

Public Document Pack



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



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, 10TH SEPTEMBER, 2020** remotely, via Zoom.

The proceedings of the meeting can be viewed via the link below:

<https://youtu.be/Xe7ulhkWRho>

Yours faithfully,

A handwritten signature in black ink that reads 'K. Kellaway PP.'.

Clerk to the Authority

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MERSEYSIDE FIRE AND RESCUE AUTHORITY

SCRUTINY COMMITTEE

10 SEPTEMBER 2020

AGENDA

Members

Dan Barrington
Bruce Berry
Anthony Boyle, Independent Person
Angela Coleman
Janet Grace, Sefton (Co-Chair)
Doreen Knight
Edna Finneran
Andrew Makinson
Lisa Preston
Paul Tweed (Co-Chair)

1. Preliminary Matters

The Authority is 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) items of business which may require the exclusion of the press and public during consideration thereof because of the possibility of the disclosure of exempt information.

2. Minutes of Previous Meeting (Pages 5 - 10)

The Minutes of the previous meeting, held on 5th March 2020, are submitted for approval as a correct record and for signature by the Chair.

3. Health & Safety Performance Figures (Pages 11 - 30)

To consider Report CFO/048/20 of the Assistant Chief Fire Officer, concerning the Authority's accident and injury performance for 2018/19 in comparison to the following:

- Other Fire and Rescue Authorities in England
- Other Metropolitan Fire & Rescue Authorities (FRA's);
- The North West region Fire & Rescue Authorities.

4. **Positive Action** (Pages 31 - 34)

To consider Report CFO/046/20 of the Assistant Chief Fire Officer, concerning the Positive action activities that are undertaken by MFRS.

5. **Standing Item: Review of Scrutiny Committee Forward Work Plan**
(Pages 35 - 38)

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

5 MARCH 2020

MINUTES

Present: Councillors Dan Barrington, Bruce Berry, Anthony Boyle, Janet Grace, Doreen Knight, Andrew Makinson, Lisa Preston and Paul Tweed.

Apologies of absence were received from: Cllr Angela Coleman and Cllr Del Arnall

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.

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, due to the possible disclosure of exempt information.

3. Minutes of the previous meeting

The Minutes of the previous meeting of the Scrutiny Committee held on 16th January 2020, were approved as a correct record and signed accordingly by the Chair.

4. Joint Competent Authority (JCA) With Liverpool City Council (Seconded Protection Officer)

Members considered report number CFO/011/20 of the Assistant Chief Fire Officer, concerning 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 recommendations as contained within the Dame Judith Hackitt Review in relation to the Grenfell Tower fire.

Members were given a brief introduction of this report, highlighting the BSG's purpose to arrange joint inspections with key stakeholders. They were told that they can receive further information regarding future meetings of BSG if they wish.

Station Manager Dave Watson then presented to Members about the joint work that MFRA are doing with Liverpool City Council (LCC) in response to the Grenfell Towers incident which happened in 2017.

High Rise Reassurance Campaigns have taken place throughout Merseyside, which included work ensuring General Fire Precautions and Home Fire Safety Checks for communities. All the information gained from this work is stored on a database, which is due to be fully completed by next summer.

Members were advised that a large exercise took place recently at Irlam House, a high rise building located in Bootle, and the training was very successful.

MFRA have had an Officer seconded into this joint working role with the Local Authority since October 2018 and it is a key working strategy.

Group Manager Chris Head then advised Members that the plan to second an officer in this way is very well thought out and that other services have followed this practice. He added that sharing information is very important and that this ensures MFRA have direct access to all the data stored with the Local Authority on this practice. The data we have about cladding on buildings is a big part of keeping firefighters safe. After 2 years around 200 properties have been looked at with regards to Aluminium Composite Material (ACM) and its removal. There are 5 High Rise buildings left on Merseyside that have cladding and it is ongoing to get this removed.

It was explained to Members that due to the different types of legislation for different properties (ie: Housing Act and Fire Safety Order) that these powers require revising to assist Fire Services in their duties. MFRA will continue to work closely with the Local Authorities to ensure properties and the public remain as safe as possible.

Members asked if the Local Authorities are enforcing the assistance with MFRA with regards to the removal of cladding and were advised that they are. It was added that MFRA can serve Prohibition Notices and this means people are

required to leave properties immediately – about 20 of these are served a year and there have been no appeals on Merseyside in relation to this.

Members then raised a question of whose responsibility it is to re-home any tenants that were forced out of their properties and it was confirmed that this is the responsibility of the housing service or student accommodation service. It was added it is more difficult for people in privately owned properties, but that MFRA would notify Local Authorities if required and would not leave people homeless.

It was asked by Members if any of the 5 remaining high rise buildings were occupied and if they were, was there any provisions in place, for example Fire Marshalls. Members were informed that there is a degree of cladding on the properties and that owners are aware of this. Student accommodation do have Fire Marshalls.

A question was raised by Members asking if properties, which were not high rise buildings, still have cladding on and were informed that properties below 18 metres were not classed as high rise and that they have limited cladding composite. It was added that a fire fighter's definition of a high rise is anything they cannot reach via their ladders. There are proposed changes anticipated to lower the height of a high rise building from 18 metres to 11 metres and that a new strategy will be looked at if this is the case.

Members asked who was responsible for costs of cladding removal if the property is privately owned and were advised that the Government are providing funding for this, so the work will still be carried out, but that timescales are given by the owners.

The "Stay Put" system in relation to fires in high rises buildings was raised by Members and they asked if this system is still instructed. Members were advised that it depends on the type of fire, but due to Grenfell changes have taken place regarding this. The "Stay Put" system does work if the fire remains departmental. The "Stay Put" system is changed to "immediate evacuation" if it is deemed unsafe. The remaining 5 high rise buildings have an "immediate evacuation" system in place.

Members were given information on the way in which ACM is used on buildings and the materials that are used in the fixing of it. MFRA Fire Safety Inspectors now ask if properties have had assessments on the building in relation to the building material to see if it is fit for purpose.

Members Resolved that:

the content of this report and accompanying presentation, be scrutinised.

5. Verbal Update - CfPS Local Government Scrutiny Conference

Members considered 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.

The importance of courses and attending them was relayed to the Members and they were told that the Fire Authority is happy for training to be completed if required for Fire Authority commitments.

Members were advised that Scrutiny is a vital role and for it to be effective it requires vision and the ability to articulate. It is necessary to access and challenge information.

Demand and cost pressures were then presented to Members highlighting financial sustainability of Local Authorities 2018, consisting of: spending powers being reduced by 26.3% from 2010-11 to 2018-19; the number of children looked after in care has increased by 15% from 2010-11 to 2017-18; and the population of people aged over 65 years who need care increasing by 14% from 2010-11 to 2016-17. It was added that the pressure of financial issues will continue and that substantial savings have had to be made, which has meant difficult decisions over spending reductions and the prioritisation of different service areas.

Members were advised that forward planning is a good way in which we can prepare for any future challenges such as climate change, budgets, the possibility of a recession and the exit from the European Union.

Transparency for Merseyside Fire and Rescue Authority (MFRA) is paramount and good governance and scrutiny should be upheld.

Members were reminded that for scrutiny to be effective the committee should constructively challenge, amplify the voices and concerns of the public and drive improvement in public services.

Members resolved that:

the verbal update regarding the Local Government Scrutiny Conference, be noted.

6. 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 were advised that the items on the current Forward Work Plan are highlighted as follows:

- actions in Green are completed items,
- actions in white are outstanding items; and

- actions in yellow are new items added since the last Scrutiny Committee.

In relation to the action regarding 'Family Friendly Policies and Staff Retention', a question was raised asking what we have in place for families and if adoption was covered. Members were informed that we have an adoption policy and also policies for both maternity and paternity.

It was re-iterated to Members that if they required any further information on topics, they were more than welcome to send any questions to Democratic Services for this to be added to the Forward Work Plan.

Members resolved that:

The current Forward Work Plan, be noted.

