

# Public Document Pack

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



**R. Groves**  
**Monitoring Officer**

Tel: 0151 296 4000  
Extn: 4124 Ally Kirby

Our ref AK/RG

Date: 17<sup>th</sup> April 2024

Dear Sir/Madam,

You are invited to attend a meeting of the **SCRUTINY COMMITTEE** to be held at **1.00pm** on **THURSDAY 25<sup>TH</sup> APRIL 2024** in the Liverpool Suite – Fire Service Headquarters.

This meeting is webcast live to YouTube and is available at the following link:

<https://youtube.com/live/nbuLpNPMi38?feature=share>

Yours faithfully,

*PP – A Kirby*

Monitoring Officer

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**MERSEYSIDE FIRE AND RESCUE AUTHORITY**

**SCRUTINY COMMITTEE**

**25 APRIL 2024**

**AGENDA**

**Members**

Cllr Paul Tweed (Chair)  
Cllr Terry Byron  
Cllr Dave Hanratty  
Cllr Doreen Knight  
Cllr Ed Lamb  
Cllr Linda Maloney  
Cllr Pat Moloney  
Cllr Lesley Rennie  
Cllr Gillian Wood  
Mr Anthony Boyle

**1. Apologies**

To consider any apologies for absence.

**2. Declarations of Interest**

To consider any Member declarations of interest.

**3. Minutes of the Previous Meeting (Pages 5 - 8)**

To consider the minutes of the last meeting held on 25<sup>th</sup> January 2024.

**4. Staff Survey 2022 actions update (Pages 9 - 12)**

To consider an update on the Staff Survey 2022 (CFO/23/24).

**5. Employee Work/Life Balance (Pages 13 - 16)**

To consider a presentation and report on employee work/life balance at MFRA (CFO/22/24).

**6. Scrutiny Task & Finish Group (Pages 17 - 22)**

To consider a report of the Monitoring Officer providing an update on the recent Task and Finish Group and to consider any recommendations as appropriate (CFO/24/24).

7. **Scrutiny Forward Work Plan** (Pages 23 - 26)

To consider the Scrutiny Forward Work Plan for 2023-2025 (CFO/25/24).

## MERSEYSIDE FIRE AND RESCUE AUTHORITY

### SCRUTINY COMMITTEE

25 JANUARY 2024

#### MINUTES

**Present:** **Councillors** Paul Tweed (Chair), Gillian Wood, Dave Hanratty, Ed Lamb, Linda Maloney, Lesley Rennie and Terry Byron.

**Also Present:** Assistant Chief Fire Officer Dave Mottram  
Deputy Monitoring Officer Caroline Berry  
Head of Finance and Procurement James Campbell

#### 7. Apologies

Apologies were received from Councillor Doreen Knight and Monitoring Officer, Ria Groves.

#### 8. Declarations of Interest

There were no declarations of interest for this meeting.

#### 9. ACFO's Update

Assistant Chief Fire Officer, Dave Mottram, alerted the Members to the passing of Chief Fire Officer, Wayne Bowne, from the West Midlands Fire and Rescue Service. The Members wished to place on record their condolences for his family and they acknowledged that he had been a good friend to the Service.

#### 10. Minutes of the Last Meeting

**RESOLVED** that the minutes of the last meeting held on the 14<sup>th</sup> September 2023 were agreed as an accurate record.

#### 11. The Environment and the Impact on MFRS's Operational Response - Wildfire Specialism

Assistant Chief Fire Officer, Dave Mottram, presented the report noting that wildfires had emerged as a serious threat for the Service, in terms of how it tackles incidents and the environmental impact of the Authority's actions.

Station Manager (SM) John Kellaway led the presentation as the National Wildfire Tactical Advisor. He provided an in-depth description of wildfires and their causes. Members were advised that fighting a wildfire could be hard physically for the

firefighters especially as they predominantly occurred during the summer months and required additional PPE (Personal Protective Equipment).

Members heard that in the IRMP 2021-24 a commitment had been made to establish a wildfire specialism on Merseyside and that it had been successful.

Focusing on Merseyside, it was noted that the key areas of risk were Formby and Heswall with Bidston Hill accounting for 320 incidents, 4x more than any other location.

