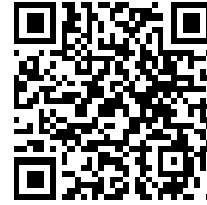


To: All Members of the Authority



J. Henshaw
LLB (Hons)
Clerk to the Authority

Tel: 0151 296 4000
Extn: 4112 Helen Peek

Your ref:

Our ref HP/NP

Date: 3 February 2014

Dear Sir/Madam,

You are invited to attend a meeting of the **AUTHORITY** to be held at **1.00 pm** on **TUESDAY, 11TH FEBRUARY, 2014** in the Wirral Suite at Merseyside Fire and Rescue Service Headquarters, Bridle Road, Bootle.

Yours faithfully,



Clerk to the Authority

Encl.

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MERSEYSIDE FIRE AND RESCUE AUTHORITY

AUTHORITY

11 FEBRUARY 2014

AGENDA

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 the Previous Meeting (Pages 1 - 6)

The Minutes of the previous meeting of the Authority, held on 3rd December 2013, are submitted for approval as a correct record and for signature by the Chair.

3. Minutes of the Member Development Group (Pages 7 - 10)

To note the Minutes of the last meeting of the Member Development Group held on 10th January 2014; and consider approval of the recommendations contained within.

4. Local Government Subscription for 2014/15 (Pages 11 - 18)

To consider Report CFO/013/14 of the Deputy Chief Executive, concerning the continued membership of the Local Government Association.

5. Revised Local Government Pension Scheme 2014 (Pages 19 - 24)

To consider Report CFO/014/14 of the Deputy Chief Executive, concerning the significant changes to the revised Local Government Pension Scheme (LGPS).

6. **Feedback From Members Following Attendance At Events** (Pages 25 - 32)

To consider Report CFO/015/14 of the Clerk to the Authority, concerning the benefits of Members providing feedback following their attendance at conference and events; and the continued use of the feedback form devised for such use.

7. **OUTCOME OF MEMBERS SCRUTINY TRAINING AND FORWARD WORK PLAN** (Pages 33 - 38)

To consider Report CFO/016/14 of the Clerk to the Authority, concerning the outcomes of the Members post regulation scrutiny training on 14th January 2014; and setting of a forward work plan for the Performance and Scrutiny Committee for the Municipal year 2014/15.

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

3 DECEMBER 2013

MINUTES

Present: Cllr Dave Hanratty (Chair) Councillors Linda Maloney, Les Byrom, Robbie Ayres, Vi Bebb, Andrew Blackburn, Roy Gladden, Ted Grannell, John Kelly, Jimmy Mahon, Pat Moloney, Barbara Murray, Tony Newman, Steve Niblock, Lesley Rennie, Denise Roberts, Jean Stapleton and Sharon Sullivan

1. Chairs Announcements

- I. Members Scrutiny Training for all Members 14th January 2014, Prior to Policy and Resources Committee.
- II. Members Budget Strategy Day, full day at Training Academy, 29th January 2014.
- III. Congratulations to Kieran Timmins on behalf of the Authority for the Award of Financial Director of the Year by Accounting Recruitment, nominated by Grant Thornton Auditors.

2. Preliminary Matters

The Authority considered the identification of any declarations of interest, matters of urgency or items that would require the exclusion of the press and public due to the disclosure of exempt information.

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 were determined by the Chair to be considered as matters of urgency; 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.

3. Minutes of the Previous Meeting

Members considered the Minutes of the previous meeting held on 22nd October 2013.

Resolved that:

The Minutes of the previous meeting of the authority, held on 22nd October 2013, be approved as a correct record and were signed accordingly by the Chair.

4. MFRA Annual Audit Letter

Members considered and noted the Annual Audit Letter for Merseyside Fire and Rescue Authority by Grant Thornton.

5. Update On Financial Position

(CFO/139/13)

Members considered report CFO/139/13 of the Deputy Chief Executive Officer regarding an update on the Authority's Financial Position, based on the latest confirmed Government announcements in order for the Authority to consider strategic options to address the likely future financial challenge.

Members were advised that any impact from the Chancellor's Autumn Statement would be sent out as a briefing to Members.

Resolved that:

The report be noted and the information be used to consider strategic options that will allow balanced budgets to be set in the future.

6. Station Mergers

(CFO/136/13)

Members considered Report CFO/136/13 of the Chief Fire Officer regarding a consultation on Station Mergers proposed in order to meet budget cuts faced by the Authority as a result of Government announcements which will impact on the financial plan for 2014-16.

There was thorough debate around the recommendations and detail within the report, and the nature of questions which Members may be faced with to address within their own districts.

Councillor Rennie moved a motion, Seconded by Councillor Blackburn: to change the wording within Recommendation 3 of the report to read as follows;

'That Members give delegated authority to the Chief Fire Officer (CFO) in consultation with the Chair and Party Spokespersons to;'

- i. Identify the most suitable merger sites from which to operate whilst ensuring response standards are maintained.
- ii. Identify potential partners for joint working.
- iii. Undertake the necessary preparatory work around the procurement of appropriate sites in order to expedite the mergers

option in the event that Authority approval is confirmed after the public consultation process is concluded.

- iv. Submit a bid for resources to support any scheme as appropriate to any available funding sources

Members voted unanimously in favour of the motion to amend the recommendation, on the condition that consultation with Party Spokespersons did not delay the process in any way.

