

ESSEX FIRE AUTHORITY
Essex County Fire & Rescue Service



Cultural Review Sub-Group

10:00	Tuesday, 05 April 2016	ECFRS Headquarters, Kelvedon Park,
--------------	-----------------------------------	---

***Please note: This Committee will commence at the time shown above, or on the rise of the Principal Officers Human Resources Committee meeting to be held that morning, whichever is the later.**

Quorum: 2

Membership

Councillor A Holland Chairman
Councillor B Aspinell
Councillor A Erskine
Councillor C Guglielmi
Councillor C Kent

**For information about the meeting please ask for:
Judith Dignum (Committee Services Manager, Essex County Council)
03330134579 / judith.dignum@essex.gov.uk**

Essex Fire Authority and Committees Information

Meetings of the Authority and its committees are open to the press and public, although they can be excluded if confidential information is likely to be considered.

Meetings are held at Essex County Fire and Rescue Service Headquarters, Kelvedon Park, Rivenhall, Witham, CM8 3HB. A map can be found on the Essex County Fire and Rescue Service's website (www.essex-fire.gov.uk); from the Home Page, click on 'Contact Us'.

There is ramped access to the building for wheelchair users and people with mobility disabilities.

Please report to Reception when you arrive. The meeting rooms are located on the ground and first floors of the building and are accessible by lift where required.

If you have a need for documents in an alternative format, in alternative languages or in easy read please contact the Committee Services Manager (contact details on the front page) before the meeting takes place. If you have specific access requirements please inform the Committee Services Manager before the meeting takes place.

The agenda is also available on the Essex County Fire and Rescue Service website, (www.essex-fire.gov.uk). From the Home Page, click on 'Essex Fire Authority', then scroll down the page and select the relevant documents.

Part 1

(During consideration of these items the meeting is likely to be open to the press and public)

Pages

- | | | |
|----------|---|--------------|
| 1 | Apologies for Absence | |
| 2 | Declarations of Interest
To note any declarations of interest to be made by Members in accordance with the Members' Code of Conduct | |
| 3 | Minutes
To approve as a correct record the minutes of the Sub-Committee held on 10 February 2016. | 5 - 8 |

Decision Items

Information Items

- | | | |
|----------|---|--|
| 4 | Progress report on the delivery of the work programme required to improve the culture of Essex County Fire and Rescue Service
To consider a report by the Acting Chief Fire Officer (EFA/048/16) - <i>to follow</i> . | |
| 5 | Future Meetings
To consider arrangements for future meetings of the Sub-Group. | |
| 6 | Urgent Business
To consider any matter which in the opinion of the Chairman should be considered in public by reason of special circumstances (to be specified) as a matter of urgency. | |

Exempt Items

(During consideration of these items the meeting is not likely to be open to the press and public)

To consider whether the press and public should be excluded from the meeting during consideration of an agenda item on the grounds that it involves the likely disclosure of exempt information as specified in Part I of Schedule 12A of the

Local Government Act 1972 or it being confidential for the purposes of Section 100A(2) of that Act.

In each case, Members are asked to decide whether, in all the circumstances, the public interest in maintaining the exemption (and discussing the matter in private) outweighs the public interest in disclosing the information.

7 Urgent Exempt Business

To consider in private any other matter which in the opinion of the Chairman should be considered by reason of special circumstances (to be specified) as a matter of urgency.



**Minutes of a Meeting of the Cultural Review Sub-Group of the Principal Officers
Human Resources Committee held on Wednesday 10 February 2016 at 10.35 am**

Present:

Councillor A Holland	Chairman
Councillor B Aspinell	
Councillor A Erskine	
Councillor C Guglielmi	
Councillor C Kent	
Councillor A Hedley	(for Information Item 4 only)

The following Officers were present in support throughout the meeting:

Adam Eckley	Acting Chief Fire Officer
Lindsey Stafford-Scott	Director of Human Resources and Organisational Development
Philip Thomson	Clerk and Monitoring Officer to Essex Fire Authority
Fiona Lancaster	Committee Officer

Councillor Alan Bayley was in attendance.

Hannah Cleary and Emma Tombs, who had recently been seconded to Essex Fire Authority from Basildon Borough Council to support the work of the Expert Advisory Panel, were also in attendance.

The original meeting start time was delayed to allow three Members (Councillors Holland, Aspinell and Kent), who had been held up by a road traffic accident and who were making every effort to attend, reasonable time to arrive for the meeting.

On the advice of the Clerk and Monitoring Officer, and with the agreement of those Members and Officers present, the Acting Chief Fire Officer introduced his progress report (agenda item 4) until such time a quorum had been achieved (at 10.45 am) and the Chairman could undertake her role.

1. Declarations of Interest

Members were reminded that they should declare any interests at this point or during consideration of the appropriate agenda item.

2. Minutes

The minutes of the meeting held on 7 January 2016 were approved as a correct record and signed by the Chairman.

3. Progress Report on the delivery of the work programme required to improve the culture of Essex County Fire and Rescue Service

The Sub-Group received report EFA/023/16 by the Acting Chief Fire Officer which provided a progress update on action taken since the last meeting towards the delivery of the work programme required to improve the culture within Essex County Fire and Rescue Service (ECFRS).

In presenting the report, the Acting Chief Fire Officer confirmed that monthly meeting arrangements had been formalised between members of the Strategic Management Board and Essex Fire Authority with members of the Expert Advisory Panel. He highlighted that, at the meeting of the Essex Fire Authority on 13 January 2016, Members had agreed the proposed management structure and suggested next steps. Work was now underway to determine the delivery of the revised management structure, and any transitional management arrangements needed to support the transformation of the Authority. Discussions had also been held with Essex Police to explore potential opportunities for collaboration on support service arrangements.

The following points arose from consideration of the report:

- Members supported the discussions being undertaken with Essex Police to consider how the Services might collaborate and reduce costs in the future.
- The likely impact of collaboration with other Services on the Authority's proposed management structure, and the possibility of some posts being 'time bound'.
- The workshops planned to allow Senior Officers and Members the opportunity to discuss the challenges of integration.
- Members noted that discussions about collaboration opportunities were also being held with the East of England Ambulance Service. Issues such as effective entry into property to help collapsed residents were being considered, and how joint working could help to reduce the burden on the police.
- The new appetite coming from other Services on how they can develop their staff, and explore the prospect of having a joint Estate function.
- Members noted that no decisions had been made by Essex Fire Authority in relation to any possible future collaboration with Essex Police. However, they indicated that they welcomed the opportunity to hear from the current Essex Police and Crime Commissioner at the next full Fire Authority meeting.

- Members welcomed the offer from Councillor A Holland to report back to the Committee following her attendance at an upcoming Local Government Association Conference on the national discussions to be held regarding priorities and plans for the future of the Fire and Rescue Service and the challenges being faced.
- The recommendation regarding mixed crewing was being considered.

The report was noted, together with the progress report provided by the Chairman of the Expert Advisory Panel (attached as Appendix A to the report).

4. Date of Next Meeting

It was noted that the next meeting of the Sub-Group would take place on Thursday 10 March 2016 at 10.00 am.

Councillor Andy Erskine's apologies were noted for the next meeting, and he was advised to write to the Clerk if his political group wished to send a substitute Member to the March meeting.

The meeting closed at 11.05 am.

Signed.....

Chairman
10 March 2016

