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<b>To:</b> Members of the Fire Authority	<b>Enquiries to:</b> Gareth Naidoo <b>Email:</b> <a href="mailto:committeemanager@humbersidefire.go.uk">committeemanager@humbersidefire.go.uk</a> <b>Tel. Direct:</b> (01482) 393206 <b>Date:</b> 4 February 2021
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Dear Member

I hereby give you notice that in accordance with The Local Authorities and Police and Crime Panels (Coronavirus) (Flexibility of Local Authority and Police and Crime Panel Meetings) (England and Wales) Regulations 2020, a **REMOTE MEETING** of **HUMBERSIDE FIRE AUTHORITY** will be held on **FRIDAY, 12 FEBRUARY 2021 at 10.30AM.**

**To access this remote meeting please visit <<https://zoom.us/join>> and then enter:**

**Meeting ID: 916 1772 8503**

**Passcode: 263614**

Or telephone 0131 460 1196 and use the above Meeting ID and Passcode

The business to be transacted is set out below.

Yours sincerely



**Mathew Buckley**  
**Monitoring Officer & Secretary to Fire Authority**

Enc.

## **A G E N D A**

<b>Business</b>	<b>Page Number</b>	<b>Lead</b>	<b>Primary Action Requested</b>
1. Apologies for absence	-	Monitoring Officer/ Secretary	To record
2. Declarations of Interest	-	Monitoring Officer/ Secretary	To declare and withdraw if pecuniary
3. Minutes of meeting of the Authority held on 7 December 2020	(pages 1 - 11)	Chairperson	To approve
4. Questions by Members	-	Monitoring Officer/ Secretary	To receive
5. Petitions and Deputations	-	Monitoring Officer/ Secretary	To receive
6. Communications	-	Chairperson and Monitoring Officer/ Secretary	To receive

Business	Page Number	Lead	Primary Action Requested
7. Draft Minutes of Governance, Audit and Scrutiny Committee - 25 January 2021	(pages 12 - 18)	Chairperson of Committee	To receive
8. Draft Minutes of Pension Board - 1 February 2021	(pages 19 - 21)	Chairperson of Pension Board	To receive
9. External Audit - Annual Audit Letter - Year ending 31 March 2020	(pages 22 - 39)	Mazars	To receive
10. External Audit - Audit Progress Report - January 2021	(pages 40 - 56)	Mazars	To receive
11. Management Accounts - Period Ending 31 December 2020	(pages 57 - 58)	Executive Director of Corporate Services/ S.151 Officer	To receive
12. 2021/22 Precept and Medium-Term Financial Plan 2021/22 to 2024/25	(pages 59 - 96)	Executive Director of Corporate Services/ S.151 Officer	To approve
13. Fees and Charges 2021/22	(pages 97 - 101)	Executive Director of Corporate Services/ S.151 Officer & Deputy Chief Fire Officer/ Executive Director Service Delivery	To approve
14. Members' Allowance 2021/22	(pages 102 - 105)	Executive Director of Corporate Services/ S.151 Officer & Monitoring Officer/ Secretary	To approve
15. Gender Pay Gap 2020/21	(pages 106 - 118)	Director of People and Development	To receive
16. HMICFRS Update	Verbal	Director of Service Improvement	To receive
17. COVID-19 Update	Verbal	Chief Fire Officer/ Chief Executive	To receive

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**HUMBERSIDE FIRE AUTHORITY**

**7 DECEMBER 2020**

**PRESENT:**

**Members**

**Representing East Riding of Yorkshire Council:**

Councillors Chadwick, Davison, Dennis, Fox, Green, Jefferson, Smith and West

**Representing Hull City Council:**

Councillors Chambers, Dad, McMurray, Nicola, Randall and Singh

**Representing North East Lincolnshire Council:**

Councillors Barfield, James, Shepherd and Swinburn

**Representing North Lincolnshire Council:**

Councillors Briggs (*Chairperson*), Grant, Sherwood and Waltham MBE

**Officers of Humberside Fire & Rescue Service**

Chris Blacksell - Chief Fire Officer & Chief Executive, Phil Shillito - Deputy Chief Fire Officer/Executive Director Service Delivery, Kevin Wilson - Executive Director of Corporate Services/Section 151 Officer, Christine Cooper - Temporary Director of People and Development, Paul McCourt - Director of Service Delivery, Niall McKiniry - Director of Service Improvement, Martin Knapp - Head of Joint Estates, Mathew Buckley - Monitoring Officer/Secretary and Gareth Naidoo - Committee Manager

**Also in attendance:**

**Independent Co-opted Members of the Governance, Audit and Scrutiny Committee**

Martyn Allingham, Doug Chapman (presented Minute 129/20), Andrew Smith and Mandy Thomlinson were in attendance as observers.

The meeting was held remotely via video conference (Zoom).

**123/20 APOLOGIES FOR ABSENCE** - Apologies for absence were submitted from Keith Hunter - Police and Crime Commissioner for Humberside Police.

**124/20 DECLARATIONS OF INTEREST** - No declarations were made.

**125/20 MINUTES - Resolved** - That the minutes of the meeting of the Authority held on 30 October 2020 and the extraordinary meeting of 27 November 2020 be received as a correct record, subject to the following amendments to the minutes if the extraordinary meeting of 27 November 2020:

- That Councillor Sherwood be recorded as present;
- That it also be resolved that the excellent work of the Finance team in preparing the annual accounts 2019/20 be commended.

**126/20 QUESTIONS BY MEMBERS** - There were no questions.

**127/20 PETITIONS AND DEPUTATIONS** - No petitions or requests for a deputation had been received under Rule 13, Part 4 of the Constitution.

**128/20 COMMUNICATIONS** - The following communication was reported:

- (i) **Community Risk Management Planning Standard Consultation** - A draft response had been circulated prior to the meeting for Members' consideration.
- (ii) **Letter from HFR Solutions** A request had been received from HFR Solutions for a representative of the HFA to sit on HFR Solutions' Board.

Proposed by Councillor Green and seconded by Councillor Smith, and

**Resolved** - That Councillor Chadwick be the nominated appointee of the Fire Authority to sit on HFR Solutions' Board.

**129/20 DRAFT MINUTES OF GOVERNANCE, AUDIT AND SCRUTINY (GAS) COMMITTEE - 16 NOVEMBER 2020** - Doug Chapman, Chairperson of the Governance, Audit and Scrutiny Committee, presented the draft minutes of the meeting of the Committee held on 16 November 2020.

**Resolved** - That the draft minutes of the Governance, Audit and Scrutiny (GAS) Committee held on 16 November 2020 be received.

**130/20 REVISION OF THE CONSTITUTION - GAS COMMITTEE** - The Monitoring Officer/Secretary submitted a report that proposed changes to the Fire Authority's Constitution in relation to the Governance, Audit and Scrutiny (GAS) Committee.

The GAS Committee performed an important function as part of the overall governance structure of Humberside Fire Authority. It was good practice from time-to-time to review the work of the Committee, particularly in the light of the demands now placed on the Authority's work from Her Majesty's Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS). Appendix 1 of the report contained a proposed revised section of the HFA's Constitution pertaining to the GAS Committee. The changes proposed were:

- That the Committee's audit function be clearly defined, and the associated reports expected during each year listed, in order to bring equal priority to the Committee's scrutiny function by the addition of the following section to the Constitution:

**Regular Reports**

The Committee would receive the reports relating to the following issues on a regular basis as part of its audit function:

- treasury management (annual report)
- annual accounts (annual report)
- management accounts (biannual reports)
- internal audit (frequent updates and annual report)
- external audit (frequent updates and annual report)
- risk management (annual report)
- That the Committee be responsible for setting its own scrutiny work programme which would be tightly focussed on a short list of topics each year. Health and safety and staff welfare would be a particular focus. In setting its work programme the Committee would consider items for scrutiny put forward by the HFA.

- That, following the ends of two terms of office on 31 March 2021, the arising vacancies not be filled and the membership of the Committee, currently seven members, be reduced to five.
- That the composition of the Committee be reviewed annually.

The changes had been made to increase the prominence of the Committee's scrutiny work, to clarify the Committee's role in relation to the Fire Authority, and to reduce the Committee's membership following the end of two members' terms of office on 31 March 2021.

Moved by Councillor Randall and seconded by Councillor Davison -

That the item be deferred to a future meeting of the Authority.

It was felt that the Members needed to understand the justification as to why the GAS Committee was initially conceived, the rationale for its composition and membership (for example why its membership was wholly independent members and did not included Members of the Fire Authority) and the costs associated in running it in this way.

Motion lost.

Moved by Councillor Swinburn and seconded by Councillor Chadwick -

That the recommendations as set out in the report be approved.

*Voting was by way of a recorded vote*

**For:** Councillors Briggs, Chadwick, Dennis, Fox, Green, Jefferson, Shepherd, Sherwood, Smith, Swinburn, Waltham MBE and West

**Against:** Councillors Barfield, Chambers, Dad, Davison, Grant, James, McMurray, Nicola and Randall

**Abstain:** Councillor Singh

**For:** 12

**Against:** 9

**Abstain:** 1

On becoming the substantive motion it was -

**Resolved** - (a) That the revised version of the Fire Authority's Constitution, as set out at Appendix 1, be approved;

(b) that following the ends of two terms of office on 31 March 2021, the arising vacancies not be filled and the membership of the Committee, currently seven members, be reduced to five;

(c) that the rationale for the conception and composition of the GAS Committee be considered at a future Member Day.

*Voting was by way of recorded vote*

**For:** Councillors Briggs, Chadwick, Dennis, Fox, Green, Jefferson, Shepherd, Sherwood, Smith, Swinburn, Waltham MBE and West

**Against:** Councillors Barfield, Chambers, Dad, Davison, Grant, James, McMurray, Nicola and Randall

**Abstain:** Councillor Singh

**For:** 12

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**131/20 TREASURY MANAGEMENT MID-YEAR UPDATE REPORT 2020/21** - The Executive Director of Corporate Services/S.151 Officer submitted a report that updated on the Authority's treasury management activities for the first half of the financial year 2020/21.

The Authority's temporary investments totalled £13.0m as at 30 September 2020.

Investment income earned April to September 2020			
Interest Earned April to September 2020	Rate of return April to September 2020	Benchmark return at 30 September 2020*	Difference (Favourable) April to September 2020
£14k	0.16%	-0.06%	(0.22%)

\* Benchmark set as 7 day compounded LIBID

The Authority's rate of return pleasingly had exceeded the benchmark return provided by Link Asset Services.

The Authority's level of borrowing was £13.6m as at 30 September 2020, with an equated average rate of interest payable at 4.00%. An expected £576k of interest was projected to be payable on external debt for 2020/21.

Appendix 1 detailed the Prudential Indicators agreed by Members at the Fire Authority on 13 March 2020 and showed, for comparison, the actual figures as at 30 September 2020. During the period April to September 2020, the Authority operated wholly within the limits approved.

External debt was currently £16.6m below the agreed authorised limit for 2020/21 and the maturity structure for both borrowing and investments remained within the approved upper and lower limits.

In the Treasury Management Strategy Statement it was stated that a review would be undertaken during 2020/21 to assess the impact of the Authority adopting the annuity method when calculating MRP. The annuity method was now widely used as it made provision for an annual charge to revenue that took account of the time value of money (whereby £100 in 10 years' time was less of a burden than paying £100 now). This review had now been undertaken and if adopted, which would bring the Authority in line with the approach undertaken by other local authorities, then the Authority could reduce its MRP by £760k, £680k, £490k and £430k in 2020/21, 2021/22, 2022/23 and 2023/24 respectively. If this approach was adopted this would impact on the Authority's Capital Financing Requirement (CFR). The table below showed the impact that this would have on the CFR.

	2020/21	2021/22	2022/23	2023/24
	£'000	£'000	£'000	£'000
Current CFR Projection (as per Appendix 1)	20,305	23,025	21,453	21,764
Revised CFR Projection	21,065	24,465	23,383	24,124
Increase/(Decrease) in CFR	760	1,440	1,930	2,360

**Resolved** - That the report be received and the annuity method for the calculation of the Authority's MRP be adopted.

**132/20 FINANCIAL OUTLOOK 2021/22 ONWARDS** - The Executive Director of Corporate Services/S.151 Officer submitted a report that provided further update on the Medium-Term Financial Planning (MTFP) process for 30 October September 2020.

The last update on the MTFP showed a circa £500K deficit was forecast for 2021/22, mainly as a result of the current and future predicted financial effects of the COVID-19 pandemic. The Finance Team had worked on refining the position for 2021/22 and, as could be seen at Appendix 1 of the report, there was a now small surplus for next year of circa £125K mainly as a result of the pay 'pause' announced on 25 November 2020 by the Chancellor for public sector workers outside of the NHS. This was seen as a sound position for next year's budget but clearly the full details of the Local Government Finance Settlement for 2021/22 were not yet known. The picture would be revised again once this information had been released which was expected to be shortly before Christmas.

**Resolved** - That the report be received.

**133/20 CAPITAL PROGRAMME 2021/22 ONWARDS - VEHICLES, ESTATES AND INFORMATION COMMUNICATIONS AND TECHNOLOGY (ICT)** - The Director of Service Delivery Support submitted a report setting out approval of the proposed capital programme for Vehicles, Estates and ICT for 2021/22 onwards.

In the last 12 months, the Service had ordered one appliance in line with the agreed programme. Due to the Pandemic, the delivery of the vehicle was delayed, however, delivery was expected early in 2021. The vehicle was being built by Emergency One and would be the first polycarbonate bodied appliance into the Service. It would also come with a number of upgrades: air-conditioning, 22mm high volume hose and branches, as well as a hot water vending facility, to name a few.

The rolling programme of vehicle replacement, equipment and Personal Protective Equipment (PPE) was as follows:

	2021/22 (£)	2022/23 (£)	2023/24 (£)	2024/25 (£)
<b>Heavy Vehicles</b>	1.46m	0m	0.89m	1.11m
<b>Light Vehicles</b>	0.222m	0.120m	0.432m	0.108m
<b>Equipment / PPE</b>	0.255m	0.042m	0.178m	0.150m
<b>Total</b>	<b>1.937m</b>	<b>0.162m</b>	<b>1.500m</b>	<b>1.368m</b>

Capital building works had been severely disrupted by the outbreak of Covid-19 and the consequential lockdown, social distancing requirements and contractor furlough arrangements. Much of the resources of the Joint Estates Service (JES) had to be prioritised to focus on emergency resilience work, and the preparation of safer working environments for all staff. This had included the implementation of Covid-19 Secure buildings and associated risk assessment work.

The base Capital programme for Estates was as follows:

<b>Scheme</b>	<b>2021/22 £k</b>	<b>2022/23 £k</b>	<b>2023/24 £k</b>	<b>2024/25 £k</b>
<b>Block Allocation</b>		500	700	700
<b>Dignity Schemes</b>				
Immingham East	350			
Winterton	150			

<b>Station Works</b>				
Cromwell Road	250	250		
Pocklington	100			
Snaith	25			
SHQ	10			
<b>Total budget</b>	<b>885</b>	<b>750</b>	<b>700</b>	<b>700</b>

The core ICT Replacement Programme had been brought together with the agile/flexible working programme to ensure that replacement equipment was agile-ready. This meant that the maximum use and value could be obtained from all ICT equipment.

The ICT Capital Programme was as follows:

	2021/22	2022/23	2023/24	2024/25
Core ICT Replacement Programme	£175k	£250k	£250k	£250k
Emergency Services Network (ESN)	-	-	-	-
Data Centre Hardware Upgrade	£150k	£150k	£125k	£100k
Information systems Upgrades and Development	£175k	£175k	£175k	£175k
<b>Total</b>	<b>£500k</b>	<b>£575k</b>	<b>£550k</b>	<b>£525k</b>

The financial effect of the proposals would be incorporated into the Authority's revenue and capital plans for 2021/22 onwards and presented for consideration and final approval at the Fire Authority meeting on 12 February 2021.

**Resolved** - That the capital programme for Vehicles, Estates and ICT for 2021/22 onwards be approved and incorporated into the Medium-Term Financial Plan 2021/22 to 2024/25 for consideration by the Authority at its meeting of 12 February 2021.

**134/20 SERVICE PERFORMANCE AND RISK REPORT - QUARTER 2 (JULY - SEPTEMBER 2020)** - The Director of Service Improvement submitted a report that provided a service performance and risk summary for the period July to September 2020.

The report evidenced continued meeting and exceeding of performance targets. With regard to Deliberate Secondary Fires, there was a continuance of a downward trend in Humberside as demonstrated in the 3-year trend average for the same Q2 reporting periods (Appendix 1 of the report). The number of incidents in Q2 was slightly higher than Q1, which was an expected increase in a higher rate period spanning the school holidays, combined with a lower rate of incidents during the lockdown period that Q1 covered.

In terms of False Alarms due to Apparatus Non-Domestic, false alarms in non-domestic premises had continued on a downward trend since the introduction of the new policy demonstrated in the 3-year trend average for the same Q2 reporting periods (Appendix 1 of the report).

Updates were also provided on the following strategic projects:

- National Operational Guidance:
- Rota and Availability System:
- Learning and Development Review (Plan & Hub):
- Emergency Services Network

Members took assurance from the Service's proactive approach to performance and risk management and congratulated the Service on its response times.

**Resolved** - That the report be received.



**135/20 HEALTH, SAFETY AND ENVIRONMENT REPORT - QUARTER 2 (JULY - SEPTEMBER 2020)** - The Director of Service Improvement submitted a second quarter 2020/21 report on Health, Safety and Environment (Appendix 1 of the report which provided a summary of the statistical data).

During this reporting period, the Service was still dealing with government restrictions due to the global Covid-19 pandemic. This changed the delivery of Service-wide activities in all sections, leading to a reduction in reported health and safety events. There were 16 accidents recorded (Figs 1 & 2) that resulted in some form of personal injury compared to 21 for the same period last year. This was a decrease of just under 24%. It was also significantly below the three-year rolling average of 22 for quarter two. It was the lowest number of reported injuries or ill-health for quarter two in the last three years (Fig 3). However, this should be taken in the context of the Service operating in an exceptional environment where the delivery of Service function had adapted in response to the Covid-19 pandemic.

Due to the make-up of the workforce, most of the injuries or ill-health episodes, over 87 per cent, were sustained by Fulltime and On-Call firefighters. This was representative of our employees and the more hazardous nature of the activities carried out by operational staff. It also reflected the essential work that service delivery and operational training both continued to deliver during the Covid-19 restrictions.

As could be seen from the three-year rolling average (Fig 3 of the report), the long-term accident trend continued to fall, which was representative of progressive health and safety performance. Accidents relating to Routine Activities made up the highest number of the total injuries reported. This was equal to the same amount reported during the same quarter last year (7). Training activity accidents were down for the second quarter in a row. They had reduced by just over 62 per cent compared to the same quarter last year. Injuries arising from Fire activities had increased but not significantly. There had been a reduction in accidents relating to physical training activities compared to the previous year. Activities involving Special Services and Road Traffic Collisions (RTC) had remained statistically consistent.

Near miss, reporting had decreased by under 50 per cent. Still, at 16 for the quarter, it was equal the number of reported accidents which was a positive indicator of a proactive and responsible safety culture. Even though the Service had been working in new and flexible ways due to Covid-19 restrictions, it was positive to see staff were still reporting both accidents and near misses. The Health, Safety and Environment Section were resuming health and safety training to reaffirm with staff the importance of reporting near miss events across the Service.

**Resolved** - That the report be received.

**136/20 OPERATIONAL ASSURANCE REPORT - QUARTER 2 (JULY - SEPTEMBER 2020)** - The Director of Service Improvement submitted a second quarter 2020/21 report on Operational Assurance (Appendix 1 of the report which provided a summary of the statistical data).

In the first quarter of 2020/21, the Operational Assurance (OA) team released interim guidance to FDS officers regarding the importance of completing the hot debrief section of the assessments that they completed on PDRPro. This would appear to have had the desired effect as the section had seen a dramatic rise in this area. In this quarter 95 per cent of OA assessments received had an appropriately completed hot debrief section. This was a stark improvement on previous quarters as well as a 15 per cent improvement on the same quarter of the previous year. The OA team had facilitated three tactical debriefs in this quarter via Microsoft Teams. A debrief report which captures the recommendations from the debriefs has been created in all three instances.

Each assessment undertaken is broken down into three key areas: safety critical (SCC), areas of concern (AOC) and exceptional practice (EP). Safety critical reporting reduced to zero and area of concern reporting reduced by 54 per cent (54 to 25). Exceptional practice returns also fell with a 24 per cent reduction in reporting (202 to 154). The Health, Safety and Environment (HS&E) team continually strived for greater numbers of near miss reports and fewer of accidents. The OA

section (as an integral part of the HS&E team) similarly, endeavoured for greater areas of concern reports and fewer of safety critical concerns. The figures that the team were able to report in this quarter represented a positive reporting culture that could be attributed to the extensive collaborative work between the sections towards the improvement of organisational culture. Station exercises had resumed in this quarter and as a result the section could report a significant increase in operational assessments regarding practical exercises.

As the team strived to continually improve OA, they planned to visit watches and stations in order to promote the OA process. As the section had now welcomed a new Station Manager to the team this had bolstered the capacity to prepare for and carry out these visits. In this quarter the OA team had attended two multi-agency marauding terrorist attack exercises. The section had been heavily involved in all stages of the exercises and would be carrying out a tactical debrief to identify the lessons learned.

**Resolved** - That the report be received.

**137/20 ABSENCE MANAGEMENT UPDATE** - The Temporary Director of People and Development submitted a report that updated on absence management for the period 1 July 2020 to 30 September 2020.

Table 1 below showed the performance during this period against target by staff group with three staff groups being significantly below target and one area of focus slightly above target due to long term absence in that area.

	Sum of Days Lost	Establishment	Average Duty Days Lost per person	2020/21 annual target per person	YTD (annual divided by 12 x current month number)
Control	138.00	29.21	4.72	8.70	4.35
Fire Staff	446.98	174.29	2.56	10.00	5.00
On Call	396.90	348	1.14	7.00	3.50
Full Time	1376.00	443.5	3.10	7.00	3.50
<b>total</b>	<b>2357.88</b>	995	2.37		

Table 2 below showed that both full time attendance at 96.61 per cent (against a target of 95%) and Support Staff attendance at 98.03 per cent (against a target of 97 per cent) were both ahead of target, meaning that the majority of the workforce during this period had had full attendance.

	2 <sup>nd</sup> Quarter	2 <sup>nd</sup> Quarter	2 <sup>nd</sup> Quarter	Target attendance
	2018/19	2019/20	2020/21	
Full time	96.55%	95.69%	96.61%	95%
Control	97.41%	88.26%	94.84%	95%
Fire Staff	96.94%	94.85%	98.03%	97%

Table 3 below showed the top four reasons for absence for all staff groups during the period and showed that, once again, mental health conditions were the top reason for absence. Work continued by the Service in raising awareness of mental health and encouraging staff to be open about the impact of mental ill health on individuals. Staff might well be more prepared to declare that their ill health was related to mental conditions, rather than mask with other conditions due to stigma.

CLG Category	Short Term days lost	Long Term days lost	Total duty days lost
Mental Health Anxiety/Depression	16.05	685.58	701.63
Musculo Skeletal Back	23.10	262.68	313.36
Musculo Skeletal Knee	63.42	249.94	285.78
Musculo Skeletal Lower Limb	21.26	169.96	191.22

Absences due to Covid19 were still low compared with other fire and rescue services, largely due to the measures instigated by the Service at the outset of the lockdown to protect its staff and preserve service delivery standards.

Comparison of absences in the same period last year with this year showed that in this first quarter of 20/21 there had been a significant decrease in sickness absence in each contract group. In total there had been 1536.75 fewer days absent compared to the same period in 2019-20, which was a total decrease of 60.54%.

The new Employee Assistance Program (EAP) was launched to provide all staff with a valuable range of counselling and supportive services which would in turn assist with mental health issues and related absence. Training for Critical Stress Incident Management (which was postponed due to Covid19) was launched in August 2020 and continued.

The Authority congratulated the team in reducing the number of sick days during the Covid-19 period.

**Resolved** - That the report be received.

**138/20 STAFF PAY AWARDS ANNUAL UPDATE** - The Temporary Director of People and Development submitted a report that outlined the pay position of all of the staff groups it employed, including current arrangements and awards made over the previous five years for comparison.

It was considered important that the Authority had a transparent and detailed view of staff pay and how that was changing over time in order to contextualise other reports in respect of efficiencies and new ways of working and be able to better place the Service in the wider public sector service providers in terms of their own and/or home Authority experience.

The table below summarised the pay awards for each staff group since 2015.

Staff Group/ Pay Award	2015/16	2016/17	2017/18	2018/19	2019/20	2019/20
Green Book	1%	1%	1%	2%	2%	2.75%
Grey Book	1%	1%	1%	2%	2%	2%
Gold Book	1%	1%	1%	2%	2%	2%

The Authority would separately receive the annual Pay Policy Statement 2020/21 for approval at its March 2021 meeting. The pay policy statement was also published on the Authority's website as a requirement of the Localism Act 2011.

**Resolved** - That the report be received.

**139/20 PUBLIC SECTOR EQUALITY DUTIES (PSED) CONSULTATION OUTCOMES AND APPROVAL** - The Director of Service Improvement submitted a report that provided the outcome of the Public Sector Equality Duties (PSED) consultation.

At the meeting of the Authority on 25 September 2020 Members received a report outlining the Service's request for approval to engage in a six-week public consultation in relation to its equality objectives. This was subsequently approved together with a request that the results of the consultation be reported to this meeting of the Authority.

Consultation on the Service proposed PSED commenced on 12 October 2020 and ended on 20 November 2020. The Service's Equality Diversity and Inclusion Steering Group considered the current equality objectives suitable and sufficient, as outlined in the report of 25 September 2020, although the actions to support these objectives needed refinement/refreshing.

A number of consultation methods had been utilised, however the consultation only yielded 32 responses which was disappointing. Members requested that officer consider alternative consultation methods in future years to improve the response rate.

It was suggested that the feedback from the consultation could be further analysed at a future Member Day or workshop for further Member input. It was important that the feedback from the consultation was capitalised on and actioned accordingly and lessons learned captured.

**Resolved** - That the Public Sector Equality Duties (PSED) objectives and actions be approved for publication on the Authority's website from 1 January 2021.

**140/20 COLLABORATION - UPDATE REPORT - ESTATE PROJECTS** - The Director of Service Delivery Support and the Head of Joint Estates submitted a report that updated on the collaboration projects which were currently being worked on by the Joint Estates Service (JES).

A number of collaboration schemes were identified in 2018, with a budget allocation, the 'Co-location Fund' set up within the subsequent Capital Programme. The aim of this work continued to be to use the Service's estate more efficiently in conjunction with partners. This was intended to assist in improving and modernising the estate, make savings for the public purse and promote working together with partners.

The main focus of work had been to re-provide a new fire station at Howden and develop Driffild Fire Station into a 'blue light' base. The proposed scheme at Pocklington Fire Station, which had been drawn up and costed proposed at Pocklington Fire Station had now been stopped. It had been planned to adapt the building and site to include the Humberside Police Local Policing Team.

