

# Public Document Pack

## FIRE AUTHORITY

### Minutes of the meeting of the virtual FIRE AUTHORITY held at 10.30 am on Thursday, 3 September 2020.

Present: Councillors Galley (Chairman), Lambert (Vice-Chair), Barnes, Dowling, Evans, Grimshaw, O'Keeffe, Osborne, Peltzer Dunn, Powell, Pragnell, Scott, Sheppard, Smith, Taylor, Theobald, Tutt and West

Also present: D Whittaker (Chief Fire Officer/Chief Executive), M O'Brien (Deputy Chief Fire Officer), M Andrews (Assistant Chief Fire Officer), A Ghebre-Ghiorghis (Monitoring Officer), L Woodley (Deputy Monitoring Officer), D Savage (Assistant Director Resources/Treasurer), L Ridley (Assistant Director Planning & Improvement), H Scott-Youldon (Assistant Director People Services), M Matthews (Assistant Director Safer Communities), R Fowler (Assistant Director Operational Support & Resilience), E Curtis (Communications & Marketing Manager), N Cusack, S Milner, C Fry, P Evans, M Elder, K Pearce, M Lloyd, S Higgins, D Marshall, S Philips, C Porter, E Simpkin and A Blanshard (Senior Democratic Services Officer)

#### 15      **Declarations of Interest**

There were none.

#### 16      **Apologies for Absence**

Apologies were received from Councillor Hamilton. The Fire Authority welcomed Councillor Grimshaw who had been appointed to attend as substitute for this meeting.

#### 17      **Notification of items which the Chairman considers urgent and proposes to take at the end of the agenda/Chairman's business items**

#### 18      **To consider any public questions**

There were none.

#### 19      **To receive any petitions**

There were none.

#### 20      **Non-confidential Minutes of the Previous Meeting**

**RESOLVED** – That the minutes of the meeting held on 11 June 2020 be approved and signed by the Chairman. (*Copy in Minute Book*)

#### 21      **Callover**

Members reserved the following items for debate:

84      2019/20 Annual Performance Outcome Report

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- 85 IT Strategy 2020-2025
- 87 2021/22 to 2024/25 Strategic Service Planning and Medium Term Financial Plan
- 88 Draft Integrated Risk Management Plan (IRMP) 2020-2025 'Planning for a Safer Future' – Consultation Results and Modified Proposals

**RESOLVED** – That all other reports be approved according to the recommendations set out.

### **22 2019/20 Annual Performance Outcome Report**

The Fire Authority considered the report of the Assistant Director Planning & Improvement providing details of East Sussex Fire Rescue Service's performance for the period April – March 2019/20. Fourteen top level indicators had improved or met the target set in 2019/20 (70%) and six indicators declined.

The Planning & Intelligence Manager (P&IM) introduced the report to Members and drew their attention to some particular key points, linked to the Service's priority performance areas. These included highlighting the reduction in accidental dwelling fires, in 2019/20 ESFRS had recorded the lowest number of these incidents ever at 453, this was an 11% reduction on the previous year. Other key points in the report related to a decline in performance regarding overall sickness absence rates, there had been a slight increase in sickness absences, particularly relating to long-term sickness. Members were informed that at the end of 2019/20 the number of inspections of high risk premises and business safety audits had increased by 28%.

Members felt that the report outlined some satisfactory performance figures. There was some concern that the number of home safety visit figures was not as high as desired and that there would be an unavoidable impact in relation to the COVID-19 pandemic. Officers reassured members that this was being addressed and that there were ways of working in place for telephone home safety visits.

The Assistant Chief Fire Officer (ACFO) responded to comments on the figures relating to the inspections of high risk premises by confirming to those present that the report demonstrated some positive figures in this area. In terms of ESFRS' preparedness the Service continues to have positive performance when compared to other comparable Fire & Rescue Services in terms of attendance times and confinement of fires to the room of origin. ESFRS would continue to prioritise quality over quantity with regards to its home safety visits, the Service was attending more complex cases and these required additional personnel to ensure that we were giving our residents the best quality service. Members passed on their thanks to staff for the number and quality of visits being carried out and their appreciation for how these had been adapted during the COVID-19 restrictions.