Members were advised that the Authority provided residents with information on how to make their properties more defensible from wildfires. The Authority also sought to work with key stakeholders such as Natural England and the National Trust and it was reported that the Authority worked well with Wirral Council who owned the land at Bidston Hill.

Members were advised that MFRA staff were trained in Northumberland (the lead Service the UK). It was noted that there was a wildfire exercise planned with Wirral to take place between February and March.

SM John Kellaway presented the upcoming challenges for the Authority and provided Members with an in-depth analysis of the equipment used at wildfire incidents.

The presentation provided Members with a breakdown of the number of incidents over the last four years noting that changes in land management may have resulted in more incidents.

With regards to coworking with the Local Authorities, Councillor Paul Tweed asked which Councils were working with the Authority on this risk. SM John Kellaway advised that Wirral Council was currently the only Council to take part but advised that this could be due to reduced workforces/funding. It was explained that the measures that were needed to lessen the impact of wildfires were not costly and included things like making fire breaks in rural areas.

Members heard that Wirral Borough Council had undertaken a Wildfire Risk Assessment with input from the Authority and this had proved helpful when seeking to protect the land in an urban environment. This approach had been cost neutral as the Council has redistributed its resources to undertake preventative work such as controlled burns.

Councillor Gill Wood noted that Bidston Hill was in her ward and how she had seen it on fire in the past, noting how quickly the fire could spread across the land. She asked how the Authority interacted with 'Friends of' volunteer groups who cared for some green spaces. Schools and community groups were also highlighted as potential stakeholders who could help.

It was explained that the Authority sought to work with all stakeholders to ensure that the risk could be mitigated as much as possible. As an example, the Authority worked well with the 'Heswall Dales' group and the local Park Rangers.

Furthermore, Fire and Rescue Services across the country shared learning and best practice through an online registry and at regular meetings.

Members were advised that the Authority also had drone capabilities which helped to combat wildfires in an innovative way.

**RESOLVED** that:

- a) the introduction of the Wildfire Specialism into Operational Response capabilities of MFRS be noted;
- b) scrutiny was applied to the approach adopted; and
- c) an update be brought back to Members in 12 months' time.

## **12. Review of Sickness Absence**

Director of People, Organisational Development and Legal, Nick Mernock and Health and Wellbeing Manager Kelly Patterson presented the item which provided a review of the impact of sickness over the last three years.

The presentation provided Members with an overview of sickness in recent years, noting the different approaches that had been taken to see significant reductions.

Members noted that the main causes of sickness were Covid-19, mental health and musculo-skeletal injuries with the latter increasing.

With regards to ranks, it was explained that there was an even split across most operational ranks with a slight decrease in absence for Group Managers and Area Managers.

The presentation outlined the Authority's approach to absence management which started during an employee's probationary period.

Kelly Patterson presented the health and wellbeing measures in place for the staff including a wide range of support initiatives for those struggling with their mental wellbeing.

The last staff survey had shown that staff were aware of the health and wellbeing support services available to them with 97% of staff indicating favourably.

With regards to challenges, it was noted that long waiting times in the NHS had affected long term sickness, and this was true across all local authorities. As an interim measure, the Authority had introduced reasonable adjustments wherein staff could continue to work in an alternate role whilst awaiting treatment.

In conclusion, the Authority implemented a multifaceted approach to manage sickness and continued to invest significantly in the wellbeing support available for the staff.

Councillor Dave Hanratty suggested that further scrutiny would be required to consider this item and it was agreed that a Task and Finish Group would be convened before the next Scrutiny Committee.

**RESOLVED** that:

- a) the performance in relation to sickness absence and the impact on our service delivery be noted;
- b) the suite of management activities and support in place to reduce and mitigate the impact of sickness absence be noted;
- c) consider and scrutinise the continued suitability of the approaches taken; and
- d) a Task and Finish group be established to consider the item in more depth.

**13. Scrutiny Forward Work Plan**

Deputy Monitoring Officer, Caroline Berry presented the Scrutiny Forward Work Plan report asking Members to advise if they wished to make any changes.