The report also noted how difficult it had been to maintain momentum through 2020 and the disruption caused by Covid-19. The focus of the JES resources had had to be on maintaining the safety of the buildings and the working environment. External resources had also been severely affected with more onerous working practices, furloughing arrangements and finding access to sites more restricted.

**Resolved** - (a) That the report be received, and

(b) that upon the lifting of social distance restrictions, Members be afforded site visits to some of the joint estates projects.

**141/20 DRAFT STRATEGIC PLAN AND IRMP 2021-24 CONSULTATION OUTCOMES AND APPROVAL** - The Chief Fire Officer/Chief Executive and the Director of Service Delivery submitted the outcomes of the Strategic Plan and Integrated Risk Management Plan (IRMP) 2021-24 consultation.

At its meeting of 24 July 2020 the Authority received a report outlining a proposed Strategic Planning Framework 2021-24 and subsequently approved an 8-week period of formal engagement and consultation. Consultation for a new Strategic Plan and refreshed Integrated Risk Management Plan (IRMP) commenced on 9 September 2020 and ended on 11 November 2020.

When considering the development of our strategic planning objectives and priorities, arising significant internal or external factors might impact upon the delivery of our core functions and were therefore considered by the Strategic Leadership Team (SLT). Of relevance to the development work for 2021-24:

- HMICFRS inspection outcomes and learning from 2018;
- Publication of Her Majesty's Chief Inspector of Fire & Rescue Services' Annual Assessment of Fire and Rescue Services in England 2019;
- Climate change impact on worst case scenario planning;
- The NFCC Community Risk Programme.
- The NFCC, National Employers (England) and LGA 'Fit for the Future' draft report.

Consideration of our current and future operating environment by SLT led to a Strategic Plan framework that acted as an enabler for Service improvement, created a more structured planning and performance framework, clearly defined the Service's role within the community, how it supported and valued its staff and how corporately it supported and managed service delivery.

It is pleasing to report that, despite the impact of COVID-19, 759 consultation responses were received.

Further details on all of areas were available electronically alongside the agenda papers on the Fire Authority's website <https://humbersidefire.gov.uk/fire-authority/fire-authority-documents>.

The Authority thanked officers in their preparation of these documents and consultation.

**Resolved** - (a) That the Strategic Plan 2021/24 and IRMP 2021/24 be approved for publication on the Authority's website from 1 April 2021, and

(b) that the Strategic Plan 2021/24 and IRMP 2021/24 form the basis of a future Member Day.

**142/20 HMICFRS UPDATE** - The Director of Service Improvement provided the Authority with a verbal update in relation to Her Majesty's Inspectorate of Constabulary and Fire and Rescue Service's (HMICFRS).

The Service had been in receipt of letter from HMICFRS providing formal feedback following its thematic COVID-19 inspection week commencing 12 October 2020. It was pleasing to note that initial feedback was positive.

The Service had also been notified that as part of HMICFRS Round 2 inspections, the Service would remain in Tranch 2, with the inspection expected any time between Autumn 2021 and Spring 2022.

**Resolved** - That the update be noted.

**143/20 COVID-19 UPDATE** - The Chief Fire Officer/Chief Executive provided a verbal update on the Service's response to and future plans relating to Covid-19.

In total 81 staff currently had been affected by Covid-19 (either by contracting the virus or having to self-isolate following coming into contact with someone who had contracted it). Despite this impact on the Service, it had still managed to achieve good engine response rates.

Whilst the Service's premises had been made Covid-secure and enabled staff to return on site, staff had experienced real benefits from working from home and as such the Service would be considering the benefits these had brought as part of future transformation plan to operate on a more agile basis where possible and appropriate.

Many staff were still heavily involved in multi agency response and recovery of the Pandemic.

**Resolved** - That the update be noted.



**HUMBERSIDE FIRE AUTHORITY**  
**GOVERNANCE, AUDIT AND SCRUTINY COMMITTEE**

**25 JANUARY 2021**

**PRESENT:** Independent Co-opted Members Mr D Chapman (Chairperson), Mr M Allingham, Mr J Doyle, Mrs P Jackson, Mr A Smith, Mrs M Thomlinson and Mr C Vertigans.

Councillor Green attended as an observer.

Paul McCourt - Director of Service Delivery, Steve Topham - Director of Service Support, Simon Rhodes - Head of Corporate Assurance, Martyn Ransom - Head of Finance, Jason Kirby - Temporary Head of People and Development, Steve Duffield - General Manager Community Preparedness, Mathew Buckley - Monitoring Officer/Secretary, Samm Campbell - Committee Manager, Peter Harrison - Internal Audit (TIAA) and Ross Woodley - External Audit (Mazars) were also present.

The meeting was held remotely via video-conference (Zoom). The meeting commenced at 10.00 a.m.

**PROCEDURAL**

**1/21 APOLOGIES FOR ABSENCE** - There were no apologies for absence.

**2/21 DECLARATIONS OF INTEREST** - There were no declarations of interest.

**3/21 MINUTES - *Resolved*** - That the minutes of the meeting of the Committee held on 16 November 2020 be confirmed as a correct record.

**4/21 MATTERS ARISING FROM THE MINUTES, OTHER THAN ON THE AGENDA -**

Minute 88/20 - A member queried whether the Service had decided to publish details of complaints on its website. The Service had considered the Committee's suggestion and was due to publish summaries of complaints received imminently.

Minute 90/20 - The Employee Assistance Programme cost the Service around £6,000 per annum. This represented a saving of around £9,000 and offered employees access to more services than they had had previously.

Minute 94/20 - An update on the establishment of a joint programme with Yorkshire Ambulance Service in relation to psychological wellbeing would be circulated following the meeting.

Minute 96/20 - TIAA was due to undertake an audit in relation to the two items of correspondence received by the Committee. A summary of TIAA's findings would be reported to the Committee at a future meeting.

**GOVERNANCE**

**5/21 UPDATE: MATTERS ARISING/FEEDBACK FROM FIRE AUTHORITY** - The Monitoring Officer/Secretary provided feedback on items considered by the Fire Authority at its meetings of 27 November and 7 December 2020.

***Resolved*** - (a) That the update be received, and

(b) that the Committee's thanks be recorded for all Humberside Fire and Rescue Service staff, especially those working outside of their usual roles in support of other services in the effort to deal with Covid-19.

### **Audit**

**6/21 EXTERNAL AUDIT UPDATE** - Ross Woodley (Mazars) delivered an external audit progress update.

An extraordinary meeting of the Fire Authority had been held on 27 November 2020 in order to approve the final accounts and conclude the external audit for 2019/20. The audit plan for 2020/21 would be the first under the updated Code of Audit Practice issued by the National Audit Office during the previous year. Under the new Code, the value for money conclusion would no longer be binary, but a narrative including details of any weaknesses as they were identified, with a dedicated report at the end of each year. The draft plan would be presented to the Committee at its meeting due to be held on 22 February 2021.

Mazars and the Service had been able to meet the deadline for the audit of the final accounts (31 November 2020) which had been extended earlier in the year in the light of the Covid-19 pandemic. This had been achieved despite delays (Minute 85/20 refers) while, nationally, 95 percent of audits had been submitted late.

A Member asked how the Service had progressed in relation to gender representation among firefighters. The number of female firefighters employed by the Service had been steadily increasing in line with national figures. However, recruitment during the previous 20 years had not been significant and it would take time to change. The Service's most senior female employee was at grade 13, sitting just under the directors in the Service's structure. Among firefighters specifically, the most senior female employee was a station manager.

**Resolved** - That the update be received.

**7/21 EXTERNAL AUDIT LETTER** - Ross Woodley (Mazars) submitted the annual external audit letter.

The annual external audit letter summarised audit activity in relation to the 2019/20 accounts and value for money and Mazars had given an unqualified opinion as follows:

<b>Area of responsibility</b>	<b>Summary</b>
Audit of the financial statements	Our auditor's report issued on 27 November 2020 included our opinion that the financial statements: <ul style="list-style-type: none"> <li>• give a true and fair view of the Authority's financial position as at 31 March 2020 and of its expenditure and income for the year then ended; and</li> <li>• have been prepared properly in accordance with the CIPFA/LASAAC Code of Practice on Local Authority Accounting in the United Kingdom 2019/20</li> </ul>
Other information published alongside the audited financial statements	Our auditor's report included our opinion that: <ul style="list-style-type: none"> <li>• the other information in the Statement of Accounts is consistent with the audited</li> </ul>



	financial statements.
Value for money conclusion	Our auditor's report concluded that we are satisfied that in all significant respects, the Authority has put in place proper arrangements to secure economy, efficiency and effectiveness in its use of resources for the year ended 31 March 2020.
Reporting to the group auditor	In line with group audit instructions, issued by the NAO on 4th November, we reported to the group auditor in line with the requirements applicable to the Authority's WGA return.
Statutory reporting	Our auditor's report confirmed that we did not use our powers under s24 of the 2014 Act to issue a report in the public interest or to make written recommendations to the Authority.

There remained significant concern and uncertainty around pensions, with the remedy for the Sargeant/McCloud and Matthews/O'Brien cases yet to be finalised and implemented. Within the letter, Mazars had detailed a number of fee increases, explaining which were single charges resulting from extra work undertaken due to the Covid-19 pandemic, and charges that would recur. Covid-19 would continue to be the most significant operational and financial challenge ahead, including the impact of lost revenue resulting from a decrease in collected council tax. A revised financial plan had been submitted to the Fire Authority at its meeting of 7 December 2020. Other issues included the potential for all fire and rescue services to be overseen by local police and crime commissioners, a matter currently under consideration by the Government.

**Resolved -** (a) That the annual external audit letter be received, and

(b) that the Committee's thanks be recorded for the efforts of both the Service and Mazars to successfully meet the 31 November 2020 deadline.

**8/21 INTERNAL AUDIT UPDATE** - Peter Harrison (TIAA) delivered an internal audit progress update.

Covid-19 continued to be the most significant risk to internal controls both strategically and operationally. The pandemic had necessitated new ways of working, which TIAA had borne in mind throughout the audit process. TIAA had completed six audits, with one more planned audit yet to be conducted, and an additional audit (Minute 4/21 refers) which was ongoing:

- Performance Monitoring - evaluated as 'substantial'. TIAA's recommendations were being implemented and the new performance monitoring system (based on thresholds) had improved reporting. Testing by TIAA had not revealed any issues.
- Health and Safety - evaluated as 'reasonable'. Few recommendations were made and it was agreed that the full report would be circulated to the Committee prior to its February 2021 meeting.
- Arson Prevention - evaluated as 'substantial'. TIAA made only one priority-3 recommendation in relation to arson prevention, finding no significant issues.

- ICT Cyber Security - evaluated as 'reasonable'. Two priority-2 recommendations had been made relating to the security of computer password standards and the number of privileged accounts on the Service's systems.
- Business Safety - evaluated as 'reasonable'. TIAA issued one priority-2 and three priority-3 recommendations.
- Key Financial Controls - evaluated 'substantial'. No anomalies had been identified during TIAA's testing. With many officers working remotely, it was increasingly important that good controls were in place. TIAA made no recommendations in relation to key financial controls.

A Member asked about phishing; fraudulent communications designed to appear legitimate in order to get recipients to surrender information such as personal data and passwords. Awareness of phishing among the Service's staff remained an ongoing piece of work, with training and information delivered regularly. As part of its education process, the Service also conducted phishing exercises to see how many times a fake web-link or document would be accessed by staff.

A Member queried whether the recommendations resulting from the audit of ICT Cyber Security had been implemented by December 2020 and it was confirmed that they had been. The Service had drafted a policy on home working and had circulated it for consultation. Following the consultation process, the policy would be considered by the Fire Authority for approval.

An audit of the risk of staff shortages affecting business continuity had been planned for March 2021 but the Service had requested that the subject of the audit be changed. A Member asked why the Service had requested this change of topic and was informed that the matter of how the final audit topic should be used was still under discussion.

- Resolved -**
- (a) That the update be received;
  - (b) that the audit report relating to health and safety be circulated to the Committee prior to its next meeting, and
  - (c) that the Committee be informed of the final topic for the 2020/21 internal audit programme.

## **PERFORMANCE, RISK AND PROGRAMME MANAGEMENT**

**9/21 ANNUAL ACCOUNTS CLOSE-DOWN TIMETABLE 2020/21** - The Head of Finance submitted a report summarising the close-down timetable for the annual accounts.

The Service planned to complete the close-down process a month ahead of the deadline (30 September 2021) in order to undertake further quality assurance. The Head of Finance explained that the Service had been successfully building a resilient team that did not rely too heavily on any one member of staff.

- Resolved -** That the report be received.

**10/21 MANAGEMENT ACCOUNTS - PERIOD ENDING 31 DECEMBER 2020** - The Head of Finance submitted the Management Accounts for the period ending 31 December 2020.

Contrary to earlier expectations in the light of the ongoing pandemic, the Service had underspent in many areas. The receipt of the Covid-19 grant funding had been a significant help. Spending had decreased in areas such as travel and fuel and some capital projects had been pushed back as a result of the Covid-19 restrictions. The Goole Fire Station, uniform and personal protective equipment (PPE) projects had been pushed back to the 2021/22 financial year and discussions with Humberside Police about Howden Fire Station were ongoing. The Service was in the process of measuring staff members for the replacement of their PPE.

**Resolved** - That the Management Accounts be received.

**11/21 REVIEW OF ANTI-FRAUD RELATED POLICIES** - The Head of Corporate Assurance provided an update in relation to the review of anti-fraud related policies.

The annual review of anti-fraud related policies had been undertaken in a more detailed way than it had in previous years with the involvement of two Members of the Committee. The changes to the policies would be implemented and the policies uploaded to the Service's website.

**Resolved** - That the update be received.

**12/21 HMICFRS INSPECTION UPDATE** - The Head of Corporate Assurance provided the Committee with a verbal update in relation to Her Majesty's Inspectorate of Constabulary and Fire and Rescue Service's (HMICFRS).

The national thematic report focussed on Covid-19 and the reports resulting from its individual inspections of each fire and rescue service had been published by HMICFRS on 22 January 2021. In its summary report, the Inspectorate had indicated that too many firefighters had been prevented from helping the public by undertaking different roles. Locally, however, engagement with the relevant unions had been undertaken early to ensure that agreements over how firefighter could help could be reached.

During its inspection, HMICFRS had found that the Service had been able to maintain its statutory functions as well as helping other services and supporting the community. The Inspectorate had also concluded that this had all been done safely.

The Inspectorate's annual State of Fire and Rescue report was due to be published in March 2021. The Service's next normal, graded inspection was due to be undertaken between September 2021 and February 2022, and the report to be published in summer 2022.

**Resolved** - That the update be received.

### **SCRUTINY PROGRAMME**

**13/21 PROTECTION ENGAGEMENT WITH THE COMMERCIAL AND BUSINESS COMMUNITY** - The Director of Service Support submitted a report in response to the Committee's scope relating to protection engagement with the commercial and business community.

The Service had begun to change its approach to fire safety inspections in 2018, establishing a new Risk-Based Inspection Programme (RBIP), which had been the subject of the Committee's scrutiny in February 2020 (Minute 28/20 refers). The RBIP's two-tier system

had been shared with the National Fire Chiefs Council (NFCC) as it was in the process of developing a national framework for fire and rescue services.

The RBIP provided the Service with the means to conduct its inspection programme in a targeted way, but also to be reactive by training operational staff to engage with businesses in relation to fire safety, thereby providing the Service with intelligence and forwarding concerns to the inspection team. The data used to prioritise inspections took into account many more risk factors than previously.

The Service had worked hard to respond to all of the recommendations in the Grenfell Tower Inquiry's phase-one report and continued to undertake its responsibilities in relation to the national Building Risk Review (BRR). The recommendations from the phase-one report featured prominently in the Services Improvement Plan, which had been developed following the Service's first inspection by HMICFRS. The Building Safety and Fire Safety bills were both in undergoing the parliamentary approval process, and both bills, when enacted, would place additional duties on fire and rescue services. While there was grant funding available for some of the work resulting from the phase-one report, it was unclear whether extra funding would be made available following the passage of the two bills. The Service was awaiting the publication of the Inquiry's phase-two report, which was likely to have an impact on HMICFRS's inspection process.

The main challenge faced by the Service with regard to furthering its protection engagement with the commercial and business community was that many businesses had been closed for extended periods of time since the beginning of the Covid-19 pandemic and associated restrictions in the UK (since March 2020). With a contemporary national lockdown ongoing, the Service's options in terms of inspecting commercial properties were limited. However, many of the more properties which were closed were not high-risk. The Service had undertaken a lot of engagement with businesses over the phone and planned to restart the programme of seminars online. The Service had continued to undertake its duties in prosecuting breaches of fire safety; two cases were ongoing, one of which was likely to progress to a court trial.

Members asked questions in relation to:

- Work with the University of Hull - The Service remained in frequent contact with the University. The postgraduate student who had initially undertaken the project was no longer able to do so and the University had agreed to find replacement.
- Recruitment - The Service had been working to fill vacancies in its inspection team and to upskill current members of staff in line with the competency framework.
- Engagement by Phone - One of the challenges with this temporary approach had been resourcing it in the light of other, competing duties during the Covid-19 pandemic. However, the Services was keen to ensure that its rate of timely consultations in relation to fire safety did not drop below 90 percent. Engagement by phone had still proven to be effective as, in one case, the telephone consultation had led to an inspection in person, which had resulted in the Service issuing a prohibition to the business.
- Commercial Property - There had been no changes with regard to insurance against fire damage as a result of the Grenfell Tower Inquiry. A meeting of the National Fire Chiefs Council (NFCC) was due to be held, with a focus on the impacts of changes to inspections and duties resulting from the Grenfell Tower Inquiry and the Building Safety and Fire Safety bills.

The Committee thanked the Service for its work on improving its inspection programme and its support for the business and commercial community. However, the Committee also appreciated that, due to the ongoing effects of the Covid-19 pandemic, the Service had not been able to make the progress it had intended to and agreed that an update would be received during its 2021/22 scrutiny programme.

**Resolved -** (a) That an update on the Service's protection engagement be received during the 2021/22 scrutiny programme;

(b) that the Committee be assured that the new Risk-Based Inspection Programme methodology enables the Service to prioritise and target engagement activities effectively, and

(c) that the Committee note the ongoing impacts of both the Grenfell Tower fire and the Covid-19 pandemic, including the positive changes arising from them.

**14/21 GAS COMMITTEE SCRUTINY PROGRAMME 2020/21** - The Committee Manager submitted a report summarising the Committee's Scrutiny Programme 2020/21.

**Resolved -** (a) That the updates be received, and

(b) that the Workforce Plan be added as a matter for consideration as part of the scrutiny item due to be heard on 12 April 2021, Diversity and Recruitment - Progress and Plans.

**15/21 ANY OTHER BUSINESS** - There was no other business.



**HUMBERSIDE FIRE AUTHORITY**

**PENSION BOARD**

**1 FEBRUARY 2021**

**PRESENT:**

Employer representatives: Councillor Shepherd (Chairperson) and Mr P McCourt (Director of Service Delivery)

Scheme Member representatives: Mr B Johnson and Mr G Marshall

Councillors Briggs attended an observer.

Kevin Wilson - Executive Director of Corporate Services/Section 151 Officer and Scheme Manager, Martyn Ransom - Head of Finance, David Lofthouse - Procurement Manager, Sarah Keyes - Finance Officer, Mathew Buckley - Monitoring Officer/Secretary and Sam Campbell - Committee Manager.

The meeting was held remotely via video-conference (Zoom). The meeting commenced at 10.30a.m.

**1/21 APOLOGIES FOR ABSENCE** - There were no apologies for absence.

**2/21 DECLARATIONS OF INTEREST** - There were no declarations of interest.

**3/21 MINUTES - Resolved** - That the minutes of the meeting of the Board held on 6 July 2020 be confirmed as a correct record.

**4/21 MATTERS ARISING FROM THE MINUTES** - There were no matters arising from the minutes.

**5/21 REPORTING BREACHES** - The Procurement Manager informed the Board that there had been no breaches since the meeting held on 6 July 2020.

**Resolved** - That the update be received.

**6/21 PENSION BOARD WORKSTREAMS UPDATE** - The Executive Director of Corporate Services/Section 151 Officer submitted a report setting out an update on the Board's workstreams for 2020/21.

The number of complaints received by the Service each year in relation to pensions tended to be low (often zero), with three received in 2020/21. The Risk Register had been enclosed with the agenda (Appendix 3). The security of scheme members' data remained a key risk, as well as the over-reliance on officers to deliver the scheme and changes to legislation (Minutes 8/21 and 9/21 refer). However, the support of West Yorkshire Pension Fund addressed the risks concerning data and reliance on officers. Funding would be received to increase the Service's capacity when the remedy relating to the Sargeant/McCloud case was ready to be administered. Delivery of the scheme and the associated KPIs had not been significantly affected by the Covid-19 pandemic.

A Member queried the Service's abatement policy (Appendix 4) and the guidance published in relation to the Sargeant/McCloud case. The Service could only adopt the guidance in its policies when the Government had legislated the changes. In addition, the focus of the policy on abatement was not on encouraging scheme members to return to work following retirement, only on how the Service would administer a return to work if a scheme member did want to return.

In relation to the KPIs (Appendix 3), a Member asked about the average time taken by West Yorkshire Pension Fund (WYPF) to undertake administrative actions and whether this could be reported in greater detail. The Service reviewed the KPIs with WYPF regularly and the measures could be changed to focus on particular issues.

**Resolved -** (a) That the report be received, and

(b) that the KPIs in relation to West Yorkshire Pension Fund's administration of the scheme be reviewed to report in greater detail on the average time taken to undertake administrative actions.

**7/21 THE PENSIONS REGULATOR UPDATE** - The Finance Officer provided the Board with an update in relation to the COVID-19 pandemic.

The Pensions Regulator measured performance nationally in relation to six key processes:

- Documented procedures for assessing and managing risks
- Process for resolving contribution payment issues
- Documented policy to manage board members conflicts of interest
- Process to monitor records for accuracy / completeness
- Access to knowledge, understanding and skills needed to properly run the scheme
- Procedures to identify, assess and report breaches of the law

The Regulator was due to undertake its annual survey in relation to the six key risks and associated quick-guides, summarising the key issues, would be circulated to Members prior to their engagement in the consultation process.

**Resolved -** (a) That the update be received, and

(b) that the draft response to The Pension Regulator's annual survey be circulated to Members for response prior to the deadline for submission, 12 February 2021.

**8/21 SARGEANT/MCCLOUD UPDATE** - The Finance Officer submitted a report updating the Board on the Sargeant/McCloud case.

The consultation relating to the remedy for the Sargeant/McCloud case had been published shortly after the Pension Board's meeting of 6 July 2021. The remedy would present a significant administrative burden for fire and rescue services nationally. Affected scheme members would each be able to choose which scheme to join or remain in depending on how their benefits were affected on an individual basis. This choice could either be made immediately after the remedy was written into legislation, or at a later date in order that scheme members could review their options. The Home Office was due to engage with all fire and rescue services to help them structure their responses to the remedy.

Guidance had been published in relation to scheme members who would be at an immediate detriment as a result of the remedy, including those who were currently eligible to retire or who would qualify for ill-health retirement under one scheme but not the other. Such cases would need to be administered immediately and reviewed later. In all other cases, before the remedy was written into legislation, the Service would continue to administer the scheme according to current legislation.

A Member asked how scheme members would be informed when the Service began to administer the remedy. The Service had already developed a communication plan to inform scheme members of the processes. However, until the ongoing consultation had concluded and the remedy had been written into legislation, there would be little to report.



**Resolved** - That the report be received.

**9/21 MATTHEWS/O'BRIEN UPDATE** - The Finance Officer submitted a report updating the Board on the Matthews/O'brien case.

The Matthews/O'Brien RDS Modified case (Minutes 8/20 and 23/20 refer) was due to conclude at around the same time as the Sargeant/McCloud case, leading to a further significant administrative burden. It was likely that on-call firefighters' FFPS membership would be backdated to cover their full length of service rather than cut off at 1 July 2000. This would entail a significant amount of work for FFPS administrators nationally and they would need to administer changes within 18 months after the passage of the relevant legislation. Following the application of the remedies, the Service would need to re-value its Pension Fund.

A Member asked how scheme members would be informed when the Service began to administer the remedy. Communication in relation to the Matthews/O'Brien case would be challenging, as many ex-scheme-members would need to be contacted. However, there was a strategy in place and affected members and ex-members would be contacted when there as an update to be given.

**Resolved** - That the report be received.

**10/21 COVID-19 UPDATE** - The Finance Officer provided an update in relation to the effects of the Covid-19 pandemic.

The Service had temporarily suspended its policy on pension abatement to enable members of the 1992 scheme to return to work temporarily as part of the effort Covid-19 pandemic effort. This suspension of the policy on abatement had ended in November 2020, and no members of the 1992 scheme had returned to work.

Covid-19 would be considered as a qualifying injury in relation to the compensation scheme in the same way as other injuries. Associated guidance instructed the Service to use the same process of assessment to determine whether an employee contracted Covid-19 while on duty. While it could be challenging to determine conclusively whether an employee contracted Covid-19 while on duty, the processes already in place were sufficient.

**Resolved** - That the update be received.

**11/21 LGA TRAINING** - The Executive Director of Corporate Services/Section 151 Officer updated members in relation to upcoming Local Government Association training.

**Resolved** - (a) That the update be received, and

(b) that the Local Government Association training session be held prior to the Pension Board's meeting due to be held on 12 July 2021.

**12/21 ANY OTHER BUSINESS** – There were no items.



# Annual Audit Letter

## Humberside Fire Authority

9

Year ending 31 March 2020





## Contents

- 01** Executive summary
- 02** Audit of the financial statements
- 03** Value for money conclusion
- 04** Other reporting responsibilities
- 05** Our fees
- 06** Forward look

Our reports are prepared in the context of the 'Statement of responsibilities of auditors and audited bodies' issued by Public Sector Audit Appointments Ltd. Reports and letters prepared by appointed auditors and addressed to members or officers are prepared for the sole use of the Authority. No responsibility is accepted to any member or officer in their individual capacity or to any third party. Our written consent must first be obtained before this document, or any part of it, is disclosed to a third party.

Mazars LLP is the UK firm of Mazars, an international advisory and accountancy group. Mazars LLP is registered by the Institute of Chartered Accountants in England and Wales.

# 1. EXECUTIVE SUMMARY

## Purpose of the Annual Audit Letter

Our Annual Audit Letter summarises the work we have undertaken as the auditor for Humberside Fire Authority (the Authority) for the year ended 31 March 2020. Although this letter is addressed to the Authority, it is designed to be read by a wider audience including members of the public and other external stakeholders.

Our responsibilities are defined by the Local Audit and Accountability Act 2014 (the 2014 Act) and the Code of Audit Practice issued by the National Audit Office (the NAO). The detailed sections of this letter provide details on those responsibilities, the work we have done to discharge them, and the key findings arising from our work. These are summarised below.

