

MERSEYSIDE FIRE AND RESCUE AUTHORITY			
MEETING OF THE:	SCRUTINY COMMITTEE		
DATE:	23 JULY 2024	REPORT NO:	CFO/49/24
PRESENTING OFFICER	CHIEF FIRE OFFICER, PHIL GARRIGAN		
RESPONSIBLE OFFICER:	DIRECTOR OF PEOPLE, ORGANISATIONAL DEVELOPMENT AND LEGAL, NICK MERNOCK	REPORT AUTHOR:	NICK MERNOCK
OFFICERS CONSULTED:	SENIOR CULTURAL INCLUSION MANAGER, MO JOGI		
TITLE OF REPORT:	REVIEW OF ORGANISATIONAL CULTURE		

APPENDICES:	NONE
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Purpose of Report

1. To provide to Members with an overview of the work completed by Merseyside Fire and Rescue Service (MFRS) in relation to Organisational Culture.

Recommendation

2. It is recommended that Members note the report and scrutinise the accompanying presentation.

Introduction and Background

3. The Fire Sector in more recent years has been under greater scrutiny as a result of incidents occurring across various fire and rescue services relating to unacceptable behaviour.
4. In response His Majesty's Inspectorate of Constabulary and Fire and Rescue Service have incorporated the organisational culture of all fire and rescue services into its inspection regime.
5. Members will be provided with a presentation on the continual work MFRS has undertaken to date on the organisational culture as well as the future objectives derived from its strategic and operational plans.

Equality and Diversity Implications

6. All relevant EIA's were completed and agreed for the policy work undertaken.
7. All the work has been shared with the Representative Bodies and Staff Networks.

Staff Implications

8. The introduction of the Action Plans followed feedback from staff, and the staff networks.

Legal Implications

9. All actions conform with the relevant legislation placed onto the Authority.

Financial Implications & Value for Money

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

Risk Management and Health & Safety Implications

11. None in relation to this report

Environmental Implications

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

Contribution to Our Vision: *To be the best Fire & Rescue Service in the UK.*

Our Purpose: *Here to serve, Here to protect, Here to keep you safe.*

13. Scrutiny of the organisational culture at MFRS will provide transparency as to the work undertaken to date and of the plans in place, providing assurances to the staff and communities it serves as to MFRS' standards.

BACKGROUND PAPERS

NONE

GLOSSARY OF TERMS

EIA Equality Impact Assessment

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