Close

Date of next meeting Thursday, 10 September 2020

Signed: _____ Dated: _____

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MERSEYSIDE FIRE AND RESCUE AUTHORITY			
MEETING OF THE:	SCRUTINY COMMITTEE		
DATE:	10/09/2020	REPORT NO:	CFO/048/20
PRESENTING OFFICER	ACFO DAVE MOTTRAM		
RESPONSIBLE OFFICER:	AM GUY KEEN	REPORT AUTHOR:	GM CRAIG WHITFIELD
OFFICERS CONSULTED:	H&S DEPARTMENT, STRATEGY & PERFORMANCE DEPARTMENT, LEGAL SERVICES		
TITLE OF REPORT:	HEALTH AND SAFETY REPORT PROVIDING A COMPARISON OF MFRA'S ACCIDENT AND INJURY PERFORMANCE AGAINST OTHER FRA'S FOR THE PERIOD 2018/19, SPECIFICALLY METROPOLITAN FRA'S AND THE NW REGION FRA'S		

APPENDICES:	APPENDIX A:	HOME OFFICE FIRE DATA STATISTICS FOR FRA'S (ENGLAND) RELATING TO FF INJURIES FOR THE 2018/19 PERIOD
	APPENDIX B:	HOME OFFICE FIRE DATA STATISTICS FOR METROPOLITAN FRA'S (ENGLAND) RELATING TO FF INJURIES FOR THE 2018/19 PERIOD
	APPENDIX C:	NW REGION H&S STATS FOR ACCIDENT AND INJURIES 2018/19

Purpose of Report

1. To provide members with an overview of the Authority's accident and injury performance for 2018/19 in comparison to the following:
 - Other Fire and Rescue Authorities in England
 - Other Metropolitan Fire & Rescue Authorities (FRA's);
 - The North West region Fire & Rescue Authorities.

Recommendation

2. That Members note the content of this report and attached appendices; specifically, outcomes for the Authority of its accident and injury performance in comparison to other FRA's during the 2018/19 period.

Introduction and Background

3. The Health & Safety Manager for the Service produces an annual report which updates Members on Health, Safety & Welfare performance against the Authority set LPI's for the relevant period.
4. The 2018/19 annual report was reviewed at the previous Scrutiny panel and a detailed overview and presentation of the annual performance was given by the H&S Manager.
5. The report and overview did not detail performance against any other FRA's and Members resolved that a further report be brought back to a future meeting providing a comparison with other Authorities around accident and injury figures.
6. The 2018/19 Home Office Fire Statistic Data Tables which are published annually and relate to firefighter injuries have been used to source the relevant accident and injury data for comparison to other FRA's as requested.
7. In line with Home Office reporting criteria, this report makes comparisons against the following accident and injury reporting areas:
 - FIRE0508a: injuries sustained by firefighters and firefighter fatalities, by fire and rescue authority;
 - FIRE0508b: injuries sustained by firefighters and firefighter fatalities, during operational incidents, by fire and rescue authorities;
 - FIRE0508c: injuries sustained by firefighters and firefighter fatalities, during training incidents, by fire and rescue authorities;
 - FIRE0508d: injuries sustained by firefighters and firefighter fatalities, during routine activities, by fire and rescue authorities.
8. Appendix A shows the Fire Statistics data tables for each reporting area above. This covers all FRA's for England and MFRA has been highlighted in yellow in each table.
9. Appendix B shows performance graphs for the Metropolitan Authorities and the NW Region Authorities. MFRA has been highlighted in yellow in each table.
10. The national fire statistics data tables only cover FF injuries. Statistics compiled annually for the North West region via the NFCC H&S NW Regional meeting will be used to make comparisons in the wider organisational context i.e. inclusive of all employees, operational and non-operational.
11. Members are to note that the 2019/20 Home Office accident and injury figures are yet to be published and are due in the Autumn 2020; likewise, and due to COVID-19 the NW regional figures have been delayed. A similar report and presentation will be produced for Scrutiny Board once both are published.
12. Some of the highlight areas for Authority members to note from reporting criterions are contained in the following sections.
13. FIRE0508a (Overall injuries and fatalities):

- i. Out of 2646 FF injuries nationally, MFRA contributed 33 injuries which represented only 1.2% of all accidents and injuries to FF's across the 45 English FRA's; 6 of these were RIDDOR reportable and 0 were deemed as major injuries; all Authorities had No firefighter fatalities.
 - ii. Out of 857 FF injuries across the Metropolitan Authorities, MFRA contributed 33 injuries which represented only 3.9% of all FF accidents across the 7 Metropolitan FRA's.
 - iii. Out of the 323 FF injuries in the NW region, MFRA contributed 33 injuries which still only represented 10.2% of all FF accidents and injuries across the 6 NW regions.
14. FIRE0508b (Injuries sustained during operational incidents)
- i. 1,129 personnel across all FRA's were injured at incidents in the 2018/19 period; 806 at fires and 323 at non-fire incidents. MFRA contributed a total of 23 injuries to the overall figures; 19 at fires and 4 at non-fire incidents. This represents 2.1% of all injuries at incidents; 2.4% of those injuries at fires and 1.2% at non-fire incidents.
 - ii. 398 personnel across the Metropolitan FRA's were injured at incidents in the 2018/19 period; 302 at fires and 96 at non-fires. MFRA contributed a total of 23 injuries; 19 at fires and 4 at non-fire incidents. This represents 5.8% of all injuries at incidents; 6.3% of those injuries at fires and 4.2% at non-fire incidents.
 - iii. 177 personnel across the NW FRA's were injured at incidents in the 2018/19 period; 143 at fires and 44 at non-fire incidents. MFRA contributed a total of 23 injuries; 19 at fires and 4 at non-fire incidents. This represents 10.7% of all injuries at incidents; 13.3% of those injuries at fires and 11.8% at non-fire incidents.
15. FIRE0508c (Injuries sustained during training incidents)
- i. 966 personnel across all FRA's were injured during training events in the period of 2018/19. MFRA contributed a total of 8 injuries. This represents only 0.8% of injuries during training events.
 - ii. 252 personnel across the Metropolitan FRA's were injured during training events. MFRA contributed a total of 8 injuries which represents 3.2% of all injuries at training events across the Met FRA's.
 - iii. 105 personnel across the NW region FRA's were injured during training events in the period of 2018/19. MFRA contributed a total of 8 injuries. This represents 7.6% of injuries during training events.
16. FIRE0508d (Injuries sustained during routine activities)

- i. 551 personnel across all FRA's were injured during routine activities for the period of 2018/19. MFRA contributed a total of 2 injuries which represents only 0.4% of injuries during routine activities.
- ii. 207 personnel across the Metropolitan FRA's were injured during routine activities for the period of 2018/19. MFRA contributed a total of 2 injuries which represents 1.0% of injuries during routine activities.
- iii. 88 personnel across the NW region FRA's were injured during routine activities for the period of 2018/19. MFRA contributed a total of 2 injuries which represents only 2.3% of injuries during routine activities.

17. The comparative statistics for all employee accident and injuries across the NW region, including type of injury, can be found in attached appendix C.

Equality and Diversity Implications

18. This report informs on the Authority's performance in comparison to other Authorities, and under its Health, Safety & Welfare Policy and supporting procedures, all of which are subject to current Equality Impact Assessments.

Staff Implications

19. Health, Safety & Welfare is integral to the management of all members of staff.

Legal Implications

20. Health, Safety & Welfare Reports provide evidence of compliance with the Health and Safety at Work Act 1974 and Regulations made pursuant to that Act.

A failure in compliance may lead to a litigation claim with a financial impact on the Authority budget.

Financial Implications & Value for Money

21. The positive work undertaken by the H&S Department impacts the amount of litigation and repair costs that the Authority is liable for. In being proactive and working closely with other internal stakeholders in reducing accident and injury, it provides a safer work environment and avoids the indirect costs of a poor H&S culture – staff absence, sick pay, legal costs, claims, reputational impacts, etc.

Risk Management, Health & Safety, and Environmental Implications

22. Implicit throughout the report and attached Appendices.

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

23. This report details high level Health, Safety & Welfare performance in comparison to other FRA's which is at the core of the Authority's mission.