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Members suggested the Service consider running a public communications campaign regarding the dangers of hoarding, in the same way it has done with regards to kitchen safety. The ACFO explained that ESFRS had for some time been focussing on hoarding as an area of concern, as it had needed to make a number of interventions in the past. It is also important to be sensitive to the mental health challenges that may also be an underlying reason and generally there was a multi-agency approach to these cases. The Chief Fire Officer (CFO) added that historically hoarding had been under reported. The CFO was proud of ESFRS Firefighters for their work on this issue and for ensuring safeguarding referrals are made. The ACFO agreed to work with the prevention team to see what other work could be done on a communications campaign.

Members wanted some more detail regarding the sickness absence figures and asked whether there was mitigation in place to support staff. The Assistant Director Safer Communities (ADSC) confirmed that the sickness figures over recent months had reduced, with the larger figures related to those staff on long term sickness, some of whom were experiencing delays in treatment as a result of the COVID-19 pandemic, this was being monitored. New programmes had been introduced as part of a renewed occupational health offer. The ADSC informed the Authority that there was work underway with regards to streamlining the medical practitioner process and attention was being given to the subject of light duties work.

Members asked whether in light of the impact of COVID-19 there was additional mental health support being given to staff. The Chief Fire Officer gave reassurance to Members that staff wellbeing was a matter of significant focus at the moment. Support staff were being monitored as some were experiencing more isolation due to working from home and many staff had been dealing with complex family health issues. ESFRS had been the only fire and rescue service to take part in the charity Mind's workplace survey last year and subscribed to CALM (Campaign against living miserably). During the COVID-19 pandemic staff had been surveyed about the impact that the situation was having on their mental health. The Service had contracted specific psychological support and counselling services for staff, it was all confidential. The CFO reminded the Fire Authority of the additional £30k invested in the occupational health provision. ESFRS has a supportive culture that ensures any issues are escalated very quickly and it is also important to note that the majority of these issues were not connected with working life, but the service was not complacent and recognises the importance of good Occupational Health and managerial support.

**RESOLVED:** The Fire Authority considered and noted:

- i. the performance results and progress towards achieving the Service's purpose and commitments; and
- ii. the performance results and remedial actions that have been taken to address areas of under performance in the Fire Authority's priority areas.

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### 23 IT Strategy 2020-2025

The Fire Authority considered the report of the Assistant Director Resources/Treasurer (ADR/T) seeking Fire Authority approval for the East Sussex Fire & Rescue IT Strategy 2020-2025 and the associated funding requirements.

The Authority were given a brief outline of the Strategy, which built on the significant progress that had been made since the decision to outsource IT Services to telent in November 2016 and embark on a transformation programme of the core IT infrastructure and applications. The IT Strategy deliverables had been developed in support of and aligned with the Corporate Plan. The deliverables also took into consideration the Integrated Risk Management Plan, Operational Response Review and the findings of the HMICFRS 2019 inspection report. The Authority were informed that in June 2020 SLT had agreed the priorities for agreed IT Strategy funding as being:

- Mobilising Strategy Project 21
- CRM
- Firewatch
- Performance Management
- Electronic Document Management System (EDRMS)
- IT Infrastructure Projects / Office 365
- Information Security

Members were informed that a detailed prioritisation process conducted by the Assistant Directors included a scaling back of the Service's technology ambitions in line with the priorities and capacity, this had reduced the project funding shortfall to £0.20m (excluding the CRM Project where a report on project costs and the need for additional funding was expected to SLT in the autumn) over the five years of the IT Strategy.

The Lead Member for IT thanked officers on behalf of the Fire Authority for their significant work on this strategy document and commended the paper to Members. There had been a lot of work on improving the IT provision already and this paper took the proposed changes to a new level. Successes so far included the imminent move to Office 365, improvements to IT security, and the changes to working practices that had to be brought in at speed as a result of COVID-19. Members thanked the Lead Member for his comments as it was a very technical paper and his reassurance was valuable given his experience in the IT sector.

Some Members raised their concerns about the carbon cost of IT, whilst they were keen on the possibilities of IT reducing travel, there was also significant hidden carbon costs in IT provision. There were also some questions about whether the outsourcing of IT since 2016 had represented value for money. The ADR/T explained that Officers had a responsibility for driving efficiencies and whilst this strategy put in place funding, each project would have to produce a business case including identification of benefits (cashable and non-cashable) to unlock that funding. The ADR/T confirmed that the Strategy document dealt with sustainability, but that ESFRS doesn't currently measure

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its IT carbon footprint. Officers would take away these comments from this meeting and work with telent to look at this in more detail. The ADR/T advised that it could be expected that the COVID-19 induced IT cultural change would to a significant degree be permanent and there were already associated financial savings being made e.g. in reduced travel and subsistence costs.