Resolved that:

1. Members, in order to meet the budget cuts faced by the Authority as a result of Government announcements which will impact on the financial plan for 2014-16, approve in principle, subject to public consultation;
 - i. The options presented for the merger of two stations on Wirral (West Kirby to merge with Upton at within Greasby), two stations in St Helens (Eccleston to merge with St Helens at a site in the St Helens town centre ward) and two stations in Knowsley (the merger of Huyton and Whiston at Prescot which already has Authority approval). These mergers, if approved, will deliver a reduction of 66 wholetime equivalent (WTE) posts, reduce the Authority asset base down from 26 stations to 23 and deliver additional savings from a reduction in premises overheads.
 - ii. The incremental move from wholetime crewing to day crewing to wholetime retained crewing of at least one appliance in Liverpool and/or Sefton, resulting in the closure of one or more stations. This change in crewing and station closure, if approved, will deliver a saving of 22 WTE posts and deliver additional savings from a reduction in premises overheads.
2. Members give delegated authority to the Chief Fire Officer in consultation with the Chair and Party Spokespersons to;
 - i. Identify the most suitable merger sites from which to operate whilst ensuring response standards are maintained.
 - ii. Identify potential partners for joint working.
 - iii. Undertake the necessary preparatory work around the procurement of appropriate sites in order to expedite the mergers option in the event that Authority approval is confirmed after the public consultation process is concluded.
 - iv. Submit a bid for resources to support any scheme as appropriate to any available funding sources
3. Members approve the associated consultation process.

4. Reports be brought back on each of the individual mergers as soon as practicable.

7. DCLG Consultation On Fitness And Capability - MFRA Response

(CFO/138/13)

Members considered Report CFO/138/13 of the Chief Fire Officer concerning response to the consultation initiated by the Fire Minister Brandon Lewis on the draft set of principles advanced in relation to Firefighter fitness and capacity.

Resolved that:

The Merseyside Fire and Rescue Authority response to the consultation initiated by the Fire Minister Brandon Lewis on the draft set of principles advanced in relation to Firefighter fitness and capability be approved.

8. Statement Of Assurance 2013

(CFO/137/13)

Members considered Report CFO/137/13 of the Chief Fire Officer requesting approval of the Authority's Statement of Assurance 2013 for publication on the website.

Resolved that:

The Statement of Assurance be approved and published on the Authority's website.

9. MFRA Representation On The Board Of the Firefit Hub

(CFO/134/13)

Members considered Report CFO/134/13 of the Clerk to the Authority requesting the change of nominations from the Authority for representation as a Director/Trustee of the Fire Fit Hub Charitable Company.

Resolved that:

- i. A change in the nomination to the Fire Fit Board of Directors/Trustees from Councillor Hanratty to Councillor Newman be approved.
- ii. The Clerk to the Authority to nominate Councillor Newman and deal with the resignation of Councillor Hanratty through the Board and Companies House.

10. Fire Risk Management In Residential Blocks

(CFO/135/13)

Members consider Report CFO/135/13 of the Deputy Chief Fire Officer concerning Fire Risk Management in Residential Blocks, in Merseyside.

A motion was moved by Councillor Hanratty, Seconded by Councillor Maloney to add and approve a second recommendation as follows;

‘The Authority fully supports the aims and objectives of the Chief Fire Officers Association’s national sprinkler week which commences on 3rd February 2014 and in recognition of this support requests Officers in consultation with the Chair of the Authority to develop a programme of events in order to highlight and promote the benefits of suppression and sprinkler systems within domestic dwellings and to continue to lobby for sprinklers within all buildings’.

Members voted unanimously in favour of the motion to add and approve a second recommendation.

Resolved that:

- i. The provision of capital funding to support the installation of fire suppression and engineered solutions to enhance the safety of firefighters in purpose built blocks of flats be approved
- ii. The Authority fully supports the aims and objectives of the Chief Fire Officers Association’s national sprinkler week which commences on 3rd February 2014 and in recognition of this support requests Officers in consultation with the Chair of the Authority to develop a programme of events in order to highlight and promote the benefits of suppression and sprinkler systems within domestic dwellings and to continue to lobby for sprinklers within all buildings.

11. Breathing Apparatus Asset Refresh

(CFO/140/13)

Members considered report CFO/140/13 of the Chief Fire Officer requesting the approval of the asset refresh of Merseyside Fire and Rescue Authority Breathing Apparatus sets ahead of the planned schedule in order to access funding from the Department of Culture, media and Sport Spectrum Clearance Award Panel.

Resolved that:

- i. The purchase of new Breathing Apparatus sets excluding telemetry be approved at an estimated cost of £219,000 ahead of the planned schedule, in order to access funding from the Department of Culture, Media and Sport Spectrum Clearance Award Panel; and,

- ii. It be noted that the telemetry is expected to be funded by government grant (£133,000).

Close.

Next meeting 11th February 2014

Signed: _____

Date: _____

MERSEYSIDE FIRE AND RESCUE AUTHORITY

MEETING OF THE

MEMBER DEVELOPMENT GROUP

10TH JANUARY 2014

MINUTES

Present: Councillor Jimmy Mahon (Chair) and Councillor Leslie Rennie

Apologies of absence were received from: Councillors Steve Niblock and Pat Moloney

Also Present: Democratic Services Manager – Helen Peek
Organisational Development Manager – Lynn Hughes
Democratic Services Officer – Nicholas Pitchers

Apologies received from: Deputy Democratic Services Manager – Kelly Johnson

1. Minutes of Last MDG Meeting

The Minutes of the last meeting, held on 13th August 2013, were approved as a correct record and signed accordingly by the chair.