Area of responsibility	Summary
Audit of the financial statements	<p>Our auditor's report issued on 27 November 2020 included our opinion that the financial statements:</p> <ul style="list-style-type: none"><li>• give a true and fair view of the Authority's financial position as at 31 March 2020 and of its expenditure and income for the year then ended; and</li><li>• have been prepared properly in accordance with the CIPFA/LASAAC Code of Practice on Local Authority Accounting in the United Kingdom 2019/20</li></ul>
Other information published alongside the audited financial statements	<p>Our auditor's report included our opinion that:</p> <ul style="list-style-type: none"><li>• the other information in the Statement of Accounts is consistent with the audited financial statements.</li></ul>
Value for money conclusion	<p>Our auditor's report concluded that we are satisfied that in all significant respects, the Authority has put in place proper arrangements to secure economy, efficiency and effectiveness in its use of resources for the year ended 31 March 2020</p>
Reporting to the group auditor	<p>In line with group audit instructions, issued by the NAO on 4<sup>th</sup> November, we reported to the group auditor in line with the requirements applicable to the Authority's WGA return.</p>
Statutory reporting	<p>Our auditor's report confirmed that we did not use our powers under s24 of the 2014 Act to issue a report in the public interest or to make written recommendations to the Authority.</p>



## 2. AUDIT OF THE FINANCIAL STATEMENTS

### Opinion on the financial statements

**Unqualified**

### The scope of our audit and the results of our work

The purpose of our audit is to provide reasonable assurance to users that the financial statements are free from material error. We do this by expressing an opinion on whether the statements are prepared, in all material respects, in line with the financial reporting framework applicable to the Authority and whether they give a true and fair view of the Authority's financial position as at 31 March 2020 and of its financial performance for the year then ended.

Our audit was conducted in accordance with the requirements of the Code of Audit Practice issued by the NAO, and International Standards on Auditing (ISAs). These require us to consider whether:

- the accounting policies are appropriate to the Authority's circumstances and have been consistently applied and adequately disclosed;
- the significant accounting estimates made by management in the preparation of the financial statements are reasonable; and
- the overall presentation of the financial statements provides a true and fair view.

Our auditor's report, stated that in our view, the financial statements give a true and fair view of the Authority's financial position as at 31 March 2020 and of its financial performance for the year then ended.

East Riding Pension Fund has made a disclosure of 'material valuation uncertainty' in relation to certain types of assets in the notes to its financial statements. As the Authority's accounts include a share of the Pension Fund assets, and the assets subject to the disclosure are above our materiality level, Note 3 to the Authority's financial statements in relation to sources of estimation uncertainty, has been updated to disclose the impact of this on the Authority's financial statements. In line with normal practice, we will include reference to this disclosure as an '*emphasis of matter*' in our audit report. The purpose of this paragraph is to draw attention to this disclosure, it is not a qualification and does not modify our proposed unqualified opinion on the financial statements.

### Our approach to materiality

We apply the concept of materiality when planning and performing our audit, and when evaluating the effect of misstatements identified as part of our work. We consider the concept of materiality at numerous stages throughout the audit process, in particular when determining the nature, timing and extent of our audit procedures, and when evaluating the effect of uncorrected misstatements. An item is considered material if its misstatement or omission could reasonably be expected to influence the economic decisions of users of the financial statements.

Judgements about materiality are made in the light of surrounding circumstances and are affected by both qualitative and quantitative factors. As a result we have set materiality for the financial statements as a whole (financial statement materiality) and a lower level of materiality for specific items of account (specific materiality) due to the nature of these items or because they attract public interest. We also set a threshold for reporting identified misstatements to the Authority. We call this our trivial threshold.

The table below provides details of the materiality levels applied in the audit of the financial statements for the year ended 31 March 2020:

Financial statement materiality	Our financial statement materiality is based on 2% of Gross Operating Expenditure.	£1,505,000
Trivial threshold	Our trivial threshold is based on 3% of financial statement materiality.	£45,000
Specific materiality	We have applied a lower level of materiality to the following areas of the accounts: - Members allowances - Senior officer remunerations - Exit packages	£1,000 £5,000 £1,000



## 2. AUDIT OF THE FINANCIAL STATEMENTS

### Our response to significant risks

As part of our continuous planning procedures we considered whether there were risks of material misstatement in the Authority's financial statements that required special audit consideration. We reported significant risks identified at the planning stage within our Audit Strategy Memorandum and provided details of how we responded to those risks in our Audit Completion Report. The table below outlines the identified significant risks, the work we carried out on those risks and our conclusions.

Identified significant risk	Our response	Our findings and conclusions
<b>Management override of controls</b>  In all entities, management at various levels within an organisation are in a unique position to perpetrate fraud because of their ability to manipulate accounting records and prepare fraudulent financial statements by overriding controls that otherwise appear to be operating effectively. Because of the unpredictable way in which such override could occur, we consider there to be a risk of material misstatement due to fraud and thus a significant risk on all audits.	We addressed this risk through performing audit work over: <ul style="list-style-type: none"> <li>Accounting estimates impacting on amounts included in the financial statements;</li> <li>Consideration of identified significant transactions outside the normal course of business; and</li> <li>Journals recorded in the general ledger and other adjustments made in preparation of the financial statements.</li> </ul>	Our work provided the required assurance.
<b>Property, Plant and Equipment Valuation</b>  The financial statements contain material entries on the Balance Sheet as well as material disclosure notes in relation to the Authority's holding of PPE. Although the Authority uses a valuation expert to provide information on valuations, there remains a high degree of estimation uncertainty associated with the revaluation of PPE due to the significant judgements and number of variables involved in providing revaluations. We therefore identified the valuation of PPE to be an area of significant risk.	<p>We addressed this risk by considering the Authority's arrangements for ensuring that PPE values are reasonable and engaged our own expert to provide data to enable us to assess the reasonableness of the valuations provided by the external valuer. We also assessed the competence, skills and experience of the valuer.</p> <p>We discussed methods used with the valuer and examined supporting information. We used indices provided by our own expert to confirm the assets not revalued are unlikely to have materially changed in value. We tested all revaluations in year to valuation reports and supporting calculation sheets and re-performed the calculations to ensure that they were correct and source data agreed with floor plans and relevant indices.</p> <p>We also considered the impact of COVID-19 on the valuations to gain additional assurance on their reasonableness.</p>	Our work provided the required assurance.





## 2. AUDIT OF THE FINANCIAL STATEMENTS

### Our response to significant risks (continued)

Identified significant risk	Our response	Our findings and conclusions
<p><b>Defined benefits liability valuation</b></p> <p>The financial statements contain material pension entries in respect of retirement benefits. The calculation of these pension figures, both assets and liabilities, can be subject to significant volatility and includes estimates based upon a complex interaction of actuarial assumptions. Moreover, in 2019/20 the local government pension fund assets and liabilities were subject to triennial revaluation. This resulted in an increased risk of material misstatement.</p>	<p>We discussed with key contacts any significant changes to the pension estimates. In addition to our standard programme of work in this area, we evaluated the management controls that the Authority has in place to assess the reasonableness of the figures provided by the Actuary and considered the reasonableness of the Actuary's output, referring to our expert's report on all actuaries nationally.</p> <p>We reviewed the appropriateness of the key assumptions included within the valuations, compared them to expected ranges and reviewed the methodology applied in the valuation. We also considered the adequacy of disclosures in the financial statements.</p>	<p>Our work provided the required assurance.</p> <p>As detailed on page 3, our Audit Report included an emphasis of matter associated with material uncertainty relating to valuations of Pension Fund property investments.</p> <p>One amendment to the financial statements was required in relation to the McCloud judgement which relates to potential age discrimination arising from transitional protections offered to some existing members of public service pension schemes that were not made available to younger members. As a result, the pension liabilities on the Firefighters' pension scheme reduced by £4M.</p>





## 2. AUDIT OF THE FINANCIAL STATEMENTS

### Internal control recommendations

As part of our audit we considered the internal controls in place that are relevant to the preparation of the financial statements. We did this to design audit procedures that allow us to express our opinion on the financial statements, but this did not extend to us expressing an opinion on the effectiveness of internal controls. We did not identify any deficiencies in internal control as part of our audit.



### 3. VALUE FOR MONEY CONCLUSION

Value for money conclusion	Unqualified
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#### Our audit approach

We are required to consider whether the Authority has made proper arrangements for securing economy, efficiency and effectiveness in its use of resources. The NAO issues guidance to auditors that underpins the work we are required to carry out in order to form our conclusion, and sets out the criterion and sub-criteria that we are required to consider.

The overall criterion is that, 'in all significant respects, the Authority had proper arrangements to ensure it took properly informed decisions and deployed resources to achieve planned and sustainable outcomes for taxpayers and local people.' To assist auditors in reaching a conclusion on this overall criterion, the following sub-criteria are set out by the NAO:

- informed decision making;
- sustainable resource deployment; and
- working with partners and other third parties.

Our auditor's report, stated that that, in all significant respects, the Authority put in place proper arrangements to secure economy, efficiency and effectiveness in its use of resources for the year ended 31<sup>st</sup> March 2020

Sub-criteria	Commentary	Arrangements in place?
Informed decision making	<p>We reviewed financial, performance and risk management reports throughout the year and attended meetings of the Governance, Audit and Scrutiny Committee. We did not identify any concerns regarding data quality or the decision-making process. The Authority reviewed management accounts through the year and when an overspend was forecast took early and effective action that ensured a small surplus was achieved by year-end.</p> <p>We considered the following aspects of proper arrangements specified by the National Audit Office as part of our risk assessment, and, based on our risk-based approach, we did not identify any significant issues or exceptions in the Authority's arrangements:</p> <ul style="list-style-type: none"> <li>a) Acting in the public interest, through demonstrating and applying the principles and values of sound governance;</li> <li>b) Understanding and using appropriate and reliable financial and performance information to support informed decision making and performance management;</li> <li>c) Reliable and timely financial reporting that supports the delivery of strategic priorities; and</li> <li>d) Managing risks effectively and maintaining a sound system of internal control.</li> </ul>	Yes



### 3. VALUE FOR MONEY CONCLUSION (continued)

Sub-criteria	Commentary	Arrangements in place?
Sustainable resource deployment	<p>Financial and performance reports demonstrate a history of achieving cost reductions without adversely affecting services to date and a balanced medium term financial strategy is in place up to 2023/24 without the need for further savings and with general reserves of c£5m maintained. The fair funding review has been postponed and will not now impact until 2022/23 but the Authority has a strategy in place to meet several different funding scenarios.</p> <p>In June 2019 HMICFRS rated the Authority 'good' in two out of three inspection pillars and in 2019/20 the Authority has maintained performance in priority areas whilst implementing an improvement plan with particular focus on the inspection pillar rated as 'requires improvement'.</p> <p>We considered the following aspects of proper arrangements specified by the National Audit Office as part of our risk assessment, and, based on our risk-based approach, we did not identify any significant issues or exceptions in the Authority's arrangements:</p> <ul style="list-style-type: none"> <li>a) Planning finances effectively to support the sustainable delivery of strategic priorities and maintain statutory functions;</li> <li>b) Managing and utilising assets effectively to support the delivery of strategic priorities; and</li> <li>c) Planning, organising and developing the workforce effectively to deliver strategic priorities.</li> </ul>	Yes



### 3. VALUE FOR MONEY CONCLUSION (continued)

Sub-criteria	Commentary	Arrangements in place?
Working with partners and other third parties	<p>The joint Emergency Service Fleet Management workshop and Estates Department with Humberside Police illustrate the Authority's commitment to increase collaboration and build on long-established partnership arrangements to improve community safety. In 2020/21 collaboration has been further enhanced through shared management within Finance and by sharing control room infrastructure with other fire authorities to increase resilience.</p> <p>We considered the following aspects of proper arrangements specified by the National Audit Office as part of our risk assessment, and, based on our risk-based approach, we did not identify any significant issues or exceptions in the Authority's arrangements:</p> <ul style="list-style-type: none"> <li>a) Working with third parties effectively to deliver strategic priorities;</li> <li>b) Commissioning services effectively to support the delivery of strategic priorities; and</li> <li>c) Procuring supplies and services effectively to support the delivery of strategic priorities.</li> </ul>	Yes



### 3. VALUE FOR MONEY CONCLUSION (Continued)

#### Significant audit risks

The NAO's guidance requires us to carry out work to identify whether or not a risk to the Value for Money conclusion exists. Risk, in the context of our Value for Money work, is the risk that we come to an incorrect conclusion rather than the risk of the arrangements in place at the Authority being inadequate. In our Audit Completion Report, we reported that we had not identified any significant Value for Money risks.

#### Impact of the COVID-19 Pandemic

During March 2020, the significant impact of the COVID-19 pandemic began to have far reaching implications for us all, including an impact on the Authority. In particular, following the lockdown from 26 March 2020, the service needed to respond to the impact of the pandemic on its communities and also needed to adapt to new ways of working.

Our 2019/20 value for money conclusion is focused on the arrangements in place during the 2019/20 financial year. Given the timing of the major impact of the pandemic one week before the end of the financial year, the Authority did not have time to review its arrangements for informed decision making, sustainable resource deployment or working with partners and other third parties during the financial year under review. Consequently, we did not identify an additional significant risk relating to the COVID-19 pandemic in our 2019/20 value for money conclusion work.

The Authority's response to the pandemic will be a major focus of our 2020/21 audit. With this in mind, we have continued to liaise with officers and gain an understanding of the arrangements that have been put in place in the new financial year.



## 4. OTHER REPORTING RESPONSIBILITIES

Exercise of statutory reporting powers	No matters to report
Completion of group audit reporting requirements	Below Testing Threshold
Other information published alongside the audited financial statements	Consistent

The NAO's Code of Audit Practice and the 2014 Act place wider reporting responsibilities on us, as the Authority's external auditor. We set out below, the context of these reporting responsibilities and our findings for each.

### Matters on which we report by exception

The 2014 Act provides us with specific powers where matters come to our attention that, in our judgement, require reporting action to be taken. We have the power to:

- issue a report in the public interest;
- make statutory recommendations that must be considered and responded to publicly;
- apply to the court for a declaration that an item of account is contrary to law; and
- issue an advisory notice under schedule 8 of the 2014 Act.

We have not exercised any of these statutory reporting powers.

The 2014 Act also gives rights to local electors and other parties, such as the right to ask questions of the auditor and the right to make an objection to an item of account. We did not receive any such objections or questions.

### Reporting to the NAO in respect of Whole of Government Accounts consolidation data

The NAO, as group auditor, requires us to complete the WGA Assurance Statement in respect of its consolidation data. We submitted this information to the NAO on 27 November 2020.

### Other information published alongside the financial statements

The Code of Audit Practice requires us to consider whether information published alongside the financial statements is consistent with those statements and our knowledge and understanding of the Authority. In our opinion, the other information in the Statement of Accounts is consistent with the audited financial statements.



## 5. OUR FEES

### Fees for work as the Authority's auditor

We reported our proposed fees for the delivery of our work in the Audit Strategy Memorandum, presented to the Governance, Audit and Scrutiny Committee in January 2020 and the full Authority in February 2020. This was based on the scale fee set by Public Sector Audit Appointments Limited. As noted throughout the year, we highlighted that there would be additional recurring audit fees as a result of increased regulatory pressures and requirements. We also mentioned that we would review the final position on fees when the audit was concluded.

Following completion of the audit, we have revisited the fees for 2019/20. In addition to the increase in the base audit fee, there have been some one-off increases in the audit fee for the 2019/20 audit year, and mainly relate to audit issues arising from the Covid-19 pandemic and other matters.

Any variations to the final fee will also require the approval of Public Sector Audit Appointments Limited, which manages the contracts for our work.

Area of work	2019/20 proposed fee / PSAA scale fee (£)	2019/20 final fee (£)
Delivery of audit work under the NAO Code of Audit Practice	24,561	24,561
Recurring increases in the base audit fee arising from regulatory pressures		4,966
One-off fee increases for 2019/20 specific issues		2,052
<b>Total Audit Fees</b>	<b>24,561</b>	<b>31,579</b>

All fees are subject to VAT

### Analysis of Recurring increases in the base audit fee arising from regulatory pressures

Audit area for recurring additional work	Final fee 2019/20
Additional work on PPE and related valuations	£1,738
Additional work on pensions	£1,490
Additional work on review of journals	£993
Additional work in relation to the consideration of going concern	£745
<b>Total additional fee for 2019/20 (recurring in future years)</b>	<b>£4,966</b>



## 5. OUR FEES

### Analysis of One-off fee increases for 2019/20 specific issues

Additional work relating to the 2019/20 audit	Final fee 2019/20
Additional procedures to review the potential impact of the proposed remedy in the McCloud case against the pension liability disclosures, and consideration of the potential impact of the Goodwin case on pension liabilities – review of the revised disclosures for the firefighters' scheme in respect of McCloud	£1,026
Additional procedures in relation to Material Valuation Uncertainty of the Authority's property assets, including consideration of whether an additional disclosure was required and whether an Emphasis of Matter paragraph was needed in the audit report. We concluded that this was not necessary given that all of the assets held by the Authority were recorded on a DRC (Depreciated Replacement Cost) basis.	£513
Additional procedures in relation to Material Valuation Uncertainty of the Pension Fund's property assets, including disclosures and the inclusion of an Emphasis of Matter paragraph in the audit report, which was subject to Consultant Partner Review	£513
<b>Total additional fee for 2019/20 (not recurring)</b>	<b>£2,052</b>

### Fees for other work

We confirm that we have not undertaken any non-audit services for the Authority in the year.





## 6. FORWARD LOOK

### Financial outlook

In the Value for Money Conclusion section of this letter we indicated that there is considerable uncertainty about the Authority's financial outlook as the Government's review of the formula for funding local authorities has been postponed until late 2021. In addition, the COVID-19 pandemic is likely to reduce revenue from local taxation from 2021/22. The Authority has prudently maintained reserves to allow it to sustain strong performance whilst managing the financial challenges it has already faced and lie ahead.

In December 2020 the Authority updated its Medium Term Financial Plan to reflect the one year spending review announcement on 25 November and the associated public sector pay pause. The plan is balanced without a significant use of reserves. The Authority has a strategy in place to meet several different funding scenarios with sufficient reserves to buy time to develop and consider the savings plans required in the worst case scenario.

### Operational challenges

HMICFRS rated the Authority 'good' in two out of three categories in its full 2019 inspection. The Authority has continued to perform well against key indicators in 2020/21 whilst undertaking additional roles to help the community respond to the pandemic and implementing improvements in response to recommendations made by HMICFRS. It is currently consulting on a new Integrated Risk Management Plan covering the period 2021 to 2024.

### Legislative / environmental changes

Following the Police and Crime Act 2017, the Government are currently consulting on ways to improve the accountability of Police and Crime Commissioners to the communities they serve, which includes examining lessons learnt from different governance models for PCC representation on fire authorities. A decision on future governance arrangements for fire authorities is expected during 2021.

### How we will work with the Authority

Our 2020/21 audit will focus on the risks that the challenges noted above present to the Authority's financial statements and ability to maintain proper arrangements for securing value for money. We have commented on the changes to the Value for Money requirements in the new Code of Audit Practice on the next page.

We will continue to support the Authority through our audit work and through our attendance at Audit and Governance Committee where we will inform the Committee about our progress on the audit, report our key findings and share our insight on any changes we are aware about in the sector. We will continue to offer accounting workshops to finance officers, and the audit team will continue to work with officers to share our knowledge of new accounting developments and we will be on hand to discuss any issues as and when they arise.

### Our added value offer

We are grateful to the Authority, its Members and officers for the cooperation and open dialogue during the year and look forward to continuing to work closely with them in delivering our Code of Audit Practice responsibilities.

We are also keen to help the Authority face its many challenges through the delivery of added value work. The Engagement Manager is a former National and Regional Fire Service Lead with the Audit Commission and has substantial experience of added value work in the fire and rescue sector. We would be happy to discuss the potential for added value work as the scale of the financial challenge referred to above becomes clearer.



## 6. FORWARD LOOK

### Changes to the Code of Audit Practice

The Code of Audit Practice (the Audit Code), issued by the Comptroller and Auditor General, prescribes the way we carry out our responsibilities as your auditors. On 1<sup>st</sup> April 2020 a new Code came in to force and will apply to our work from 2020/21 onwards.

The new Audit Code continues to apply the requirements of International Standards on Auditing (ISAs) to our audit of the financial statements. While there are changes to the ISAs that are effective from 2020/21 the Audit Code has not introduced any changes to the scope of our audit of the financial statements. We will continue to give our opinion on the financial statements in our independent auditor's report.

There are however significant changes to the work on value for money arrangements, and the way we report the outcomes of our work to you.

#### The auditor's work on value for money arrangements

From 2020/21 we are still required to satisfy ourselves that you have made proper arrangements for securing the economy, efficiency and effectiveness in your use of resources, however unlike under the 2015 Audit Code, we will no longer report in the form of a conclusion on arrangements. Instead, where our work identifies significant weaknesses in arrangements, we are required to report those weaknesses to you, along with the actions that need to be taken to address those weaknesses.

Our work on value for money arrangements will focus on three criteria, specified in the revised Audit Code:

- Financial sustainability: how the body plans and manages its resources to ensure it can continue to deliver its services;
- Governance: how the body ensures that it makes informed decisions and properly manages its risks; and
- Improving economy, efficiency and effectiveness: how the body uses information about its costs and performance to improve the way it manages and delivers its services.

Under the new Audit Code we will be expected to report and make recommendations as soon as we identify a significant weakness in arrangements, as opposed to reporting our conclusion on arrangements at the end of the audit cycle as has previously been the case.

#### Reporting the results of the auditor's work

We currently issue you with an Annual Audit Letter which provides a summary of our work across all aspects of our audit. From 2020/21 the Annual Audit Letter will be replaced by the Auditor's Annual Report. This will continue to provide a summary of our work over the year of audit but will also include a detailed commentary on your arrangements in place to achieve economy, efficiency and effectiveness. This commentary replaces the conclusion on arrangements that was previously provided and will include details of any significant weakness identified and reported to you, follow up of any previous recommendations made, and the our view as to whether recommendations have been implemented satisfactorily.

The guidance supporting the new Audit Code is being developed by the National Audit Office and we will provide you with any further updates to our approach arising from this guidance when it is released and we have considered the fee implications.



## 6. FORWARD LOOK

### Redmond Review

In September 2020, Sir Tony Redmond published the findings of his independent review into the oversight of local audit and the transparency of local authority financial reporting. The report makes several recommendations that, if implemented, could affect both the financial statements that local authorities are required to prepare and the work that we as auditors are required to do.

The report and recommendations are wide-ranging, and includes:

- the creation of the Office of Local Audit and Regulation (OLAR), be created to manage, oversee and regulate local audit;
- reviewing reporting deadlines;
- reviewing governance arrangements in local authorities, including the membership of the Audit Committee; and
- increasing transparency and reducing the complexity of local authority financial statements.

The recommendations and findings are being considered by the Ministry of Housing, Communities and Local Government and we look forward to working with all stakeholders to implement changes to ensure the development and sustainability of local audit.

The full report is available here: <https://www.gov.uk/government/publications/local-authority-financial-reporting-and-external-audit-independent-review>



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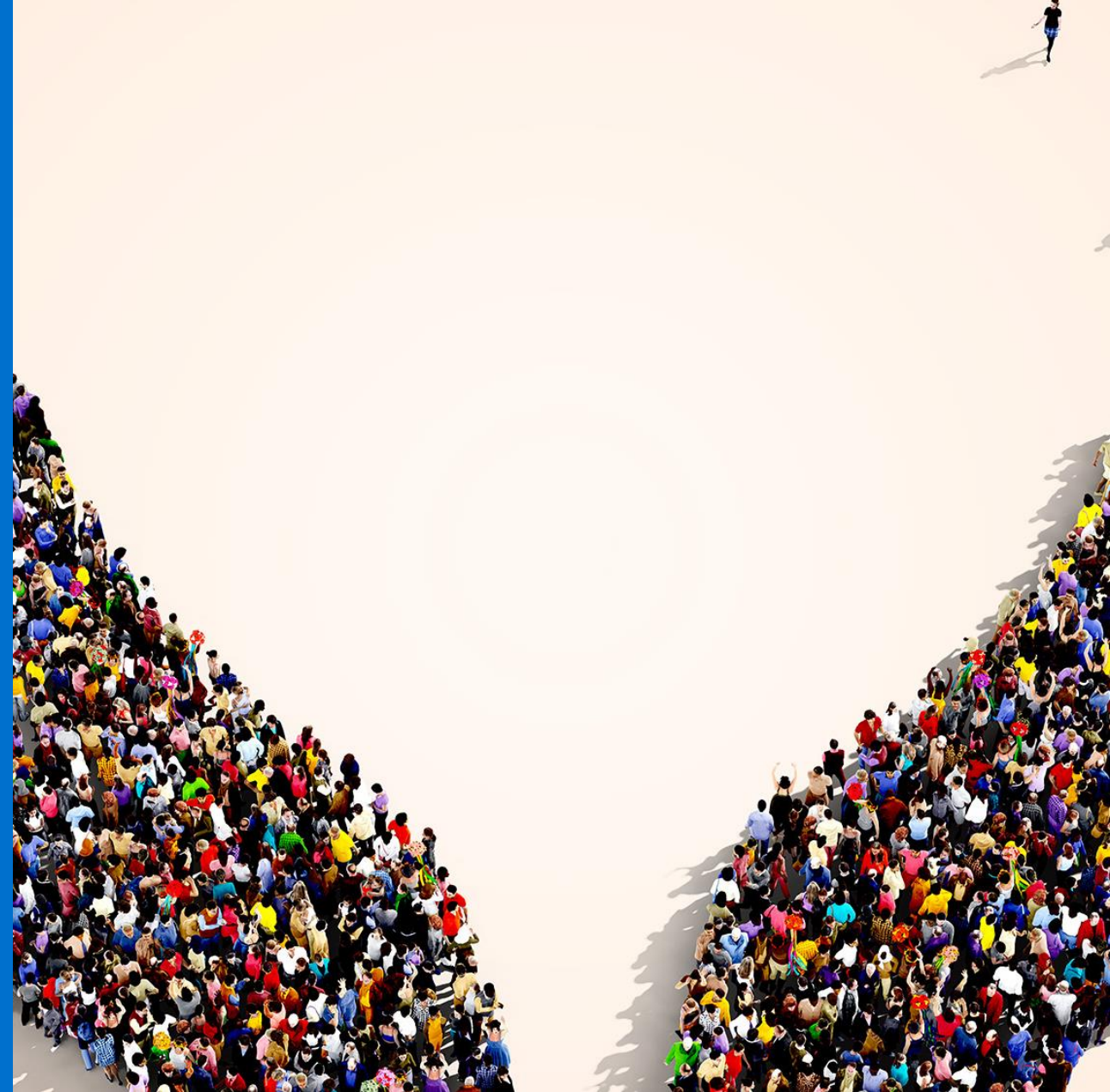
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# Audit Progress Report

Humberside Fire Authority

January 2021



1. Audit Progress
2. National Publications

# 01

## Section 01: **Audit Progress**

# Audit Progress

## **Purpose of this report**

This report provides the Governance, Audit and Scrutiny Committee (GAS) and the Fire Authority with an update on progress in delivering our responsibilities as your external auditors. It will be presented to the GAS Committee on 25 January 2021 and to the Fire Authority on 12 February 2021.

## **2019/20 Audit**

We completed our external audit of the Authority's 2019/20 financial statements and value for money conclusion in November 2020, signing the audit report on 27 November 2020. We provided the GAS Committee with a verbal update at its meeting on 16 November 2020, and we presented a follow up letter to our Audit Completion Report at a special meeting of the Fire Authority on 27 November 2020.