There was some debate about the use of the term efficiencies and the ADR/T sought to reassure Members that the efficiencies that would be delivered through the investment in the IT Strategy primarily focussed on streamlining administrative processes and improving productivity. Some Members requested that they be permitted to record a vote for, against or abstention on the second recommendation to this report, this was permitted and the voting was as follows:

### Recommendation 2:

FOR: 12 (*Cllrs Barnes, Dowling, Galley, Lambert, Osborne, Peltzer Dunn, Pragnell, Sheppard, Smith, Taylor, Theobald, Tutt*)  
AGAINST: 0  
ABSTAIN: 5 (*Cllrs Evans, Grimshaw, Powell, Scott, West*)

**RESOLVED:** The Fire Authority therefore agreed to:

- i. approve the IT Strategy 2020-2025 and the use of existing funding of £7.79m, including the use of the previously Fire Authority approved P21 ESFRS IT integration funding £2.26m. Total approved funding £10.05m.
- ii. note that further funding will need to be identified through delivering financial efficiencies and the budget setting process in order to resolve the combined one off and ongoing cost pressure of £2.25m (excluding CRM HSV & Business Safety) or £3.53m (including CRM HSV & Business Safety);
- iii. note costed proposals for the development of CRM HSV and Business Safety are due to be presented to SLT in October 2020;
- iv. note that regular reports on the delivery of the IT Strategy will be presented to SLT and the Scrutiny & Audit Panel; and
- v. that business owners should now develop business cases, defining the business benefits, costs and efficiency savings for the projects included in the Strategy.

## 24 Revenue & Capital Budget 2020/21 and Capital Programme 2020/21 to 2024/25 Monitoring at Month 4

The Fire Authority received the report of the Assistant Director Resources/Treasurer (ADR/T) which reported to Members the findings of the month 4 monitoring undertaken on the Revenue and Capital Budget 2020/21. This was the first report to the Fire Authority for the 2020/21 financial year and highlights the findings from the Month 4 monitoring undertaken on the

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Revenue Budget 2020/21 and 5 year Capital Programme, approved by the Authority in February 2020.

**RESOLVED:** That the Fire Authority agreed to note:

- (i) the risks to Revenue Budget and the projected underspend;
- (ii) the risks to the Capital Programme and the projected in year underspends;
- (iii) the reduced net drawdown from reserves;
- (iv) the monitoring of savings taken in 2020/25 including those savings at risk;
- (v) the current year investments; and
- (vi) that the underspends of £35,000 on travel & subsistence for April to September will be transferred into the Corporate Contingency.

### **25 2021/22 to 2024/25 Strategic Service Planning and Medium Term Financial Plan**

The Fire Authority considered the report of the Assistant Director Resources/Treasurer (ADR/T) which set out to roll forward the Fire Authority's medium term service planning strategy and medium term financial plan for 2021/22 to 2024/25. The ADR/T explained that financial planning was particularly difficult this year and had been made worse by COVID-19. The Government had commenced a comprehensive spending review (CSR) covering a 3 year period from 2021/22. The fire sector had made a strong submission to this, but an outcome was unlikely until later in the autumn with a provisional settlement in December, planning therefore was very difficult.

The ADR/T explained that COVID-19 was having a significant impact on both Council Tax and Business Rates, not only in terms of collection, but also base growth. The report built on the existing Medium Term Finance Plan (MTFP) mid-case scenario and updated the assumptions that underpinned it where possible, highlighting emerging pressures and potential risks. The revised MTFP indicated a revised funding gap of £1.659m in 2021/22 rising to £2.967m in 2024/25. In addition it was recommended that the Authority plans for a scenario where the current one off pensions grant does not continue into 2021/22. This would add a further £1.735m to the savings required in each year.

The ADR/T added that budget planning would need to take everything discussed into account. If the state of the financial challenges ahead were as detailed in this report, efficiencies alone would not be enough, the Fire Authority and Officers would have to consider wider options for savings. The IRMP, if approved, did present the authority with some further options, in that the original proposals could possibly be re-examined if the wider financial implications necessitated it.