BACKGROUND PAPERS

GLOSSARY OF TERMS

MFRA	Merseyside Fire & Rescue Authority
MFRS	Merseyside Fire & Rescue Service
HS&W	Health Safety & Welfare
NFCC	National Fire Chiefs Council

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FIRE STATISTICS TABLE 0508a: Injuries sustained by firefighters and firefighter fatalities, by fire and rescue authority

Select a year from the drop-down list in the orange box below:

2018-19

FRA	Total number of personnel injured	RIDDOR injuries ¹		Fatalities
		Number of 'over 7 day' injuries ¹	Number of major injuries ²	
England	2,646	340	54	0
Non Metropolitan fire and rescue authorities	1,789	227	42	0
Avon	51	5	0	0
Bedfordshire	53	5	1	0
Berkshire	56	6	1	0
Buckinghamshire	36	6	0	0
Cambridgeshire	122	5	2	0
Cheshire	35	0	4	0
Cleveland	13	3	3	0
Cornwall	38	4	4	0
Cumbria	29	3	0	0
Derbyshire	26	4	3	0
Devon & Somerset	52	11	0	0
Dorset & Wiltshire	73	10	0	0
Durham	18	2	0	0
East Sussex	66	5	0	0
Essex	97	19	3	0
Gloucestershire	38	0	3	0
Hampshire	61	13	1	0
Hereford & Worcester	71	9	1	0
Hertfordshire	61	12	2	0
Humberside	80	10	2	0
Isle of Wight	5	0	0	0
Kent	81	5	0	0
Lancashire	52	7	0	0
Leicestershire	45	5	1	0
Lincolnshire	46	7	3	0
Norfolk	60	10	0	0
North Yorkshire	59	9	2	0
Northamptonshire	50	5	1	0
Northumberland	17	3	0	0
Nottinghamshire	39	6	1	0
Oxfordshire	39	3	2	0
Shropshire	30	1	1	0
Staffordshire	53	6	0	0
Suffolk	28	3	0	0
Surrey	46	16	0	0
Warwickshire	25	2	0	0
West Sussex	38	7	1	0
Isles of Scilly	0	0	0	0
Metropolitan fire and rescue authorities	857	113	12	0
Greater Manchester	99	13	1	0
Merseyside	33	6	0	0
South Yorkshire	122	8	0	0
Tyne & Wear	28	4	0	0
West Midlands	96	9	2	0
West Yorkshire	97	5	2	0
Greater London	382	68	7	0

FIRE STATISTICS TABLE 0508b: Injuries sustained by firefighters and firefighter fatalities, during operational incidents, by fire and rescue authority

Select a year from the drop-down list in the orange box below:

2018-19

FRA	Total number of personnel injured		RIDDOR injuries ¹				Fatalities	
			Number of 'over 7 day' injuries ¹		Number of major injuries ²			
	At fires	At non-fire incidents ^{3,4}	At fires	At non-fire incidents ^{3,4}	At fires	At non-fire incidents ^{3,4}	At fires	At non-fire incidents ^{3,4}
England	806	323	123	41	21	7	0	0
Non Metropolitan fire and rescue authorities	504	227	67	30	15	6	0	0
Avon	9	3	1	0	0	0	0	0
Bedfordshire	9	7	1	0	0	0	0	0
Berkshire	24	2	4	0	0	0	0	0
Buckinghamshire	6	1	0	0	0	0	0	0
Cambridgeshire	73	15	1	2	2	0	0	0
Cheshire	9	3	0	0	1	1	0	0
Cleveland	3	1	2	0	2	0	0	0
Cornwall	1	4	0	1	0	1	0	0
Cumbria	6	5	2	0	0	0	0	0
Derbyshire	6	1	2	0	2	0	0	0
Devon & Somerset	12	6	4	1	0	0	0	0
Dorset & Wiltshire	26	9	4	1	0	0	0	0
Durham	7	2	1	0	0	0	0	0
East Sussex	16	19	1	1	0	0	0	0
Essex	34	8	8	1	2	0	0	0
Gloucestershire	9	6	0	0	1	0	0	0
Hampshire	24	8	6	1	0	0	0	0
Hereford & Worcester	10	2	2	0	0	0	0	0
Hertfordshire	26	9	1	3	1	0	0	0
Humberside	12	6	1	3	0	1	0	0
Isle of Wight	0	0	0	0	0	0	0	0
Kent	23	26	2	1	0	0	0	0
Lancashire	16	3	2	0	0	0	0	0
Leicestershire	9	5	0	1	0	1	0	0
Lincolnshire	10	6	4	2	1	0	0	0
Norfolk	17	13	4	4	0	0	0	0
North Yorkshire	13	6	1	0	1	0	0	0
Northamptonshire	13	4	3	1	0	1	0	0
Northumberland	2	2	0	0	0	0	0	0
Nottinghamshire	7	10	0	4	0	1	0	0
Oxfordshire	7	7	0	0	0	0	0	0
Shropshire	6	3	0	0	1	0	0	0
Staffordshire	18	6	2	0	0	0	0	0
Suffolk	7	5	0	0	0	0	0	0
Surrey	12	4	4	3	0	0	0	0
Warwickshire	7	4	1	0	0	0	0	0
West Sussex	15	6	3	0	1	0	0	0
Isles of Scilly	0	0	0	0	0	0	0	0
Metropolitan fire and rescue authorities	302	96	56	11	6	1	0	0
Greater Manchester	46	5	9	0	1	0	0	0
Merseyside	19	4	4	1	0	0	0	0
South Yorkshire	47	14	5	1	0	0	0	0
Tyne & Wear	11	6	3	0	0	0	0	0
West Midlands	34	11	4	1	1	0	0	0
West Yorkshire	31	3	0	1	1	0	0	0
Greater London ⁵	114	53	31	7	3	1	0	0

FIRE STATISTICS TABLE 0508c: Injuries sustained by firefighters and firefighter fatalities, during training incidents, by fire and rescue authority

Select a year from the drop-down list in the orange box below:

2018-19

FRA	Total number of personnel injured	RIDDOR injuries ¹		Fatalities
		Number of 'over 7 day' injuries ¹	Number of major injuries ²	
England	966	137	21	0
Non Metropolitan fire and rescue authorities	714	107	19	0
Avon	19	4	0	0
Bedfordshire	27	4	1	0
Berkshire	18	2	1	0
Buckinghamshire	19	5	0	0
Cambridgeshire	19	2	0	0
Cheshire	7	0	1	0
Cleveland	4	1	1	0
Cornwall	22	2	2	0
Cumbria	12	1	0	0
Derbyshire	9	1	1	0
Devon & Somerset	30	5	0	0
Dorset & Wiltshire	28	5	0	0
Durham	4	1	0	0
East Sussex	19	0	0	0
Essex	35	9	1	0
Gloucestershire	14	0	2	0
Hampshire	25	4	1	0
Hereford & Worcester	51	7	1	0
Hertfordshire	22	8	1	0
Humberside	51	5	1	0
Isle of Wight	3	0	0	0
Kent	16	0	0	0
Lancashire	18	4	0	0
Leicestershire	14	4	0	0
Lincolnshire	22	1	2	0
Norfolk	26	2	0	0
North Yorkshire	34	8	1	0
Northamptonshire	20	1	0	0
Northumberland	7	2	0	0
Nottinghamshire	18	2	0	0
Oxfordshire	22	3	2	0
Shropshire	6	0	0	0
Staffordshire	18	4	0	0
Suffolk	13	2	0	0
Surrey	17	6	0	0
Warwickshire	10	0	0	0
West Sussex	15	2	0	0
Isles of Scilly	0	0	0	0
Metropolitan fire and rescue authorities	252	30	2	0
Greater Manchester	26	3	0	0
Merseyside	8	1	0	0
South Yorkshire	34	1	0	0
Tyne & Wear	9	1	0	0
West Midlands	35	2	1	0
West Yorkshire	48	4	1	0
Greater London	92	18	0	0