We are presenting the Annual Audit Letter as a separate agenda item to the GAS Committee on 25 January 2021 and to the Fire Authority on 12 February 2021, representing the final conclusion of the 2019/20 audit.

## **2020/21 Audit**

We have commenced our audit planning for the 2020/21 audit and will present our Audit Strategy Memorandum to the next GAS Committee meeting on 22 February 2021 and the Fire Authority on 12 March 2021. We have held regular discussions with the Authority's Executive Director of Corporate Services and these help us to keep up to date with emerging issues that may impact on our external audit.

We reported during 2019/20 that the National Audit Office had updated their Code of Audit Practice and that this new Code applies from the 2020/21 audit. The new Code changes the work that auditors will be required to do, and the related reporting, on the Authority's arrangements to deliver value for money in their use of resources. We summarise the impact of these changes on the next page.



# Audit Progress

## External audit work on the Authority's arrangements to deliver value for money in its use of resources

The changes to the reporting requirements means that from 2020/21 we will no longer include a value for money conclusion in our Financial Statements Audit Report. We will report our commentary on the Authority's arrangements to deliver value for money in a new Auditor's Annual Report (which replaces the Annual Audit Letter). The NAO Code requires that where auditors identify weaknesses in the Authority's arrangements they should report recommendations to the Authority promptly through the year.

In carrying out our work we will comply with the NAO's guidance on value for money work, which identifies that the work must have regard to the following specific criteria:

- **Financial sustainability:** how the body plans and manages its resources to ensure it can continue to deliver its services;
- **Governance:** how the body ensures that it makes informed decisions and properly manages its risks; and
- **Improving economy, efficiency and effectiveness:** how the body uses information about its costs and performance to improve the way it manages and delivers its services.

We will keep GAS Committee and the Fire Authority up to date on our progress as we complete our audit work.

# 02

## Section 02: **National Publications**

# National Publications

	Publication/update	Date published	Key points	Page
<b>National Audit Office</b>				
1	Guide for Audit and Risk Committees on Financial Reporting and Management during COVID-19.	June 2020	Guidance for audit committee members	9
2	Local auditor reporting application	December 2020	Data on local auditor reporting presented through an interactive map	9
<b>CIPFA</b>				
3	Financial Scrutiny Practice Guide	June 2020	Guidance for audit committee members	10
4	A Guide to Local Authority and Public Sector Asset Management	November 2020	Asset management guidance	10
<b>Home Office</b>				
5	Fire and Rescue National Framework; 2020 Progress Report	July 2020	Report on fire and rescue authorities compliance with the national framework.	11
6	Fire and Rescue Incident Statistics, England : Year-ending 31 March 2020	August 2020	Comparative data	11
7	Fire Prevention and Protection Statistics, England : Year-ending 31 March 2020	September 2020	Comparative data	11
8	Public Service Pension Schemes Guidance	September 2020	Consultation on the Remedy to McCloud / Sergeant litigation	12
9	Detailed Analysis of Fires Attended by Fire and Rescue Services in England,	October 2020	Comparative data	12

# National Publications (Continued)

	Publication/update		Key points	Page
<b>Home Office (Continued)</b>				
10	Fire safety	October 2020	Consultation on reforms in response to Grenfell tower Enquiry	12
11	Fire and Rescue Workforce and Pensions Statistics, England: 2019/20	October 2020	Comparative data	12
12	Fire and Rescue Authority Financial Reserves, March 2019	November 2020	Comparative data	12
<b>MHCLG</b>				
13	Local Authority Financial Reporting and external audit: independent review	September 2020	The Redmond report	13
14	Local authority financial reporting and external audit: government response to the Redmond review	December 2020	MHCLG's response to Sir Tony Redmond's independent review	13
<b>PSAA</b>				
15	Quarterly Quality Monitoring Report for the financial year 2021-22: Q2	September 2020	PSAA Audit Quality report	14
<b>Financial Reporting Council</b>				
16	Local Audit Inspections	October 2020	FRC Audit Quality report	15

# NATIONAL PUBLICATIONS

## National Audit Office

### 1. Guide for Audit and Risk Committees on Financial Reporting and Management during COVID-19, June 2020

The National Audit Office's (NAO) guide sets out that audit and risk committees are integral to the scrutiny and challenge process. They advise boards and accounting officers on matters of financial accountability, assurance and governance, and can support organisations, providing expert challenge, helping organisations focus on what is important, and how best to manage risk.

Each organisation will have existing risk management processes in place, but risk appetite may have changed as a result of COVID-19, making it more difficult for the organisation to operate effectively and respond in a timely manner. This may result in a weakening of controls in some areas, increasing the likelihood of other risks occurring. Organisations will need to consider how long this change in risk appetite is sustainable for.

This guide aims to help audit and risk committee members discharge their responsibilities in several different areas, and to examine the impacts on their organisations of the COVID-19 outbreak, including on:

- annual reports;
- financial reporting;
- the control environment; and
- regularity of expenditure.

In each section of the guide the NAO has set out some questions to help audit and risk committee members understand and challenge activities. Each section can be used on its own, although we would recommend that GAS members consider the whole guide, as the questions in other sections may be interrelated.

The guide may also be used as members consider reporting in the 2020-21 period when more specific and detailed reporting on the outbreak will be required.

<https://www.nao.org.uk/report/guidance-for-audit-and-risk-committees-on-financial-reporting-and-management-during-covid-19/>

### 2. Local auditor reporting application, December 2020

'*The local auditor reporting application*' presents the opinions of local auditors on local public bodies' financial statements and conclusions on whether they have proper arrangements in place to secure value for money. The data is presented through an interactive map which allows users to explore auditor reporting for nine different types of local body and two different audit years. The interactive map also contains pop-ups to enable users to access further information about the body, such as the local auditor's report or annual audit letter.

<https://www.nao.org.uk/other/local-auditor-reporting-application/>

# NATIONAL PUBLICATIONS

## CIPFA

### 3. Financial Scrutiny Practice Guide, June 2020

The impact of the COVID-19 pandemic on local authority finances and uncertainty regarding the delayed fair funding review on top of a decade of progressively more significant financial constraints has placed local government in a hugely challenging position. Accordingly, CIPFA state that for the foreseeable future, local authority budgeting will be even more about the language of priorities and difficult choices than ever before.

In response CIPFA have produced guidance proposing ways to move budget and finance scrutiny beyond set-piece scrutiny 'events' in December and quarterly financial performance scorecards being reported to committee. Effective financial scrutiny is one of the few ways that local authorities can assure themselves that their budget is robust and sustainable, and that it intelligently takes into account the needs of residents.

<https://www.cipfa.org/policy-and-guidance/reports/financial-scrutiny-practice-guide>

### 4. A Guide to Local Authority and Public Sector Asset Management, November 2020

This step by step guide to asset management in the public sector has been produced by CIPFA Property. It takes the reader on the asset management journey, from the development of strategic asset management policies and strategies designed to deliver corporate objectives through to the development, implementation, challenge and review of asset management practices and portfolios.

<https://www.cipfa.org/policy-and-guidance/publications/a/asset-management-in-the-public-sector-a-practitioners-guide>

# NATIONAL PUBLICATIONS

## Home Office

### 5. Fire and Rescue National Framework; 2020 Progress Report, July 2020

The report notes that each FRA in England has provided sufficient assurance that it is acting in accordance with the National Framework and material has been provided to demonstrate this including:

- assurance statements and, where appropriate, other documentation such as Integrated Risk Management Plans (IRMPs), governance statements and other operational and financial information (prepared by FRAs) for the period under review; and
- each FRA has provided assurance to their community on financial, governance and operational matters.

The Home Office also carried out an examination of a sample of FRA assurance statements to seek evidence that authorities have complied with the framework and to review their IRMPs and financial plans.

The Secretary of State confirmed satisfaction (based on the Home Office's assessment of assurances provided) that every FRA in England had acted in accordance with the requirements of the framework and so no formal steps had been taken to secure compliance since the last assurance in 2018.

<https://www.gov.uk/government/publications/fire-and-rescue-national-framework-2020-progress-report>

### 6. Fire and Rescue Incident Statistics, England : Year-ending 31 March 2020, August 2020

The report shows that in 2019/20 fire and rescue authorities attended 16% fewer fires than in 2018/19, although most of this reduction was due to secondary fires being unusually high in the relatively hot summer of 2018. The report also notes deaths and injuries fell slightly, the former to their lowest level recorded and 29% lower than ten years ago.

<https://www.gov.uk/government/statistics/fire-and-rescue-incident-statistics-england-year-ending-march-2020>

### 7. Fire Prevention and Protection Statistics, England : Year-ending 31 March 2020, September 2020

This report illustrates the continuing decline in the number of home fire safety checks performed since the peak in 2010/11, three per cent year on year and 25% over the ten year period. However, the percentage of households owning a working smoke alarm has continued to increase and has now reached 91%.

<https://www.gov.uk/government/statistics/fire-prevention-and-protection-statistics-england-april-2019-to-march-2020>

# NATIONAL PUBLICATIONS

## Home Office

### 8. Public Service Pension Schemes Guidance, September 2020

This consultation, which ended in October 2020 sets out options for how the Government will remove the discrimination against some younger pension scheme members identified in the McCloud / Sergeant judgements. These options involve providing members with a choice of which set of pension scheme benefits, those under their old scheme or the new scheme, they would like to receive for the remedy period and whether to make that choice immediately or defer it until retirement. The Government is expected to publish its response and final policy decision shortly.

<https://www.gov.uk/government/publications/public-service-pension-schemes-guidance>

### 9. Detailed Analysis of Fires Attended by Fire and Rescue Services in England, October 2020

The report shows that cooking fires represented about half of accidental dwelling fires but smoking fires, which only represented seven per cent of the total were more likely to result in fatality. Elderly men were more likely to be casualties than women and younger people.

<https://www.gov.uk/government/collections/fire-statistics-great-britain>

### 10. Fire safety, October 2020

The fire safety consultation, published alongside the draft Building Safety Bill, is key part of government's package of reform to improve building and fire safety in all regulated premises and to deliver key Grenfell Tower Inquiry recommendations. It closed in October 2020. If enacted, the Bill will require building control bodies to consult with Fire and Rescue Authorities and share fire safety information.

<https://www.gov.uk/government/consultations/fire-safety>

### 11. Fire and Rescue Workforce and Pensions Statistics, England: 2019/20, October 2020

This report shows that the number of full time firefighters has remained almost constant for three years. Seven per cent of firefighters are now female, compared to less than five per cent five years ago.

<https://www.gov.uk/government/statistics/fire-and-rescue-workforce-and-pensions-statistics-england-april-2019-to-march-2020>

### 12. Fire and Rescue Authority Financial Reserves at March 2019, November 2020

This report illustrates that fire and rescue authorities held reserves equivalent to 39% of core spending power at 31 March 2019. Humberside Fire Authority's reserves were below average, at 25%,

<https://www.gov.uk/government/publications/fire-and-rescue-authority-financial-reserves-march-2019>



# NATIONAL PUBLICATIONS

## MHCLG

### 13. Local Authority Financial Reporting and external audit: independent review, September 2020

This independent review, led by Sir Tony Redmond at the invitation of the Ministry of Housing, Communities and Local Government, considered the effectiveness of external audit and transparency of financial reporting in local authorities. The Redmond Report concluded that audit fees were at least 25% lower than is required to fulfil current local audit requirements effectively. Audit fees in the local authority sector have fallen significantly over the last five years, whereas audit fees in other sectors have significantly risen although audit suppliers have sought to bridge the gap with increasing fee variations, which averaged eight per cent in 2018/19. The report also suggests local authority accounts are currently too complex to make audit completion by 31 July feasible.

Redmond makes a number of recommendations in relation to:

- external audit regulation
- smaller authorities audit regulation
- financial resilience of local authorities
- transparency of financial reporting

<https://www.gov.uk/government/publications/local-authority-financial-reporting-and-external-audit-independent-review>

### 14. MHCLG's response to Sir Tony Redmond's independent review, December 2020

MHCLG has published its response to Sir Tony Redmond's Independent review into the oversight of local audit and the transparency of local authority financial reporting. The Redmond Review made 23 recommendations relating to the quality, timeliness and sustainability of local audit, and the transparency of local authority accounts. The department has grouped its response into 5 themes, which are summarised in Annex A to the response.

Amongst the responses MHCLG confirmed that they intend to amend existing regulations to extend the deadline for publishing audited local authority accounts from 31 July to 30 September, for a period of two years (i.e. covering the audit of the 2020/21 and 2021/22 accounting years). At the end of this period they will review whether there is a continued need to have an extended deadline.

They also confirmed that they did not intend to create an Office of Local Audit and Regulation (OLAR) stating in their response that they “*do not wish to re-create the costly, bureaucratic and over-centralised Audit Commission*”. They added that they “*will commit to explore the full range of options as to how best to deliver Sir Tony's finding that a ‘system leader’ is required. This will include close consideration of whether existing bodies could take on this function.*”

<https://www.gov.uk/government/publications/local-authority-financial-reporting-and-external-audit-government-response-to-the-redmond-review/local-authority-financial-reporting-and-external-audit-government-response-to-the-independent-review>

# NATIONAL PUBLICATIONS

## Public Sector Audit Appointments Limited

### 15. Quarterly Quality Monitoring Report for the financial year 2021-22: Q2, September 2020

Under the transitional arrangements, which followed the abolition of the Audit Commission, PSAA were responsible for monitoring the quality of the work undertaken by the audit suppliers at principal bodies. PSAA published the last report under these transitional arrangements in Autumn 2019 and Mazars received an overall amber rating, which matched the '*combined regime*' score across the 5 suppliers. This was slightly disappointing as in 2018 Mazars had been the only supplier awarded a green rating and the downgrading reflected weaknesses in the approach to auditing Property, Plant and Equipment and Pensions, which were common across suppliers.

PSAA explain in their latest quality monitoring report that they have appointed the Financial Reporting Council (FRC) and Institute of Chartered Accountants in England and Wales (ICAEW) to review audit quality from 2018/19 onwards and the results will be published in their 2020 Annual Monitoring Report, during 2021. However, they have continued to monitor delivery of local authority engagements and report any non-compliance with the terms of appointment.

The report indicates that in 2018/19 43% of local authority audits were not delivered by the 31 July 2019 deadline and eight per cent remained outstanding at 30 September 2020. Mazars were the top performer in terms of audit delivery with 20% of opinions late and two per cent still outstanding. Mazars were found to be fully compliant with the terms of appointment.

The report also notes that whilst only 18% of 2019/20 audits were reported as being at risk of being late this number was expected to increase and this forecast transpired to be accurate. The actual percentage of 2019/20 local authority audits outstanding at 30 November 2020 was 55%, an increase on 2018/19 (PSAA press release 4 December 2020).

<https://www.psaa.co.uk/managing-audit-quality/audit-quality-monitoring-reports-from-2018-19/quarterly-reports/>

The PSAA Press release regarding late 2019/20 opinions can be found at:

<https://www.psaa.co.uk/2020/12/news-release-2019-20-audited-accounts/>

# NATIONAL PUBLICATIONS

## Financial Reporting Council

### 16. Major Local Audits – Audit Quality Inspection, October 2020

#### The framework for the inspection of local audit work

Responsibility for the inspection of local audit work is now with the Financial Reporting Council (FRC) for ‘*major local audits*’ (those with annual expenditure which exceeds £500m) and the ICAEW for those bodies which do not meet the major local audit definition. As part of their inspection of major local audits for the 2018/19 financial year, the Audit Quality Review (AQR) team of the FRC reviewed two of our major local audits and found these to require significant improvements in respect of our audit of the financial statements. The same reviews indicated that our work on value for money arrangements for those audits was of a good standard. Our non-major local audits for 2018/19 were not subject to inspection by the ICAEW.

#### Our response to the FRC’s findings

We are committed to delivering high-quality audits to all of our clients and have responded robustly to the AQR’s findings. Our Local Audit Quality Plan incorporates the risks to audit quality identified from a range of sources and identifies that actions we have put in place, or are taking, to mitigate these risks. Our Audit Quality Team is responsible for the maintenance of the plan which is also subject to oversight and scrutiny from the firm’s Audit Board.

In addition, we have undertaken a detailed root cause analysis project to identify and understand the drivers of poor audit quality in some of our local audit work. This has focused on all local audits where the need for improvement or significant improvements have been identified either through external inspections or our programme of internal quality monitoring reviews.

We have taken steps to respond to the AQR’s specific findings in relation to our work in the following areas of the audit:

- Testing the valuation of property assets;
- Exercising appropriate oversight of group audits, including the direction, supervision and review of the work of component auditors; and
- Document judgements made as part of the audit process, specifically those in relation to our testing of income and expenditure.

We have also strengthened our standard procedures in relation to the audit of net defined benefit pension liabilities arising from our clients’ membership of local government pension schemes.

# NATIONAL PUBLICATIONS

## Financial Reporting Council

### 9. Major Local Audits – Audit Quality Inspection, October 2020 (continued)

#### What this means for the Authority

Although Humberside Fire Authority is not a major audit and thus not subject to FRC quality reviews we adopt a common methodology across our public sector audits. It is important to note that the FRC were satisfied with that methodology, but not the way it had been applied on the two audits sampled. Although the FRC did not finalise its report until October 2020 the key messages were conveyed in advance of 2019/20 audits, giving us time to make improvements across all local authority audits.

We take the weaknesses identified by the FRC extremely seriously, and our response to the improvement areas has been robust. It is clear that on areas of the audit such as the valuation of property assets and the audit of defined benefit pension liabilities, we must do more to meet the regulator's expectations. This means that the time we spend on these areas of the audit will increase and the level of challenge we apply in auditing these areas will also increase. Your finance team and your experts will have seen the increase in the scope and scale of work we have undertaken in 2019/20 in terms of the granularity and depth of testing.

Going forward, our response and the increase in the challenge we make, is likely to include the engagement of our own experts (for example, property valuation experts) to fully consider the methodologies and judgements applied by the Authority's own experts. There will be consequential effects on the fee that we are likely to request from the Authority to undertake the audit.

<https://www.frc.org.uk/news/october-2020/frc-publishes-major-local-audit-inspection-results>

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Mazars is an internationally integrated partnership, specialising in audit, accountancy, advisory, tax and legal services\*. Operating in over 90 countries and territories around the world, we draw on the expertise of 40,400 professionals – 24,400 in Mazars' integrated partnership and 16,000 via the Mazars North America Alliance – to assist clients of all sizes at every stage in their development.

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## MANAGEMENT ACCOUNTS 2020/21 – BASED ON PERIOD ENDING 31 DECEMBER 2020

### SUMMARY

1. This report highlights the current financial position based on information to 31 December 2020.
2. The end of year projections are set out below for the revenue budget, the capital programme and the pensions account.

### RECOMMENDATIONS

3. That Members take assurance from this report and the Authority's financial position for the period ending 31 December 2020.

### PERIOD ENDING 31 DECEMBER 2020

4. The summary estimated outturn position for the current financial year based on information to 31 December 2020 is as follows:-

CATEGORY	2020/21 OUTTURN PROJECTION
HFA	
Revenue Budget	£309k underspend
Capital Programme	£3.423m expenditure against the £6.718m allocation
Pensions Account	£11.198m deficit

5. In arriving at the estimated outturn position for the revenue budget (an underspend of £309k) some important provisions have been made for revenue projects that will require funding to be carried forward into 2021/22. Specifically these are:-
  - £150k to meet the costs of the Uniform Replacement Project which will now be delivered in 2021/22;
  - £400k to partially meet the Authority's likely contribution to the infrastructure replacement costs in 2021/22 for the East Coast and Hertfordshire Control Room Consortium (EHCRC) partnership;
  - £100k of the grant funding issued by the Home Office to be carried forward to meet costs associated with the Grenfell Project and Protection initiatives.

This is the third set of Management Accounts for the 2020/21 financial year and the final update for the year will be brought to the Authority based on the period ending 28/2/21.

### COVID-19 UPDATE – FINANCIAL IMPLICATIONS

6. The Service has been responding to the COVID-19 crisis and costs have been incurred on staffing, Personal Protective Equipment (PPE) and also IT equipment to support

agile working. Limited costs were incurred before the close of the 2019/20 financial year (£9k).

7. Further costs have been incurred in the current financial year as the Service's response to the crisis has intensified and therefore it is likely the full grant will be spent or committed by 31 March 2021.
8. Further details on all of these areas are available electronically alongside the agenda papers on the [Fire Authority's website](#).

#### STRATEGIC PLAN COMPATIBILITY

9. The production of robust, timely and detailed information in relation to the Authority's financial position contributes to the Strategic Plan objective of a 'Stronger Organisation'. The information specifically underpins good governance and good financial management.

#### FINANCIAL/RESOURCES/VALUE FOR MONEY IMPLICATIONS

10. Sound financial management contributes to the achievement of the Authority's objectives.

#### LEGAL IMPLICATIONS

11. No direct issues arising.

#### EQUALITY IMPACT ASSESSMENT/HR IMPLICATIONS

12. No direct issues arising.

#### CORPORATE RISK MANAGEMENT IMPLICATIONS

13. The monthly Management Accounts help to ensure that the Authority meets its legal and regulatory requirements.

#### HEALTH AND SAFETY IMPLICATIONS

14. No direct issues arising.

#### COMMUNICATION ACTIONS ARISING

15. No direct issues arising.

#### DETAILS OF CONSULTATION AND/OR COLLABORATION

16. No direct issues arising.

#### BACKGROUND PAPERS AVAILABLE FOR ACCESS

17. Working papers for 2020/21 Budget Monitoring.

#### RECOMMENDATIONS RESTATED

18. That Members take assurance from this report and the Authority's financial position for the period ending 31 December 2020.

**K WILSON**

Officer Contact: Kevin Wilson ☎ 01482 567183  
Executive Director of Corporate Services/S.151 Officer



**2021/22 PRECEPT AND MEDIUM-TERM  
FINANCIAL PLAN 2021/22 TO 2024/25**

**SUMMARY**

1. This report considers the Authority's Budget for 2021/22 onwards and the setting of the precept for 2021/22.
2. The report has been prepared in accordance with the Local Government Finance Act 1992 as amended by the Localism Act 2011 Sections 72 to 79 and the Local Government Finance Act 2012 to allow the Authority to approve:
  - The Council Tax Requirement for 2021/22;
  - The Council Tax Base figure for 2021/22; and
  - The basic amount of Council Tax for 2021/22.
3. The report also complies with the Local Government Act 2003 and allows the Authority to approve:
  - The financial spending plans that are necessary to support the Authority's activities [Section 25(1)(a)]; and
  - Maintenance of adequate reserves and provisions [Section 25(1)(b)].

**RECOMMENDATIONS**

4. That Members approve the 2021/22 precept at a level 1.99% higher than the 2020/21 level and approve Appendices A, B, C and D.

**2021/22 FINANCIAL YEAR**

5. There has been a series of reports to the Fire Authority on the budget position for 2021/22 onwards. Reports have been considered at the September, October and December 2020 round of meetings.
6. The Provisional Local Government Finance Settlement for 2021/22 was released in December 2020 and the key headlines were:
  - A £40k (0.237%) increase in support from Government for the 2021/22 financial year;
  - Council Tax Referendum threshold of 2% for Humberside Fire Authority for 2021/22.
7. The Authority's Revenue Budget and Capital Programme (Appendices A and B) have been updated in line with new information that has become available since December 2020. The main examples of this are:- the Council Tax Base for 2021/22; Collection Fund surplus/deficit figures; and the Capital Programme which is largely based on the Premises, IT and Vehicles reports for 2021/22 onwards approved at the December 2020 Fire Authority.

## 2021/22 PRECEPT

8. The decision on the 2021/22 precept for Humberside Fire Authority has to be taken in the light of a number of significant factors.
9. The Government has set a referendum threshold for 2021/22 of 2% for Humberside Fire Authority. Therefore, any increase at or above this level will require a Humberside area-wide referendum in support. Clearly, there would be a significant cost attached to any such referendum.
10. Secondly, the Authority has frozen its precept in each of the years 2011/12, 2012/13, 2013/14, 2014/15 and 2015/16 and only increased it by 1.25% in 2016/17, 1.6% in 2017/18, 2.95% in 2018/19 and 2019/20 and 1.99% in 2020/21.
11. Thirdly, the Authority has suffered a historic reduction in Government support over 2011/12 to 2020/21. Much has been done to respond to this, but the fact remains that the Authority has lost circa £11m of its funding from Government over this period. Future funding settlements beyond 2021/22 are likely to be very constrained for unprotected services such as Fire and Rescue.
12. Fourthly, concerns in the medium-term over council tax income and business rates income due to the COVID-19 pandemic mean that sustaining as much as possible the Authority's local income source through council tax precept is vitally important.

## COUNCIL TAX/PRECEPT – CONSULTATION

13. The Authority ran a public consultation for the 2021/22 council tax precept (Appendix E sets out analysis of the responses in more detail). For 2021/22 options of 0% and a 1.99% increase were put forward. The Service has generated an excellent level of engagement on the issue and the responses in summary are as follows:-

Options	Increase at 1.99%	No increase, i.e. 0%	Total
Number of responses	1,968	604	2,572
Percentage	76.5%	23.5%	100%

14. Appendix F of this report sets out in detail the comments received as part of the responses.

## MEDIUM-TERM FINANCIAL PLAN 2021/22 TO 2024/25

15. Members have been regularly briefed on the Authority's medium-term financial position.
16. In broad terms the budget for 2020/21 to 2023/24 is balanced subject to:-
  - council tax increases of 1.99% in 2021/22 and 1.99% in 2022/23, 2023/24 and 2024/25;
  - Pay awards of 2% each year of the plan from 2022/23 onwards.
17. High level objectives for delivering the Service's Medium-Term Financial Plan have been set as part of the current Strategic Plan 2018-21. The narrative outlined at Appendix G of this report sets out in more detail the outcomes that are anticipated for each of the objectives that have been agreed for the sound running of the Service's finances.

## RESERVES

18. The Authority's reserves consist of the General Reserve (£5.758m at 1 April 2020) and a number of Earmarked Reserves created to meet specific areas of future expenditure (£5.173m at 1 April 2020).
19. Again, as a result of good forward planning by the Authority, the reserves are in a sound position, but they do need to be seen in the context of the current and future significant reductions in Government funding and the major financial uncertainties that still lie ahead. As a percentage of net revenue expenditure, the Authority's reserves are in the lowest quartile when compared to all other English FRAs – which means they are robust but not excessive.

## REVIEW OF LOCAL AUTHORITIES' RELATIVE NEEDS AND RESOURCES

20. Members will recall that as part of the Finance Settlement in December 2018 the Government commenced a consultation on the mechanism that is used to allocate funding to individual Authorities.
21. It is understood that this review is on hold at the moment with any changes unlikely to be implemented until 2022/23 at the earliest.