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The ADR/T reminded the Fire Authority that there was also a financial risk attached to the Pension Grant. The Firefighter pension schemes were subject to periodic review, the last revaluation involved a significant increase in employer's rates in 2019/20. The Home Office and Treasury agreed that the burden on fire services was significant and they agreed to grant fund all but £10m of the additional cost. This grant had been extended for a further year, and was not in the base line funding as it was not certain that it would continue.

Members agreed that the current financial climate was creating probably the most uncertain future that the Fire Authority had faced. They felt it very important that the Local Government Association and National Fire Chiefs Council be urged to continue to work with government to sort out the funding of pensions, it was not possible for fire authorities to carry on working on the basis of one off funding when it equated to such a large percentage of our spending capacity.

Members were worried most by the implications of the business rates and council tax system, as it is likely Covid-19 will have a dramatic impact on collection rates. It was felt important that Fire Authorities needed to raise the issue of business rates with the Home Office, specifically whether they should be collected locally or centrally and especially the implications of essential services being funded by grants. Members felt that the current uncertainty made financial planning very difficult. There was some suggestion that reserves could be drawn down and that some consideration be given to raising Council Tax again next year.

The Fire Authority thanked Officers for all their hard work during very difficult times. There was some concerns that previous correspondence with MPs and funding reviews did not seem to be producing any results. There had been some claims by some local MPs that additional funding might be available and the Chairman proposed an additional recommendation regarding writing to MPs to lobby them on this matter. This recommendation was seconded by the Vice Chairman and agreed by the Authority.

At the request of some Members it was agreed that a recorded vote would be taken on this item, including the new recommendation, with votes recorded as follows:

### Recommendation 1

FOR: 11 (*Cllrs Barnes, Dowling, Galley, Lambert, Osborne, Peltzer Dunn, Pragnell, Sheppard, Smith, Taylor and Tutt*)

AGAINST: 0

ABSTAIN: 6 (*Cllrs Evans, Grimshaw, Powell, Scott, Theobald and West*)

### Recommendations 2-4

FOR: 13 (*Cllrs Barnes, Dowling, Galley, Lambert, Osborne, Peltzer Dunn, Powell, Pragnell, Sheppard, Smith, Taylor, Tutt and West*)

AGAINST: 0

ABSTAIN: 4 (*Cllrs Evans, Grimshaw, Scott and Theobald*)

**RESOLVED:** That the Fire Authority agreed:

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- i. to approve the updated Medium Term Financial Plan for 2021/22 to 2024/25 and its underlying assumptions;
- ii. the risks set out in section 4.6 of the report;
- iii. considered their policy preferences for Council Tax, should the Government set the referendum threshold higher than the 2% currently included in the MTFP; and
- iv. that given the ongoing uncertainty about the future core funding of the service the Chairman of the Fire Authority will again write to all local MPs to request their support in lobbying for additional and sustainable funding for 2021/22 and use the opportunity of the planned autumn MPs briefing to expand on the issues further.

### **26 Draft Integrated Risk Management Plan (IRMP) 2020-2025 'Planning for a Safer Future' - Consultation Results and Modified Proposals**

The Fire Authority considered the report of the Chief Fire Officer which presented the results of the public consultation on the proposals laid out in the Fire Authority's draft Integrated Risk Management Plan (IRMP) 2020-2025. The first part of the report presented the views of staff, stakeholders and communities. The second part of the report presented a modified set of proposals based on the feedback from the consultation exercise and engagement with staff and representative bodies. The report sought the agreement of the Fire Authority on the revised proposals in order to allow a final IRMP, covering the period 2020-2025 to be published.

The Deputy Chief Fire Officer introduced the report to those present and reminded the Fire Authority that they had a statutory duty to have an IRMP and that the existing one expired this year. Formal public consultation on the Fire Authority's draft Integrated Risk Management Plan (IRMP) 2020-2025 'Planning for a Safer Future' commenced on 24 April 2020, having been agreed by the Fire Authority on 23 April 2020, and ran for an 8-week period. The views expressed throughout the consultation were subjected to thorough analysis and used to further shape the development of the modified proposals presented to this meeting.

