

MERSEYSIDE FIRE AND RESCUE AUTHORITY

PERFORMANCE & SCRUTINY COMMITTEE

5 NOVEMBER 2015

MINUTES

Present: Cllr Robbie Ayres (Chair) , Cllrs Ray Halpin, Barbara Murray, Sharon Sullivan, Lesley Rennie, Anthony Boyle and Denise Roberts

Also Present:

Apologies of absence were received from:
Jimmy Mahon and Jean Stapleton

1. Preliminary matters

Members considered the identification of declarations of interest, any urgent additional items, and any business that may require the exclusion of the press and public.

Resolved that:

- a) The following declarations of interest were made by individual Members in relation to items of business on the Agenda:
 - Cllr Lesley Rennie declared a personal interest in agenda item 3 – “Service Delivery Plan Quarter 2 2015/16” and agenda item 7 – “Home Safety Strategy 2015-18”, due to the reports referring to the Fire Support Network, to which she is an appointed trustee.
- b) no additional items of business to be considered as matters of urgency were determined by the Chair; 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.

2. Minutes of the Previous Meeting

The Minutes of the previous meeting, held on 3rd September 2015, were approved as a correct record and signed accordingly by the Chair.

3. SERVICE DELIVERY PLAN QUARTER 2 2015/16

(CFO/086/15)

Members considered Report CFO/086/15 of the Deputy Chief Fire Officer, concerning scrutiny of performance against the objectives and the performance targets/ outcomes, as set out in the Service Delivery Plan 2015/16 for the period April 2015 to September 2015.

A presentation was delivered by Jackie Sutton – IRMP Officer, providing an overview of progress against Service Delivery Plan and Functional Plan action points; and Key Performance Indicators (KPI's), against the outcome targets.

Members were informed that the number of road traffic collisions attended and the number of injuries as a result of road traffic collisions, has reduced from quarter 1. They were informed that following discussion with the Lead Member for Strategy & Performance, research was undertaken to identify if there has been a rise in the number of requests from the Police for attendance at road traffic collisions, over a five year period. However, no such increase was found.

The Committee were informed that the target for the number of road traffic collisions involving fire and rescue service vehicles has not been met; however there is a number of measures in place to address this issue.

With regards to performance concerning the number of shifts lost due to sickness, Members were informed that following transfer to a new HR System, there is no historical data available at present to enable comparison with previous years.

Members were informed that once it is possible to do so, comparative figures against previous years will be presented to Members.

Discussion took place concerning sickness absence levels; with Members observing that at present, sickness levels among Grey Book staff is lower than among Green and Red Book staff, which is contrary to previous statistics.

It was acknowledged that to date, a number of Green Book staff have been placed at risk of redundancy and that this uncertainty around job role may have had a detrimental effect on their health and wellbeing.

Members requested that their appreciation to Grey Book employees for this performance, be recorded.

Further discussion took place around work with Registered Social Landlords and the Registered Landlord Accreditation Scheme.

Members Resolved that:

Performance against the objectives and the performance targets/ outcomes as set out in the Service Delivery Plan 2015/16 for the period April 2015 to September 2015, be noted.

4. Short Term Engagement Commitments Delivery Plan 2015-16 update

(CFO/079/15)

Members considered Report CFO/079/15 of the Deputy Chief Fire Officer, concerning an update on the implementation of the Think People Strategy and the associated short and long term engagement commitments.

Members were provided with an overview of the report, which detailed action taken following the outcome of the 2014 staff survey to help address some of the issues identified, what positive engagement means for MFRA staff, what MFRA's specific engagement commitments are; and the introduction of the concept of "thinking people" as part of any decision making process.

Members were informed that the last staff survey was undertaken during a period of significant change and uncertainty for staff, which was a brave decision for the Authority to take. Despite change and uncertainty continuing, there has been a commitment made to undertake a staff survey every two years; and it is vitally important that this is followed through.

Some of the measures taken to improve the visibility of the Authority, Strategic Management Group and Senior Officers were highlighted to Members; along with the need to ensure all staff feel valued and recognised for their contribution.

Discussion took place around some possible ways of engaging with staff further.

Cllr Murray – Lead Member for Strategy & Performance, thanked Members for their support and attendance at recent sessions around effective engagement, arranged in preparation for a Staff Engagement Day. Cllr Murray requested that Members be provided with a list of the questions for the engagement day and the suggestions for further engagement suggested by Members during the session.