**RESOLVED** that the proposed Scrutiny Forward Work Plan 2023-25 be reviewed.

Close.

Date of next meeting Thursday 25<sup>th</sup> April 2024.



<b>MERSEYSIDE FIRE AND RESCUE AUTHORITY</b>			
<b>MEETING OF THE:</b>	<b>SCRUTINY COMMITTEE</b>		
<b>DATE:</b>	<b>25 APRIL 2024</b>	<b>REPORT NO:</b>	<b>CFO/23/24</b>
<b>PRESENTING OFFICER</b>	<b>CHIEF FIRE OFFICER, PHIL GARRIGAN</b>		
<b>RESPONSIBLE OFFICER:</b>	<b>DEB APPLETON</b>	<b>REPORT AUTHOR:</b>	<b>DEB APPLETON, MICHELLE KIRK</b>
<b>OFFICERS CONSULTED:</b>	<b>STRATEGIC LEADERSHIP TEAM</b>		
<b>TITLE OF REPORT:</b>	<b>STAFF SURVEY 2022 ACTIONS UPDATE</b>		
<b>APPENDICES:</b>	<b>NONE</b>		

## **Purpose of Report**

1. To request that Members consider this report and a presentation to be given at the meeting as part of a broader scrutiny discussion about the outcomes of the 2022 staff survey.

## **Recommendation**

2. It is recommended that Members note and scrutinise the content of the report (and the presentation that will be given) as part of a broader discussion about the 2022 staff survey results and actions.

## **Introduction and Background**

3. Members will recall that Merseyside Fire and Rescue Service has conducted a comprehensive staff engagement survey since 2014. The survey is conducted every two years and uses the previous survey as a benchmark for trend analysis. The fifth staff engagement survey took place from 14<sup>th</sup> November 2022 to 21<sup>st</sup> December 2022.
4. Following the analysis of the results and dissemination to staff (all results are available on the Merseyfire website; <https://www.merseyfire.gov.uk/about/staff-survey-results/> ) key action areas were established and presented to Members in June 2023.
5. The presentation that will be given to Members will provide an overview of the key areas to be discussed at the Scrutiny Committee, where further details will be provided to assist members of the Committee to scrutinise the Service's approach and response to the staff survey.

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**Equality and Diversity Implications**

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6. There is no EIA required for this report as all the actions resulting from the staff survey are subject to an individual EIA and/or an EIA produced as part of the planning process for the People Plan and other plans and strategies.

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**Staff Implications**

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7. The interests and views of staff are a fundamental part of this report and will form the basis of scrutiny discussions with Members of the Committee.

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**Legal Implications**

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8. The use of staff surveys to gauge staff opinion is a useful way for the Authority and Officers to determine what actions are required to improve staff engagement and this includes legal and non-legal aspects of the employee/employer relationship.

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**Financial Implications & Value for Money**

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9. There are no specific financial implications relating to this report. Any costs associated with delivering against the actions arising from the staff survey are picked up through departmental budgets and requests for growth or savings, where appropriate, are identified through normal financial processes.

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**Risk Management and Health & Implications**

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10. Staff surveys can help identify risks and health and safety implications within the organisation and this is considered during the process of analysing the outcomes and identifying areas of focus.

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**Environmental Implications**

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11. The staff survey does not focus on broader environmental matters (although that does not mean it couldn't do so in the future).

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12. The staff survey results (especially the cumulative impact of five such surveys) are beneficial to the organisation in that they help shape future strategy to improve outcomes for staff and communities.

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**BACKGROUND PAPERS**

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NONE

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**GLOSSARY OF TERMS**

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**MFRA**      **M**erseyside **F**ire and **R**escue **A**uthority