## LOCAL GOVERNMENT ACT 2003

22. Section 25 of the Local Government Act 2003 specifically requires the 'Chief Finance Officer' (which for Humberside Fire Authority is the S.151 Officer) to report on the robustness of the estimates, the adequacy of reserves and the budget monitoring arrangements in place when determining a budget requirement and precept for a given financial year.
23. Robustness of estimates:- the S.151 Officer confirms that the budget estimates have been compiled on a robust and prudent basis.
24. Adequacy of reserves:- the S.151 Officer confirms that the current reserves held by the Authority are adequate. This position is kept under continuous review and any material changes will be reported to Members.
25. Budget monitoring arrangements:- the S.151 Officer confirms that the Authority has timely and robust monitoring arrangements. The proposal is to again issue management accounts to all Members and CMT within 10 working days of 30 June, 30 September, 31 December and 28 February.

## CONCLUSION

26. The Authority's budget is now in a sound position with efficiencies of circa £11m over 2011 to 2019 as a response to the reductions in grant funding from Government. This has been achieved whilst simultaneously maintaining a high standard of service to our communities and in particular the Authority's high response standards.

## STRATEGIC PLAN COMPATIBILITY

27. The Medium-Term Financial Plan dovetails with the Authority's Strategic Plan.

## FINANCIAL/RESOURCES/VALUE FOR MONEY IMPLICATIONS

28. The Authority must statutorily set a balanced budget and council tax for the forthcoming financial year.

## LEGAL IMPLICATIONS

29. No direct issues arising but the Authority must notify its intention with regard to the precept increase before the end of February each year and set a balanced budget.

## EQUALITY IMPACT ASSESSMENT/HR IMPLICATIONS

30. No direct issues arising.

## CORPORATE RISK MANAGEMENT IMPLICATIONS

31. Setting a sustainable and prudent budget for the Fire Authority is fundamental in mitigating a number of key risks contained within the Strategic Risk Register.

## HEALTH AND SAFETY IMPLICATIONS

32. No direct issues arising.

## COMMUNICATION ACTIONS ARISING

33. No direct issues arising.

## DETAILS OF CONSULTATION AND/OR COLLABORATION

34. The Budget has been developed with the full involvement of SLT and the full Fire Authority.
35. The statutory consultation with the Business Rate Payers of Humberside (represented by the Chamber of Commerce) has taken place. The Authority's earlier budget reports were circulated and comments invited.

## BACKGROUND PAPERS AVAILABLE FOR ACCESS

36. September, October and December 2020 budget reports.

## RECOMMENDATIONS RESTATED

37. That Members approve the 2021/22 precept at a level 1.99% higher than the 2020/21 level and approve Appendices A, B, C and D.

**K WILSON**

Officer Contact: Kevin Wilson ☎ 01482 567183  
Executive Director of Corporate Services/S.151 Officer

Humberside Fire & Rescue Service  
Summergroves Way  
Kingston upon Hull

KW/JP  
3 February 2021

**HUMBERSIDE FIRE AUTHORITY  
REVENUE ESTIMATES 2021/22  
ESTIMATE SUMMARY 1.99% PRECEPT INCREASE**

	<b>Budget Proposal 2021/22 £</b>	<b>Budget Proposal 2022/23 £</b>	<b>Budget Proposal 2023/24 £</b>	<b>Budget Proposal 2024/25 £</b>
Community Fire Safety	3,260,399	3,304,594	3,366,558	3,429,764
Fire Fighting & Rescue Operations	28,778,824	29,357,617	29,909,661	30,472,820
Management & Support Services	12,000,410	12,578,367	12,947,145	13,280,556
Corporate & Democratic Core				
Democratic Representation & Management	155,398	156,790	158,197	159,617
Corporate Management	39,495	39,890	40,288	40,691
<b>Net Cost of Service</b>	<b>44,234,526</b>	<b>45,437,258</b>	<b>46,421,849</b>	<b>47,383,448</b>
Interest Payable and Similar Charges	661,343	661,386	626,749	627,597
Less - Interest Receivable	(40,000)	(40,000)	(40,000)	(40,000)
<b>Net Operating Expenditure</b>	<b>44,855,869</b>	<b>46,058,644</b>	<b>47,008,598</b>	<b>47,971,045</b>
<b>Amounts included in the Income &amp; Expenditure Account but required by statute to be excluded when determining the Movement on the General Fund Balance for the year :</b>				
Depreciation and Impairment of Fixed Assets	(1,958,844)	(1,958,844)	(1,958,844)	(1,958,844)
Grants & Contributions Deferred Amortisation	-	-	-	-
<b>Amounts not included in the Income &amp; Expenditure Account but required by statute to be included when determining the Movement on the General Fund Balance for the year :</b>				
Minimum Revenue Provision	791,548	1,221,369	1,271,308	1,399,287
Revenue Contributions to Capital Outlay	1,400,000	1,000,000	1,000,000	1,000,000
<b>Transfers to or from Fund Balances that are required to be taken into account when determining the Movement on the General Fund Balance</b>				
Contribution to/(from) General Reserve	74,197	(16,861)	(47,266)	4,564
<b>Budget Requirement</b>	<b>45,162,770</b>	<b>46,304,308</b>	<b>47,273,796</b>	<b>48,416,052</b>
<b>Financed by :</b>				
Grant Funding	17,144,339	17,230,061	17,316,211	17,402,792
Business Rates received from Local Authority	3,992,704	3,992,704	3,992,704	3,992,704
Business Rate Fund Surplus/(Deficit)	(37,979)	(190,000)	(190,000)	(50,000)
Collection Fund Surplus/(Deficit)	(84,213)	150,000	150,000	150,000
Precept	24,147,919	25,121,543	26,004,881	26,920,556
	<b>45,162,770</b>	<b>46,304,308</b>	<b>47,273,796</b>	<b>48,416,052</b>

**HUMBERSIDE FIRE AUTHORITY  
REVENUE ESTIMATES 2021/22  
ESTIMATE SUMMARY 1.99% PRECEPT INCREASE**

**COMMUNITY FIRE SAFETY**

	<b>Budget Proposal 2021/22 £</b>	<b>Budget Proposal 2022/23 £</b>	<b>Budget Proposal 2023/24 £</b>	<b>Budget Proposal 2023/24 £</b>
<b>EXPENDITURE</b>				
<b>Employees</b>				
Wholetime	615,994	625,233	637,739	650,496
Retained	12,925	13,119	13,382	13,650
Non-Operational	2,411,594	2,459,826	2,509,021	2,559,202
Indirect Employees	47,500	47,500	47,500	47,500
<b>Premises</b>				
Repairs & Maintenance	-	-	-	-
<b>Transport</b>				
Direct Transport Costs	-	-	-	-
Contract Hire & Operating Leases	-	-	-	-
<b>Supplies &amp; Services</b>				
Equipment, Furniture & Materials	223,877	223,877	223,877	223,877
Catering	2,945	2,945	2,945	2,945
Printing, Stationery & General Office Expenses	2,334	2,334	2,334	2,334
Services	9,500	9,500	9,500	9,500
Communications & Computing	4,098	4,098	4,098	4,098
Expenses	14,392	14,392	14,392	14,392
Grants & Subscriptions	1,605	1,605	1,605	1,605
Miscellaneous	10,654	10,654	10,654	10,654
<b>Support Services</b>				
Management & Support Services	-	-	-	-
<b>Non Pay Efficiency Savings</b>	(5,388)	(18,858)	(18,858)	(18,858)
<b>Capital Charges</b>	10,349	10,349	10,349	10,349
<b>Total Expenditure</b>	<b>3,362,379</b>	<b>3,406,574</b>	<b>3,468,538</b>	<b>3,531,744</b>
<b>INCOME</b>				
<b>Government Grants</b>	-	-	-	-
<b>Other Grants &amp; Contributions</b>	-	-	-	-
<b>Customer &amp; Client Receipts</b>				
Fees & Charges	(101,980)	(101,980)	(101,980)	(101,980)
<b>Total Income</b>	<b>(101,980)</b>	<b>(101,980)</b>	<b>(101,980)</b>	<b>(101,980)</b>
<b>Net Expenditure</b>	<b>3,260,399</b>	<b>3,304,594</b>	<b>3,366,558</b>	<b>3,429,764</b>

**HUMBERSIDE FIRE AUTHORITY  
REVENUE ESTIMATES 2021/22  
ESTIMATE SUMMARY 1.99% PRECEPT INCREASE**

**FIRE FIGHTING & RESCUE OPERATIONS**

	<b>Budget Proposal 2021/22 £</b>	<b>Budget Proposal 2022/23 £</b>	<b>Budget Proposal 2023/24 £</b>	<b>Budget Proposal 2023/24 £</b>
<b>EXPENDITURE</b>				
<b>Employees</b>				
Wholetime	19,824,511	20,306,831	20,712,966	21,127,223
Retained	4,814,577	4,886,796	4,984,532	5,084,223
Control	1,276,721	1,295,872	1,321,789	1,348,225
Non-Operational	144,613	147,506	150,456	153,465
Indirect Employees	72,326	73,773	75,248	76,753
<b>Premises</b>				
Repairs & Maintenance	-	-	-	-
Energy Costs	-	-	-	-
Rent, Rates & Water	754,906	770,004	785,404	801,112
<b>Transport</b>				
Operating leases	-	-	-	-
Car Allowances & Public Transport	-	-	-	-
<b>Supplies &amp; Services</b>				
Equipment, Furniture & Materials	211,906	214,221	216,652	219,205
Catering	140	140	140	140
Clothing, Uniforms & Laundry	-	-	-	-
Printing, Stationery & General Office Expenses	190	190	190	190
Services	-	-	-	-
Communications	756,464	790,464	790,464	790,464
Expenses	7,323	7,323	7,323	7,323
Grant & Subscriptions	475	475	475	475
Miscellaneous	190	190	190	190
<b>Support Services</b>				
Management & Support Services	-	-	-	-
<b>Non Pay Efficiency Savings</b>	(19,534)	(70,184)	(70,184)	(70,184)
<b>Capital Charges</b>	1,497,016	1,497,016	1,497,016	1,497,016
<b>Total Expenditure</b>	<b>29,341,824</b>	<b>29,920,617</b>	<b>30,472,661</b>	<b>31,035,820</b>
<b>INCOME</b>				
<b>Government Grants</b>	(173,000)	(173,000)	(173,000)	(173,000)
<b>Other Grants &amp; Contributions</b>	(370,000)	(370,000)	(370,000)	(370,000)
<b>Customer &amp; Client Receipts</b>				
Fees & Charges	-	-	-	-
Rents	(20,000)	(20,000)	(20,000)	(20,000)
<b>Total Income</b>	<b>(563,000)</b>	<b>(563,000)</b>	<b>(563,000)</b>	<b>(563,000)</b>
<b>Net Expenditure</b>	<b>28,778,824</b>	<b>29,357,617</b>	<b>29,909,661</b>	<b>30,472,820</b>

**HUMBERSIDE FIRE AUTHORITY  
REVENUE ESTIMATES 2021/22  
ESTIMATE SUMMARY 1.99% PRECEPT INCREASE**

**MANAGEMENT & SUPPORT SERVICES**

	<b>Budget Proposal 2021/22 £</b>	<b>Budget Proposal 2022/23 £</b>	<b>Budget Proposal 2023/24 £</b>	<b>Budget Proposal 2023/24 £</b>
<b>EXPENDITURE</b>				
<b>Employees</b>				
Wholetime	2,961,774	3,006,249	3,066,374	3,127,701
Non-Operational	4,431,147	4,516,159	4,602,855	4,691,265
Other Pension Costs	607,442	617,271	627,297	637,523
Indirect Employees inc. Training	622,437	624,408	626,420	628,472
Employee Related Insurances	311,167	326,726	343,062	360,215
<b>Premises</b>				
Repairs & Maintenance	1,661,273	1,741,732	1,826,397	1,915,505
Energy	-	-	-	-
Rent, Rates & Water	218,726	225,135	231,774	238,654
Other Premises Costs	28,748	28,748	28,748	28,748
Premises Insurance	79,908	83,903	88,098	92,503
<b>Transport</b>				
Direct Transport Costs	1,568,130	1,611,402	1,656,135	1,702,388
Contract Hire & Operating Leases	-	-	-	-
Car Allowances & Public Transport	82,878	82,878	82,878	82,878
Transport Insurance	137,813	144,704	151,939	159,536
<b>Supplies &amp; Services</b>				
Equipment, Furniture & Materials	145,634	145,634	145,634	145,634
Catering	7,599	7,599	7,599	7,599
Clothing, Uniforms & Laundry	466,018	466,018	466,018	466,018
Printing, Stationery & General Office Expenses	2,370	2,370	2,370	2,370
Services	25,346	25,346	25,346	25,346
Communications & Computing	1,567,268	1,611,856	1,657,972	1,657,972
Expenses	37,550	37,550	37,550	37,550
Grants & Subscriptions	35,843	35,843	35,843	35,843
Miscellaneous	24,017	24,017	24,017	24,017
<b>Support Services</b>				
Support Services	199,381	199,381	199,381	199,381
<b>Capital Charges</b>	451,479	451,479	451,479	451,479
<b>Non Pay Efficiency Savings</b>	(102,347)	(366,323)	(366,323)	(366,323)
<b>Contingency</b>	-	-	-	-
<b>Total Expenditure</b>	<b>15,571,601</b>	<b>15,650,085</b>	<b>16,018,863</b>	<b>16,352,274</b>

	<b>Budget Proposal 2021/22 £</b>	<b>Budget Proposal 2022/23 £</b>	<b>Budget Proposal 2023/24 £</b>	<b>Budget Proposal 2023/24 £</b>
<b>INCOME</b>				
<b>Government Grants</b>	(3,042,149)	(2,542,676)	(2,542,676)	(2,542,676)
<b>Customer &amp; Client Receipts</b>				
Sales	-	-	-	-
Fees & Charges	-	-	-	-
Rents	-	-	-	-
Other Grants and Contributions	(529,042)	(529,042)	(529,042)	(529,042)
<b>Administration &amp; Management recharge</b>				
Administration & Management Recharge	-	-	-	-
<b>Total Income</b>	<b>(3,571,191)</b>	<b>(3,071,718)</b>	<b>(3,071,718)</b>	<b>(3,071,718)</b>
<b>Net Expenditure</b>	<b>12,000,410</b>	<b>12,578,367</b>	<b>12,947,145</b>	<b>13,280,556</b>



**HUMBERSIDE FIRE AUTHORITY  
REVENUE ESTIMATES 2021/22  
ESTIMATE SUMMARY 1.99% PRECEPT INCREASE**

**CORPORATE & DEMOCRATIC CORE**

	<b>Budget Proposal 2021/22 £</b>	<b>Budget Proposal 2022/23 £</b>	<b>Budget Proposal 2023/24 £</b>	<b>Budget Proposal 2023/24 £</b>
<b>DEMOCRATIC REPRESENTATION &amp; MANAGEMENT</b>				
<b>EXPENDITURE</b>				
<b>Transport</b>				
Public Transport	249	249	249	249
Car Allowances	4,140	4,140	4,140	4,140
<b>Supplies &amp; Services</b>				
Members Allowances	129,934	131,234	132,547	133,873
Travel & Subsistence	9,275	9,367	9,461	9,555
Grants & Subscriptions	11,800	11,800	11,800	11,800
<b>Support Services</b>				
Support Services	-	-	-	-
<b>Departmental Administration</b>				
Departmental Administration	-	-	-	-
<b>Total Expenditure</b>	<b>155,398</b>	<b>156,790</b>	<b>158,197</b>	<b>159,617</b>

**CORPORATE MANAGEMENT**

<b>EXPENDITURE</b>				
<b>Supplies &amp; Services</b>				
Audit Fees	34,001	34,341	34,684	35,031
<b>Support Services</b>				
Support Services	5,494	5,549	5,604	5,660
<b>Departmental Administration</b>				
Departmental Administration	-	-	-	-
<b>Total Expenditure</b>	<b>39,495</b>	<b>39,890</b>	<b>40,288</b>	<b>40,691</b>

**HUMBERSIDE FIRE & RESCUE SERVICE**  
**PROPOSED CAPITAL PROGRAMME**  
**2021/22 onwards**

**APPENDIX B**

	Proposed Budget 2021/22 £	Proposed Budget 2022/23 £	Proposed Budget 2023/24 £	Proposed Budget 2024/25 £
<b>Buildings</b>				
Sundry Buildings	885,000	750,000	700,000	700,000
Spend to Save Schemes				
	885,000	750,000	700,000	700,000
<b>Information Technology</b>				
Core Programme	500,000	575,000	550,000	525,000
	500,000	575,000	550,000	525,000
<b>Vehicles</b>				
Fire Appliance	1,250,000	-	750,000	750,000
Water Support Unit	210,000	-	-	-
GP Lorry/ESU	-	-	-	360,000
Driver Training Units	-	-	140,000	-
Other Vehicles				
Light Vehicles	222,000	120,000	432,000	108,000
	1,682,000	120,000	1,322,000	1,218,000
<b>Equipment</b>				
Appliances	250,000	-	150,000	150,000
Other Operational Equipment	35,100	42,000	28,000	-
	285,100	42,000	178,000	150,000
	3,352,100	1,487,000	2,750,000	2,593,000
<b>Overall Financing</b>				
Loan - Other borrowing/credit arrangements	1,952,100	487,000	1,750,000	1,593,000
Capital Grant	-	-	-	-
Capital Receipts	-	-	-	-
Revenue Contributions to Capital Outlay	1,400,000	1,000,000	1,000,000	1,000,000
	3,352,100	1,487,000	2,750,000	2,593,000

**HUMBERSIDE FIRE & RESCUE SERVICE**  
**MOVEMENT IN REVENUE RESERVES - PRECEPT 1.99%**

	<b>As at 1 April 2020 £'000</b>	<b>In Year Movements £'000</b>	<b>Projected Balance at 31 March 2021 £'000</b>	<b>Projected Balance at 31 March 2022 £'000</b>	<b>Projected Balance at 31 March 2023 £'000</b>	<b>Projected Balance at 31 March 2024 £'000</b>	<b>Projected Balance at 31 March 2025 £'000</b>
General Reserve*	5,758	353	6,111	6,185	6,168	6,121	6,126
Earmarked Reserves							
Insurance	500	-	500	500	500	500	500
The Ark - National Flood Resilience Centre	1,000	-	1,000	1,000	-	-	-
Capital Programme Funding	3,000	760	3,760	3,760	3,260	2,760	2,260
Resilience	300	-	300	300	300	300	300
ESMCP	373	(58)	315	255	195	135	-
Grenfell and Protection	-	100	100	-	-	-	-
East Coast & Hertfordshire Control Room Consortium	-	400	400	-	-	-	-
Uniform Replacement Programme	-	150	150	-	-	-	-
	<u>10,931</u>	<u>1,705</u>	<u>12,636</u>	<u>12,000</u>	<u>10,423</u>	<u>9,816</u>	<u>9,186</u>

\*Surplus or Deficit on the budget is reflected in the General Reserve

**Calculation of Precept 1.99% Increase**

<u>2020/21</u>		<u>2021/22</u>
£		£
45,224,520	Net Revenue Budget	45,088,573
44,149	Add : Contribution to/(from) General Reserve	74,197
-	Contribution to/(from) Earmarked Reserves	-
<u>45,268,669</u>	Net Budget Requirement	<u>45,162,770</u>
(17,103,763)	Less : Exchequer Assistance Formula Grant	(17,144,339)
(4,003,519)	Less : Business Rates received from Local Authority	(3,992,704)
(432,997)	Less : Council tax net collection fund (surplus)/deficit	84,213
88,831	Less : NNDR net collection fund (surplus)/deficit	37,979
<u>23,817,221</u>	Amount to be raised from Tax	<u>24,147,919</u>
274930.40	Divided by Tax Base	273321.10
<b>£86.63</b>	<b>Band D Council Tax</b>	<b>£88.35</b>
<b>1.99%</b>	<b>Precept Increase over Previous Year</b>	<b>1.99%</b>

<u>2020/21</u>	<u>Tax Band</u>	<u>2021/22</u>	<u>2021/22 Increase over -</u>	
			<u>Year</u>	<u>Month</u>
			£p	£p
57.75	<b>A</b>	58.90	1.15	0.10
67.38	<b>B</b>	68.72	1.34	0.11
77.00	<b>C</b>	78.53	1.53	0.13
86.63	<b>D</b>	88.35	1.72	0.14
105.88	<b>E</b>	107.98	2.10	0.18
125.13	<b>F</b>	127.62	2.49	0.21
144.38	<b>G</b>	147.25	2.87	0.24
173.26	<b>H</b>	176.70	3.44	0.29

<u>Collection Fund Balances</u>		<u>2021/22</u>	<u>Collection Fund Balances</u>	<u>Total</u>
£		£	£	£
153,000	East Riding of Yorkshire	10,364,639	19,953	10,384,592
137,576	Kingston upon Hull	5,474,343	(83,238)	5,391,105
87,498	North East Lincolnshire	3,923,217	54,342	3,977,559
54,923	North Lincolnshire	4,385,721	(75,270)	4,310,451
<u>432,997</u>		<u>24,147,919</u>	<u>(84,213)</u>	<u>24,063,706</u>

## Appendix E

### Analysis of responses to the Council Tax Precept Consultation for 2021/22.

	Increase at 1.99% (Online)	No increase (Online)	Increase at 1.99% (My Community Alert)	No increase (My Community Alert)	Increase at 1.99% (NextDoor)	No increase at 1.99% (NextDoor)	Increase at 1.99% (Paper copies)	No increase at 1.99% (Paper copies)	Increase at 1.99% (Instagram)	No increase at 1.99% (Instagram)	Increase at 1.99% (Twitter Poll)	No increase at 1.99% (Twitter Poll)	Increase at 1.99% (NextDoor Poll)	No increase at 1.99% (NextDoor Poll)	Total
<b>Total number of responses</b>	<b>268</b>	<b>89</b>	<b>367</b>	<b>134</b>	<b>27</b>	<b>12</b>	<b>2</b>	<b>0</b>	<b>212</b>	<b>45</b>	<b>133</b>	<b>50</b>	<b>959</b>	<b>274</b>	<b>2572</b>
<b>Employees</b>	86	7	2	0	0	0	0	0	n/a	n/a	n/a	n/a	n/a	n/a	<b>95</b>
<b>Members of the public</b>	182	82	365	134	27	12	2	0	212	45	133	50	959	274	<b>2477</b>
<b>Geographical Analysis</b>															
<b>East Riding</b>	129	37	155	56	17	8	0	0	n/a	n/a	n/a	n/a	747	211	<b>1360</b>
<b>Hull</b>	68	16	82	24	7	0	0	0	n/a	n/a	n/a	n/a	133	38	<b>368</b>
<b>N. E Lincs</b>	24	16	48	13	1	2	0	0	n/a	n/a	n/a	n/a	43	13	<b>160</b>
<b>N. Lincs</b>	44	20	82	40	2	2	2	0	n/a	n/a	n/a	n/a	36	12	<b>240</b>
<b>Out of area</b>	3	0	0	1	0	0	0	0	n/a	n/a	n/a	n/a	0	0	<b>4</b>

## **Appendix F**

### **Council Tax Precept 2021-22 Responses**

#### **Comments from those who answered YES to an increase**

11 years of underfunding is enough
14p cant buy anything else
14p makes no difference for me, but can do for you guys
14p per month is very little and if it can help the FRS i'm happy to increase my payment.
14p won't make a difference to one person but would make a huge difference to the Fire Service
29p is a small amount to pay for an excellent service
29p per year is a very small amount.
A crucial and valuable service. Can't afford to have it reduced.
A fully equipped fire service is essential.
A good fire brigade service is so important. Devastating to have a serious fire.
A good fire service is expected its just a shame the extremely high council tax we already pay does manage to keep levels of all the services the same instead levels of service are substantially less than they were in the years gone by presumably now spent on fat cat administrators
A good service that needs proper funding
A necessary service should have enough money to fund it
A necessary service.
A properly funded fire service is vital for our safety
A small amount of money for a hugely important service.
A small amount to pay individually to maintain a service we all expect just to happen. During Covid there seems to have been more news stories of incidents with people been at home and then when lockdown ended road traffic accidents. I would like to think if I or my family needed for any reason my local fire service would be there to help. For the cost of one takeaway coffee the increase would be covered good value my family say.
A small increase for a wonderful service that keeps the community safe
A small increase will help to maintain an efficient service.
A small price to pay to save lives
A vital emergency service that provides assistance to other emergency services yet has had reduces in funding for years.
A vital service needs all our support
A vital service that needs to be supported. 14p a month is a drop in the ocean. 29p is well worth paying to protect this service.
After years of funding cuts by governments I believe they need the support
All emergency services need our support
All of the emergency services care for and protect us. They deserve to be paid accordingly. 👍
All public services are under immense pressure
All services have taken a knock to their budgets over the years. They are life saving and if a small increase goes towards increasing their ability to provide this valued services, then every penny counts. To me £1 to £5 increase is not unreasonable.
All services need and deserve more in these difficult times
Although it's the average Joe that is footing the bill again, our Fire Service is an absolute must and we should support it at any cost.
Although ive never needed you. You provide a first class service
Always prepared to support fellow 9's colleagues regardless of the increase
Always there when we need you.
An critical service such as this should never be underfunded. I would pay more if needed.
An efficient and well financed service is essential

An emergency service
an emergency service we can rely on for anything
An essential service
An essential service
An essential service needs to be maintained
An excellent service required/ needed by all
An extra 10p is nothing compared to what they do
An important service for not much increase
An invaluable service.
As an employee and a tax payer I understand and appreciate the work of my colleagues and support any increase.
As it's an essential service
As long as it is used for the fire service and not wasted elsewhere by the Council
As long as its properly costed and gives value for money. Its an emergency service we cant do without
As long as it's the only increase, otherwise I'd prefer something around 8 - 10p, maximum.
As long as that is the maximum
as long we see some evidence of the fire service getting more support
As more people are staying at home due to the pandemic I would think the risk of fire and accidents in the home would rise.
As my husband is going through training to be an on call fireman in Driffield, I now understand and support all costs. Also, 30p extra per month is nothing compared to the good it can do for our community and the people who may and will need the services.
As well as providing an essential service the fire brigade also do lots of fire safety & prevention work in the community and I would support an increase to support them
At the present time it is unlikely that the government will increase the funding so it is important that local residents try and help important services
Because after years of cut backs, the fire service deserves to be properly funded to keep up their good work.
because I want them to be there , ready, at all times, in strength.
Because if and when I need to fire service, I want to make sure it's fully staffed and equipped.
Because our fire services should be respected i question the morals of the people who don't support this and question why such a small amount of money would even be questioned. To our fire service thank you for what you do and you all should be paid more
Because the fire service are an important emergency service, that deserve the extra funding for saving lives.
Because the work the fire and rescue service provides is invaluable! Please keep up the fantastic work and know there are many of us in the public who are so appreciative of all you do.
Because they deserve it
Because they do a marvellous job
because we need the service
Because we need to pay for our services, and we need to pay trumpton properly
Because you are putting your lives at risk to protect people even those who are aggressive towards you
because you're worth it
Better cover
Better funding
Better public services
Better service.
Both fire and police. Essential to our wellbeing.
Brilliant service
Cannot afford cutbacks in this area
Certainly worth the extra as you never know when you will need the service
Cheap protection for the public. You never know who will require this essential service