The consultation and engagement process included the collection of opinions from staff, partners, stakeholders and the public using a variety of methods including:

- Publication of the review and supporting documents on the website,
- An online questionnaire hosted by Opinion Research Services (ORS)
- Internal publications inviting staff to consult on the review
- Emails/letters to over 650 local councillors, businesses, stakeholders and community groups inviting them to take part in the consultation online and/or to attend a stakeholder webinar
- Fire Authority Member engagement

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- briefing sessions undertaken by local station managers
- Station Manager engagement with local organisations
- 6 online public focus groups facilitated by ORS
- 1 online stakeholder webinar facilitated by ORS
- A representative telephone survey to 600 residents
- 10,000 letters sent to targeted households where there was a higher likelihood of residents not having access to the internet/email/social media.
- An additional 10,000 letters sent in the latter half of the consultation period targeting specific areas and towns.

The Fire Authority were reassured that the public consultation process had been extremely comprehensive with valuable contributions received from partners, members of the public, and other organisations. In addition, significant feedback had been received from staff and representative bodies. In parallel to the public consultation, senior officers engaged in meaningful and constructive dialogue with staff representative groups and trade unions, specifically with senior officials of the Fire Brigades Union (FBU).

The DCFO took those present through the final proposals for change contained within in the report including:

- Operational Resilience Plan;
- Changes to duty systems and staffing across day crewed stations;
- Improving the efficiency and effectiveness of the operational fleet;
- Changing the way stations in Hastings were crewed, and introducing an additional fire appliance at Bohemia Road;
- Aerial appliances and other specialist capabilities; managing demand; and
- The introduction of group crewing across the three City stations.

The DCFO closed by informing the Fire Authority that this updated set of proposals delivered the original objectives and outcomes by better matching resources to risk. The revised IRMP provided more prevention and protection activity, and better operational coverage across the service and particularly in Hastings. The Fire Authority were reassured that the plan enabled improvements to our overall effectiveness and efficiency including better availability and increased resilience at core on-call stations. The plan also supported delivery of the HMICFRS improvement areas and the Fire Authority's purpose and commitments.

A lengthy discussion followed during which Members took the opportunity to thank all officers, representative bodies and other interested parties for their exceptionally hard work and responses to the consultation. It was agreed that whilst some Members had originally very strong doubts regarding the timing of the consultation process, everyone involved did their utmost to ensure it was a success. Members were particularly impressed at the scale of the public response to the consultation which had been the largest of any previously undertaken by the Service.

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There were still some concerns amongst Members about particular details within the proposals and that there would be challenges with implementation, but there was a consensus that the Authority was very aware of its statutory duty to have in place an IRMP and felt that this amended set of proposals was a considerable improvement.

Members were pleased to hear that there would be a separate debrief process on the consultation. Whilst it was generally agreed that the response rate was exceptional, there were some amongst the Authority who felt that the survey questions in particular were totally satisfactory.

The Green Group had submitted a proposed amendment to two of the recommendations within the report, proposed by Cllr Powell and seconded by Cllr West. Members discussed this proposal and agreed that it should be voted on at the end of the discussion on this item.

The amendment (Amendment 1) updated recommendations f (2) and (3) to read as follows:

2. *The Service will continue its attendance at lift releases. Confinement in a lift is traumatic for anyone, but even more so for those with a disability or a severe health condition, those who are elderly, or for those with young children. A swift response by the ESFRS is the right one, given the training of the firefighters and the equipment that they have to hand. This service should continue.*
3. *The Service will continue to attend calls to birds trapped in netting. If birds are not rescued by the ESFRS, then there is the potential for greater risk to members of the public in attempting to rescue trapped or dying birds themselves. It also places the burden back onto animal charities who are suffering huge financial consequences because of the pandemic. It is also a humanitarian gesture, and this service should continue.*

The CFO provided Members with professional advice on both these proposals. With regards to Lift rescues, ESFRS had the highest incidences in its family group, in part due to the number of high-rise buildings. The CFO agreed with member statements that being trapped in a lift could be a traumatic experience and that it had never been the professional view that the Service should stop attending these. The main issue was those callouts that were to maintenance issue, in particular this was a concern with properties owned by BHCC, and the support of Councillors would be welcomed to ensure that maintenance of these lifts was improved.

