

MERSEYSIDE FIRE AND RESCUE AUTHORITY
COMMUNITY SAFETY AND PROTECTION COMMITTEE

30 APRIL 2026

MINUTES

Present: **Councillors** Jan Grace (Chair), Edna Finneran, Mike Sullivan, Lynne Thompson, Kieran Murphy, Les Byrom and Lynn O'Keeffe.

Also present:	Chief Fire Officer	Nick Searle
	Assistant Chief Fire Officer	Ged Sheridan
	Director of Finance and Procurement	Mike Rea
	Monitoring Officer	Ria Groves

20. Apologies

Apologies were received from Councillors Chris Page, Doreen Knight, Jeanette Banks (Councillors Byrom and Lynn O'Keeffe attended as alternates) and Councillor Lesley Rennie.

21. Declarations of Interest

There were no declarations of interest in relation to any item on the agenda.

22. Minutes of the Previous Meeting

RESOLVED that the minutes of the last meeting held on 5th February 2026 were agreed as an accurate record.

23. Urgent Business Approved by Chair and Chief Fire Officer

Members were advised that urgent business in accordance with the Standing Order 17 in the constitution, had been undertaken by the Chief Fire Officer in consultation with the Chair of the Authority.

Members noted the award of a contract for 6 pods for a value of £355,100, required completion prior to the next committee meeting that could be convened due to the need for the assets to be available in time for the wildfire period, therefore the Chief Fire Officer and Chair of the Authority approved the contract to Lloyd Limited.

24. People Plan Update 2024-27

Chief Fire Officer, Nick Searle, presented the report, which updated Members on progress against the actions within the People Plan 2024–2027. Members

were advised that the Fire and Rescue National Framework required each Authority to maintain a people strategy, and that this requirement was discharged through the Authority's People Plan covering the period June 2024 to June 2027.

It was noted that, as referenced in paragraph 10 of the report, the Plan was built upon five linked themes: attracting and retaining the best people; developing exceptional people and leaders; promoting a holistic approach to health and wellbeing; delivering sector-leading organisational performance; and embedding equality, diversity, and inclusion within a strong, positive culture. The Plan contained 26 actions across these themes, supported by 63 sub-actions.

Members were directed to paragraph 16, which set out the percentage of completion of actions. The Chief Fire Officer confirmed that all actions remained on course for completion within the lifecycle of the Plan, by June 2027.

Councillor Sullivan commended the report, stating that it was an excellent and highly professional piece of work, and noted that the Authority remained on course in delivering the People Plan. The Chief Fire Officer reiterated that progress was attributable to the commitment of the teams involved and confirmed that all activity remained on track. He stated that he was confident that the Authority was moving in the right direction.

Councillor Byrom thanked staff and expressed appreciation for their work, noting that significant praise was due. It was highlighted that this was the last formal diarised meeting of the municipal year and Councillor Byrom placed on record his thanks to staff for their continued contribution, including those contributing at a national level.

Chair, Councillor Jan Grace, queried if the Chief Fire Officer could expand on the Authority's approach to reverse mentoring, which was contained within page 45 of the agenda. The Chief Fire Officer explained that reverse mentoring had traditionally paired senior leaders with colleagues at different levels within the organisation to gain insight into their experiences, perspectives, and ways of thinking. He stated that the approach had been personally invaluable, and he continued to support this approach across the Service.

Councillor Byrom noted that the previous internal Associate Head of Culture and Transformation lead, who had undertaken similar work within the NHS, also reversed mentored a lot of staff within the Authority. It was reiterated that reverse mentoring was highly beneficial across wide range of staff groups.

RESOLVED that the positive progress made against the actions outlined within the plan be noted.

Close

Date of next meeting Thursday, 13 August 2026