <i>“Excellent Operational Response”</i> IRMP – All Operational Response Objectives		
Impact of Prevention Activity	Scrutiny Committee – “Operational Response” 17 th January 2019	<i>“Scrutiny of the impact of prevention activity on operational response”</i> Presentation on Committee Agenda	12th September 2019	Community Risk Management	Aim <i>“Excellent Prevention & Protection”</i>	12 th September 2019	COMPLETED No further action required
High Rise Buildings	Scrutiny Committee – “Community Risk Management” 5 th March 2019	To incorporate: <i>“Review of the building planning process and involvement of MFRA in planning decisions; and the regulation of HMO’s”</i> Rapid Review (full day)	October 2019 (date T.B.C)	Community Risk Management To involve representative from Liverpool City Council	Aim <i>“Excellent Prevention & Protection”</i> IRMP – Proposal 19	15 th November 2019 <i>Completed as a Rapid Review</i>	COMPLETED No further action required
Tackling Organised Crime	Scrutiny Committee – “Community Risk Management” 5 th March 2019	<i>“Review of how MFRA work with Merseyside Police and other partners, around tackling organised crime”</i> Presentation on Committee Agenda	12th September 2019	Community Risk Management To involve representative of Merseyside Police and possibly OPCC	Aim <i>“Excellent Prevention & Protection”</i>	12 th September 2019	COMPLETED No further action required
Work Around Vulnerable Individuals with Mental Ill Health	Scrutiny Committee – “Community Risk Management” 5 th March 2019	<i>“Review of how MFRA work with partners regarding vulnerable individuals with mental ill health</i> (to incorporate issues around hoarding and suicide/ threat of suicide)” Rapid Review	16th January 2020 (prior to Committee Meeting)	Community Risk Management	Aim <i>“Excellent Prevention & Protection”</i> IRMP – Proposal 16	16 th January 2019	COMPLETED No further action required

Information regarding Influx of Particular Populations	Scrutiny Committee – “Operational Response” 17 th January 2019	<i>“Review of information provided by local authorities regarding the influx of particular populations into Merseyside”</i> Format T.B.C once scope of work finalised	5th March 2020	Community Risk Management	Aim <i>“Excellent Prevention & Protection”</i> IRMP – Proposal 19	On Agenda 5 th March 2020	
Incidents Involving Recycling Plants	Requested directly by Members	<i>“To review incidents involving Recycling Plants”</i> Rapid Review	16th January 2020	Community Risk Management To involve representative from EMR and possibly Environment Agency	Aim <i>“Excellent Prevention & Protection”</i>	16 th January 2019	COMPLETED No further action required
Resilience Arrangements	Requested directly by Members	To incorporate: <ul style="list-style-type: none"> • Strategic partnership with the Home Office – Lead Authority arrangements • Terrorist Attacks (MTFA) (MTA) • Implications of climate change/ several weather conditions • Ability to respond to multiple incidents simultaneously. Rapid Review (full day)	T.B.C	Operational Preparedness	Aim <i>“Excellent Operational Preparedness”</i> Mission <i>“Safer, Stronger Communities – Safe Effective Firefighters”</i>		
Family Friendly Policies and Staff Retention	Requested by Members at full Authority Meeting – 3 rd July 2019	<i>“To undertake a review around family friendly policies and staff retention”</i> T.B.C	T.B.C	People & Organisational Development	Aim <i>“Excellent People”</i>		
Violence Reduction Unit	Requested by Members at Scrutiny Committee 12 th September 2019	<i>“To review and scrutinise progress, effectiveness and outcomes of the Violence Reduction Unit”</i> T.B.C	T.B.C	Community Risk Management To possibly involve other partners involved in the VRU	Aim <i>“Excellent Prevention & Protection”</i> Mission <i>“Safer, Stronger Communities – Safe Effective Firefighters”</i>		

Comparison of Health & Safety Figures	Requested by Members at Scrutiny Committee 12 th September 2019	<p><i>“To undertake a review of MFRA’s Health and Safety figures, particularly in relation to accidents and injuries, in comparison to other FRA’s”</i></p> <p>T.B.C</p>	T.B.C	Operational Response	<p>Aim “Excellent Operational Response”</p> <p>Mission “Safer, Stronger Communities – Safe Effective Firefighters”</p>		
Revised Home Safety Strategy	Requested by Members at Scrutiny Committee 16 th January 2020	<p><i>“To undertake a review of the revised Home Safety Strategy, and the impact of targeted campaigns within the most deprived wards. This review will also provide a breakdown of information concerning the provision of smoke alarms, within those deprived areas.”</i></p>	T.B.C	Prevention	<p>Aim “Excellent Prevention & Protection”</p> <p>Mission “Safer, Stronger Communities – Safe Effective Firefighters”</p>		