



ACCOUNTABILITY BOARD Minutes

8th October 2019

1	<p>Welcome and introductions</p> <p>Attendees: Stephen Mold (PFCC) Helen King Nicci Marzec Nick Alexander</p> <p>Louise Sheridan</p> <p>Darren Dovey (Chief Fire Officer) Rob Porter</p> <p>Apologies : Paul Fell and Shaun Hallam</p> <ul style="list-style-type: none">- SM welcomed everyone to the meeting
2	<p>Minutes and decisions of previous meeting</p> <ul style="list-style-type: none">- The minutes from the previous meeting were approved.- Relevant updates on any outstanding actions were provided and the Action Log updated.
3	<p>Fire and Rescue Plan – Improving diversity in the workforce</p> <ul style="list-style-type: none">- DD presented his vision for the service and plans to deliver a fair and inclusive workforce with increased diversity.- Also working to ensure that the set of values are understood and being adhered to- DD provided an explanation of NFCC Leadership Framework which is embedded across the service to ensure they are upholding values and behaviours- A confidential reporting line has also been introduced- In addition, unconscious bias training has been delivered across the leadership team and being rolled out across the service.- A confidential reporting line has also been introduced- There was a discussion about watch culture. DD confirmed he had seen positive changes and will continue to review.- Current recruitment drive is attracting a high number of applications.- The service is also running positive action days to encourage applications from people who do not have English as their first language.

	<ul style="list-style-type: none"> - There was a discussion about how the service can recruit more female and BAME firefighters - DD confirmed no EDI officer (left in 2011). Currently discussing ways to improve with Barbara Barrett. - Stations are also being encouraged to be more proactive with engagement. All have station plans which are currently being refreshed. - Overall DD confident the service is making progress but acknowledged there is a need to invest more time engaging with local communities to ensure taking on their views and how could attract more minority groups to join. <p>ACTION – Management Development and ELP – DD to revisit joint working between fire and police.</p> <p>ACTION – DD to consider holding a Chief Fire Officer Community Supper</p>
4	<p>Fire and Rescue Plan – Income generation</p> <ul style="list-style-type: none"> - DD confirmed that NFRS already has a trading arm however there are profit restrictions in the National Framework. - There was a discussion about how this could evolve and what could be learnt from other fire and rescue services across the country - SM advised that there was not enough detail in the current paper - Everyone was in agreement that a commercial operation and the income opportunity that comes with it is something we would want to drive forward. Also opportunity to create resilience in the service. - It was agreed that Paul Fell and Paul Greenwood should continue to work together to agree the right entity. HK will advise on strategic vision. - There was a budget discussion to create a temporary post for 18 months to scope out. Needs commercial expertise to manage properly. <p>ACTION – HK write a short document that sets objectives and cost for commercial opportunity in purple. RP agreed to support.</p>
5	<p>Budget monitoring and treasury management</p> <ul style="list-style-type: none"> - HK updated on consultation. Fire can work to the proposed referendum limits of 1.99% which equates to around £1.22 per household. - HK making the case for £5 per household which generates £1.2 million rather than £300k - HK confirmed still waiting on provisional settlement. - HK provided an update on an overcharge by LGSS which should release around £170k. This is good news. - The chief Fire officer is currently reviewing priorities for the current underspend of £378k following off set of £110k recruitment costs. - DD advised that much of the underspend has now been allocated. Equipment list and timeline discussed at FEG meeting to be confirmed <p>ACTION – DD to share plan for underspend discussed at FEG</p> <ul style="list-style-type: none"> - HK still has some concerns regarding IT budget but confirmed is feeling positive overall.

	<ul style="list-style-type: none">- There was a discussion about the Treasury Management cash position and S106 money which is also positive. It was agreed that DD would complete a wish list and send this to SM for review and approval. <p>ACTION – DD to send wish list to SM. (Key considerations to include key priorities, pump availability, prevention, protection and response times). Operational equipment piece is important.</p>
6	<p>AOB</p> <p>No further business was raised.</p>