2. Actions Arising From Minutes

The group considered actions arising from the minutes of the previous meeting.

Portal Access for Members:

The Learning Lunch scheduled for 19th November was postponed due to an additional strategy meeting; however clinic days will be arranged for Members once the new Members room is complete.

Feedback from Members Following Attendance at Events:

Members considered that, in light of the limited feedback received to date, it would be worthwhile to submit a report to a future Authority meeting to highlight to Members, the importance of providing feedback to the Authority to enable information to be collated into a report for consideration at the last Authority meeting of the Municipal year. This will enable the Authority to consider the merit in having representation at events, what Members and the Authority gain from attendance weighted against the costs of attendance. This should assist the Authority consider future attendance at events.

Review of Station Visits:

The group considered that station visits offer Members another avenue of training and are useful in understanding operational procedures such as the firefighter watch system.

Provision of Employee Training:

The Organisational Development Manager confirmed that work was currently being carried out with regard to reporting in house training and associated savings to the Authority, which was being considered for submission to the Authority at a later date. Members of the group requested that they be provided with a copy of the report, which will include any details of training conducted with neighbouring Fire and Rescue Authorities.

Accreditation Scheme for Members

Members considered that the minimum cost per person of a 360 appraisal would be around £300.00 which the group agreed was expensive even assuming a split with a Member's constituent council.

Resolved to recommend that:

- a) The decision to proceed with any trial be made by the Chair of the Authority; and
- b) Any trial be limited to one person who is not a Member of this group.

3. Members Feedback Following Attendance At Events

Members considered feedback that was received since the last meeting, and the content of the feedback form which now includes space to record all related costs following this groups' recommendation. The group agreed that the information obtainable from a completed form is vital to ensuring events are worthwhile and meeting needs.

Feedback received was from two Members who attended North West Employers – A Day of Scrutiny event. One Member emailed comments across instead of completing the form. The group considered that the use of the form is a preferable method of recording feedback.

Resolved to recommend that:

- a) The completion, with as much detail as possible, of the Members Feedback Form, following attendance at events, be encouraged; and
- b) A section be added to the form asking, where relevant, what opportunities arose and were taken to meet with Government Ministers and/or other officials.

4. Training/ Development Events

Members considered the training events that had been provided since the last meeting of the group on 13th August 2013. Training and Development was discussed further during consideration of Item 6 on this Agenda.

5. Feedback From North West Employers Charter Celebration & Member Development Conference

This conference was attended by the Deputy Democratic Services Manager who was unavailable at today's meeting.

Resolved that:

This item be deferred to the next meeting of the Member Development Group

6. Update on Members One-to-One's and PDP's

The group heard that the One-to-One's with Authority Members were proceeding well and that Member-Officer relations within the organisation were effective and highly praised. The Organisational Development Manager raised the problem of timing as a recurring issue for a number of Members who have work commitments in addition to their duties as a councillor.

The group considered these matters and added that the training events provided for the Authority, especially in the form of Learning Lunches, were very good being both informative and succinct.

Training needs identified from the meetings that have taken place so far are: a need for basic/introductory financial training, for example the difference between capital and revenue funds; and a need for ICT skills training. Members agreed that training events should also be refreshed at regular intervals.

Resolved to recommend that:

- a) Training opportunities for Members, to cover the topics of *Basic Finance*, and *ICT Skills*, be organised; and
- b) Training provided for the Authority be refreshed at least every two years.

7. Any Other Business

No other business was identified.

Close.

Date of Next Meeting: 27th March 2014

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MERSEYSIDE FIRE AND RESCUE AUTHORITY			
MEETING OF THE:	AUTHORITY		
DATE:	11 FEBRUARY 2014	REPORT NO:	CFO/013/14
PRESENTING OFFICER	KIERAN TIMMINS, DEPUTY CHIEF EXECUTIVE		
RESPONSIBLE OFFICER:	JANET HENSHAW	REPORT AUTHOR:	HELEN PEEK
OFFICERS CONSULTED:			
TITLE OF REPORT:	LOCAL GOVERNMENT SUBSCRIPTION FOR 2014/15		

APPENDICES:	APPENDIX 1:	LGA Letter from Chief Executive re LGA Subscription 2014/15
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Purpose of Report

1. To request that Members approve the recommendations of this report relating to the continued membership of the Local Government Association.

Recommendation

2. That Members;
 - a) Consider whether they wish to continue with the Authority's membership of the Local Government Association;
 - b) Note that a 2.5% loyalty discount is being offered by the Local Government Association for Members who are not on notice, alongside the existing 2.5% prompt payment discount to Authorities who pay the annual subscription in full by 30th June 2014, and;
 - c) Consider if the Authority wish to take up the offer of the discounted subscription, for 2014/15, of £10,460 plus VAT, and instruct the Democratic Services Manager to raise purchase order and make subscription payment, before 30th June 2014

Introduction and Background

3. Members will be aware that the Authority has been a long standing member of the Local Government Association (LGA), and this report is to advise that notification of the fees required for 2014/15 has been received.
4. The LGA have previously stated that they are committed to keeping the cost of membership as low as possible, and are again offering a 2.5% loyalty discount for all members who are not on notice. This is alongside an offer of 2.5%

prompt payment to Authorities who pay the subscription fee in full, before 30th June 2014, and equates to the same fee's paid for 2013/14.