**MFRS**      **M**erseyside **F**ire and **R**escue **S**ervice

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<b>MERSEYSIDE FIRE AND RESCUE AUTHORITY</b>			
<b>MEETING OF THE:</b>	<b>SCRUTINY COMMITTEE</b>		
<b>DATE:</b>	<b>25 APRIL 2024</b>	<b>REPORT NO:</b>	<b>CFO/22/24</b>
<b>PRESENTING OFFICER</b>	<b>DIRECTOR OF PEOPLE, ORGANISATIONAL DEVELOPMENT AND LEGAL, NICK MERNOCK</b>		
<b>RESPONSIBLE OFFICER:</b>	<b>NICK MERNOCK</b>	<b>REPORT AUTHOR:</b>	<b>NICK MERNOCK</b>
<b>OFFICERS CONSULTED:</b>	<b>STAFF ENGAGEMENT SESSIONS SENIOR LEADERSHIP TEAM</b>		
<b>TITLE OF REPORT:</b>	<b>EMPLOYEE WORK/LIFE BALANCE</b>		

<b>APPENDICES:</b>	<b>NONE</b>
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### **Purpose of Report**

1. To present to Members an update on the introduction of the Hybrid Working Policy and the feedback received from employees following the initial twelve months trial with the new policy.

### **Recommendation**

2. It is recommended that Members;
  - a) note the presentation; and
  - b) provide all suitable feedback and appropriate scrutiny of the Hybrid Working Policy.

### **Introduction and Background**

3. Following full consultation with its employees, Merseyside Fire and Rescue Service sought to trial a process of formal hybrid working as an extension to the existing flexible working arrangements available to staff.
4. The Authority had utilised home working during the COVID pandemic and employees had sought its extension in some capacity following the removal of the lockdown period.
5. The presentation will provide to Members:
  - an insight into the staff consultation that led to the introduction of the Policy
  - an overview of the various working options open to our employees

- details of the feedback from staff following the circulation of two surveys seeking feedback on the trial; and
- an opportunity to ask further questions and seek any clarification.

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### **Equality and Diversity Implications**

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6. An EIA was completed and agreed for the Hybrid Working Policy.
7. The feedback has been positive in relation to all equality considerations of this Hybrid working Policy.

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### **Staff Implications**

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8. The introduction of this Policy and the extension of flexible working were built following feedback from staff, and as part of the organisations response to recruitment and retention issues following the ending of COVID restrictions and the changes to the employment market.
9. It also provided options for our employees to address the economic challenges being faced following cost of living increases and salary restraint.

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### **Legal Implications**

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10. At the moment, hybrid working is a trial and so does not constitute any contractual change.
11. It has clear guidance that prescribes who is eligible and criteria to consider to address any equality challenge.

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### **Financial Implications & Value for Money**

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12. The costs of the trial have been limited, as the majority of equipment required to deliver homeworking has already been procured during the working from home lockdown periods.
13. Feedback from staff is that it has been beneficial to them from an economical basis with reduced travel and care costs.

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### **Risk Management and Health & Implications**

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14. The Policy has an appeal process to allow any employee who is unable to work within this procedure to challenge the decision.
15. A self-assessment is required from each employee in relation to their home workspace.

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**Environmental Implications**

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16. The policy has an impact on environmental issues as it reduces the carbon footprint with less travelling to work.

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17. The policy has proven very popular, and so enhances organisational engagement and staff satisfaction.

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**BACKGROUND PAPERS**

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**NONE**

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**GLOSSARY OF TERMS**

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**MFRA** Merseyside Fire and Rescue Authority

**MFRS** Merseyside Fire and Rescue Service

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<b>MERSEYSIDE FIRE AND RESCUE AUTHORITY</b>			
<b>MEETING OF THE:</b>	<b>SCRUTINY COMMITTEE</b>		
<b>DATE:</b>	<b>25 APRIL 2024</b>	<b>REPORT NO:</b>	<b>CFO/24/24</b>
<b>PRESENTING OFFICER</b>	<b>MONITORING OFFICER, RIA GROVES</b>		
<b>RESPONSIBLE OFFICER:</b>	<b>RIA GROVES</b>	<b>REPORT AUTHOR:</b>	<b>RIA GROVES</b>
<b>OFFICERS CONSULTED:</b>	<b>DIRECTOR OF PEOPLE, ORGANISATIONAL DEVELOPMENT AND LEGAL, NICK MERNOCK HEAD OF HUMAN RESOURCES MIKE PILKINGTON</b>		
<b>TITLE OF REPORT:</b>	<b>SCRUTINY TASK &amp; FINISH GROUP</b>		
<b>APPENDICES:</b>	<b>NONE</b>		