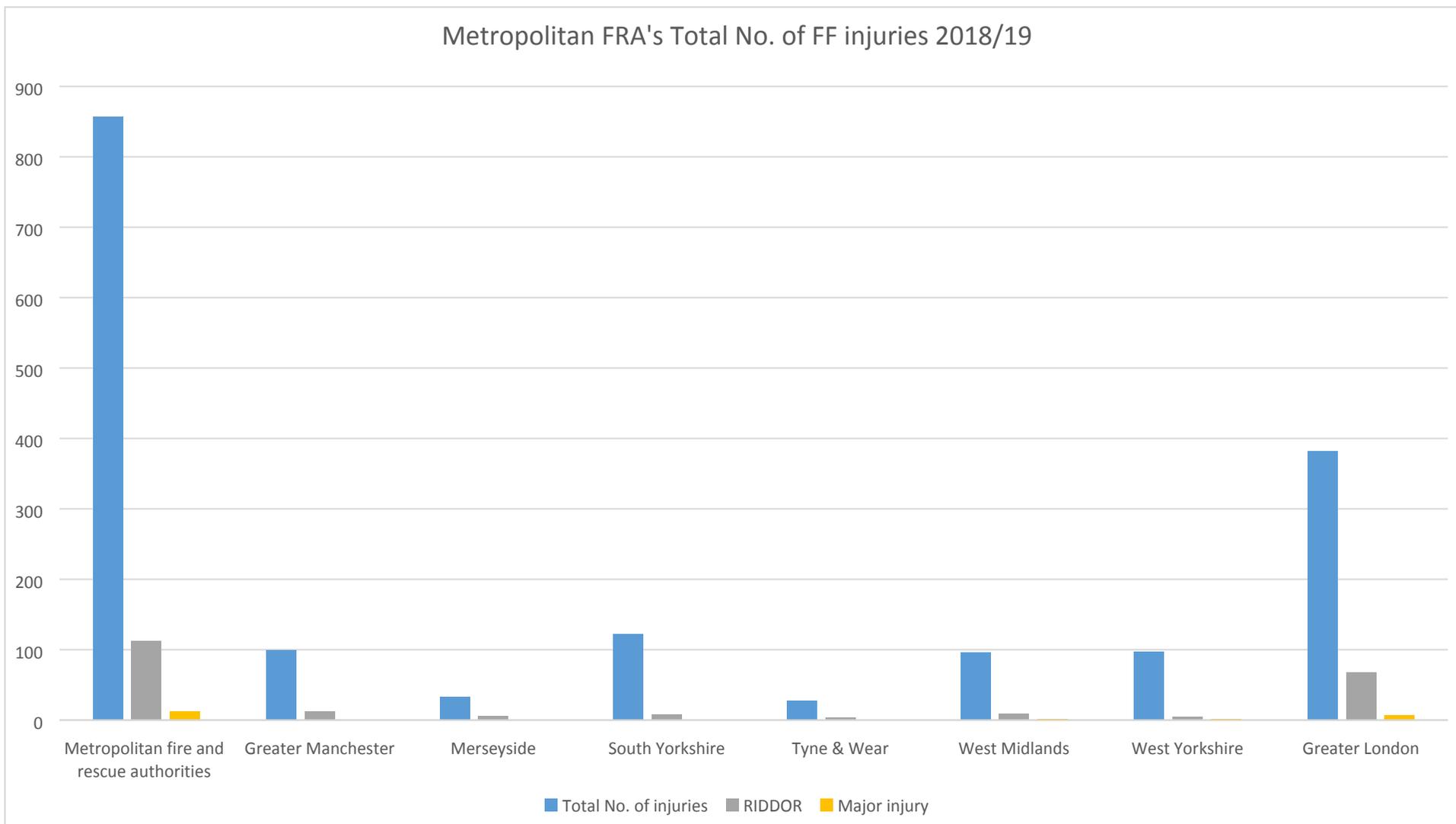
FIRE STATISTICS TABLE 0508d: Injuries sustained by firefighters and firefighter fatalities, during routine activities, by fire and rescue authority

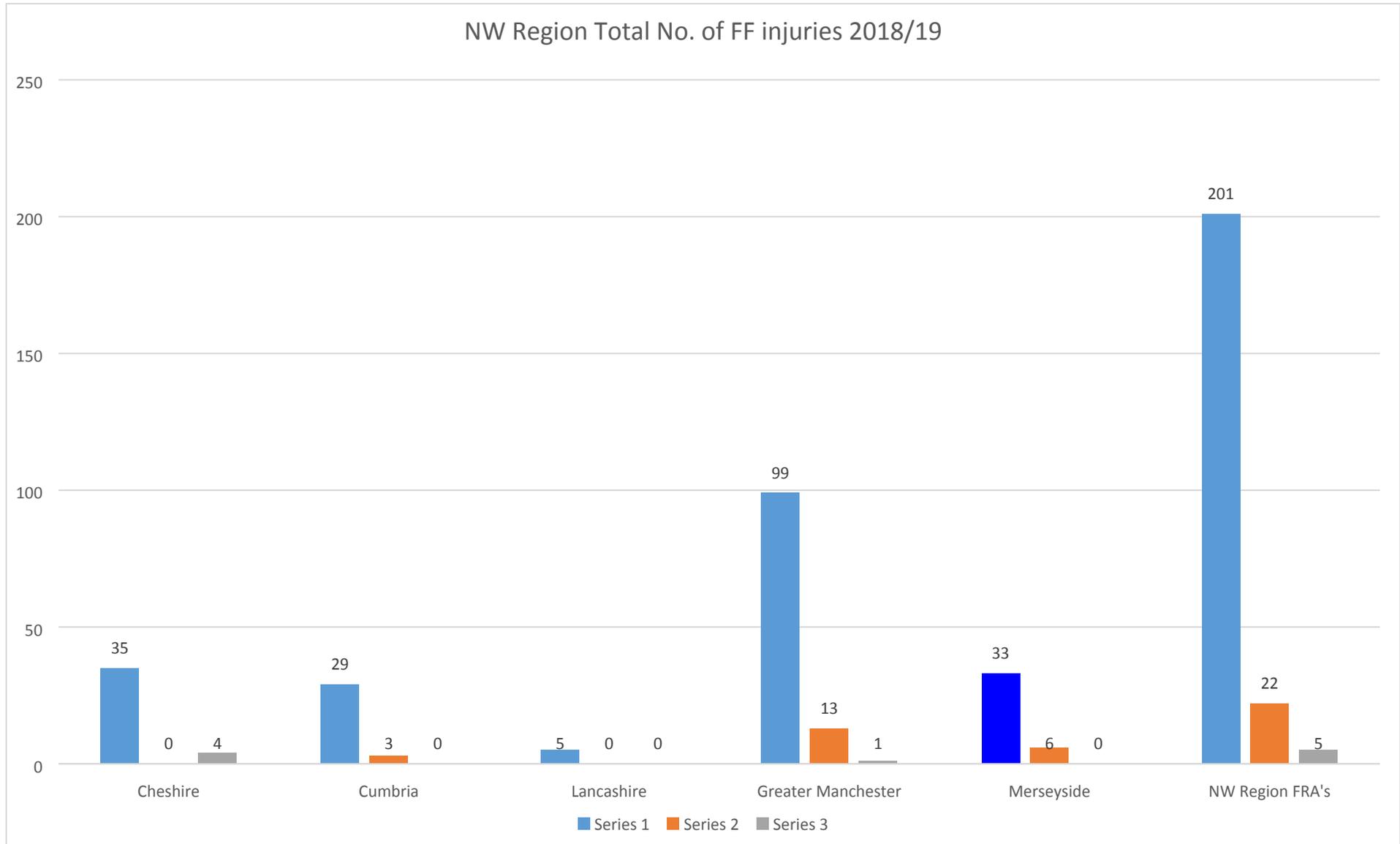
Select a year from the drop-down list in the orange box below:

2018-19

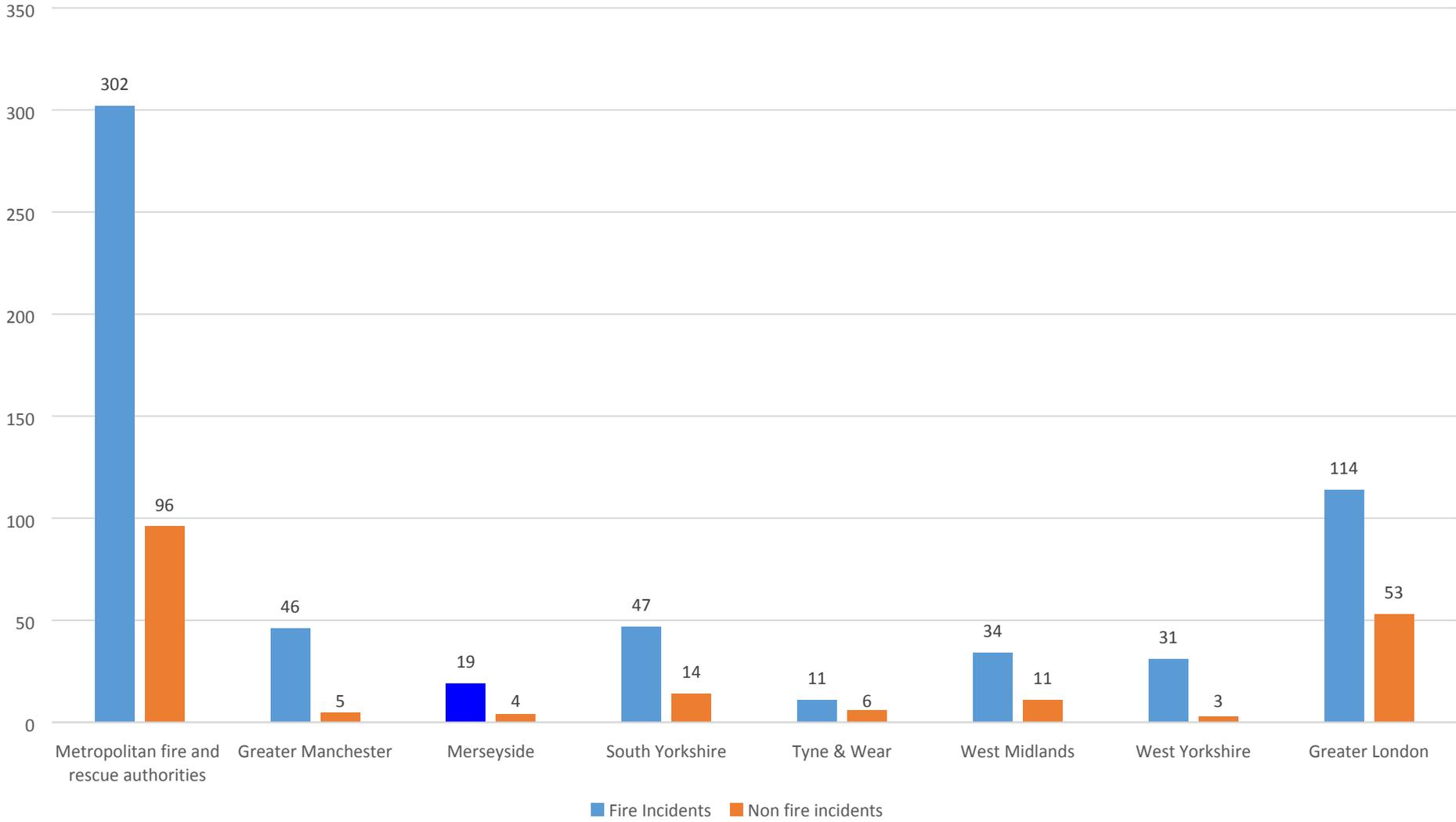
FRA	Total number of personnel injured	RIDDOR injuries ¹		Fatalities
		Number of 'over 7 day' injuries ¹	Number of major injuries ²	
England	551	39	5	0
Non Metropolitan fire and rescue authorities	344	23	2	0
Avon	20	0	0	0
Bedfordshire	10	0	0	0
Berkshire	12	0	0	0
Buckinghamshire	10	1	0	0
Cambridgeshire	15	0	0	0
Cheshire	16	0	1	0
Cleveland	5	0	0	0
Cornwall	11	1	1	0
Cumbria	6	0	0	0
Derbyshire	10	1	0	0
Devon & Somerset	4	1	0	0
Dorset & Wiltshire	10	0	0	0
Durham	5	0	0	0
East Sussex	12	3	0	0
Essex	20	1	0	0
Gloucestershire	9	0	0	0
Hampshire	4	2	0	0
Hereford & Worcester	8	0	0	0
Hertfordshire	4	0	0	0
Humberside	11	1	0	0
Isle of Wight	2	0	0	0
Kent	16	2	0	0
Lancashire	15	1	0	0
Leicestershire	17	0	0	0
Lincolnshire	8	0	0	0
Norfolk	4	0	0	0
North Yorkshire	6	0	0	0
Northamptonshire	13	0	0	0
Northumberland	6	1	0	0
Nottinghamshire	4	0	0	0
Oxfordshire	3	0	0	0
Shropshire	15	1	0	0
Staffordshire	11	0	0	0
Suffolk	3	1	0	0
Surrey	13	3	0	0
Warwickshire	4	1	0	0
West Sussex	2	2	0	0
Isles of Scilly	0	0	0	0
Metropolitan fire and rescue authorities	207	16	3	0
Greater Manchester	22	1	0	0
Merseyside	2	0	0	0
South Yorkshire	27	1	0	0
Tyne & Wear	2	0	0	0
West Midlands	16	2	0	0
West Yorkshire	15	0	0	0
Greater London	123	12	3	0

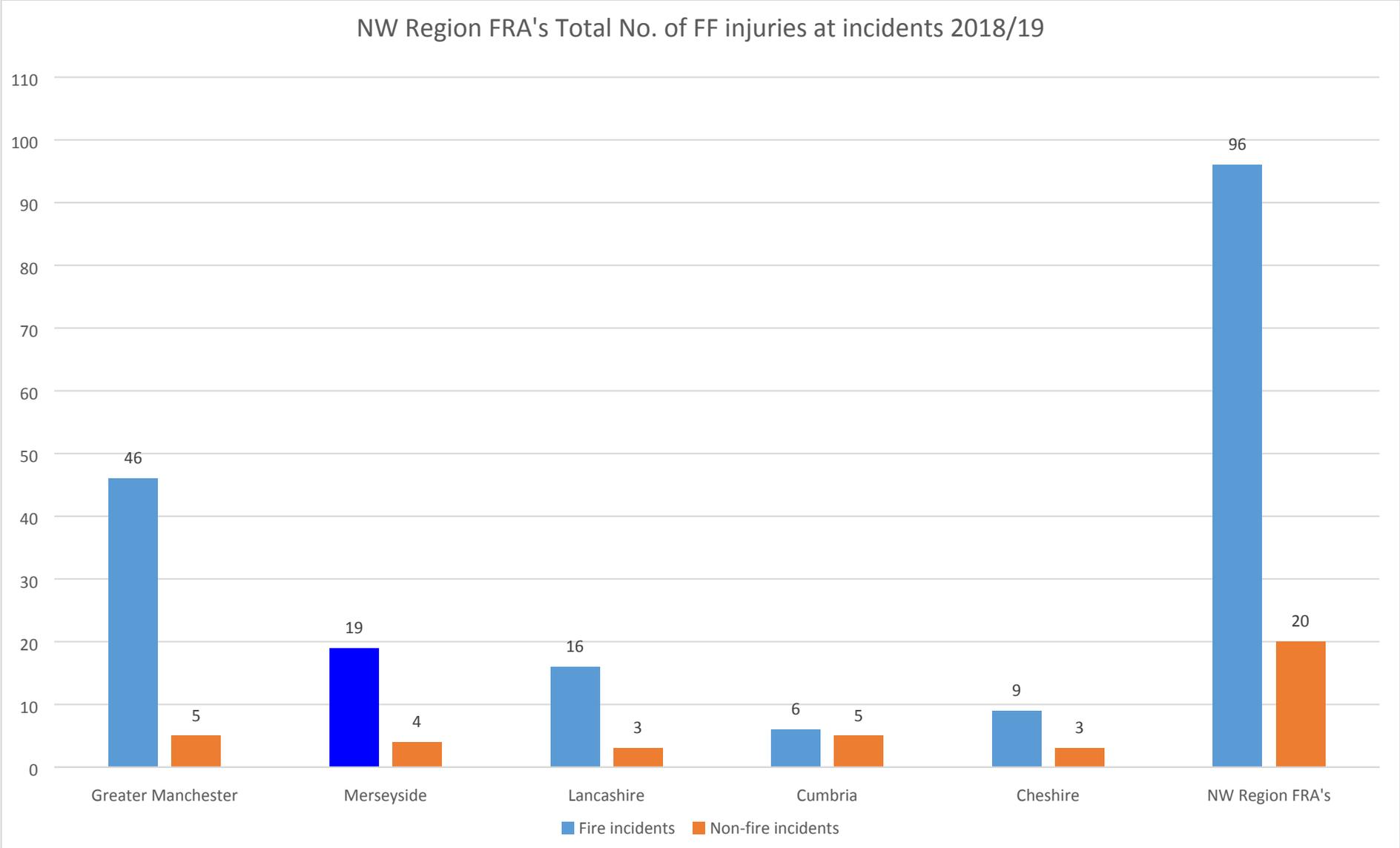
Metropolitan FRA's Total No. of FF injuries 2018/19



