

MERSEYSIDE FIRE AND RESCUE AUTHORITY
COMMUNITY SAFETY AND PROTECTION COMMITTEE

2 SEPTEMBER 2021

MINUTES

Present: Cllr Brian Kenny (Chair) Councillors Lynn Hinnigan, Pam Thomas, Kathy Hodson, Paul Tweed, Jan Grace, Linda Maloney and Les Byrom

Also Present: DCFO Nick Searle, Ria Groves and Mike Rea

Apologies of absence were received from: Cllr Edna Finneran

1. 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 because of the possibility of the disclosure of exempt information.

2. Minutes of the Previous Meeting

The minutes of the previous meeting of the authority, held on 8th April 2021 were approved as a correct record.

3. IMPLEMENTATION OF THE REVISED LEADERSHIP MESSAGE AND VALUES

Members considered Report CFO/056/21 by the Deputy Chief Fire Officer, concerning Members' agreement to the structured organisational implementation of the Authority's revised leadership message and values for all employees in conjunction with an experienced and knowledgeable external partner.

Members were given a presentation around Embedding Our Leadership Message, by Organisational Development Manager, Lynn Hughes.





Members were advised that the inclusive 'Leadership' workshops would be delivered to all staff through an external organisation by embedding our revised vision, purpose, values and behaviours. This will help align the organisation around common goals through a one team approach and maximise positive culture through reinforcing key drivers of being bold, professional, safe, supportive and relentless.

The new Merseyside Fire & Rescue Service (MFRS) message and values was approved by the Fire Authority in June 2021. MFRS staff were involved with the development of it as an emotional connection with staff was desired and it helped build successful engagement by involving all members of staff in the embedding of MFRS's message. It was achieved by using words that were put forward by staff – staff said everything they do is for the community and staff are part of the community. MFRS take pride in what they do.

The vision part of the leadership message states that MFRS is one team, meaning staff appreciate each other and work together to achieve a common goal. This creates a sense of purpose, meaning and pride to help 'be the best Fire & Rescue Service in the UK'. The purpose section states MFRS is here to serve and that is 100% true. The message states that our service is bold, professional, safe (for staff to work in emergency situations), built (to help the people of Merseyside), positive and relentless. The values are really important to MFRS – how staff behave and conduct themselves by using courage, integrity and compassion. MFRS want to capture the essence of public service and improve community outcomes by building an inclusive culture which listens, engages and involves all of our workforce.

Members were informed that it is intended that one day workshops using I Leadership, who have expertise and experience in Blue Light services, will hopefully be used to engage all our workforce if Members agree. These workshops have been introduced to 'tell our story' through our place, our culture and our people. The Chief Fire Officer will be involved in all the workshops and the use of profiles will be used to understand our preferences and importantly the preferences of others, leading to different conversations.

There are different leadership profiles, as detailed in the below picture. There are different colours for different people and it is to help understand how people work and relate with others. MFRS appreciates that people have differences and want to promote understanding of individuals. The cost of this exercise will be between £71,500 and £95,000 depending on the individual development plan role out.

	 Fiery Red	 Sunshine Yellow	 Earth Green	 Cool Blue
Appears:	Business like and functional	Informal Outgoing	Casual Conforming	Formal Conservative
Primary Focus:	Results	Interaction	Maintaining harmony	Problem Solving
Wants to be:	In control	Admired	Liked	Correct
Likes you to be:	Brief	Engaged	Present	Precise
Fears:	Losing Control	Disapproval	Confrontation	Embarrassment
Can be irritated by:	Inefficient Indecision	Rules and routine	Insensitivity Impatience	Unpredictability Carelessness
Under pressure may:	Dictate	Dramatise Overreact	Feel overwhelmed	Withdraw
Decisions are:	Pragmatic	Spontaneous	Considered	Logical Deliberate

Members commented that 88% engagement from the staff survey is already a huge success and were advised that the workshops will be beneficial to retain high engagement with staff.

Members were informed that the Strategic Leadership Team had already taken part in these workshops and had learned a lot from them.

Members asked if many young people were spoken to regarding input for the leadership message and were told that a lot of young people were as well as female firefighters and those of ethnic minority, reassuring Members that the engagement for the leadership message came from a variety of staff. It was added that if we continue to proceed with the workshops for staff, that it will assist with listening and engaging with each other.

Members thanked Lynn Hughes for a very passionate and positive presentation.

Members resolved that:

The utilisation of I Leadership to deliver training for the introduction of the Authority's leadership message for all employees, be approved.

4. Equality, Diversity and Inclusion Annual Report 2020/21

Members considered Report CFO/048/21 of the Deputy Chief Fire Officer, concerning the progress made against the Authority's ED&I objectives for 2017-2020. The Equality, Diversity & Inclusion (ED&I) Annual Report 2020/21 is attached to the report at Appendix A.

Members were given a brief overview of the report and they commented that MFRS is very proactive and that this report was excellent.

Members asked if we will be able to retain female firefighters as the recruitment so far was great. Members were advised that Merseyside Fire & Rescue

Service (MFRS) will be looking at more flexible working for female firefighters and that staff are encouraged to speak to Human Resources or their line managers about any issues they may have.

Members asked if staff wanting to/or currently adopt had any support/assistance and they were informed that we already have policies in place for staff regarding adoption.

Members enquired that if the incremental pay rises were over a long period for the pay gap, would that effect the figures. Members were advised that the government ask for the figures in this way but that there is no difference in the amount staff of the same grade get paid regardless of their sex. It was added that MFRS is massively dominated by males in the organisation, but in the future as female firefighters move through the ranks, the figures in this report would change and results will be seen.

Members resolved that:

The ED&I Annual Report for publication on the Merseyside Fire & Rescue Service (MFRS) website in order to demonstrate Merseyside Fire & Rescue Authority's (MFRA) commitment to ED&I and in order to demonstrate how it has met its Public Sector Equality Duty.

5. SERVICE DELIVERY PLAN 2021-22 APRIL TO JUNE UPDATE

Members considered Report CFO/049/21 of the Deputy Chief Fire Officer, concerning the performance against objectives and the performance targets/outcomes as set out in the Service Delivery Plan 2021/22 for the period April to June 2021.

Members were given an overview of the report.

Members asked if the consultation for the Long Lane Super Fire Station had started and if so how it was going. Members were advised that the consultation has began and so far there are no negative comments regarding the build. It is looking positive and the consultation finishes at the end of October 2021.

Members resolved that:

The attached reports for publication on the website, be approved.

6. Protection Grants

Members considered Report CFO/052/21 of the Deputy Chief Fire Officer, concerning a current update and future proposals in the spending of the various grants provided by Her Majesty's Government (HMG) to enhance the ongoing and emerging Protection work.

Members were given a brief overview of the report.

Members asked if the money was to fund extra staff and were advised that as this was a grant it would only fund staff for a certain period of time. The money will be used for in house training and be subsidised back into the operational workforce.

Members questioned if there was a time limit on the grants and were told that there are set parameters as stated in the report but to simplify it, it is a couple of years.

Members resolved that:

- a) the current spending allocation of the various grants, be noted; and
- b) the spending proposals and anticipated expenditure in line with HMG guidelines, be approved.

Close

Date of next meeting Tuesday, 1 February 2022

Signed: _____

Date: _____