Members Resolved that:

- a) Progress made against the commitments, be noted.
- b) The revised Appendix A attached to the report, be agreed.

5. Equality and Diversity Action Plan 2013-16 Year 3 Actions Quarter 1 and Quarter 2 update

(CFO/080/15)

Members considered Report CFO/080/15 of the Deputy Chief Fire Officer, concerning an update on the agreed Equality and Diversity actions for Year 3 (2015/16), together with an update on progress against the actions for quarter 1 and 2; and an update on progress against the Equality Objectives for 2015/16 as at quarter 2.

The Committee were reminded of the Authority's commitment to renewing its achievement of the LGA Equality Excellence Framework.

Members were provided with an overview of the report, which highlighted some of the notable achievements against year 3 actions, such as work undertaken in relation to engaging with diverse businesses to ensure business safety compliance. Significant work has been undertaken to provide education to and develop a tool kit to support Asian businesses, in an effort to address the disproportionality of action taken against this particular group.

Members were informed that equality and diversity is embedded across the whole organisation, with the Equality and Diversity Action Plan containing actions across all Directorates.

They were also reminded that the Authority has received an award for the work it has undertaken in relation to positive action in recruitment, in an attempt to ensure that those recruited are representative of the communities served by MFRA.

Members Resolved that:

- a) The content of the Equality and Diversity Progress report and Equality Objectives, be noted.
- b) Their thanks be placed on record to staff, for their excellent work to date.

6. Health and Safety Annual Report 2014-15

(CFO/089/15)

Members considered Report CFO/089/15 of the Chief Fire Officer, concerning a review of the Annual Health, Safety and Welfare Report; and scrutiny of the performance of the Authority with regards to Health, Safety and Welfare Outcomes for 2014/15.

Members were provided with an overview of the report detailing work undertaken in relation to health, safety and welfare during 2014/15, performance with regards to injuries during 2014/15 and performance against the previous year's objectives.

Members were informed that during 2014/15, there were 6 more injuries reported than in the previous year, with the most prevalent cause being manual handling. The target to increase the number of near misses reported by 20% was not achieved, however there is an objective for 2015/16 to develop a more user friendly reporting tool for the recording of near misses.

The Committee were informed that work is still underway to develop a risk information gathering protocol for premises where a full SSRI visit is not undertaken. This will enable a simple audit to be undertaken on premises where

there is deemed to be an increased risk, to identify those risks and enable more effective decision making on the ground.

The overview also highlighted an improvement during 2014/15 on the previous year, in terms of the number of days lost as a result of an accident/ injury.

Members Resolved that:

- a) Performance in relation to the report concerning Health, Safety and Welfare, be noted.
- b) The information contained within the report concerning Health, Safety and Welfare, be noted.
- c) The report be referred to the next meeting of the full Authority for consideration.

7. Home Safety Strategy 2015 – 2018

(CFO/090/15)

Members considered Report CFO/090/15 of the Deputy Chief Fire Officer, concerning the proposed refresh of the Home Safety Strategy for 2015-2018, with particular regard to the targeted approach and referral pathway.

The Committee were provided with an overview of the report, which detailed the six key priorities contained within the proposed new strategy, what will be done to deliver those priorities; and what are the desired outcomes.

Members were informed that as resources are reducing, it is important to ensure that each contact with the public counts. Therefore, MFRA is keen to encourage referrals from partners, by helping them to understand and identify when individuals may be vulnerable in terms of fire safety.

Discussion took place around the work undertaken by the Fire Support Network (FSN); and it was suggested that the Chief Executive of FSN be invited to present to Members around their work and progress.

Members Resolved that:

- a) The information contained within the report, concerning the proposed revised approach to home safety, be noted.
- b) The Home Safety Strategy 2015-2018, be submitted to the full Authority for approval and implementation.
- c) The Chief Executive of the Fire Support Network, be invited to attend a future Learning Lunch, to present to Members on the work and progress of FSN.

8. **Standing Item: Forward Work Plan**

Members considered the Forward Work Plan for the Committee for 2015/15; and confirmed that they were happy with the items contained within it.

Close

Date of next meeting Tuesday, 12 January 2016

Signed: _____

Date: _____