The CFO then addressed the proposed amendment relating to bird rescues, explaining that it was certainly not the intention of the Service to put any member of the public at risk by not attending these call-outs. The Fire Authority was informed that the majority of these rescues were already attended by charities rather than ESFRS, especially the Wildlife Rescue Ambulance Service (WRAS) and RSPCA.

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Wider discussions continued including the voicing of a concern by some members that the public may have been distracted by some claims in the public domain that there was more significant funding available to the Fire Authority than was currently the case. It was suggested that an additional recommendation be added stating that the IRMP could be revisited if there was an increase in Government funding. In consultation with the Monitoring Officer the following additional recommendation (Amendment 2) was proposed by Cllr Lambert and seconded by Cllr Osborne:

- vii) *In the event that there is an increase in government funding to Fire Service, the authority agrees to review the IRMP to reflect the changed position.*

Some of the Members representing the City had concerns about staffing changes and wished for the following amendment to be considered:

*“For any of the staffing actions it is suggested that the matter be revisited and reported to the Fire Authority for approval prior to implementation.”*

The CFO reassured the Authority that every effort had been made to minimise the impact on staff. There were no compulsory redundancies associated with this IRMP. The staffing changes in the amended proposals equated to a very small number of posts and limited movement available to deliver enhancements. Members were reminded that the IRMP would be a “living document” and if external factors changed, then it would be revisited. For example there were two new pieces of legislation making their way through parliament at the current time regarding building safety. This legislation would have particular relevance to the City. The CFO asked Members to give the Service the legitimacy of the IRMP to enable them to rebalance the resources available in the City, enabling the use of agreed resources to address risk issues in the City.

The Authority took advice from the Monitoring Officer that this amendment was not “standalone” as the others were and therefore would cause fundamental issues to the rest of the recommendations and the IRMP as a whole rendering the plan incoherent. Therefore it was deemed that this proposed amendment was not acceptable. Cllr Peltzer Dunn agreed to withdraw this proposed amendment.

The Fire Authority concluded its discussions with the Chairman reminding all those present that they had a statutory duty to agree an IRMP (as set out in the National Framework) and that this should be achievable at this meeting and if not they there was a high risk that they Authority would run out of time. The CFO confirmed that current IRMP would end in December 2020, if not agreed today then the Authority would need to be recalled in October, as the scheduled meeting in December would be too late. The CFO closed by reminding those present of the tireless work by officers and representative bodies that had been undertaken to acknowledge all concerns, and suggestions and create the updated proposals presented here.

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The closing discussions amongst Members demonstrated a general support for the proposed amendments and then the IRMP as a whole based on those being agreed. There was a general agreement that Authority Members should lobby government on funding matters and, as a result of comments during the consultation process, contact Local MPs and request that they too support the Authority and lobby on their behalf.

Members then agreed to take a recorded vote on the two proposed amendments and then the final recommendations in full. The votes were as follows:

### Amendment 1

FOR: 13 (*Cllrs Barnes, Dowling, Evans, Galley, Grimshaw, Osborne, Peltzer Dunn, Powell, Pragnell, Scott, Smith, Theobald and Tutt*)  
AGAINST: 1 (*Taylor*)  
ABSTAIN: 2 (*Lambert and Sheppard*)

### Amendment 2

FOR: 15 (*Cllrs Barnes, Dowling, Evans, Galley, Grimshaw, Lambert, Osborne, Peltzer Dunn, Powell, Pragnell, Scott, Sheppard, Smith, Theobald and Tutt*)  
AGAINST: 1 (*Taylor*)  
ABSTAIN: 0

### Recommendations as amended

FOR: 14 (*Cllrs Barnes, Dowling, Evans, Galley, Grimshaw, Lambert, Osborne, Powell, Pragnell, Scott, Sheppard, Smith, Taylor and Tutt*)  
AGAINST: 0  
ABSTAIN: 2 (*Cllrs Peltzer Dunn and Theobald*)

**RESOLVED** - That the Fire Authority:

- i) considered the results of the public consultation exercise and the views raised by staff, public and stakeholders for each of the original proposed changes in the draft Integrated Risk Management Plan 2020-2025;
- ii) noted the modified set of proposals that are detailed in section 11 of this report which were developed based on ongoing consultation and engagement with staff groups and union representatives throughout the process; and
- iii) agreed the final IRMP proposal for change as follows:
  - (a) agreed to the introduction of Proposal 1 - the Operational Resilience Plan (ORP) – which will enhance our operational resilience by increasing our core number of fire appliances available at the start of the day from 15 to 18. Agree the associated staffing and contractual arrangements to facilitate the ORP including the introduction of a flexible crewing pool

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and enhancements to on-call contracts to improve appliance availability – as outlined in paragraph 11.2 onwards.