5. Merseyside Fire and Rescue Authority are asked to consider the value of being a member of the LGA and if they wish to continue affiliation with the LGA for 2014/15, consider taking advantage of the discounted subscription for early payment.
6. A letter from Carolyn Downs, LGA Chief Executive is attached (Appendix 1) which details the wide range of issues the LGA have worked with fire and rescue authorities to address.

Equality and Diversity Implications

7. Membership with the LGA is a network for sharing views and discussing issues amongst similar organisations, to assist in the influencing of national LGA policy.
8. A network of this type allows equality and diversity considerations to be taken into account before national policies are set.

Staff Implications

9. There are no direct staff implications relating to this report.

Legal Implications

10. The National Fire Lawyers Group, of which the Clerk is a member, receives regular updates from the LGA and therefore continued membership would assist this valuable service.

Financial Implications & Value for Money

11. If the Authority gives approval to take advantage of the discounted loyalty fee and prompt payment discount, the cost of this £10,460 subscription can be met from existing budgets.
12. This would see value for money compared to higher membership charges in previous years in excess of £10,735.
13. It is important to note that additional costs are likely to be incurred for travel and accommodation (if required) when attending LGA Conferences, but these costs are usually contained within existing budgets and are covered by the Members Allowance Scheme.

Risk Management, Health & Safety, and Environmental Implications

14. There are no direct implications within this report relating to risk management, health and safety or the environment.

15. Membership of the LGA allows Merseyside Fire and Rescue Authority to contribute to, and benefit from the work of the LGA in championing the local government sector.

BACKGROUND PAPERS

N/A

GLOSSARY OF TERMS

LGA Local Government Association

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From the Chief Executive
Carolyn Downs



Mr Dan Stephens
Chief Fire Officer
Merseyside Fire and Rescue Authority
Merseyside Fire Service Headquarters
Bridle Road
BOOTLE
L30 4YD

29 November 2013

Dear Dan

LGA Subscription 2014/15

Last month, LGA Leadership Board agreed to freeze LGA membership for a further year.

This means that for 2014/15 your subscription, including all the discounts will be £10,460 (plus VAT).

We are once again offering the 2.5% loyalty discount for all councils/fire and rescue authorities not on notice, alongside the 2.5% prompt payment discount for those authorities which pay in full by 30 June 2014.

In the last year, we have worked closely with fire and rescue authorities on a wide range of issues, and have secured some significant wins. These include:

- delivering a fire pay settlement within the parameters set by stakeholders
- delivering a framework Major Incidents agreement to support resilience arrangements at local level arising from the pension scheme reform industrial action
- continuing to support all fire authorities with retained duty system staff in managing the resolution of the 12,000 plus Employment Tribunal cases linked to the part-time workers regulations
- continuing to influence the strategic direction and operation of the Fire Service College through political influence on both the Management Board and Customer Boards
- continuing support for the residual Firecontrol Projects, identifying risk and taking supporting action to ensure all 22 projects are on track
- through the LGA/CFOA/LFB National Operational Guidance strategy board, successfully setting up a definitive library published online for free, with the first 2 new projects due to be completed in December 2013; we are also working hard to ensure the sustainability of the programme to 2018 with a grant from central Government to match Authorities' contributions
- a continuation of the sprinklers campaign, including a CFOA/LGA campaign week in February 2014
- exemption for 8 FRAs from the council tax referendum requirements and continued lobbying for this to be available to all FRAs

- securing a smaller reduction in revenue funding in the 2015/16 spending round of 7.5% compared to 10% for local government, when the transformation fund is taken into account
- supporting 17 fire authorities to resolve local employee relations difficulties through the national dispute resolution processes; and providing training where requested
- engaging all fire and rescue authorities in the Operational Assessment and Fire Peer Challenge programme with 22 delivered since 2011 and a further 24 confirmed or in discussion, and a formal evaluation commissioned from Cardiff University
- delivering a revised Fire Leadership Academy in September 2013 which was well received by all attendees; and bespoke leadership events on request
- 46 of the 49 fire authorities in England and Wales attended the LGA Annual Fire Conference and Exhibition in Brighton on 12-13 March 2013 – with a total of 264 attendees. Next year's Fire Conference and Exhibition is being held in the Millennium Stadium in Cardiff on 11-12 March 2014, with delegate fees held once again at 2008 prices

In terms of working more broadly with local government, further achievements which will be of interest to you include:

- working with the NHS to access £1.9 billion of health funding for social care/health integration.
- an extra £400 million for local government's new public health responsibilities
- an extra £300 million for local roads maintenance
- we helped councils to recover a further £100 million from failed Icelandic banks, bringing the total amount to over £800 million, more than half the amount owing
- an extra £47 million for high-needs for post-16
- changes to the Audit Bill providing councils with the flexibility to procure audit nationally should they wish to do so, potentially saving more than £200 million over the next 5 years
- agreement from the government to allow capital receipts to be used to fund transformation
- lobbied for the principle of a Local Growth Pot and we will now focus on building it and getting it properly funded.

As well as reporting on activity last year, the Chairman of the Fire Services Management Committee, Councillor Kay Hammond wrote out to all FRAs in September asking for input about issues which are important to you. Those responses have determined the main priorities going forward.

