

ESSEX FIRE AUTHORITY
Essex County Fire & Rescue Service



Cultural Review Sub-Group

10:00	Thursday, 10 December 2015	ECFRS Headquarters, Kelvedon Park,
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Quorum: 2

Membership

Councillor A Holland
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 Election of Chairman**
To elect a Chairman of the Sub-Group for the remainder of the current municipal year.
- 2 Apologies for Absence**
- 3 Declarations of Interest**
To note any declarations of interest to be made by Members in accordance with the Members' Code of Conduct
- 4 Membership and Terms of Reference**
To note the membership of the Sub-Group (as shown on the front page to the agenda), together with the terms of reference as set out below:
 1. To provide the governance, oversight and scrutiny to the delivery of the work programme required to improve the culture within Essex County Fire and Rescue Service.
 2. In consultation with the Finance and Director and Treasurer, to negotiate contractual terms with the core members of the external Expert Advisory Panel appointed as an outcome from the Independent Cultural Review, together with any appropriate expert advisors and logistical support.
 3. To report and make recommendations to the Principal Officers Human Resources Committee as appropriate.

Decision Items

- 5 Proposed governance arrangements to be adopted for the Expert Advisory Panel supporting Essex County Fire and Rescue Service's culture change programme** **7 - 28**
To consider a report by the Acting Chief Fire Officer (EFA/109/15)

Information Items

6 Progress Report on the Cultural Review **29 - 36**
To receive a report by the Acting Chief Fire Officer
(EFA/110/15)

7 Progress Report on the Management Review
To receive a report by the Acting Chief Fire Officer
(EFA/111/15) - *to follow*

8 Independent Cultural Review Action Plan
To receive a report by the Acting Chief Fire Officer
(EFA/112/15) - *to follow*

Please note that copies of the report and the Action Plan will
be available at the meeting

9 Dates of Future Meetings
To note that future meetings of the Sub-Group will take
place at 10.00am on the following dates:

- Thursday 7 January 2016
- Wednesday 10 February 2016
- Thursday 10 March 2016
- Tuesday 5 April 2016

10 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.

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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.