Common sense dictates answer
Community Safety and Rescue Services are vital
Continuous under funding and cuts of the national Fire Service which needs to change as all our blue light services are doing more than ever and taking on multiple new skills which are not funded or paid for by local government.
Costs and wages go up with inflation.
Costs are going up for everything but this service is so important.
Costs rise and efficiency savings cannot always be achieved effectively
Critical service, high quality and valued
Decrease in service would be dangerous and could result in an unavoidable death. You don't know if and when you may need the fire brigades services.
do a good job
Doesn't break the bank.
Don't want cutbacks
Don't want cuts to the service
don't want to see cuts to the service
Efficient service
Emergency services are under resourced & the increase is relatively negligible.
Emergency services are under-appreciated, 14p per month is nothing to an average household.
Emergency services have been sadly underfunded for far too long and people's lives depend on them every day. These people put their lives at risk every day and deserve to have the proper equipment to carry out their duties. Don't ask them to do a job with their hands tied behind their backs.y
Emergency Services should be funded to provide the very best service.... not taking cut upon cut and still expected to deliver. I support our Fire Service
Essential service
Essential service
Essential Service that gives value for money as well as invaluable support to other services and the community
Essential service that must not be cut
Essential service under funded
Essential service.
Essential service. Happy to pay a small amount extra.
Essential services
Essential services must be funded by all not just through wage taxation.
Essential services need all the support they can get
Essential the service level is maintained
Essential workers are worth it
Even an increase of 29p per month is affordable by most people. Worth paying to preserve the service.
Even though I feel that some council tax money is very much wasted in other areas, I realise that no money will be removed from those pots in order to fund Fire and Rescue, which is a worthwhile area to spend in. Therefore I would be happy to pay extra to see that these services are not cut.
Excellent service provided so happy to pay extra to maintain that service
Excellent service that is a necessity so for such a small amount yes we are prepared to pay more
Excellent service when needed.
Excellent value
Excellent value for money!
Expected as Covid-19 has cost money
Feel safe
Fire & Rescue is a Vital front line service that must be funded properly & adequately
Fire & rescue plaY A VERY IMPORTANT ROLE IN KEEPING OUR COMMUNITY SAFE



Fire & Rescue Service is an essential service relied upon by everyone and should therefore be supported by everyone.
Fire and rescue are invaluable
Fire and rescue deserve higher pay. this is the only way this is possible
Fire and rescue is already too thin on the ground. I would like more firefighters.
Fire and Rescue Service is very important and needs public support
Fire and rescue services have been neglected and depleted in recent years and deserve something given instead of taken like normal
Fire and Resuce personel potentially put their lives on the line to save others. 30p a month extra is so little to ask for that service.
Fire Service is a vital service and for just a couple of pounds a year extra i would happily pay to know if i need the fire service it has enough staff to attend calls
Fire service is already underfunded. Should have much more money from government too.
Fire service is an essential service
Fire service is constantly under funded
Fire service is currently under funded
Fire service is important
Fire service is vital
Fire service is vital and should not have to make cuts because of funding
Fire service provides a service that we all hope we don't have to call upon. When we do we want you to be as quick as you can be. A retained service, adequately funded, is the only way to meet these expectations.
Fire Services are massively important. For the first time in my life last year I cHad to call them as my washing machine caught fire. They were amazing. But not only that we live in an Apartment Block and they posted Fire Safety Leaflets to all Apartments. Living in an Apartment makes you so aware of Fire Safety. I was s grateful for what they did and attending so quickly. These Services have to be paid for.
Fire services are vital
Fire services should never be reduced as the difference could lead to a loss of life
Fire.service is essential ,for many reasons , saving lives ,fires ,road accidents
Firefighters deserve a pay rise for all the help they give to local communities
For an excellent service
Front line emergency services must be adequately funded
Fully funding fire service vital
Good forbid we would ever need them but in a case of an emergency we would want a fast response.
Good level of service is important. And staff should be paid properly!
Good to know you be there if needed.
Good Value
Good value
Good value
Good value
Good value
Good value
Good value for money
Govt cuts have been too deep and too long to council grants.s
Govt funding will be stretched. We will all have to pay more for many services post Covid
great people
great people, great service
Great service
great service
Great service provided, however could be made better through more partnership working.
Great service to the public

Great Service, great people
Great value for money
Great value service and you never know when you might need it
great value service provided
Great work
Great work
Happy to pay extra for fire service but not other services particularly HCC.
Happy to pay more for services we need.
Happy to pay the little extra to support the great job the fire service do
Happy to pay the small increase for a worthwhile service.
Happy to pay to help keep the community safe.
Having needed the Fire Service in the past I feel this is very worthwhile.
Hope I never need you - have only once in over 50 years - but you were timely then and need to ensure you always will be.
Humberside Fire & Rescue provide an excellent service to the area, and need to continue to invest in new equipment
Humberside fire service provide an essential service to the community. A small increase increase in council tax can ensure a high standard of service and resilience can be maintained.
I am all for increasing the service , not reducing it.
I am happy to support such a valuable service.
I am more than willing to pay an extra 14p per month for our amazing Fire and Rescue Service. The service is stretched to the limit as it is and if this helps to keep them providing an incredible outstanding and (frequently undervalued) service then I support this increase all the way.
I am willing to pay more for the Service that is provided. However, I also believe that the government should be paying more into the public sector rather than FRS' having to charge the public more.
I believe a reduction in service is not viable, we need this service and a few pence a month is nothing compared to the security of knowing they are there when we need them.
I believe our fire brigade offer an amazing service to the community
I believe that good services need to be paid for.
I believe the fire service is underfunded
I believe the FS is massively under funded and any further cuts to services would be catastrophic
I believe we should all be grateful for ALL emergency services so am willing to support them financially.
I can afford it
I can afford to pay it.
I class the Fire & Rescue Service as imperative, and I'd like to avoid any reductions to this service.
I do not mind paying a little more for police and fire.
I do not want less firemen just because of lack of funding.
I don't want to see a reduction in the fire service to the area I live in
I dont mind in creases if we know why they are going.
I DON'T WANT ANY REDUCTIONS IN THE SERVICE OR ANYONE LOSING THEIR JOBS.
I don't want services to be cut
I feel a pay increase is well overdue and this is a really good idea
I feel a properly funded service is essential in a developed and caring society.
I fully appreciate the various activities that HFRS provide - both prevention and rescue and feel reassured that the Service is there for the whole community
I know the fire brigade do so much more than attend fires and road crashes and believe they deserve additional cash.
I know the value the Fire Service gives.
I only support this if the additional money goes direct to the fire and rescue service. They are vital to keeping people safe.
I support the fire service and don't want any more cuts

I suppose we have to allow for inflation to keep up with costs in real terms
I think everyone would happy to pay an extra 14p a month, but it depends how much the council increase the tax.
i think firefighters deserve a pay rise & not a pay freeze
I think it's important to have a properly funded fire service.
I think it's a vital service that shouldn't be down graded.
I think they provide a necessary and good service, worth every penny.
i think you do a great service and you deserve all the money you get
I thinks it's a very valid reason and at the end of the day I would rather it go to good use, and for me this is what I would want my money to go on
I value the service we get and don't want to see any reduction the service we receive
I value the work that the fire and rescue teams do.
I want the best Fire and Rescue service I can be provided.
I wish to see the service continue as it is now without any cut backs
I worked for the Humberside Fire Service from 1974 to 1991 and am well aware of the challenges you face.
I would be happy to pay 10x more a month, good public services need adequate funding. Anyone who has used an emergency service would be willing to pay to maintain services and improve them.
I would happily pay upwards of £1 towards supporting the fire and rescue service. It's an essential service that everyone expects to be there when they pick up the phone and it covers such an extensive range of roles it needs supporting.
I would like to support the emergency services - they are vital to our peace of mind and save lives.
I would not like the service to get worse
I would pay a little extra for this but where will it stop, will we get email for every service asking for an increase??????
I would pay more as i believe they deserve it!
I would raise taxes in general to pay for the civic and social services we desperately need to fund.
I would rather pay more for outer front line services
I would see it as an investment in keeping our properties and lives safe, so well worth any extra.
I wouldn't even notice the amount. But a reduction in service? I hope I'm never unfortunate enough to know the impact of that. It's a no-brainer!
I wouldn't want jobs cut. It's a tiny increase
I wouldn't want any reduction in my local fire service because of lack of funding
If all it takes to keep the services running well is an extra 0.5p a day, why not agree?
If it went straight to fire service to add funding and not any of it to the local council.
If needed to continue to ensure our community and our public are safe seems a small price to pay
If that's what we need for proper cover and to be kept safe
If the government won't look after the firebregrade, then we should.
If the money goes to the fire service then it's worth it. They do an amazing job.
If the money is being well spent, I am more than happy to pay my fare share
If we want a decent service then it costs money
if we want the service we need to fund it properly
I'm a Firefighter
I'm a retired fireman, I understand & appreciate their value.
Important emergency service.
Important service
Important service that I would not like to see reduced
Important to maintain good level of service
Important to protect our services and local firefighter jobs
In times of need it is good to know that there will always be help coming.
Increase in cost

Increasing number of RTA's that require your assistance
Insurance
Invaluable service as and when needed - need to protect it
Invaluable service we need to keep and support
It is a necessary and valuable service
It is a reasonable increase for an essential service
It is a service we rely on and expect when needed
It is a small amount for such an important emergency service.
it is a small amount to pay for essential coverage
It is a small contribution which collectively if we all pay can make a difference to a much underfunded part of our public services.
It is a valuable necessary service
It is a very small increase and it is for a vital service.
It is a worthwhile cause and much needed for the staff
IT IS ABSOLUTLY ESSENTIAL WE HAVE AN ADEQUATE FIRE SERVICE ACCROSS OUR COUNTRY
it is an emergency when these services are needed and we should be prepared in the event.
It is an essential service and 14p is not a lot of money for me to pay out each month but it would help them a lot
It is an essential service and they do a dangerous and difficult job.
It is an essential service and those guys deserve pay increases I would happily pay more.
it is an essential service that has continued to suffer from a reduction in grants from central government
It is an essential service that we are lucky to have
It is an essential service, like most woefully underfunded for years
It is an essential service, the fire service do a dangerous job and so deserve the best equipment and appropriate pay. Although we rightly should fund this centrally, the local community should also contribute directly
It is an essential service for everyone
It is crucial that we maintain an adequate fire service as they are an integral part of our areas emergency planning
It is essential this service is maintained and staff are paid a living wage.
It is essential to keep the service viable
It is important to have a properly funded Fire Service
it is necessary to provide service delivery and avoid cuts in service delivery
It is vital to support these key services
It is vital to the public that we have the fire service and they deserve the extra funding
It isn't really that much and I would prefer any increase to go to our fire brigade
It provides a vital, invaluable service.
It seems a small price to pay for the cover provided.
It seems so little extra to avoid a reduction in service.
It will help maintain services not see them reduce.
It would appear to be good value to guarantee a safer and more secure environment. You couldn't get a big Mac for that.
It yes but you need to be clear on what the money is spent on. What are the proposals to be reduced should the increase not be agreed.
It's a collective insurance policy
It's a no brainer! I've a public servant for most of my life, we need to ensure our safety!
It's a nominal increment and in the words of Tesco 'every little helps'!
It's a service we must have
It's a small amount to keep the service in my opinion
It's a small sum to pay to support a vital emergency service, who do much more than just fight fires.
It's a valued service that deserves more funding.
It's a vital service, it needs more funding.

It's a vital service. Although I'd rather the funds be taken away from other services paid for in the council tax, the annual charge is already ridiculously high
It's an essential service worth paying for.
It's important to at least maintain the current level of service and not reduce it
It's important to keep the fire service going
It's important we adequately fund our public services and particularly emergency services.
It's invaluable that there is manned fire stations covering all areas.
It's less than I would pay for a coffee and it could go towards saving someone's home and life.
It's not much extra for each household to to pay for a benefit of £470k
It's not much of an increase
It's one of the emergency services and I am happy to pay the extra per month to save cuts being made and the service reduced
It's such a small amount to pay for much needed services
It's the right thing to do
It's the sensible choice
It's worth it for such an essential service.
It's worth it, however this should not be every year
It's a priority service we need and it costs money to provide a good service which is excellent
It's a service no one needs....until they need it and by that time is it too late? Seen enough tragedies in recent months with house fires on TV so another unit is a great idea. And the extra roles...yes yes yes...
It's a small increase to maintain a high standard of service
It's a small price to pay for an effective service.
It's a small price to pay for an excellent service
It's a very important service that needs to be funded properly
It's a very small price to pay for an essential service and for the amazing work they do. Thankyou
It's a vital community service.
It's an essential service
It's an essential service and not much to pay to receive it.
It's an important service
It's an important service and your not asking for much.
It's common sense to pay for an essential service, even if the C.C. cant, we are the ones who need the service more
It's important to keep the service at a decent level
It's just common sense. reducing the fire service is insane!
It's needed and the precept is the fairest way to spread the cost
It's not a lot of money for the benefit
It's not exactly a huge rise and the Fire and Rescue Services deserve decent kit to carry out the excellent service they provide.
It's such a small amount for what seems a significant impact.
keep community safe
keep or improve the level of service.
Life savers are a necessity
Life saving frontline service
Lives are risked to protect us.
Living in a small rural town the need for a good service is needed
Local services save lives
Maintain and/or improve the service
maintain high quality essential service
Maintaining a good service deserves support
Maintaining emergency services is crucial and essential

Maintains the service at current levels preventing further cuts
Minimal cost for a vital service
Minimal increase for an essential public service
Money has to be raised somehow and this seems a fair way to do it.
Money well spent on a vital service
More income leads to better options regarding staff training, recruitment and retention. Better equipment can be bought and new life saving methods developed. I'm all in favour.
My son is employed by humberside fire service
Necessary service.
Need a robust service
Need a good service that can save lives
Need to be `safe` & resources provided
Need to ensure we keep our essential Service at all times and especially at the moment as they are key workers in the fight against COVID
Need to fund the service
Need to maintain our excellent fire service and all other services increase yearly without asking what we think- so well done for that
Never know when you will need the service.
never needed the service but hope they will be there for me if needed
No price on the work they do
Not alot extra but if everyone contributed more it would make a big difference
On the scheme of things and value for money it supports an excellent service to us the general public.
One doesn't go very far but the power of many will succeed. However I do not want my contribution to be diluted by red tape costs. Dont forget the NHS.
Our fire service is a valuable service and I'm happy to support the small increase in council tax to stop any cuts being made.
Our Fire Service is vital and the government has cut it to breaking point.
Our services badly need funds
Peace of mind mainly knowing Fire and rescue are available when needed
Peace of mind.
Peanuts for reassurance
Provide more funding for firefighters
Provides a much needed service to the community which includes Road Safety seminars to all age groups.
Public services need paying for by the public. The trouble with local taxation is it hits the poorest whereas funding from central government has been raised to a large extent by income tax.
Recent years of Tory and coalition government have meant cuts to all vital public services, so it is essential for people to make up the shortfall so that public health and safety can be protected.
Reflects under investment in public sector
Reluctantly. Especially when so many people have lost jobs businesses
Rescue services are a necessity in modern Britain, a life is worth more than money.
Safer for the community
Safety
Safety
Safety and peace of mind
Safety first. My loved ones and community are important to me and having an efficient service we can rely on. 100% back this. We have lots of residential areas. Industrial estates, steelworks, motorways, airports - I know some may have their own fire service but they need back up! It's a busy area for the fire service. Let's not be cheap!
Safety has no price
Safety is paramount The insurance cover provided by our fire service is beyond question and should not be scrimped on.

Safety should be an important part of council spending and it benefits everyone to have a well funded fire service.
Security of Seervice
Security of the service
Service essential for the safety of residents and visitors
Service is important and the amount requested is trivial
Services are severely underfunded
Services that can not be reduced any further
Should be an extra £1 a month for this service
shouldnt need to explain why, if my house is burning and no one arrives then i dont think anyone would be happy.
Simply said our safety have no price, and 29p per month will not change my financial situation at all, but in whole UK household scale ill give fire services a giant support to keep doing great and hard job in the best way they can.
Small amount to pay to give a better service.
Small personal contribution for wider benefit
Small price for a worthy service
small price to pay for service provided
small price to pay to keep people safe
So no shortcuts are made to the service
Still good value for money
Still provides good value for money.
Such a little amount individually, the increase will not be noticeable, and it helps out - so not a problem!
Supporting essential services is important and in the current dire financial situation the country faces we all have a responsibility to support where we can.
The amount is trivial for a service that is vital.
The cuts in the fire service enforced by local Government cost lives. The cuts in the prevention services are the first to go and this in the long term will result in more deaths in private dwellings so of course we need to fund this service
The emergency services always do a fabulous job and need to be properly funded to carry on doing such a great job. We rely on them at the times of greatest need and they always deliver. They need full and proper funding.
The Emergency Services go above and beyond to keep the communities safe
The emergency services should get all of the funding they need.
The emergency services we need
The fire & rescue services need and deserve additional funding.
The Fire and Rescue Service is essential and we should have the best we can afford
The fire and rescue service is not a luxury but a necessity and we should be prepared to pay whatever it costs for such an essential service
The fire brigade do a great job in making the community feel safe, at all times.
The Fire Brigade is an essential service that can mean the difference between life and death. Consequently have no hesitation in investing in such services as we need well funded emergency services for the benefit of all.
The Fire Brigade is an ESSENTIAL service!! The Tory cuts are costing more than money!
The Fire Brigade provide a vital role within the community
The fire service always have provided a phenomenal service to the public, I believe they have had cutbacks but they need to be put forward, not back that's why I say yes for the increase to help our amazing, dedicated and selfless men and women and our humberside fire service.
The fire service are needed and are important they do a grand job
The Fire Service can be a life saver, the increase is literally pennies.
The fire service is a very important service which we need more of not less
The fire service is a very important thing we need.
The fire service is an essental service facing as they do a wide variety of ofte,n dangerous situations and as they work with the other emergency services.They should never have to worry about financial restrictions
The fire service is essential and a reduction of that service puts lives at risk

The fire service is such an important service, and I want to know it is there if I ever need it.
The fire service needs investment ,but also it neEd's reform as displayed in the last questions on this survey.Too much effort and time spent on pc rubbish
The fite service is an important part of our community and without we would be more at risk if they had to make cuts to services
The FRS provides good value for money and delivers an effective Service
The increase in the range of incidents now attended by Firefighters justifies this increase
The increase is so negligible it will have little effect on my finances.
The price is so low worth every penny should be 20p extra per month
The public need to understand that there are ever increasing demands on our emergency services and this resource has to be properly funded. Climate change is a case in point and with increase risk of flooding we demand more of our fire and rescue service.
The role of a firefighter is one of total dedication and commitment, the bravery they show and lives they save is amazing and should be applauded from the highest of rooftops.
The service is important and must not be reduced as this may affect public safety. I would be happy to pay more than 10-29p additional each month
The service is vital, and cannot run effiecently without funding. the amount recommended is not a great sum I am sure most peopl could afford this amount without hardship.
The service is worth the money
The service level should be maintained. However my choice is subject to NO pay or gratuities increases across ALL paybands
The Service must be adequately and appropriately funded to enable it to provide the front line service expected by the community. It cannot afford to suffer further cuts.
The service needs more funding so that more firefighters can be trained
The service requires proper funding
The services that the Fire and Rescue Service provide are imperative and I would like to try and avoid any reductions to these services.
The skill set offered by the Service is vital to safeguard, maintain and sustain the wellbeing and safety of our community.
Their work is vital to us all.
There has been a historic underinvestment in the fire service and government has let it consistently be underfunded.
There is no way we can support the service on present funding and money is expected to continue to stretch. If I definitely knew the extra money would go directly to the fire service then I fully support it. Fire protection saves lives not only in fires but traffic incidents and we never know when we might need them. This is not a luxury service it is essential. Thank you to all firefighters and back up staff for all your hard work.
There more valuable than the police in my area.
These are essential services and must be kept in place to the standard we need to keep us protected
These are essential Services undertaken by dedicated people.
These are essential services which need to be adequately funded since they save lives.
They are a valuable emergency service for our town and need our support
They are an essential emergency service often subject to attacks and abuse.
They are an essential part of emergency services, must be supported and retained.
They are emergency services we rely on, and need.
They are needed more these days and deserve all the new equipment they need and a pay rise as well they deserve it!
They do a good job
They do an amazing job and we need them!
They don't get paid enough for what they do and how important they are to the community
They earn it
They need a pay rise not maintained 🙏



They need the funding to carry on there good work.
They provide an essential and very important service
They provide an invaluable service.
They risk their lives daily to protect and help others in need.
They risk their lives to save others
They should be getting a lot more than that!
This is a much needed service and I feel it needs extra funding
This is a small amount for the service they do. We support the work they do.
This is a small increase and affordable for the majority of residents. If this can assist in providing our fire and rescue services at the same level as they are currently provided then it is a very small price to pay.
This is a small price to pay extra for a professional needed service
This is a small price to pay for the good work and suport the fire service provide
This is a trivial expense to maintain and increase protection - a "no brainer".
This is a valuable service
This is a vital service and needs to be properly funded.
This is a vital service that saves lives and helps people. It should not be reduced.
This is affordable
This is an absolutely critical life saving service
This is an essential service and gives peace of mind. It should not be under-funded.
This is an essential service and it is important that funds are available to ensure this service continues. We fully support this increase.
This is an essential service in our lives and community.
This is an essential service that needs to be properly funded. There are many less important areas the council could cut back on to add to compliment the proposed increas
This is an essential service they do brilliant job
This is an essential service we shouldn't cut back on.
This is an essential service which deserves the proper funding to provide adequate cover across the region.
This seems a small amount for such a vital service
This would be a small price to pay to maintain or increase teh good work done by our fire service
To continue being a great service to the public
To deliver an appropriate level of service to the public
To ensure 1st class safety in my area.
to ensure continued levels of service
To ensure the excellent service continues
To help fund the Fire service
To help keep everyone safe and take pressure off the service.
To help keep the service going
To help maintain the current valuable service
To help the service keep running as normal
To increase pay for firefighters. They are not paid anywhere near enough.
To keep a viable service
To keep fire engines on the road. But please ensure it is frontline services that are protected.
To keep the same level of service I would pay more
To keep the service good
To keep the service we have now
To maintain or improve on an already good level of service
To maintain the excellent service the Fire Brigade provide.
To maintain the Service that is needed to the public.
To maintain the services we have currently

To maintain the standard of cover.
To pay extra pence for an emergency service, who wouldn't
To prevent any reduction in services and the safety thy provide
To protect services
To provide a better service for the community.
To support maintaining an essential public service
To support the delivery of fire and rescue services to the necessary standard
To support the emergency services
Top class essential public service.
Valuable and essential part of our community,
Valuable essential service and negligible amount for the rise
Valuable Service
Valuable work they do.
Very good necessary service
Very important service
very important we keep the fire service at its full capability.
Very little for service provided
Very necessary service
vital service
Vital service
Vital service
Vital service
Vital service and i dont agree with cuts
Vital service to keep our communities safe. They have difficult jobs and should be rewarded more than they are
Vital service we can't do without
Vital services cost money, this money is a valuable investment for the protection of life on both those requiring the service and also those providing it.
Want to ensure there are enough resources available in case of an emergency and don't believe cuts are a good idea. HFRS do good work
We all need to help the fire service as they try to keep us safe.
We all pray that we will never need you, but are reassured that you are there in our hour of need. I would happily an extra £1 per week to ensure adequate funding for this front line service
We appreciate the service we get and don't want it reduced
We are all responsible for each other, our communities our people altogether we can make a difference
We are very grateful for the fantastic support all of our services provide for us & understand how much costs have risen
We can't afford not to have the best Fire and rescue service possibly and if pennies help we should give
We can't afford to have a decrease in our fire fighting capabilities
We have a responsibility to help provide for emergency services
We have beewn in a flood area in the past and I am concerned that it could happen again. I would wish there to be a more than adequate service to respond quickly. However I would also want to make sure the money was spent on actual service delivery rather than administration of all level include commissioner and panel.
We have more houses being built and the demographic age group of our community suggests more support services will be needed
We have to find the money from somewhere
We may all need the fire service one day and we need to.know that we have a sufficiently funded and adequately staffed fire aervice . We can't afford to put lives at risk
We must have a well equipped fire and rescue service
We must maintain at least the level of service provided now and salary levels for all members of the fire service should not be eroded

We must maintain our emergency services. You never know when it could be 'your' emergency.
We need a fire service that's fit for purpose
We need a full capacity fire crew
We need a good fire service , get rid of town council to pay for it
We need a good fire service so I am prepared to pay more.
We need a properly funded fire service
We need a sustained service not a reduction to operational provision.
We need a well maintained and fully functional fire service for everyones safety.
we need an efficient and supported Fire Service
We need fire and police
we need fire service personnel not a reduction in numbers. this is life saving work.
We need more police
we need our fire services not more government cuts from the self appreciating Tories who would prefer to give themselves pay rises instead
We need our public services and this is not a huge amount of money. I fully support the Fire and Rescue Service and want to ensure that they have the resources they need to keep up their excellent work.
we need the best service that can be provided
we need the fire service
We need the Fire Service
We need the fire service and keeping everything up-to-date - I would be willing to pay more per month
We need the fire service and they do an outstanding job for little rewards
We need the service for community safety. Given the massive debt generated in part by government incompetence dealing with CV19, we need to support our services or risk not having them there when we need them.
We need them more and more especially whilst more people are working from home, and due to the level of multi agency working operations, and the amount of people taking up need exercise routines which need the service when they get into trouble
We need this service to be at its best for all of our community. It's money well spent.
We need to ensure to maintain a high level of emergency service as if I ever need them I want them to be close by and fully functioning
WE need to fund them as best we can - and it is only likely a modest amount per head.
We need to get behind our fire & emergency services they are indispensable
We need to keep our fire service in a "fit for use" condition.
We need to keep a good fire service
We need to keep a well equipped and efficient service
We need to keep all of this service
We need to know we have an adequately resourced and funded service
We need to maintain the service
We need to support our fire and rescue services in any way we can.
We wish to support the fire service
Well worth any extra
Well worth the increase.
what is 14 pence ..nothing
When we need you we need you, No brainer!
Where would we be without this service
Whereas we hope never to need your services, we would like to know that the quality of care if ever needed was as good as it ever can be.
Why not
Why not?
Why would you not ?