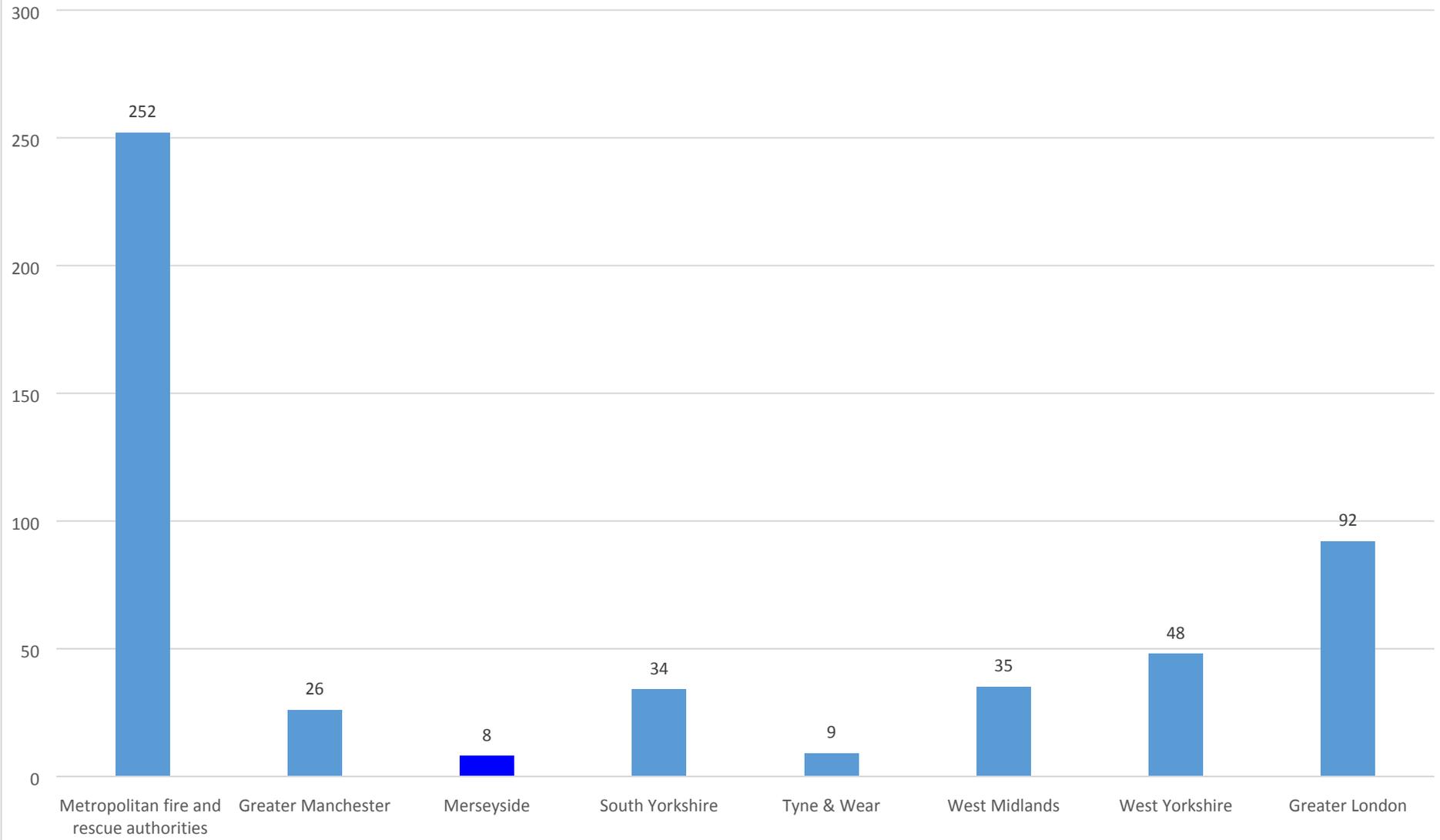


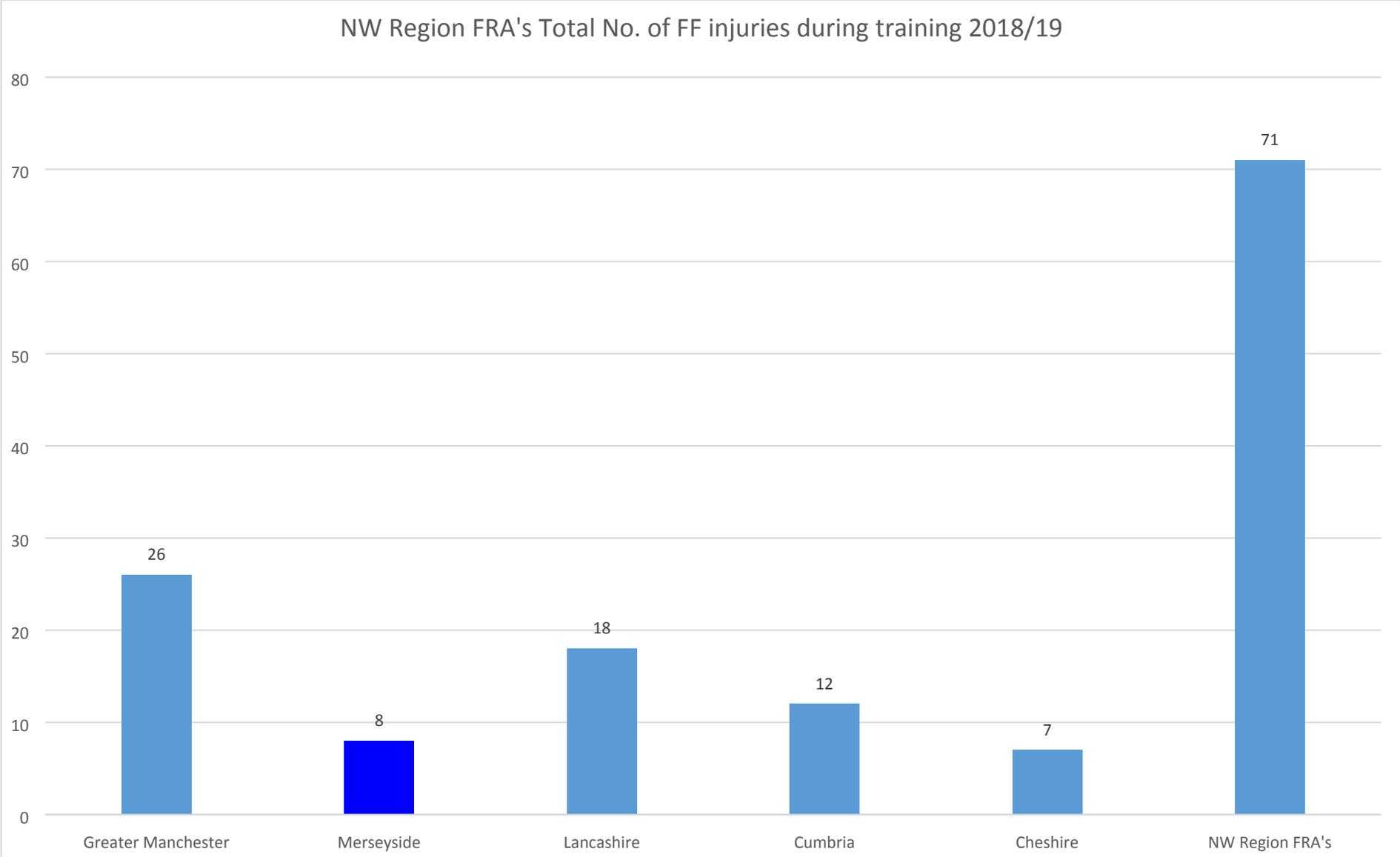
Metropolitan Authorities Total No. of FF injuries at Incidents 2018/19