- (b) agreed to the modified Proposal 2 changes to day crewed stations – To introduce a one-watch duty system at Bexhill, Crowborough, Lewes, Newhaven and Uckfield to work over 7 days with an establishment of 9 and; introduce a one-watch duty system at Battle Fire Station to work over 5 days with an establishment of 7 - as outlined in paragraph 11.11 onwards.
- (c) agreed to the modified Proposal 3 removal of second fire appliances – The second appliances at Bexhill, Crowborough, Uckfield, Newhaven, Lewes, Battle and Rye will be removed and these stations will be formally designated as single appliance stations. In addition, Heathfield, Seaford and Wadhurst (former maxi-cab stations) will be designated as single appliance stations. However, through an overall redistribution of operational vehicles, Bexhill, Crowborough, Uckfield and Newhaven will be designated 1 pump resilience stations and will therefore have access to an additional fire appliance located at the stations. These will be utilised as flexible Service-wide assets providing part of the Service's spare appliance fleet, as well as being operationally available at the stations for response to incidents, if required. Lewes, Battle, Rye, Heathfield, Seaford and Wadhurst will also have access to specialist operational vehicles to maintain at least two operational vehicles at the station, and these vehicles will also be operationally available at the stations for response to incidents, if required. As outlined in paragraph 11.19 onwards.
- (d) agreed to the modified Proposal 4 changes to the appliance and staffing arrangements in Hastings – A second full-time fire appliance will be introduced at Bohemia Road Station, increasing the staffing levels at that station. The Ridge fire station will change to a 7 day a week "day crewed" system with a 1 watch staffing level of 9. The dedicated crewing for the Bohemia Road Aerial Ladder Platform will be maintained to provide immediate high-reach cover to the eastern part of our county area. To facilitate this the overall number of operational staff across both Hastings stations will be increased by 1. As outlined in paragraph 11.28
- (e) agreed to the modified proposal 5 – aerial appliances and other specialist vehicles - to maintain three aerial ladder platforms (ALPs) two as primary crewed in Brighton and Hastings, and place a dedicated ALP at Eastbourne with a shared crewed and second fire appliance; and noting that

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further work on the provision and disposition of specialist capabilities is underway and will report to SLT in September.

- (f) agreed to proposal 6 previous IRMP decisions– smaller appliances will not be progressed. Also, in relation to the following demand management arrangements, agree the following:
  1. The Service will no longer automatically attend fire alarms operating in low risk commercial premises. Plans will be developed to work with businesses in order to reduce the numbers of unwanted fire signals (AFAs) attended through a range of measures.
  2. The Service will continue its attendance at lift releases  
Confinement in a lift is traumatic for anyone, but even more so for those with a disability or a severe health condition, those who are elderly, or for those with young children. A swift response by the ESFRS is the right one, given the training of the firefighters and the equipment that they have to hand. This service should continue.
  3. The Service will continue to attend calls to birds trapped in netting. If birds are not rescued by the ESFRS, then there is the potential for greater risk to members of the public in attempting to rescue trapped or dying birds themselves. It also places the burden back onto animal charities who are suffering huge financial consequences because of the pandemic. It is also a humanitarian gesture, and this service should continue.
- (g) agreed to modified proposal 7 – changes to wholetime duty systems –noting the proposal to introduce option B, group crewing in the City, only. However, we will reinvest 2 of these posts back into the City Business Safety hub, to enhance our overall business safety capacity in the City.
- iv) Noted that, subject to agreement, the above recommendations will replace the draft proposals contained within the draft IRMP and this will be updated prior to publication; and
- v) Noted the revised Equality and Finance Impact Assessments for the IRMP attached as Appendix I.
- vi) Agreed to the required changes to the revenue budget and capital programme as a result of the implementation of the final proposals; and

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- vii) In the event that there is an increase in government funding to Fire Service, the authority agrees to review the IRMP to reflect the changed position.

The meeting concluded at 2.42 pm

Signed

Chairman

Dated this

day of

2019

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