Wish to maintain current levels of service
Worth every penny - thanks guys.
Worth every penny to save lives
Would be there when we needed them.
Would not like to see reduction in fire resources
Would not like to see the impact of any further cuts.
Would pay more to ensure the service is always there and prepared when or if you need them
Wouldnt miss the pence it's the extra pounds you notice
Yes
yes i would gladly pay the increase monthly to keep the services running as they are without any cutbacks.
Yes but need to shut Cleethorpes and Waltham station to save money
Yes I would pay more, our Fire Service keep the community safe for our community, providing array of services.
Yes, with the provisos that a full review of costs for the next 3 years is undertaken including salaries, empty fire stations and possible increase in funding from government.
You are under resourced and worth it
You can not put a price on safety
You get what you pay for.
You need it
You need the money to do your vital work
You never know when you are going to need this service. So pence is a very small price to pay
You never know when you might need the fire brigade in a hurry.
You never know when you will need these services, but it is reassuring to know they will be there when a crisis arrives.
You never realise they are there until you need them.
We can not cut the service of Humberside Fire and Rescue Service
We all need more protection

### Comments from those who answered NO to an increase

50% of precept does not pay for the service but pays pensions
A pay freeze on fire service pay has hit me hard
A satisfactory reason for any increase should be provided.
All government agencies must restrict spending in this extremely difficult climate so as to stand any chance of the national and local books being balanced.
All increases in the cost of living add up and become simply too much for people on a low income
All the fire service want more more more and are never satisfied
Already pay enough
Already pay too much, council dont do enough to sustain services
Already well paid
Appalling service around the Driffield area, more money for nothing I dont think so but you'll do it anyway because you can - There is no such place as Humb""side
As just about surviving now if council tax goes up god onows
As safety levels in all areas of society are improving, so the incidence levles for a fire service are reducing. Also if we agree abit more ofr Fire, then why not Police who have a better case for an increase, or social services who are really struggling with the impacts of a COVID lockdown.
Barely any whole time crews left to pay extra for. Pumps are in bare minimum staffing. What is there to pay extra for?
Because it is the same every year. Were will it stop
Because making ends meet is nigh on impossible as it is.
Because once you give the council this ability they take the "mick"

because richer people often pay less money in taxes & council tax than I do. Poorer people have been hit hardest this year, make the rich pay more!
Better division of the current council budgets should be allocated to the fire service and less on council spending like events/stationary and other none essential requirements
Budget better and cut back on waste. An external private (not local authority based) company would find effective savings.
Budgets are tight, savings should be found instead of asking for more money.
Can't afford it as on low income
Cannot afford increase.
Can't afford more tax
Can't afford to feed my kids,so might has well give in now,and really ready for my grave the way this country is run and the hitlers running it
Central government through the normal taxation process should pay for this. We need to expect them to raise more taxes from the organisations that pay little, for example, facebook, google and the super rich who often actively avoid paying their share. This government have wasted hundreds of millions of pounds on poorly managing covid contracts and allowing their friends to become richer. This money could have been used to support our essential public services.
Chief and Deputy using HFRS as personal cash cow!
Coronavirus has left everyone short of pocket this year
Cost
Council tax is already disproportionate to service received and the second largest bill after our mortgage.. Wages in public sector are too high by comparison to private sector, so focus should be on tackling this to raise extra funds. In addition, the procurement of things like gloves and masks for the fire service is careless. Huge contracts are awarded to companies, when these rated items could be sourced more competitively.
Council tax is already too expensive
Council tax is hard enough to pay now with barely any income and a disabled wife.
Council tax is to high we should be reducing it for what service we get
Council tax it the UK is the most expensive in the world!
Council tax should not have added precepts.
Council waste enough money as is. Ask them.
COVID
Covid affecting people's finances. Increases to council tax right now could lead to increased personal debt.
Covid has hit finances hard
Currently in a global pandemic and people are struggling to pay bills as it is.
Cut the governments money and not take money from the poorer people who struggle.
Cuts can be made in other areas to substitute the amount. After researching the amount that NLC waste yearly on inconsequential items not related to the public domain the funding can be made elsewhere.
Do not feel that the firemen are good value for money. Most have second jobs retire early.
dont want more tory taxes -make filthy rich pay any increase-s
Due to cut backs it will take at least 30 minutes for an appliance to reach the remains of our house in the event of a fire. Not a satisfactory service, also endangers lives
Due to lack of pay rise and every other service users bill being raised I think its ludicrous that we are asked if we want to pay more
Due to pandemic and the government's attitude towards the self employed another increase in basic costs is too much. Most people are already suffering financially and any increase is too much. Same for police proposed increase.
Due to the pandemic had a bad financial year
enough expense this year with people out of work.
Every service is wanting to increase the cost to the public when people have lost jobs or had reduced hours and pay.

Every year as householders we are expected to pay out more & more money. 14p a month does not sound like much but where will it all end. It's OK for those on universal credit who get 75% (next year 65%) off their council tax but some of us are not that much better off & having to pay the whole amount
Every year the precept rises and we are given the same rationale for doing so.
Everybody is struggling
Everyone has been affected by covid, job losses and increasing bills in general. This just causes even more stress and worry for already mounting bills in an uncertain, scary and worrying times and places even more pressure on those having to work (such as the fire service do) for no recognition or benefit. It feels like further punishment for those already paying the price
Expensive enough
Extremely low income
financial reasons
Fire Service have been a victim of their own success with fire prevention so they do not appear over stretched with genuine Fire calls.
Fire Service needs to adapt if short of funds just like the military need to do. They get cuts but still operate.
Fire service spend most the time doing nothing. The only thing the 'Fire' service is good for now is RTA's. That should be a separate department and the fire service made voluntarily.
Freeze on my husband wages
Hull City Council does not do this, I it should be within your council tax
Humberside is heavily industrialised in particular with ABP properties. I believe that the businesses which greatly benefit from the area while causing great nuisance and risk should be paying for services. There is enough chemical material stored in port facilities to launch Google into space.
I already pay band three for what is in effect a one bedroom bungalow although it is classed as three. Its the government that should pay not the residents.
I already pay thousands of pounds for a atrocious service from the council. reduce the wages of the clingons in the council
I already pay to much especially for the police who allow so many burglaries to continue and just one local policeman's would solve all because the public can tell them who is doing it
I AM A PENSIONER ON A FIXED INCOME AND I JUST CANNOT AFFORD TO PAY ANYMORE THE GOVERNMENT SHOULD BE GIVING YOU THE EXTRA YOU REQUIRE PLEASE PLEASE PLEASE DO NOT INCREASE MY PAYMENTS ANYMORE YOU HAVE TO MANAGE WITHIN YOUR BUDGETS LIKE THE REST OF US I AM TOTALLY AGAINST ANY INCREASE
I am not prepared to qualify my answer
I am not willing to finance any other activities than your key roles as firemen. To much of your work is non fire related. I pay separately for others to carry out these tasks. Would you like me to pay policemen to fight fires or council staff to cut casualties from car crashes?
I am now paying £216 per month now god knows what it will be next year, if the council have £3 million to refurbish the Bridlington town hall they could use some more waste money to fund the fire service. Finally my merchant navy pension has been frozen for the past 17 years.
I am struggling as it is. We're in debt up to our eyeballs, and everything is getting more expensive.
I believe that the council tax is about right and any increases should be inline with inflation.
I can't afford to pay more.
I do not even propose paying council tax until my freedoms to earn a living and associate are returned
I don't see anything for my money
I don't trust it will go where it should
I don't believe this would provide any additional value
I don't want to.
I feel we pay enough already
I have lost income during 2020 so cannot afford additional expenses
I have no faith in North Lincolnshire council delivering what council tax payers ask for

I live on a private estate, we pay service charges for our lighting, road repairs etc, yet we still pay the same council tax! Knock off the amount we pay in service charges and i will gladly continue to pay the same amount with the emergency services getting the extra, we have a VERY greedy council with little to show!
I live on benefit and have to pay bedroom tax
I pay enough already
I pay enough council tax for the services I receive.
I pay enough in council tax.
I pay enough out for council tax and other bills per month
I pay too much council tax already
I recognise the service and value that this increase would bring, however, with other increases already made in council tax and charging for brown bin collections for example, I would argue that tax already being incurred by home owners could be better spent and the funding allocated in value add approach.
I simply do not have any spare cash whatsoever. Some of us are on extremely tight budgets and dread the annual council tax rise.
I struggle to pay bills as it is
I think that all services will be looking for additional funds. We need to prioritise based on benefits/need (are you seeing an increase in call outs.... given that risky businesses (e.g chip shops) are not open). Versus what alternatives are there - do we need full time staff ? I thought your model was for part time?
I think we pay enough
I think we pay enough council tax every year and this year people just can't afford it going up
I would need to know precisely what the extra money was going to be spent on, and why the current amount is thought insufficient.
I would prefer a set of options on how my funds are spent
If local authorities tried to work more efficiently and prioritise important services rather than the host of fashionable "politically correct" services, then there would be sufficient funds to increase fire and rescue personnel and police officers.
if the council spent less on stupid crossings across A63 and cycle lanes and gave that to our police and fire services. But that's the Labour council for you don't look after the workers only them selfs
If you make Beverley a whole-time station I might consider it.
I'm on a limited income - pension. The government should provide adequate funds as for all services. We will be paying more taxes in years to come for Covid-19 and I feel i cannot support any voluntary increase and charity services in the future. I currently support a charity which I may need to stop. I do not want to have to sell my home due to lots of increased public charges.
In these difficult times all sectors need to cut back - cannot subside them all.
Income not increased so would be financially hit worse than last year
Incomes have not increased so cannot afford more outgoings.
Insufficient information of necessary need and/or alternatives
It's a government organisation and should be funded so. Don't you think people have enough tax to pay, everything is tax manage the organisation better do you have to be paid so much? How much is the top man on? A small fortune
It's already expensive enough
It's been a tough year for everyone. Try again next year. Every year we are asked the same question and I support it every year and whilst this year is okay for me, I know it isn't for a lot of people.
Less need for them now.
Life a struggle as it is we cannot afford it
Like a lot of other things this is just taking more because you can. With covid going to increase council tax by upto £70 your increase is beyond theft.
Like all public services you are bogged down by over payed non productive staff
My partner pays bills
My pay has been frozen by the government, that money is set in your balance sheet, so absolutely not
No

No because this would begin the increase for all other agencies included in the tax .I think this has been a difficult year for all financially.
No pay rise and cost of living rising etc will see many like myself struggling to make ends meet
no tax is all ready to high
No visible signs of added service in our area
Not justified
Not vNeed to be more proactive in the community
Not worth it.
Our town would still only have a voluntary fire service
Over £600k could be saved by not having 10 Public Safety Advocates and Support staff who are noticeably absent to the majority of the public. Reduce the administration, reduce the costs. A lot of people have earned nothing this year due to the pandemic so why should the Fire Service ask for more funding to feather its own nest.
overpaid , paid for been asleep , far too generous pension scheme while the private low paid workers work till there 67 , overstaffed , no longer risk there lives because of health and safety , refuse to do anything in there spare time constructive , needs a dramatic overhaul like everything else in the civil service while the real world struggles need i say more
overpaid council management Far too many studies paid for Ask the people their opinions more often
Pandemic has put so many people out of a job including myself. Any rise in anything will put a strain on families up and down the UK as much as it is now
Pay enough already and do not need anything extra.
Pay enough council tax for the area I'm in and seems like we only get our bins emptied by council never seen roads swept or police patrol our area so why should I have to pay any more
Pay enough council tax. Central government need to fund more.
people are struggling at the moment, many have lost jobs, a lot will not be able to afford this
Please see scandal around the chief fire officer and his deputy so wrong just plain greedy
Prevention of fire is a better course of action
RATES TOO HIGH ALREADY
Residents already pay an enormous amount of tax. The public sector needs to stop being so wasteful and start looking at efficiencies.
Residents are under enough financial strain and this will only be a part of a no doubt larger increase as per every year for a lower service
Retiring then rehiring Blacksell and Shillito
Safety advocates?
Services have been cut but we are expected to pay more? No chance
Services have been cut due to the pandemic, yet costs remain the same. I support no increase.
Simply because the money is not spent on the "front line" services, its wasted on "advocates" and "support" staff and unnecessary sections such as HR etc
Simply cannot afford to pay bills, without covid reductions pay and extra living costs. If I had the extra 10pence a month to spare, unfountaly I do not
Small price to pay for a much needed service.
Sorry no need for price hike. Cut your budgets to suit. Every one is having to face cuts. Thanks
Supported it last year, shouldn't be needed every year
Take a pay cut to save money just like what I had
That is too much extra
The amount is of no consequence, this is becoming an annual event. The fire service must take some responsibility to control their budget, not expect the council tax payees to pay more each year
The boomerang bosses should take a pay cut instead
The conservative government have drastically reduced the higher tax bands for their 'wealthy friends' since they came into power in 2010. Support needs to be increased for a government which supports the many in society instead of blaming 'individuals' and charging them the pleasure. I wish you all the best with your fundraising, how



can it be fair that the lowest earners who are already struggling to survive on minimum wage are forced to pay more for fewer services. Be aware that the lowest earners will already be the hardest hit after brexit with increasing food prices.
The council get enough money out of me and should manage their budget better if they're skint.
The council should allocate the money better and pay less staff in other areas like parks and gardens not reduce the emergency service
The Council Tax is high enough already, and will doubtless be increasing in 2021.
The council tax rises each year too large
The council tax should already cover this and is increasing anyway, I supported the last increase as I do support the fire service but I'm beginning to wonder if this is just going to be a continued trend?
the country is in a financial dilemma , people have even less money than ever , jobs are in jeopardy but increase the council tax is narrative for all services apparently , raising taxes is never the answer
The fire service is vastly under-utilised, why would I want to pay more?
The fire service need to be far more productive and provide services such as first responders to assist yas in their downtime
The Fire Service now appear to have to diversify into Fire Co-Responding and also over resourcing incidents to justify their existence. Regionalising the Ambulance Service had worked and made for a more cost effective service. Look how busy the Police and Ambulance are in comparison to HFRS, I do not support the increase.
The fire service should become more cost effective
The government should be putting more money into this service and committing to support the fire service with the money that they have. I totally support the fire service but the government should be putting more money into funding this vital service.
The money should go to the NHS or Police as their work load is much higher and they have NO down time during shift work but firemen regularly do and even get to sleep all night on their night shifts!!!!
The number of fires are decreasing. Reduce the number of full time crews rather than ask for more money from people who are already struggling financially
The overall cost of Council Tax is already extortionate and I still see a lot of money wasted. Also, the number of jobs lost or pay reduced due to COVID means most people will simply not have the money to support an increase.
The overall Council Tax bill is out of control and it just is not possible to continue with the above inflation rises every year.
The service already has lots of funding - just spent in the wrong areas.
The shenanigans around the Chief Fire Officers show clearly that the Fire Authority has more than enough money already.
The world economy is in crisis during Covid 19. People have lost their jobs and money is lacking across all public services.
There is no explanation as to why this is required. It says cuts would be necessary - but why? If actual reasons given then no issue.
they are already paid more than most and also many have second jobs, some not declared
They are already well paid. Equally deserving people have resorted to food banks. Give them a pay rise first.
They have had too much money in the past.
They have little to do in North Lincs and sleep on night shifts unlike other night workers being paid
This is not the way to fund essential services, but a consultation only means it will happen anyway no matter how many say no. You will up the precepts anyway, saying you consulted. I pay far too much council tax for the reducing services I receive.
This year has been a financial struggle for many people - jobs lost, mounting debt and yet again we see the constant demands for us to pay more yet again. Perhaps if you reviewed your very very generous pensions, the demands for additional cash would be negated.
Times are hard, you need to operate withing your budget like other businesses
Times are very hard, financially, for the majority in the area. I support the Fire Service wholeheartedly, however I beleive the funds should come from elsewhere. I would suggest that those who head the NELC themselves, and there

affiliates, take a cut in pay, more in-line with the average wage of the area they represent. I'm sure that would go along way in decreasing the shortfall needed to support the Fire Service.
To much money wasted on non operational side
Too many overpaid unnecessary seniors at the top sat in offices driving funded cars.
Too many pen pushers,get rid of some of these and put the money saved onto the front line.
Too much waste already, and little transparency
Under the current circumstances I think this would be a liberty. I respect and admire the work the Fire Service does but after 2020 many people have money problems without the Council putting more pressure on.
Until the waste in the council's expenditure is stopped, I do not see why I should condone it by paying for essential services.
wasting money on pay increases to staff rather than looking to save money
We already pay far to much
We are all skint and in a pandemic are you in touch with the real world. Perhaps the chief can take a cut!?
we are all struggling to keep a roof over our heads, as much as it may be needed your wages only stretches so far
We are already over taxed
we are paying more year on year for services that are being decimated by governmental cuts to budgets.
We cannot afford for any increase we are struggling to pay as it is. The council will need to look to make cuts elsewhere before crippling us even more
We in Hull pay extortionate amounts in Council Tax for a very poor service. I find it incredible that this question for an increase is even being asked.
We pay enough council tax it's about hull city council spent money on what's needed not throwing it away on expensive gates on expensive gste
we pay enough to the council and this should be included in what we pay them. what next pay out to have the bins emptied or have the roads swept
We pay sufficient Council Tax, the Government consistently cut council budgets why should the public fill in the gaps
We pay too much already for poor service by the council
We pay too much council tax as it is .
We would be happy to support an increase, but at a cut to other services. We feel that other services waste money on unnecessary projects that are not needed for example the steel statue in town or the arch on Frodingham Road. These are not needed to help out town safety
What do the fire service do?
What is the reason for this proposed increase? Surely, requesting more funds should be accompanied with a full explanation of why they are required!
Where does it end ????
With tough times ahead I'm on a tight budget
Without representing the figure in terms of a percentage increase as well as a literal one, it is difficult to make an informed decision. Is the increase greater or less than the rate of inflation ?
Would pay more for a service with more staff for a 3 shift system and fewer rest days
Year on year we are being asked for increases in council tax, more people are struggling to be able to to feed themselves. It is time to start cutting back the hierarchy and stop making us feel sorry for yous. This has been set out to guilt trip us all which in theses times is very unexceptable.
You are already getting your first increase for over ten years. We have never had to call on your services personally, other than the excellent open days you used to run in Scunthorpe. You should have saved some money in the pandemic because of the reduction in road traffic.
You cannot keep increasing costs to the Council Tax year on year, people cannot keep paying
You have failed to provide information on HOW the additional funding would improve current services and instead focussed on WHAT the additional funding would contribute towards with no detail of how this would benefit the tax payer.
You haven't given a reason to pay more.
You need to find savings in other areas or find other initiatives to raise money.
You waste the money given

Your boomerang fire chiefs should stop lining their own pockets
Your force are seen asleep and n nights, shopping in supermarkets and have little to do in Scunthorpe apart from wheeled bin fires.
your table doesn't show what the increase already in place for 2021/2022 is so indicating why you want additional funds.

**Humberside Fire Authority – Medium-Term Financial Plan****Overall Summary**

Since 2010/11 Humberside Fire Authority has made c. £11m of efficiencies in order to ensure the Service is in a sound financial position. All areas of the Service have been reviewed in order to make the necessary savings including operations, safety, management, support functions and discretionary non-pay. New innovative developments ESFM (Humberside) Ltd (the shared collaborative vehicle workshop with Humberside Police) and work with other partner organisations (e.g. Community Interest Companies) are generating savings and providing income for the Service. Humberside Fire Authority is financially balanced over the medium-term and well placed to manage any future financial challenges that should occur. The Authority uses the following eight objectives from the Strategic Plan 2018-21 in order to manage the finances of the Service.

**Financial Plan Objectives****Ensure the Service lives within its means**

The Fire Authority has previously made early decisions which facilitate planned and managed changes to firefighter strength and support staff structures. Non-pay expenditure is constantly reviewed. The capital replacement programme was reviewed during 2020/21. Further opportunities for efficiencies will continue to be identified and implemented. The Minimum Revenue Policy (MRP) was reviewed during 2020/21 and realised in-year savings of approximately £700k.

**Reduce and stabilise debt levels**

The capital replacement programme is regularly challenged and reviewed. Cash-flow is monitored and reviewed to ensure sufficient working capital. The aim is to maintain or reduce the Capital Financing Requirement (CFR) and levels of Public Works Loan Board (PWLb) borrowing over the medium-term by identifying other sources of funding and/or controlling capital spend (CFR was £18.3m on 31/3/19 and is now £17.9m at 31/3/20). This approach also facilitates the repayment of loans as they fall due and to not replace them therefore reducing the debt (and therefore interest) incurred by the Authority. This approach fits in with stabilising the CFR over the medium-term given that the 'financial size' of the Authority since 2011/12 has reduced due to austerity. Link Asset Services provide expert borrowing advice and option appraisal.

**Maintain a prudent level of reserves (reserves strategy)**

The Authority will review the level of the Prudent Minimum General Reserve (PMGR) and the associated risks and probability on an annual basis (each September) and present reasoning for level of General Reserves to the Fire Authority for approval.

Earmarked Reserves - These reserves are retained to fund particular items of expenditure and are reviewed each year. The planned consumption and level of these reserves is approved by the Fire Authority each February as part of the budget setting process.

Please see the description of each reserve below.

Insurance Reserve – This reserve is maintained to fund any unanticipated costs that are not covered by the Authority's insurance policies.

The Ark (National Flood Resilience Centre) Reserve – This reserve is earmarked for the Authority's contribution to the development of a bespoke flood research and training facility in collaboration with the University of Hull.

Share of ESFM (Humberside) Ltd Net Assets – This reflects the Authority's share of ESFM (Humberside) Ltd net assets at the balance sheet date.

Resilience Reserve – This can be used to fund any costs incurred to maintain and effective service during period of staff shortages (such as periods of industrial action).

Capital Funding Reserve - This reserve is provided to fund items of Capital expenditure in order to stabilise or reduce the debt burden on the Authority. This allows the Authority to maintain an effective capital replacement strategy.

Emergency Services Mobile Communications Programme (ESMCP) Reserve - This reserve is the remaining grant funding provided to transition to the new mobile communications programme.

Grenfell and Protection Reserve – This reserve is the remaining grant funding to implement the recommendations from the Grenfell tragedy and the grant funding to amend protection regulations.

East Coast and Hertfordshire Control Room Consortium Reserve – This reserve has been established to (partly) meet the expected infrastructure costs relating to the ECHCRC collaboration.

Uniform Replacement Programme Reserve – The project to replace the uniform within the service has been delayed into 2021/22, this reserve has been established to reallocate the budgeted funding into 2021/22.

COVID Reserve – This reserve is the remaining COVID19 grant funding provided by the government to meet any increased costs relating to the pandemic.

Capital Receipts Reserve - This can be only used to fund items of Capital Expenditure and is generated from end of life asset sales.

### **Undertake prudent borrowing and investment strategy**

The Authority reviews and approves its treasury management policy on an annual basis and reports against it at 30 September and 31 March each year. The Authority applies the priorities of SLY (Security, Liquidity, Yield) principles for its investments. Investments are made for a maximum of 364 days to ensure security of deposit. Borrowing is reviewed throughout the year and short-term borrowing may be taken when demanded by cash-flow, longer-term borrowing may be taken following a discussion between the Executive Director of Corporate Services/S.151 Officer and Head of Finance/Deputy S.151 Officer. Advice may also be taken from Link Asset Services.

### **Deliver value for money**

There are robust and regular reviews of financial planning, with a number of reports presented to Members throughout the year. Effective development, consultation and implementation of operational efficiency plans and the service review programme have improved the efficiency of the Service, risks and opportunities will continue to be identified to improve efficiency. External audit have issued an unqualified ISA 260 report on value for money. The Authority has between 2011/12 and 2015/16 frozen the precept and approved increases of 1.25%, 1.6%, 2.95%, 2.95% and 1.99% respectively in 2016/17, 2017/18, 2018/19, 2019/20 and 2020/21. The Procurement team within the Authority is now linking into other procurement teams on a regional and national basis and will continue to identify any collaboration or savings opportunities by purchasing with other public sector organisations. The Authority has invested significantly in the estate of the Service and has replaced four older fire stations with modern (more efficient) stations.

### **Support innovation and income generation**

The Authority created in 2012 a successful and legally separate Community Interest Company (HFR Solutions). Innovative initiatives with Health in the form of the Hull Falls Team, the Emergency First Responder programme with YAS and EMAS have been supported as well as the ground-breaking partnership with the Hull CCG in the East Hull Integrated Care Centre.

### **Make appropriate use of public money**

The Fire Authority has an effective accounting closedown timetable in place and has signed-off its audited Annual Accounts before the end of July for 2015/16, 2016/17, 2017/18 and 2018/19. The deadlines were amended for 2019/20 Accounts but achieved by the Authority despite the COVID-19 pandemic. The Authority does not foresee any problems with achieving the statutory deadline of 30<sup>th</sup> September for 2020/21 Annual Accounts. Budget Monitoring is completed quarterly and reported to the Governance, Audit and Scrutiny Committee, SLT and the Fire Authority and is published on the Authority's website. The Authority also fully complies with the Local Government transparency code.

### **Maintain sound financial control and resilience**

The Authority will achieve an unqualified (clean) audit opinion on the Annual Accounts, complete regular Internal Audit reviews and implement agreed recommendations. The Corporate Finance and Procurement section will continue to develop the knowledge and number of professionally qualified finance and procurement staff within the Service, ensure completion of continuing professional development requirements for finance and procurement staff and continue to develop the skills, knowledge and understanding of all staff within the Service.

Furthermore, resilience is drawn from an outsourced payroll service and an outsourced pensions administration service.

### **Long-term outlook**

The Authority has a balanced budget over the medium-term (based on the current set of assumptions), the revenue budget (those costs of running the Service) has been under significant pressure since 2010/11 with reductions in funding and capping of precept increases reducing the income available, however the Authority has met these challenges and improved the efficiency of the Service and has commenced recruiting whole-time firefighters for the first time in almost ten years recently and plans to continue an annual recruitment each year. Inflation (both pay and non-pay inflation) is currently starting to place demand on the resources of the Authority, any pay agreement above 2% would cause significant pressure and mean further efficiencies would need to be made.

The Authority currently has a sound level of reserves, in both the general reserve (which is held for unexpected events and is reviewed annually), and also has a number of earmarked reserves to support investment in capital, changes to the Service, uninsured losses and industrial action.

The Authority is currently in a sound financial position to face the challenges of the future.

## **FEES AND CHARGES 2021/22**

### **SUMMARY**

1. In accordance with relevant Fire Service Acts, Fire Authorities have the discretion to charge for special services performed (where there is no immediate threat of fire) and for services relating to training, fire safety and administration. The total income for the Fire Authority generated through these sources was circa £15k in 2019/20.

### **RECOMMENDATIONS**

2. That the revised charges shown in the Appendices A and B be approved with effect from 1 April 2021.

### **SPECIAL SERVICES AND OTHER CHARGES**

3. The revised charges proposed at Appendix A reflect the following:-
  - Staff related costs – charges are normally uplifted in line with the firefighters' pay award. Given that the firefighters' pay award for 2020 was 2% it is proposed that the charge is increased by 2%.
  - Non staff related costs – Charges uplifted in line with the Consumer Price Index (CPI) at September 2020 which was 0.5%.

### **PENSION SHARING ON DIVORCE**

4. Fire Service Circular 17/2001 advised Fire Authorities on the charges they may levy when dealing with cases of pension sharing involving serving members of the Firefighters' Pension Scheme or pensioners. The charges for 2021/22 will be increased in line with the local government pay award for 2020/21 of 2.75%. These charges are shown at Appendix B.

### **CONSULTATION**

5. Consultation on charging for services was carried out as part of the revised Strategic Plan for 2018-21.

### **STRATEGIC PLAN COMPATIBILITY**

6. No direct issues arising.

### **FINANCIAL/RESOURCE/VALUE FOR MONEY/ IMPLICATIONS**

7. The annual inflationary uplift of fees and charges ensures that the Fire Authority continues to recover reasonable costs for chargeable services.

## LEGAL IMPLICATIONS

8. The Authority has discretion to charge for certain services.

## EQUALITY IMPACT ASSESSMENTS/HR IMPLICATIONS

9. No direct issues arising from this report.

## CORPORATE RISK MANAGEMENT IMPLICATIONS

10. No direct issues arising but the inflationary uplift of fees and charges is good practice.

## HEALTH AND SAFETY IMPLICATIONS

11. No direct issues arising

## COMMUNICATION ACTIONS ARISING

12. No direct issues arising.

## DETAILS OF CONSULTATION

13. No direct issues arising.

## BACKGROUND PAPERS AVAILABLE FOR ACCESS

14. 2020/21 NJC Firefighter and Local Government pay rates.