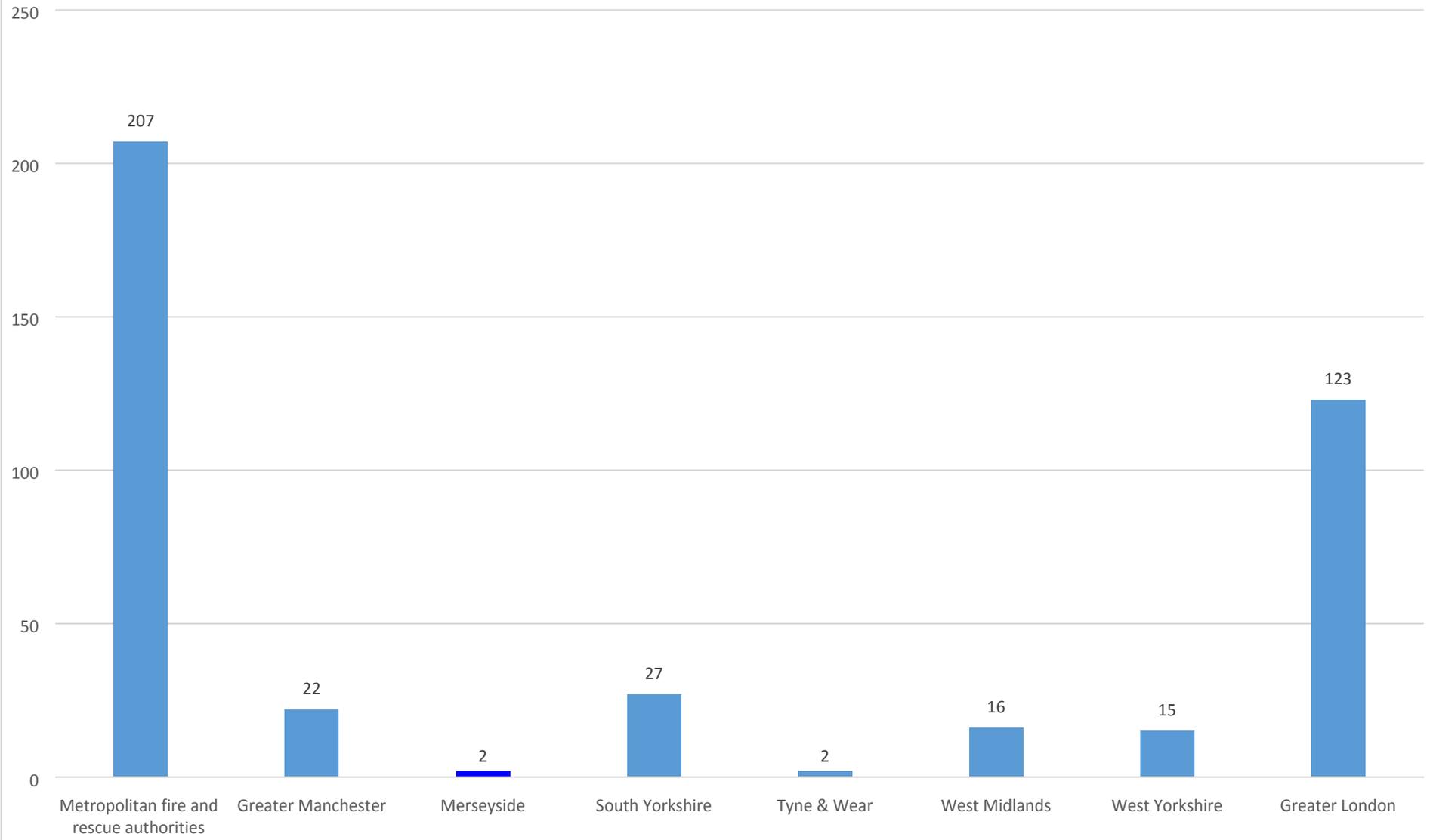


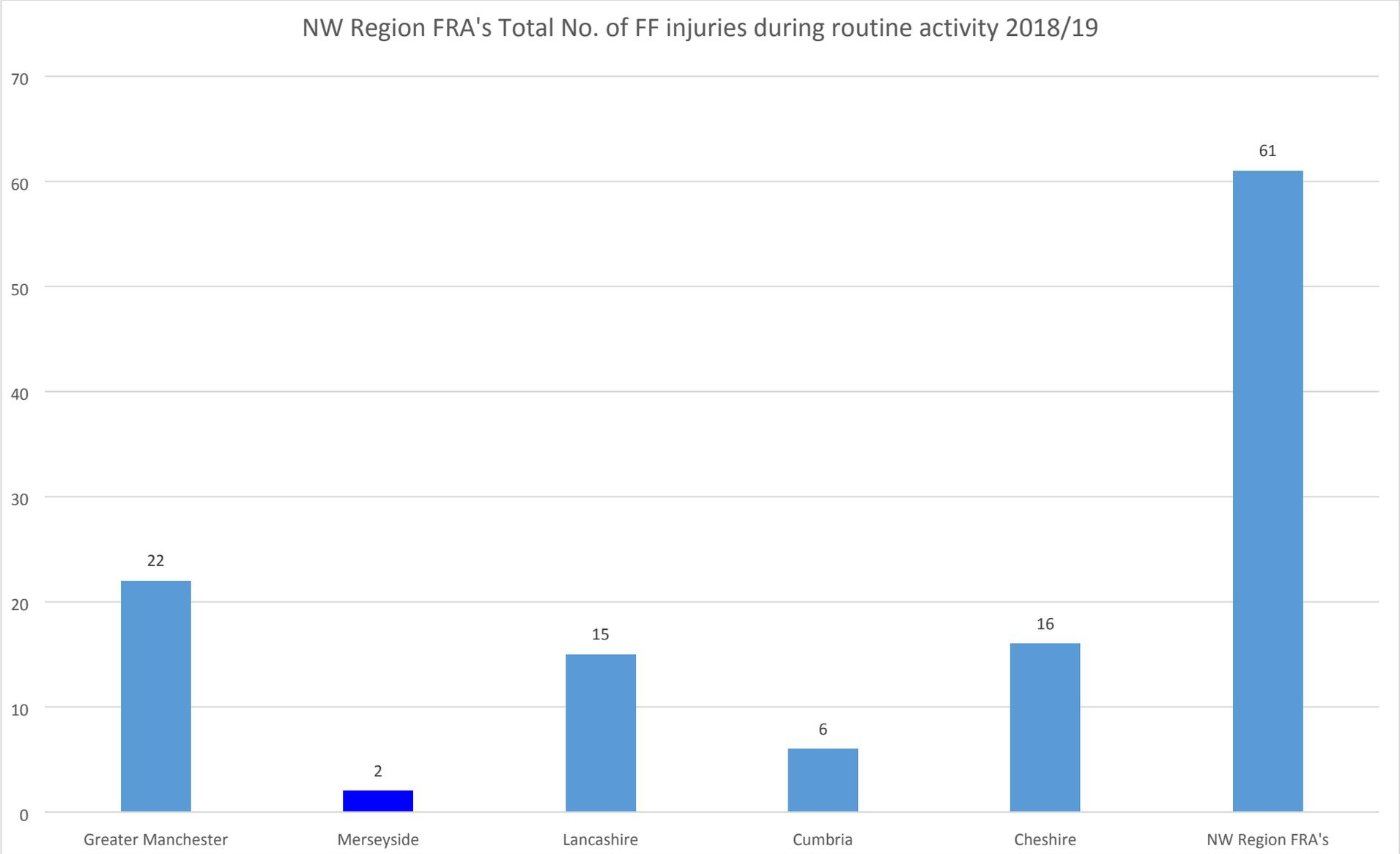
Metropolitan FRA's Total No. of FF injuries during training 2018/19



