

MERSEYSIDE FIRE AND RESCUE AUTHORITY			
MEETING OF THE:	STRATEGIC MANAGEMENT GROUP		
DATE:	14TH DECEMBER 2017	REPORT NO:	CFO/077/17
PRESENTING OFFICER	CHIEF FIRE OFFICER		
RESPONSIBLE OFFICER:	NICK MERNOCK	REPORT AUTHOR:	GARY OAKFORD
OFFICERS CONSULTED:	GARY OAKFORD		
TITLE OF REPORT:	DEFENCE EMPLOYER RECOGNITION SCHEME		

APPENDICES:	
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Purpose of Report

1. To request that Members note MFRA's active participation in supporting the Defence Employer Recognition Scheme.

Recommendation

2. That Members note the successful receipt of the Silver Award and support a future application for Gold Award Status.

Introduction and Background

3. The Defence Employer Recognition Scheme (ERS) encourages employers to support defence and inspire others to do the same. The scheme encompasses Bronze, Silver and Gold awards for employer organisations that pledge, demonstrate or advocate support to defence and the armed forces community.
4. The ERS is designed primarily to recognise private sector support although public sector organisations such as the emergency services, local authorities, NHS trusts and executive agencies are also eligible to apply.
5. There are 3 levels of Award that can be achieved (Bronze, Silver and Gold). MFRA had previously received the Bronze Award in September 2016.
6. Cllr Ian Francis (Armed Forces Champion for Liverpool City Council) kindly offered his support in endorsing the MFRA bid for Silver in addition to staff at 156 Regiment Royal Logistics Corp.
7. In support of the Silver Award application, through a series of staff engagement mechanisms MFRA were able to evidence that:
 - Over 70 staff have served in either a fulltime or reservist capacity.

- Service was across all four branches of the military (Army, Royal Air Force, Royal Navy and Royal Marines).
 - Staff members have served in the Falklands War, Northern Ireland, Kuwait, Iraq, and Afghanistan and in support of many United Nations led operations including Cyprus, Kosovo and the Balkans.
 - Staff continue to represent the Service in local and national civic and ceremonial events.
 - Staff have supported local training events with the military.
 - Staff have worked with the military extensively in support of national resilience provision.
 - Staff have supported local and national fundraising efforts on behalf of military charities.
8. MFRA was formally presented with the Silver Award in Manchester on 23rd November 2017.

Equality and Diversity Implications

9. Although a formal EIA has not been completed for this report, through the Think People engagement principles MFRA continue to being positive about Equality & Diversity; we value people, differences and respect each other. Understanding that difference is healthy and enables us to deliver services to our diverse communities.

Staff Implications

10. In line with the Think People engagement principles and to support the application for Silver Award status, Officers conducted a series of internal surveys of staff to see what connections and level of engagement to the military community exist; for example which branch a staff member served, tenure, regular service or as a reservist.
11. This lead to further dialogue with internal staff members with regard to broader participation and volunteering opportunities in support of civic events and representation of the service for example at Remembrance Day Parades and other occasions throughout the year. The Service receives over 50 of these requests per annum.

Legal Implications

12. None contained within this report.

Financial Implications & Value for Money

13. None contained within this report.

Risk Management, Health & Safety, and Environmental Implications

14. None contained within this report.

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

15. MFRA remains an active and engaged stakeholder within Merseyside. MFRA is held in high regard and has historically supported civic and military events locally.

BACKGROUND PAPERS

CFO/076/16 DEFENCE EMPLOYER RECOGNITION SCHEME

GLOSSARY OF TERMS