### **Purpose of Report**

1. To inform Members of the outcome of the Scrutiny Task and Finish Group convened to scrutinise staff sickness absence.

### **Recommendation**

2. It is recommended that Members:
  - a) note the conclusion of the Task and Finish Group into the review of staff sickness absence as detailed in this report;
  - b) note the recommendation to promote the health benefits of walking, cycling and expanding the health promotions to also include diabetes;
  - c) note the recommendation to collaborate nationally on any trends or best practice in managing staff sickness absence (including feeding back to the NFCC);
  - d) note the recommendation for Officers to continue to review the mental health and wellbeing support provided to staff; and
  - e) instruct the Monitoring Officer to include the outcomes in any scrutiny annual review.

### **Introduction and Background**

3. As part of the Scrutiny Forward Work Plan, Members were presented with a review of staff sickness absence levels by Director of People, Organisational Development and Legal, Nick Mernock and the Health and Wellbeing Manager

Kelly Patterson at the meeting of the Scrutiny Committee on the 25<sup>th</sup> January 2024.

4. Members will recall Nick Mernock presented an overview of the sickness absence, detailing the Authority's journey of implementing practices to tackle staff absence including the capability process, which over the longer term has seen significant reductions in sickness absence levels. Nick Mernock however confirmed to Members there had been a negative impact as a result of the Covid-19 pandemic on staff sickness absence within the last 3 years.
5. Further to Members wishing to scrutinise in more depth the impact of staff sickness within the Authority it was agreed a Task and Finish Group would be convened. It was agreed Councillors Dave Hanratty, Linda Maloney, Pat Moloney, Ed Lamb and Paul Tweed would be members of this Task and Finish Group.
6. The Scrutiny Task and Finish Group met on the 28<sup>th</sup> February 2024 and the 4<sup>th</sup> April 2024.

#### Long Term Sickness Absence

7. Members noted there were higher figures of long-term staff sickness as opposed to short term absences. In particular, in respect of long-term sickness, a high proportion of staff sickness absences related to musculoskeletal issues/injuries.
8. Members were advised that this was in part due to increased waiting times in the NHS such as doctors' appointments, and consultations for scans and operations. It was confirmed that while the Authority has had a longstanding successful referral process for staff, which includes paying for an initial referral for diagnostics, due to long waiting lists the benefit of this process has been less effective with staff still having to wait for a significant amount of time to progress in their treatments.
9. Members were reassured that the Authority offered a comprehensive health and wellbeing service for staff with sickness monitored and regular appointments made with the Authority's Occupational Health Doctor or Nurse. Members were reassured that adjustments to a staff members role are always considered while the staff member is unable to undertake their full work duties. For example, this may include considering what other duties can be fulfilled based on medical advice to allow operational staff to continue to work in a non- operational role contributing to delivery of the Station Plan (Prevention, Protection and Preparedness work).
10. At Members request, Members were informed of the notional costs in respect of staff absences which were musculoskeletal related. The costs were based on an hourly rate multiplied by the number of hours in a shift and then multiplied by the number of shifts 'lost' due to staff unable to work their shift due to sickness absence. For the years 2021/2022 and 2022/2023 the total costs attributed to musculoskeletal sickness absence across all sections of the organisation was

£393,448.92 (for 1547 absences) and £409,594.86 (for 1626 absences) respectively.

11. It was impressed on Members that calculating costs as a result of staff sickness can also be difficult to predict or quantify as there can be occasions when a member of staff is absent from work due to sickness, whether operationally or non- operationally, the need for additional staff to cover their absence may not be required, circumstances dependant.
12. Members were assured however that the budget incorporates the overall staffing model with a predicted sickness level, which is currently 4%. As well as the predicted sickness level the staffing model will also take into account annual leave entitlement and maternity/paternity absences. It has been noted as part of the regular benchmarking undertaken across the Metropolitan Fire and Rescue Services, Merseyside Fire and Rescue Service for the end of 2023 had the lowest sickness levels for duty days lost due to sickness absence.
13. Members also enquired as to the impact on appliance availability related to staff sickness absence. Members were informed that the appliance availability had increased significantly since 2018/2019 and for the years 2021/2022 and 2022/2023 the appliance availability had been maintained at 99.60% and 98.2% respectively. It was noted that the appliance availability had been maintained at over 98% throughout the increase in absence during the Covid-19 pandemic and the local industrial action regarding an overtime ban.