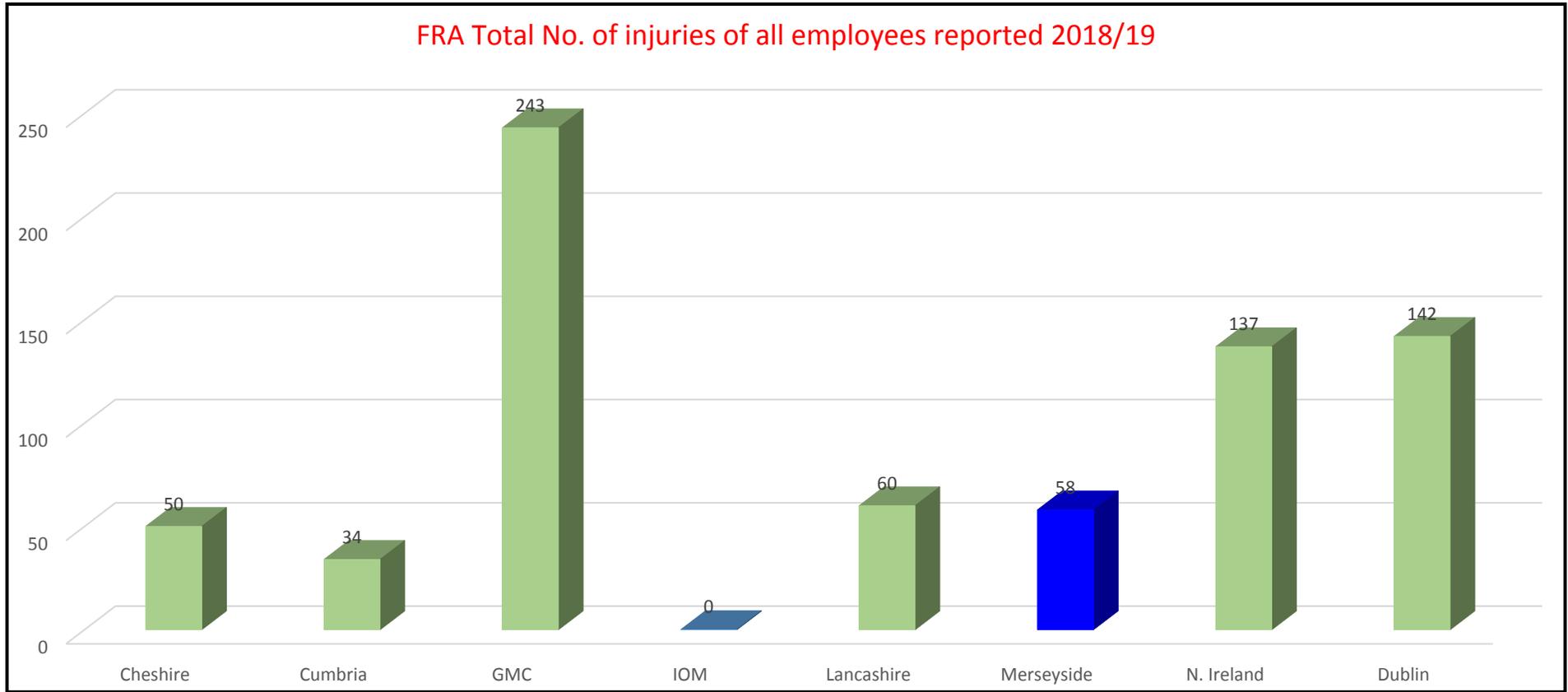


Metropolitan FRA's Total No. of FF injuries during routine activity 2018/19





Yearly Total	Cheshire	Cumbria	GMC	IOM	Lancashire	Merseyside	N Ireland	Dublin
Types of accidents								
HANDLING, LIFTING OR CARRYING	5	6	51		7	15	36	55
SLIP, TRIP, FALL	18	6	19		11	14	36	37
HIT BY A MOVING, FLYING, OR FALLING OBJECT	4	4	14		4	8	15	5
HIT SOMETHING FIXED OR STATIONARY	3	6	12		10	0	4	7
EXPOSED TO FIRE	2	1	12		6	1	8	7
EXPOSED TO HARMFUL SUBSTANCE	2	2	4		4	0	0	4
HIT BY A MOVING VEHICLE	0	0	0		1	3	3	0
FALL FROM HEIGHT	1	1	5		3	0	0	1
INJURED BY AN ANIMAL	0	1	0		1	1	6	1
EXPOSED TO AN EXPLOSION	0	0	2		0	0	0	0
CONTACT WITH ELECTRICITY	0	0	1		0	0	2	1
PHYSICALLY ASSAULTED BY A PERSON	1	1	8		1	0	0	6
TRAPPED BY SOMETHING COLLAPSING	0	0	0		0	0	0	0
DROWNED OR ASPHYXIATED	0	0	0		0	0	0	0
CONTACT WITH MOVING MACHINERY	0	0	0		0	3	0	0
ANY OTHER	14	6	115		12	13	27	18
Total	50	34	243	0	60	58	137	142
Riddor incidents	6	1	14		10	8	28	70
% of RIDDOR of ttl acc	12%	3%	6%		17%	14%	20%	49%



MERSEYSIDE FIRE AND RESCUE AUTHORITY			
MEETING OF THE:	SCRUTINY COMMITTEE		
DATE:	10TH SEPTEMBER 2020	REPORT NO:	CFO/046/20
PRESENTING OFFICER	CHIEF FIRE OFFICER		
RESPONSIBLE OFFICER:	NICK MERNOCK	REPORT AUTHOR:	SARA FIELDING
OFFICERS CONSULTED:	LYNN HUGHES – HEAD OF RECRUITMENT AND ORGANISATIONAL DEVELOPMENT		
	LIZ INMAN – RECRUITMENT MANAGER		
TITLE OF REPORT:	RECRUITMENT - POSITIVE ACTION		

APPENDICES:	
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Purpose of Report

1. To inform Members of the 'Positive Action' activities that are undertaken by Merseyside Fire and Rescue Authority (MFRA).

Recommendation

2. That Members note the 'Positive Action' activities that are carried out by MFRS and comment on the suitability of the approach adopted.

Introduction and Background

1. Positive Action is a range of measures allowed under the Equality Act 2010 which can be lawfully taken to encourage and train people from under-represented groups to help them overcome disadvantages when competing with other applicants.
2. MFRS undertakes a number of Positive Action activities which aims to make people from under-represented groups aware of the employment opportunities within the Authority, i.e. Females; Black, Asian and Minority Ethnic (BAME); and LGBT communities.
3. MFRA's aim is to ensure that our workforce reflects the diverse community of Merseyside.
4. Since 2017, the Recruitment & Development team have adopted a targeted approach to Positive Action. The team have developed a range of activities which supports Positive Action, including:
 - Have a Go days – specifically for those considering Firefighting as a career.

- Station visits – as a ‘follow up’ event to the Have a Go days.
 - Use of videos on social media to give greater insight into the requirements of the Firefighter role.
 - Stakeholder Engagement Events
 - Attendance at educational establishment and community-based careers events
 - Staff networks promoting the work of Positive Action to their members.
 - Developing a suite of communication materials to promote MFRA as an employer of choice.
5. The Recruitment & Development team continually review Positive Action activities to improve on the results that has already been achieved.

Equality and Diversity Implications

6. The Positive Action activities carried out aim to encourage applicants from under-represented groups to consider a career within the Fire and Rescue Service and assist with their preparation for selection processes. This will increase the diversity of the workforce.

Staff Implications

7. The Recruitment and Development team, TDA Instructors, Physical Training Instructors, Operational Crews, Corporate Communications and a group of staff volunteers (both operational and non-operational) all contribute and take part in Positive Action activities.
8. Staff do assist with Positive Action events outside of their working hours where they are able to and operational requirements allow this. We are currently reviewing staffing implications for these activities.

Legal Implications

9. Under the Public Sector Equality Duty Act, public bodies must show due regard to eliminating discrimination and advance the equality of opportunity. Positive Action is a range of measures under the Equality Act which can be lawfully taken to encourage and train individuals from under-represented groups to help them with overcoming disadvantages.

Financial Implications & Value for Money

10. Costs for Positive Action are met within existing budgets for staffing. Additional costs have incurred when producing promotional materials.

Risk Management, Health & Safety, and Environmental Implications

11. Activities which allow individuals to be physical as risk assessed and a medical questionnaire is complete prior to any participation.

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

12. Having a diverse workforce will allow us to better understand and serve our communities. Having a diverse workforce which reflects our communities will inspire future generations to consider a career within the Fire Service.

BACKGROUND PAPERS

N/A

GLOSSARY OF TERMS

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FORWARD WORK PLAN FOR SCRUTINY COMMITTEE

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> Presentation on Committee Agenda	12th May 2020	People & Organisational Development	Aim <i>“Excellent People”</i> IRMP - Equality Objective 1	On Agenda for 10 th September 2020	
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>	9 th May 2019	COMPLETED No further action required

					IRMP – All Operational Response Objectives		
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>	5th March 2020	Community Risk Management	Aim <i>“Excellent Prevention & Protection”</i> IRMP – Proposal 19	On Agenda 5 th March 2020	COMPLETED No further action required
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	<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> Report and Presentation on Committee Agenda	10th September 2020	Operational Response	Aim <i>“Excellent Operational Response”</i> Mission <i>“Safer, Stronger Communities – Safe Effective Firefighters”</i>	On Agenda for 10 th September 2020	
Revised Home Safety Strategy	Requested by Members at Scrutiny Committee 16 th January 2020	<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>	T.B.C	Prevention	Aim <i>“Excellent Prevention & Protection”</i> Mission <i>“Safer, Stronger Communities – Safe Effective Firefighters”</i>		
MFRA’s Membership of Outside Bodies	Requested by Members at Authority Meeting 21 st May 2020	<i>“To undertake a review of the Authority’s Membership of the LGA and other outside bodies, to consider effectiveness and value for money”</i>	T.B.C		Mission <i>“Safer, Stronger Communities – Safe Effective Firefighters”</i>		