Along with continuing to highlight the challenging financial position for fire and rescue authorities, we will be responding to the Government's response to the Knight Review, and we will continue to work on your behalf on issues such as interoperability, strategic resilience and examining challenges such as demographic change, and managing risk.

Other important issues include how FRSs can foster growth, and working more broadly with the public, private and voluntary sectors. Designed specifically for elected Members, I am pleased to say that our new Leadership Academies have gone from strength to strength and we will be offering two sessions in 2014 because of the continuing demand.

The current trade dispute between the FBU and the Government is providing an on-going challenge in terms of business continuity and resilience. We have supported fire authorities in managing the industrial relations implications and are continuing to try to resolve fitness issues related to the dispute, representing the clear and shared position of fire authorities in doing so.

Your subscription invoice will be sent out in April. To streamline the process could you ask your office to arrange for a purchase order number to be sent to andrea.patrick@local.gov.uk in my office.

I look forward to continuing to work with you over the coming year.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Carolyn', written in a cursive style.

Carolyn Downs
Chief Executive

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MERSEYSIDE FIRE AND RESCUE AUTHORITY			
MEETING OF THE:			
DATE:	21 JANUARY 2014	REPORT NO:	CFO/014/14
PRESENTING OFFICER	DEPUTY CHIEF EXECUTIVE		
RESPONSIBLE OFFICER:	KIERAN TIMMINS – DEPUTY CHIEF EXECUTIVE	REPORT AUTHOR:	KIERAN TIMMINS
OFFICERS CONSULTED:			
TITLE OF REPORT:	REVISED LOCAL GOVERNMENT PENSION SCHEME 2014		

APPENDICES:	NONE
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Purpose of Report

1. To advise the Authority on the significant changes to the revised Local Government Pension Scheme (LGPS) and to set out proposals to implement the new scheme.

Recommendation

2. It is recommended that Members :-
 - 2.1. Note the changes to the Local Government Pension Scheme (LGPS) brought about by recent legislation.
 - 2.2. Approve the proposals to ensure the scheme is implemented by 1st April 2014

Introduction and Background

3. The LGPS is changing with effect from 1st April 2014. Members may recall that the Government had commissioned Lord Hutton, the former Works and Pensions Minister, to undertake a full review of public sector pensions in 2010 with a view to their continued long term sustainability. The LGPS formed part of that review. Lord Hutton reported upon his recommendations in 2011 and after detailed discussions between Ministers, employers and Trade Unions the fine details of the proposed scheme for 2014 were established and the Regulations to give effect to such have recently been approved by Parliament. These changes will require the payroll provider to amend the payroll system and processes. There are a number of fundamental changes to the Scheme and these are set out below.

4. This report does not comment on the effectiveness of the changes in meeting the Government's sustainability objectives nor does it comment on the funding of the pension fund. The latter will be taken into account and considered as part of the 2014/15 budget process when details of the Triennial Valuation are available post December 2013. On the subject of costs, however, it is important to note that the new scheme has no impact on past service deficit costs which are managed through deficit reduction strategies agreed by each employing body.

Major Changes from the Current Scheme

5. The main provisions of the LGPS 2014 are as follows:

Career Average

The new Scheme sees the introduction of a Career Average Revalued Earnings (CARE) basis for calculating benefits. This is a significant change from the current final salary based scheme. Alongside this the new scheme features an improved accrual rate of 1/49th of pensionable pay as opposed to the current accrual rate of 1/60th. Despite the improved accrual rate of 1/49th, Government actuaries have determined that the new scheme is broadly cost equivalent to the current final salary scheme due to the use of the Consumer Price Index (CPI) as the revaluation factor.

6. The CARE pension is calculated each year by multiplying pensionable pay by the accrual rate and then revaluing the pension by reference to the CPI to take account of inflation.

Contribution Rates

7. The average member contribution under the new Scheme is set to remain at 6.5% of pensionable pay. However, there are changes to pay bands and some of the rates. Similar to the current scheme, the lowest rate will be 5.5% although the highest rate will now be 12.5%. Pension fund members receive tax relief on their contributions and so the actual rate will be lower as a proportion of gross pay (i.e. the lowest rate would be 4.4% and the highest rate 6.88%). The new contribution rates (along with the current rates) are as follows:

Contribution Pay bands 2013/14 (Current Scheme)	
Full time equivalent salary	Contribution Rate
£0 - £13,700	5.5%
£13,701 - £16,100	5.8%
£16,101 - £20,800	5.9%
£20,801 - £34,700	6.5%
£34,701 - £46,500	6.8%
£46,501 - £87,100	7.2%

£87,100 or more	7.5%
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Contribution Pay bands 2014/15 (LGPS 2014)	
Full time equivalent salary	Contribution Rate
£0 - £13,500	5.5%
£13,501 - £21,000	5.8%
£21,001 - £34,000	6.5%
£34,001 - £43,000	6.8%
£43,001 - £60,000	8.5%
£60,001 - £85,000	9.9%
£85,001 - £100,000	10.5%
£100,001 - £150,000	11.4%
£150,001 or more	12.5%

Pensionable Pay

8. Under the new Scheme pensionable pay will include all (with certain exceptions) the salary, wages, fees and other payments paid to the employee and any benefit specified in the employee's contract of employment as being a pensionable emolument. Pensionable pay will therefore now include non-contractual overtime. An employee's pensionable pay does not include any sum which has not had income tax liability determined on it.