#### Health and Well-Being

14. Members discussed the Authority's support for staff with their mental health and wellbeing and it was acknowledged from the HMICFRS inspection the feedback received that the support offered through occupation health was well understood and effective.
15. While it was acknowledged the Authority has set a high standard for the support provided to staff, Members were also informed of the continuing work undertaken to raise awareness. This includes the annual health awareness promotions being delivered in conjunction with Hot News (internal publication) promoting awareness of health conditions and signposting staff for more support. Members recommended that within the health promotion the symptoms and support for those with diabetes should also be included as well as promotion of the health benefits to staff of walking and cycling. It was confirmed that diabetes would be included in the August 2024 Hot News and the health and wellbeing network will assist in the promotion of healthier lifestyles and exercise.
16. Members also considered whether hybrid working had impacted on sickness absence levels which may also include those with caring responsibilities. While hybrid working is still currently in a trial phase and therefore such trends were still under review the impact of hybrid working to date is to be presented to Members as part of the Scrutiny Forward Work Plan in the near future.

## Conclusions

17. Members of the Task and Finish Group commended the Service on how staff were supported with regards to mental health and urged them to continue with the good work being done.
18. Members also encouraged continued collaboration both nationally and regionally in respect of any trends or learning identified regarding staff absence which may assist with absence management. Further consideration was being given as to how information could be shared regionally. Whilst Officers acknowledged collaboration is undertaken it was agreed this would be reviewed and any other best practice and opportunities for sharing be explored.

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## **Equality and Diversity Implications**

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19. There are no direct implications arising out of this report, however, it is noted that all absence management policies and procedures are supported by an appropriate EIA

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## **Staff Implications**

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20. The department responsible for managing staff sickness absence as part of their role continue to review and execute their processes.

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## **Legal Implications**

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21. There is no direct implications arising out of this report however it is noted that the Authority is fulfilling its duty of care to its employees by the support detailed within the report.

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## **Financial Implications & Value for Money**

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22. There are no direct financial implications are a result of the task and finish review into staff sickness absence although any costs implication as a result of staff sickness are detailed within the report.

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## **Risk Management and Health & Implications**

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23. As part of the Task and Finish Groups review the support provided by the Service to staff was scrutinised to ensure the Authority is meeting its requirements for the welfare of its staff.

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**Environmental Implications**

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24. The promotion of the benefits of walking and cycling will also have an additional impact of the environment and potentially reducing the number of vehicles on the road.

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25. Scrutiny of the Authority's practices and procedures ensures greater transparency and assurance in managing the organisation and that the welfare of its staff remains paramount.

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**BACKGROUND PAPERS**

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**NONE**

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**GLOSSARY OF TERMS**

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**MFRA** Merseyside Fire and Rescue Authority

**MFRS** Merseyside Fire and Rescue Service

**HMICFRS** His Majesty's Inspectorate of Constabulary and Fire and Rescue Services

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<b>MERSEYSIDE FIRE AND RESCUE AUTHORITY</b>			
<b>MEETING OF THE:</b>	<b>SCRUTINY COMMITTEE</b>		
<b>DATE:</b>	<b>25 APRIL 2024</b>	<b>REPORT NO:</b>	<b>CFO/25/24</b>
<b>PRESENTING OFFICER</b>	<b>MONITORING OFFICER, RIA GROVES</b>		
<b>RESPONSIBLE OFFICER:</b>	<b>RIA GROVES</b>	<b>REPORT AUTHOR:</b>	<b>RIA GROVES</b>
<b>OFFICERS CONSULTED:</b>	<b>STRATEGIC LEADERSHIP TEAM</b>		
<b>TITLE OF REPORT:</b>	<b>SCRUTINY FORWARD WORK PLAN</b>		

<b>APPENDICES:</b>	<b>APPENDIX A: SCRUTINY FORWARD WORK PLAN 2023-2025</b>
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### Purpose of Report

1. To request that Members review the proposed Scrutiny Forward Work Plan for 2023-2025.

### Recommendation

2. It is recommended that Members review the proposed Scrutiny Forward Work Plan 2023-2025.

### Introduction and Background

3. A draft Forward Work Plan was considered at the last Scrutiny Committee on the 14<sup>th</sup> September 2023 and approved by the full Authority on the 12<sup>th</sup> October 2023.
4. The current and approved Scrutiny Forward Work Plan is contained in appendix A.
5. Those items Members have been presented to scrutinise have been marked in blue on the Scrutiny Forward Work Plan.

### Equality and Diversity Implications

6. There are no direct equality and diversity and inclusion implications for the proposed plan and no requirement for an EIA. However, the scrutiny topic itself will have an EIA or one will be drafted if necessary if the scrutiny topic is at inception stage.

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**Staff Implications**

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7. The Democratic Services team will work with Members and arrange meetings accordingly.

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**Legal Implications**

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8. There are no direct legal implications arising from this report.

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**Financial Implications & Value for Money**

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9. There are no direct financial implications arising from this report.

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**Risk Management and Health & Implications**

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10. There are no direct implications arising out of this report. However, as the Scrutiny Forward Work Plan contains topics which may include actions taken by the Authority that can affect the Authority's risk management, health and safety and response to the environment, any potential impacts will be addressed within the relevant scrutiny topic as it is scrutinised.

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**Environmental Implications**

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11. There are no environmental implications arising from this report.

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12. The scrutiny of Merseyside Fire and Rescue Services actions contained on the Scrutiny Forward Work Plan, provides a transparent and accountable process.

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**BACKGROUND PAPERS**

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**NONE**

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**GLOSSARY OF TERMS**

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**MFRA** Merseyside Fire and Rescue Authority

**MFRS** Merseyside Fire and Rescue Service



### SCRUTINY FORWARD PLAN 2023-2025

Item	DESCRIPTION &TYPE OF ACTION	DEPARTMENT	Proposed Scrutiny Meeting
Management of Contaminates	Scrutiny of the Authority's management of contaminants and hazardous materials.	Response	TBC
Staff Sickness	A review of the impact of staff sickness over the last 3 years and how this is managed by MFRA.	POD	25 <sup>th</sup> January 2024
Employee work/life balance	Scrutiny of the Authority's working practices which offer staff a greater work life balance (including hybrid and family friendly policies) and the impact they have for the Authority to become an employer of choice when tackling retention, recruitment and development of staff.	POD	25 <sup>th</sup> April 2024
Enforcement and Prosecution Action	Scrutiny of the Authority's prosecution and enforcement powers and how they are used.	Protection	16 <sup>th</sup> January 2025
Culture, Inclusivity and Behaviours	Scrutiny of how the Authority has progressed in development of culture and inclusivity over the past two years and how it plans to progress it in the future.	POD	25 <sup>th</sup> September 2024
The environment and the impact on MFRS's operational response (broken down into smaller topics through the two years)	A review of how environmental changes and developments are impacting the Authority in terms of wildfires, alternative fuels, the fleet management, pathway to net zero and flooding.	Response Preparedness Estates SLT	Operational response to Wildfires – 25 <sup>th</sup> January 2024 Update on Pathway to Net Zero including Fleet Management – 16 <sup>th</sup> January 2025 Alternative Fuels - TBC Operational response to flooding - TBC

Actions from Staff Survey and Preparation for 2024	Scrutiny of the actions undertaken from the 2022 Staff Survey and preparation for the staff survey in 2024.	S&P	25th April 2024
Protections adaptation to new legislation and the response to and actions from the Grenfell Tower and Manchester Enquiry	Scrutiny of the Authority's response to new legislation resulting from Grenfell Tower and the Manchester Enquiry with a focus on the actions arising and how they are implemented.	Response	25 <sup>th</sup> January 2025

*Standing Items:*

Health and Safety Review

Scrutiny Forward Work Plan