Part-Time Staff

9. Under LGPS 2014 contribution rates are determined by reference to actual as opposed to full time equivalent pay which is not the case under the current scheme. This will mean that some part-time workers will pay a lower contribution rate than under the current scheme.

The 50:50 Option

10. LGPS 2014 contains an option for pension fund members to pay 50% of the contributions in return for a 50% pension whilst retaining the full value of other scheme benefits. This is intended to attract non-members on low pay to the scheme and retain members who suffer periods of financial difficulty. The option is not designed to replace long term membership of the full scheme but is intended to provide a short term alternative to those who may be considering opting out of the scheme. However, it is thought that the option may be useful in encouraging younger employees to join the scheme. It should be noted that the employer rate would remain the same regardless of whether they pay full or 50/50 option.

-
11. If significant numbers of existing members take up the 50:50 option this would result in a lower employer contribution rate at Scheme valuation. Although an increase in participation by non-members may result in increased cash costs in the short term but these should be mitigated by the resulting impact on overall rates brought about by improvements in membership profile.

Protection of Benefits

12. The new LGPS will start on 1st April 2014 and only membership after that point will be in the new scheme. Employees with membership in the current final salary scheme (LGPS 2008) will retain the link to final salary for all membership built up before 1st April 2014. There will also be additional protection for members within 10 years of age 65 as at 1st April 2012.
13. The provisions for employees retiring on grounds of efficiency or redundancy are the same in the LGPS 2014 as they are in the current scheme i.e. benefits are payable immediately and without reduction subject to being 55 or over.
14. The provisions for ill-health retirement are largely unchanged

Retirement Age

15. Under the new scheme rules an employee's pension age will follow the State Pension Age for the member i.e. a minimum of age 65. Similar to the current scheme, employees can receive a pension at age 55, however, unlike the current scheme rules no employer decision is required; instead pensions will be subject to actuarial reduction (up to 42% for ten years before normal retirement age).

Implementing the changes

16. Payroll officers will adjust the payroll system for the change in employee rates as part of the implementation of the new payroll system. In addition it is expected that once the new LGPS regulations have been finalised payroll software companies will action the relevant amendments to payroll programmes to facilitate the new LGPS pension scheme.
17. A communications plan is being developed to ensure that the Authority engages with stakeholders and staff. It should be noted that there is already considerable advice available for employees regarding the new scheme on the LGPS, LGA and MPF websites. These details have already been shared with staff and placed on the portal. Close liaison will also be maintained with Merseyside Pension Fund throughout the project to ensure consistency of approach and workflow design.

18. The revised Scheme comes into effect on 1st April 2014. Payroll systems and processes will need to be amended and tested before this date. Communications with stakeholders will take place over the coming months.

Equality and Diversity Implications

19. None immediately arising from this report.

Staff Implications

20. All non-uniformed staff affected by changes. Broadly staff will have to work longer and benefits in pension schemes are reduced or varied in some circumstances.

Legal Implications

21. None immediately arising from this report.

Financial Implications & Value for Money

22. The new payroll contract includes provision for the software upgrades associated with the new LGPS scheme. In terms of the impact of the triennial valuation assessment of the current MFRA LGPS scheme any variation to current employer pension rates or movement on the pension deficit position will be reported as part of the 2014/15 budget process.

Risk Management, Health & Safety, and Environmental Implications

23. None immediately arising from this report.

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

24. None immediately arising from this report.

BACKGROUND PAPERS

GLOSSARY OF TERMS

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MERSEYSIDE FIRE AND RESCUE AUTHORITY			
MEETING OF THE:	AUTHORITY		
DATE:	11 FEBRUARY 2014	REPORT NO:	CFO/015/14
PRESENTING OFFICER	CLERK TO THE AUTHORITY		
RESPONSIBLE OFFICER:	HELEN PEEK – DEMOCRATIC SERVICES MANAGER	REPORT AUTHOR:	KELLY JOHNSON – DEPUTY DEMOCRATIC SERVICES MANAGER
OFFICERS CONSULTED:			
TITLE OF REPORT:	FEEDBACK FROM MEMBERS FOLLOWING ATTENDANCE AT EVENTS		
APPENDICES:	APPENDIX A: FEEDBACK FORM		

Purpose of Report

1. To request that Members note the content of this report regarding the benefits of Members providing feedback following their attendance at conference and events; and to endorse the continued use of the feedback form devised for such use.

Recommendation

2. That Members;
 - a. Note the value to the Authority of Members providing feedback following their attendance at conference and events.
 - b. Endorse and encourage Members to complete and submit the feedback form to the Democratic Services Manager, as soon as possible following attendance at events (form attached at Appendix A), to enable complete records to be captured.
 - c. Approve the recommendation of the Member Development Group to the submission of a report to the Authority on an annual basis, providing an overview of feedback received from Members throughout the preceding year.

Introduction and Background

3. Members approved the Member Development Programme and Strategy for 2013-16 (CFO/048/13), at the Authority Meeting on 7th May 2013. Part of the resolution was that Members approve the use of a Members' Feedback Form following their attendance at events.
4. The Feedback Form was devised in consultation with the Member Development Group. It was envisaged that this form would be completed by Members following their attendance at a range of events (both formal and informal) in their capacity as a Member of Merseyside Fire and Rescue Authority, such as:
 - Approved Conferences
 - Sponsored Conferences
 - Community Engagement Events
 - Youth Engagement Events
5. Attendance at such events form an important part of Members' learning and development. It is important therefore, that any examples of best practice, learning outcomes and knowledge acquired through such attendances, are fed back and shared with other Authority Members.
6. In addition, the Feedback Form allows information to be collated concerning the Members who attended and associated costs of attendance to the Authority. This enables attendance to be evaluated, in terms of the benefits to the Authority of having representation at an event and the knowledge / development gained by the individual, weighed against the cost of attendance. This assists in determining whether attendance represents value for money for the Authority; and to help inform future representation.
7. Following consideration by the Member Development Group regarding the most appropriate method of disseminating feedback to the Authority, it is proposed that a report be submitted to the Authority on an annual basis, providing an overview of the feedback received from Members throughout the preceding year. It is proposed that such a report be submitted to the last meeting of the full Authority prior to the Annual General Meeting. This will enable the Authority to consider the feedback provided, information regarding value for money, and the benefit of future Member attendance at events, prior to determining the Authority's Approved List of Conferences, at the AGM.

Equality and Diversity Implications

8. There are no specific equality and diversity implications arising from this report.
9. All Members attending conferences and other events will be asked to complete the feedback form.

Staff Implications

10. The only staff implications arising from this report will be in relation to some officer time spent in collating and reviewing the feedback provided by Members.

Legal Implications

11. There are no direct legal implications relating to this report

Financial Implications & Value for Money

12. The Feedback Form provided to Members for completion following attendance at conferences and events includes a section concerning the costs associated with attendance, including for example - the cost of, the conference, travel and accommodation.
13. By fully considering the costs of attendance at events, alongside the benefits associated with attendance, the Authority are able to determine whether or not representation at the event provides the Authority with value for money, which will in turn help to inform future attendance.

Risk Management, Health & Safety, and Environmental Implications

14. There are no specific risk management, health and safety or environmental implications arising from this report.
15. However, wherever possible when attending events and conferences, the most economic method of travel is utilised.

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

16. By obtaining feedback from Members and collating information concerning the costs and benefits to the Authority in attending specific events, the Authority can ensure that all events attended by Members represent value for money, by providing Members with the knowledge required to make informed decisions concerning the Authority's Mission.

BACKGROUND PAPERS

CFO/048/13 Members Development Programme And Strategy 2013-16

GLOSSARY OF TERMS



MEMBERS FEEDBACK FOLLOWING ATTENDANCE AT EVENTS

TYPE OF EVENT:-	
EVENT HOST/ ORGANISER:	
DATE OF EVENT:	
VENUE:	
EVENT DURATION:	
NAME OF ATTENDEE:	

1. Do you feel that this event was relevant to you in your role as a Member of the Fire Authority? (please circle as appropriate)	YES	NO
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2. In relation to your answer to question 1, please detail why or why not this event was appropriate to your role as a Fire Authority Member:
--

3. Please provide a brief overview of this event:
--

4. Please explain what information / knowledge you gained from attending this event:

5. In your opinion, does attendance at this event provide value for money to the Authority? (please circle as appropriate)	YES	NO
---	-----	----

6. In relation to your response to question 5 above, please explain in what way this event did/ did not provide value for money:

Thank you for taking the time to complete this feedback form.

Please note, this feedback will be provided to other Fire Authority Members to share knowledge and will also be used to assess whether attendance at the event provides value for money for the Authority and whether or not the Authority should be represented at the event in future.

Additional section to feedback form re: Cost to Authority

It was requested by the Members Development Group 13/8/13 that total costs for each event be recorded.

Please add any details known when completing the form

<i>Attendee /s</i>	<i>Cllr</i>	<i>Cllr</i>	<i>Cllr</i>	<i>Cllr</i>	<i>Cllr</i>	<i>Total</i>
<i>Event</i>						
<i>Location</i>						
<i>Price of event booking (per person)</i>	£	£	£	£	£	£
<i>Accommodation Details</i>						
<i>Accommodation booking / allowance</i>	£	£	£	£	£	£
<i>Travel arrangements (eg train 1st/standard)</i>						
<i>Travel booking cost</i>	£	£	£	£	£	£
<i>Travel allowances (eg taxi, tunnel, carpark claimed)</i>	£	£	£	£	£	£
<i>Subsistence allowance</i>	£	£	£	£	£	£
<i>Other</i>	£	£	£	£	£	£
TOTAL	£	£	£	£	£	£

For return to DemocraticServices@merseyfire.gov.uk

F.A.O. Helen Peek, Democratic Services Manager, MF&RA HQ, Bridle Road, Bootle, Liverpool, L30 4YD

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MERSEYSIDE FIRE AND RESCUE AUTHORITY			
MEETING OF THE:	AUTHORITY		
DATE:	11 FEBRUARY 2014	REPORT NO:	CFO/016/14
PRESENTING OFFICER	JANET HENSHAW, CLERK TO THE AUTHORITY		
RESPONSIBLE OFFICER:	JANET HENSHAW	REPORT AUTHOR:	HELENPEEK, DEMOCRATIC SERVICES MANAGER
OFFICERS CONSULTED:			
TITLE OF REPORT:	OUTCOME OF MEMBERS SCRUTINY TRAINING AND FORWARD WORK PLAN		

APPENDICES:	APPENDIX 1: FEEDBACK FROM GROUPS DURING SCRUTINY TRAINING
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Purpose of Report

1. To request that Members consider the outcomes of the three workshop groups during the members post regulation scrutiny training which took place on 14th January 2014, with regard to setting a forward work plan for Performance and Scrutiny Committee for the Municipal year 2014/15.

Recommendation

2. That Members;
 - a. Consider the contents of this report, and identify areas of reform within the Authority, in relation to the issues faced and provisions of service.
 - b. In relation to the areas of reform identified by the Authority and the Strategic Direction of the Authority;
 - i. Consider feedback from the 3 working groups during Members Scrutiny Training (Appendix 1), to determine any topics to be taken from Members feedback for inclusion in a forward work plan for scrutiny during the municipal year of 2014/15;
 - ii. Determine any additional topics the Authority wish to be included in the forward work plan; and,
 - iii. Affirm a forward work plan to the next meeting of the Performance and Scrutiny Committee, to enable the prioritisation of the Plan to be considered for the Scrutiny work to be conducted during the municipal year of 2014/15

Introduction and Background

3. Members of the Authority attended Scrutiny training on 14th January, and considered issues which the Authority faces, the need to reform certain areas of business and the importance of scrutinising reforms to allow transparency and informed decisions to be made, to deliver value for money services to the public of Merseyside.
4. Members were asked to consider the main areas for reform, and were offered areas to consider under the headings detailed in the table below:

Finance & Economy	Services Re-organisation	Community Partnership Work	Contractors & Major Projects
Meeting financial budget cuts in the coming financial years	Changes to services following reorganisation of departments/staff	Joint working with organisations share costs to deliver aims	How efficient have projects been executed with varying contractors?
Effects of the budget cuts already been met?	Same level of services delivered following previous re-organisation?	Social Enterprises etc...	How have issues with contractors or projects been identified and resolved?
Can all services still be delivered in view of the budget cuts?	Shared services or department mergers	Chargeable services available to the public	Have all the outcomes always been achieved?

5. Members were also asked to consider how they felt current scrutiny arrangements met the strategic challenges and direction of the Authority, before being divided into work groups to come up with a list to identify what they felt should be scrutinised in line with the Strategic Direction of the Authority, which is attached at Appendix 1.
6. It was agreed that it was important for the Authority to approve and set a forward working plan, to enable effective and structured scrutiny to take place.
7. Members are requested to consider the feedback from the working groups (Appendix 1) and identify specific areas for the Authority to consider for inclusion in a forward working plan to be adopted by the Performance and Scrutiny Committee for the Municipal Year 2014/15.

It is recommended that the forward working plan, once agreed by Authority, be submitted to the next meeting of Performance and Scrutiny Committee for their

consideration as to the information required and timeframe for such work to be carried out, and develop an order of priority to the forward work plan for reporting throughout the coming year.

Equality and Diversity Implications

8. There are no direct equality and diversity issues arising from this report, however, there may be implications to topics to be included in the forward working plan.
9. Equality and diversity issues in relation to any individual items of business on the plan will be considered and equality impact assessments completed where ever necessary, when that item is reported on.

Staff Implications

10. There are no direct staff implications in relation to this report, however there will be work required to produce informed reports, and possible staff implications dependent on the nature of the topics, which are to be included in the forward work plan for Performance and Scrutiny Committee.

Legal Implications

11. Although it is not a legal requirement for Merseyside Fire and Rescue Authority to have a scrutiny committee, it is notable best practice and important that the Authority be transparent in relation to decisions made. The need for scrutiny is however a requirement of the Fire and Rescue Services National Framework 2012.

Financial Implications & Value for Money

12. There are no direct financial implications arising from this report, though it is anticipated that effective scrutiny, will have a financial impact be it a negative or positive.
13. Merseyside Fire and Rescue Authority is faced with significant financial challenges, therefore financial implications are always considered when reporting to and decisions made by the Authority.

Risk Management, Health & Safety, and Environmental Implications

14. There are no direct risks arising from this report. Effective scrutiny will aid reduction of risks, and allow appropriate measures to be put in place to measure and address risk appropriately.

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

15. Merseyside Fire and Rescue Authority is committed to providing the most effective level of service achievable, to the public of Merseyside, to ensure

safety to the community and employees. Effective scrutiny assists the Authority to make appropriate decisions in order to achieve their mission.

BACKGROUND PAPERS

GLOSSARY OF TERMS

FEEDBACK

Group 1

- Response time
- Where money is spent and on what
- Cost of fire prevention measures
- Consolidation of Fire and Rescue Services Regional or National

Group 2

- Public expect to keep safe
- Value for money efficiency

- Highly trained Firefighters
- Reviews that have taken place have gone a long way to reduce the pressure the Authority faces.
- Effective scrutiny requires us to devise a work program.

Group 3

- History of light touch scrutiny, process has been more collective.
- Is light touch a good thing, do people feel included?
- Should we scrutinise the way the Authority is managed?
- Performance Scrutiny, how does this feed into the Authority and other Committees.
- How do our other partners scrutinise us, partners, police etc.

- Major tenders recently: PFI and JCC, perhaps this should be scrutinised
- How effective is our Consultation process?
- What is our capacity after the cuts/downsizing to do the job we are supposed to do?
- Special look at the issues of flooding and bad weather response – issues for the future.