## RECOMMENDATIONS RESTATED

15. That the revised charges shown in the Appendices A and B be approved with effect from 1 April 2021.

**K WILSON  
P SHILLITO**

Officer Contact: Kevin Wilson ☎ 01482 567183  
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Deputy Chief Fire Officer & Executive Director Service Delivery

Humberside Fire & Rescue Service Headquarters  
Summergroves Way  
Kingston upon Hull

KW/SE  
28 January 2021



**SPECIAL SERVICES**  
**REVISED CHARGES FROM 1 APRIL 2021**

	<b>Current Charge £</b>	<b>Revised Charge £</b>
<b>OPERATIONAL</b>		
<b>1. Personnel</b>		
Total personnel hours to be rounded up to the next hour		
Grade 1	16.75	17.00
Grade 2	17.75	18.00
Grade 3	17.75	18.00
Grade 4	18.75	19.25
Grade 5	21.25	21.75
Grade 6	24.25	24.75
Grade 7	26.25	26.75
Grade 8	29.25	29.75
Grade 9	33.75	34.50
Firefighter	34.75	35.50
Grade 10	36.75	37.50
Crew Manager	37.75	38.50
Watch Manager Training	38.75	39.50
Grade 11	41.00	41.75
Watch Manager	42.00	42.75
Watch Manager FDS	43.00	43.75
Station Manager	43.00	43.75
Grade 12	45.25	46.25
Grade 13	49.50	50.50
Grade 13a	52.00	53.00
Grade 13b	55.25	56.25
Group Manager	49.50	50.50
Station Manager FDS	50.50	51.50
Group Manager FDS	59.00	60.25
Director	85.50	87.25
Executive Director	109.25	111.50
DCFO	113.50	115.75
CFO	133.25	136.00
Total personnel hours for professional advice to be rounded to the next hour (COMAH sites)	55.00	56.00
<b>2. Vehicles</b>		
Number of hours for each vehicle to be rounded up to the next hour		
a. Pumping appliance	136.50	137.00
b. Aerials	281.00	282.50
c. Light portable pumps	45.00	45.00
Aquator, ejector, deep lifts	26.50	26.50
d. Vehicles (all classes) – training or carrying	51.00	51.50

	Current Charge £	Revised Charge £
<b>3. Equipment</b>		
Charge per day/part day (collection and return by hirer)		
a. Hose (per length)	16.50	16.50
b. Branch and nozzle	14.50	14.50
c. Salvage sheet	16.50	16.50
d. Lighting unit/generator	42.00	42.00
<b>4. Testing/repairing equipment</b>		
a. Hose testing – per length	29.50	29.50
b. Hose repairs – per patch	16.50	16.50
c. Tying-in couplings – per pair	39.00	39.00
d. Recharge cylinders	29.50	29.50
<b>5. Training</b>		
a. On-site		
b. Off-site		
<b>NON-OPERATIONAL</b>		
<b>6. Administrative</b>		
a. Copies of extracts of fire reports	98.50	99.00
b. Interviews with officers (per officer per occasion)	121.50	122.00
c. Photographs per Compact Disc	20.50	20.50
1st Hard Copy Photograph	28.50	28.50
2nd and Subsequent Photograph	3.50	3.50
<b>7. Maintenance of Fire Equipment</b>		
a. Fixed charge	15.00	15.00
b. Per item inspected	3.75	3.75
c. Hourly rate	30.00	30.00
d. Minimum charge	18.00	18.00

**CHARGES IN 2020/21 FOR INFORMATION  
RE : DIVORCE CASE ENQUIRIES AND SETTLEMENTS  
CURRENT SCHEME MEMBERS (including deferred pensioners)**

<b><u>Type of Information/Service requested</u></b>	<b>Current Charge £</b>	<b>Revised Charge £</b>
One cash equivalent transfer value (CETV) in any 12 month period (provided to scheme member)		
Further CETV in any 12 month period (charge is recoverable from scheme member)	206.00	212.00
Pension Estimate/Projection		
Other information (i.e. form E, letter from Solicitor or request from scheme member on behalf of Solicitor or Court)	103.00	106.00
<b><u>EARMARKING ORDER</u></b>		
One off initial cost for setting up (payable by - as decided by the Court Order, the payment should be enclosed when copy order sent to Corporate Finance & Procurement Section)	72.50	74.50
Payment of one off Lump Sum under the earmarking order - over and above the set up costs. (payable by the scheme member, the payment should be enclosed when the copy order sent to Corporate Finance and Procurement Section)	72.50	74.50
Periodic payments - over and above the set up cost (payable by the scheme member as an annual deduction taken from their pension in April each year)	72.50	74.50
<b><u>PENSION SHARING ORDER</u></b>		
One off set up/administrative charge (payable by - as decided by the Court Order or if not specified, by the Ex-Spouse of the scheme member, payment should be enclosed when copy Court Order sent to Corporate Finance and Procurement Section)	1,027.00	1,055.00



## MEMBERS' ALLOWANCES 2021/22

### SUMMARY

1. The Fire Authority on an annual basis considers and approves a scheme of allowances paid to its Members. The approval of the scheme is a matter for the full Authority.
2. Allowances payable to Independent Co-opted Members of the Governance, Audit and Scrutiny (GAS) Committee are aligned with the payments made to the Members when carrying out their duties as Members of the Joint Independent Audit Committee of Humberside Police and the Office of the Police and Crime Commissioner.

### RECOMMENDATIONS

3. The Authority is asked to determine its Scheme of Members' Allowances for 2021/22 (see Appendix 2).

### SCHEME OF ALLOWANCES

4. The Local Authorities (Members' Allowances) (England) Regulations 2003 made provision for Combined Fire Authorities to establish Member Allowances Schemes from May 2003.
5. The Fire Authority has frozen basic and special responsibility allowances since 2008/09.
6. Recognising that Members of the Joint Independent Audit Committee (JIAC) for Humberside Police and the Office of the Police and Crime Commissioner for Humberside are paid an attendance allowance based on the rates set by the Home Office for attendance at Appeals Tribunals, the Authority has agreed that the Independent Co-opted Members of the GAS Committee are paid on a similar basis and that they receive an annual allowance (paid monthly rather than an as attendance allowance) calculated on the same basis as that adopted for the JIAC.
7. Appendix 1 to this report sets out the current Members' Allowances Scheme, as of 1 April 2020. The Allowances forms part of the Authority's Constitution and have been published in local newspapers and on the [Authority's website](#). Under the Regulations, on 1 April (or as soon as practicable thereafter) the allowances paid to Members for 2020/21 must also be published. In addition, the new Members' Allowances Scheme for 2021/22 must be published. This also meets the requirements of the Code of Transparency introduced in 2011.
8. The Authority is asked to consider and approve a Members' Allowances Scheme for 2021/22, a proposal of which is set out at Appendix 2. The Authority is required to have regard to the recommendations made by any Independent Remuneration Panels in relation to any Authority that has an Independent Remuneration Panel that nominates Members to the Fire Authority. The Members' Allowances Schedule for the four Unitary Authorities in Humberside are available for viewing on the respective Unitary Authorities' websites.

### DISPENSATIONS

9. Guidance published by the Department for Communities and Local Government in 2013 confirmed that no dispensations were necessary for Members with regard to setting a precept.

## STRATEGIC PLAN COMPATIBILITY

10. No direct implications.

## FINANCIAL/RESOURCES/VALUE FOR MONEY IMPLICATIONS

11. The Members' Allowances Scheme has been budgeted for 2021/22.

## LEGAL IMPLICATIONS

12. None.

## EQUALITY IMPACT ASSESSMENTS/HR IMPLICATIONS

13. None.

## CORPORATE RISK MANAGEMENT IMPLICATIONS

14. None.

## HEALTH AND SAFETY IMPLICATIONS

15. None.

## COMMUNICATION ACTIONS ARISING

16. The 2021/22 Members' Allowances Scheme must be published by Public Notice on 1 April (or as soon as practicable thereafter). The actual allowances paid during 2020/21 will also be published.

## DETAILS OF CONSULTATION AND/OR COLLABORATION

17. None.

## BACKGROUND PAPERS AVAILABLE FOR ACCESS

18. The Members' Allowances Schedules for the four Unitary Authorities in Humberside are available for viewing on the respective Unitary Authorities' websites.

## RECOMMENDATIONS RESTATED

19. The Authority is asked to determine its Scheme of Members' Allowances for 2021/22 (see Appendix 2).

**M BUCKLEY  
K WILSON**

Officer Contact: Mathew Buckley ☎ 01482 393100  
Monitoring Officer/Secretary

Kevin Wilson ☎ 01482 567183  
Executive Director of Corporate Services/S.151 Officer

Humberside Fire & Rescue Service  
Summergroves Way, Kingston upon Hull

**HUMBERSIDE FIRE AUTHORITY MEMBERS' ALLOWANCES SCHEME 2020/21**

The Local Authorities (Members' Allowances) (England) Regulations 2003 made provision for Combined Fire Authorities to establish Member Allowances Schemes from May 2003.

The HFA at its meeting on 10 February 2020 agreed that the allowances be frozen at their current level for 2020/21 as set out below.

	£
1. Basic Allowance (per annum)	
All Members	4,457
2. Special Responsibility Allowances:	
a. The Chair of the Authority	11,137
b. The Vice Chair of the Authority	8,356
c. The Chairs of Committees	561
3. Independent Co-opted members of the GAS Committee	
a. Chairperson of the Committee	£1,680/year (£140 per month) *
b. All other Members of the Committee	£1,480.50 each/year (£123.375 per month) *
4. Childcare & Dependant Carer Allowances (per hour)	
a. Childcare	5.80
b. Dependant	10.40
5. Travel Allowances	
a. Car Allowances – In accordance with the National Joint Council for Local Government Services casual user rate:	
Up to 999cc	0.469**
Over 999cc	0.522**
(up to first 8,500 miles per annum, thereafter £0.144*)	
b. Motorcycle	0.240
c. Bicycle (per mile)	0.05
d. Public Transport	Actual Cost
6. Subsistence Allowances	
Actual cost not exceeding	
a. Breakfast – more than 4 hours before 11.00am	6.46
b. Lunch – more than 4 hours including 12noon to 2.00pm	8.92
c. Tea – more than 4 hours including 3.00pm to 6.00pm	3.50
d. Dinner – more than 4 hours ending after 7.00pm	11.03
e. Overnight (covering 24 hours)	
London #	136.40
Outside London	120.42
f. Out of Pocket Expenses (per night)	4.92

**Notes**

# Includes Local Government Association and Annual Fire Conferences overnight attendances outside London.

\* Based on 7 meetings a year it recognises that Members of the Joint Independent Audit Committee (JIAC) for Humberside Police and the Office of the Police and Crime Commissioner for Humberside are paid an attendance allowance based on the rates set by the Home Office for attendance at Appeals Tribunals. The Authority has agreed that the Independent Co-opted Members of the Governance, Audit and Scrutiny (GAS) Committee should be paid on a similar basis, and that they receive an annual allowance (paid monthly rather than an as attendance allowance) calculated on the same basis as that adopted for the JIAC. Mileage and bridge toll costs will continue to be met as before. The only exceptions to the above remuneration arrangements for Independent Co-opted Members of the GAS Committee will be on the very rare occasions when they might be asked to attend training arranged for them in support of their role e.g. Treasury Management training when such attendance will qualify for the one-off £26 hourly rate + travel expenses + bridge tolls. In addition, for attendance at HFA Member Days/HFA meetings, GAS Committee Members will be reimbursed for their travel expenses and bridge tolls.

\*\* Not increased by NJC since 1 April 2010

## HUMBERSIDE FIRE AUTHORITY MEMBERS' ALLOWANCES SCHEME 2021/22 - PROPOSED DRAFT 2021/22 SCHEME FOR PUBLICATION

The Local Authorities (Members' Allowances) (England) Regulations 2003 made provision for Combined Fire Authorities to establish Member Allowances Schemes from May 2003.

The Fire Authority, at its meeting of 12 February 2021, agreed that the allowances for Elected Members be frozen at their current level for 2021/22 as set out below.

	£
<b>1. Basic Allowance (per annum)</b>	
All Members	4,457
<b>2. Special Responsibility Allowances:</b>	
a. The Chair of the Authority	11,137
b. The Vice Chair of the Authority	8,356
c. The Chairs of Committees	561
<b>3. Independent Co-opted Members of the Governance, Audit and Scrutiny (GAS) Committee</b>	
a. Chairperson of the Committee	£1,680/year (£140 per month)*
b. All other Members of the Committee	£1,480.50 each/year (£123.375 per month)*
<b>4. Childcare &amp; Dependant Carer Allowances (per hour)</b>	
a. Childcare	5.80
b. Dependant	10.40
<b>5. Travel Allowances</b>	
a. Car Allowances - In accordance with the National Joint Council for Local Government Services casual user rate:	
Up to 999cc	0.469**
Over 999cc	0.522**
(up to first 8,500 miles per annum, thereafter £0.144*)	
b. Motorcycle	0.240
c. Bicycle (per mile)	0.05
d. Public Transport	Actual Cost
<b>6. Subsistence Allowances</b>	
Actual cost not exceeding	
a. Breakfast - more than 4 hours before 11.00am	6.46
b. Lunch - more than 4 hours including 12noon to 2.00pm	8.92
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d. Dinner - more than 4 hours ending after 7.00pm	11.03
e. Overnight (covering 24 hours)	
London #	136.40
Outside London	120.42
f. Out of Pocket Expenses (per night)	4.92

### Notes

\* Based on 7 meetings a year it recognises that Members of the Joint Independent Audit Committee (JIAC) for Humberside Police and the Office of the Police and Crime Commissioner for Humberside are paid an attendance allowance based on the rates set by the Home Office for attendance at Appeals Tribunals. The Authority has agreed that the Independent Co-opted Members of the GAS) Committee should be paid on a similar basis, and that they receive an annual allowance (paid monthly rather than an as attendance allowance) calculated on the same basis as that adopted for the JIAC. Mileage and bridge toll costs will continue to be met as before. The only exceptions to the above remuneration arrangements for Independent Co-opted Members of the GAS Committee will be on the very rare occasions when they might be asked to attend training arranged for them in support of their role e.g. Treasury Management training when such attendance will qualify for the one-off £26 hourly rate + travel expenses + bridge tolls. In addition, for attendance at HFA Member Days/HFA meetings, GAS Committee Members will be reimbursed for their travel expenses and bridge tolls.

\*\* Not increased by NJC since 1 April 2010

# Includes Local Government Association and Annual Fire Conferences overnight attendances outside London.



## **GENDER PAY GAP 2020/21**

### **SUMMARY**

1. This paper details the gender pay gap reporting information and supportive narrative for HFRS to meet its legislative obligations for this year's Gender Pay Gap reporting process.

### **RECOMMENDATIONS**

2. HFA are asked to take note of the content of the report and, in order to meet our obligations under the Equality Act 2010, approve: -
  - a. Submission of the data sets to the Government Gender Pay Gap Portal;
  - b. Publication of the easy read version of this report (Appendix A) on the HFRS website.

### **REPORT DETAIL**

#### **Introduction**

3. Gender pay reporting legislation requires employers with 250 or more employees to publish gender pay gap data annually. The deadline for publication is 30 March 2021 for Public Sector Organisations (for data as of 31 March 2020). Organisations must publish on their public-facing websites and report to the Government.
4. The definition of "Employees" are those staff who hold a contract of employment with the organisation; workers and agency workers; and self-employed staff if they personally perform the work.
5. The definition of "Full Pay Employees" account for any employee paid full remuneration as at 31 March 2020. It will not include staff who are paid less than their usual rate of pay, such as those staff on unpaid leave, compassionate leave, sabbatical leave or on Statutory Sick Pay or Statutory Maternity Pay.
6. The gender pay gap reporting measures are:
  - a. mean gender pay gap in hourly pay;
  - b. median gender pay gap in hourly pay;
  - c. mean bonus gender pay gap;
  - d. median bonus gender pay gap;
  - e. proportion of males and females receiving a bonus payment;
  - f. proportion of males and females in each pay quartile.

#### **Gender Pay Gap and Equal Pay**

7. The gender pay gap is a measure of the difference between the average earnings of men and women (irrespective of seniority). Equal pay is our legal obligation as an employer to give men and women equal pay for equal work.
8. An organisation can have a gender pay gap without breaching equal pay provisions

9. Our gender pay gap is not as a result of equal pay issues. We have a gender-neutral approach to pay across all levels of the organisation. For firefighter and Control roles, terms and conditions are nationally negotiated, using role maps resulting in nationally agreed pay scales. Support roles are determined locally for pay and terms and conditions using an accredited job evaluation scheme, based on the Local Government Scheme.

### Gender Pay Gap

10. The tables below detail the HFRS gender profile. The information provided in the gender profile table and subsequent tables accounts for any employee in paid full remuneration as at 31<sup>st</sup> March 2020.

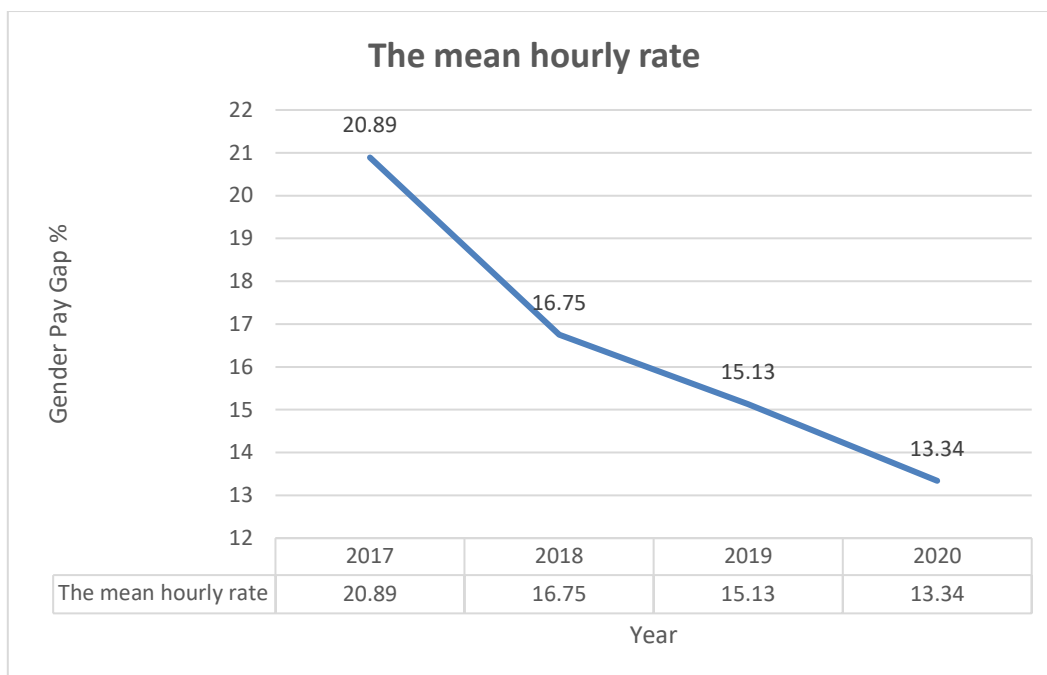
Work Group	Number of Staff 2020	%
<b>Control</b>	<b>34</b>	
Women	27	79%
Men	7	21%
<b>Support Staff</b>	<b>230</b>	
Women	140	61%
Men	90	39%
<b>Operational Staff</b>	<b>799</b>	
Women	50	6%
Men	749	94%
<b>Totals</b>	<b>1063</b>	
Women	217	20%
Men	846	80%

11. The gender profile demonstrates that there is a significantly higher proportion of men overall employed in the Service. There is a far larger volume of Operational roles within the Service and those roles are more commonly occupied by men. Women make up the larger proportion of staff in Support and Control roles.
12. The Gender Pay Gap 2020 in terms of mean hourly pay (measure 6a) is detailed in the table below: -

	Women	Men	Gender Pay Gap
The mean hourly rate	£13.24	£15.28	13.34%

13. The mean hourly rate is the average hourly wage across the entire organisation, so the mean gender pay gap is a measure of the difference between women's mean hourly wage and men's mean hourly wage. The data demonstrates that when comparing mean hourly wages, women earn 87p for every £1 that men earn, and women's mean hourly wage is 13.34% lower than men's.
14. The graph below shows the Gender Pay Gap in terms of the mean hourly rate for the last four years. The graph identifies a reduction of over 7.5 percentage points over the period. This is a significant and sustained improvement and brings the Service under the UK all employees mean Gender Pay Gap of 14.6%<sup>1</sup>.

<sup>1</sup><https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/datasets/annualsurveyofhoursandearningsashegenderpaygaptables>

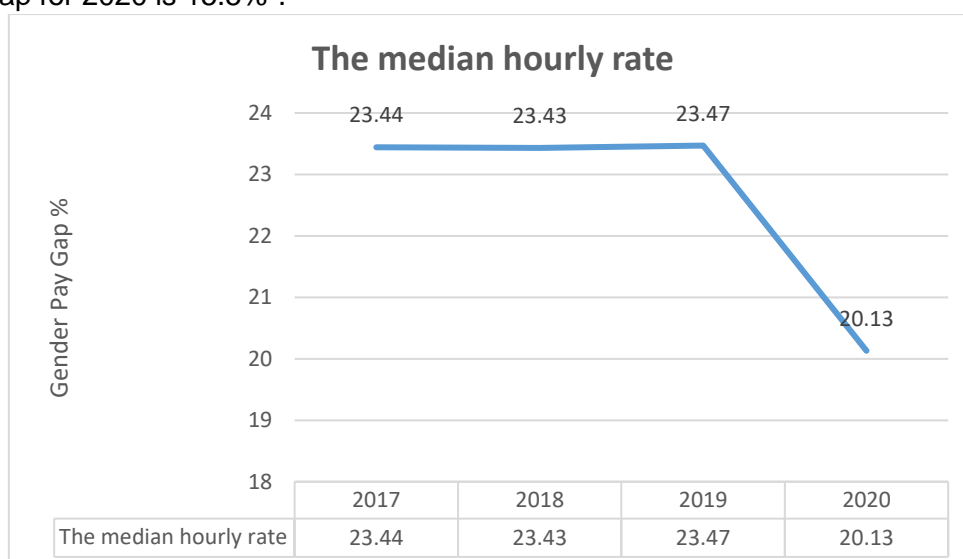


15. The Gender Pay Gap 2020 in terms of median hourly pay (measure 6b) is detailed in the table below: -

	Women	Men	Gender Pay Gap
The median hourly rate	£12.11	£14.55	20.13%

16. The median hourly rate is calculated by ranking all employees from the highest paid to the lowest paid, and taking the hourly wage of the person in the middle; so the median gender pay gap is the difference between women's median hourly wage (the middle paid woman) and men's median hourly wage (the middle paid man). Women in HFRS earn 80p for every £1 that men earn when comparing median hourly wages. Their median hourly wage is 20.13% lower than men's.

17. The graph below shows the Gender Pay Gap in terms of the median hourly rate for the last four years. There has been marked improvement with the gap closing by 3% over the last year following a period of little change. The UK all employees median Gender Pay Gap for 2020 is 15.5%<sup>2</sup>.



<sup>2</sup><https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/datasets/annualsurveyofhoursandearningsasgenderpaygaptables>

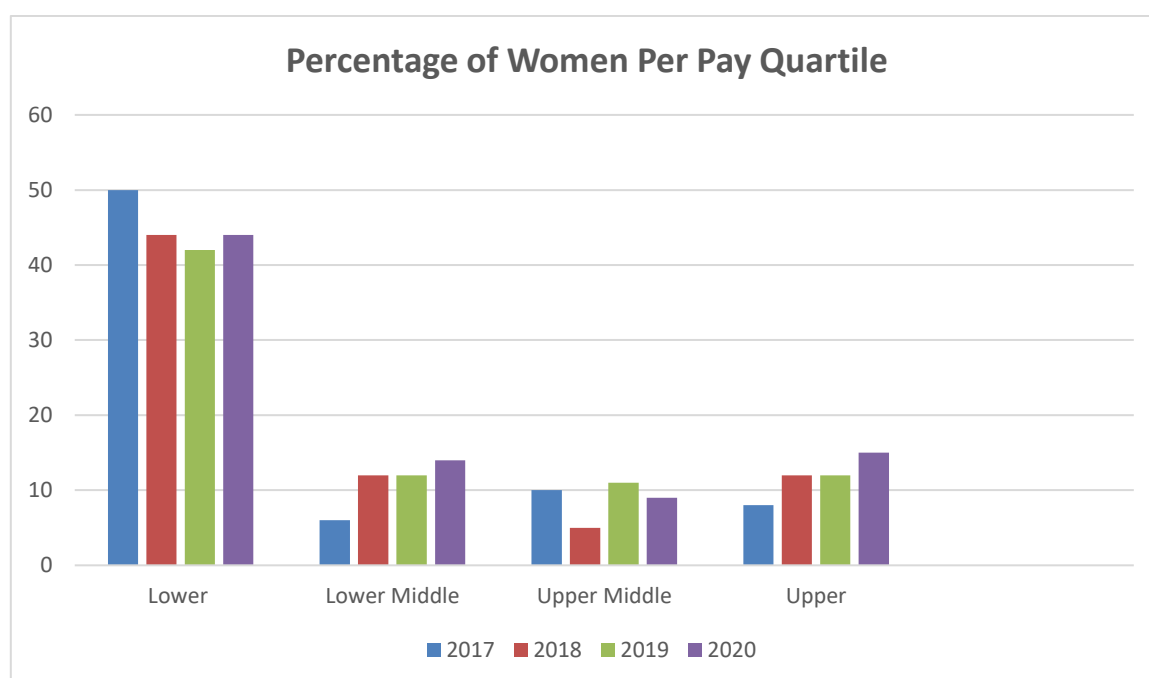
18. Staff within HFRS do not receive bonuses and as such publish a nil return for the measures identified in 6c, d & e.

19. The table below shows the percentage of women and men per pay quartile for 2020 (measure 6f): -

Quartile	Women (%)	Men (%)
Lower (0%-25%)	44	56
Lower Middle (25%-50%)	14	86
Upper Middle (50%-75%)	9	91
Upper (75%-100%)	15	85

20. Pay quartiles are calculated by splitting all employees in an organisation into four even groups according to their level of pay. Looking at the proportion of women in each quarter gives an indication of women's representation at different levels of the organisation. The data identifies that women within HFRS occupy 15% of the highest paid jobs and 44% of the lowest paid jobs.

21. The graph below compares the percentage of women per pay quartile over the last four years.



22. Over the last 4 years there has been a general decrease in the percentage of women in the lower pay quartile whilst a similar level of increase can be seen in all other quartiles. Significantly there is a sustained increase in the percentage of women in the upper quartile which includes middle manager roles and Heads of Function roles. These increases are a result of the combination of recruitment, promotion and job evaluation processes.

### **Closing the Gender Pay Gap**

23. Our gender pay gap data over the past four years shows that there are no quick and easy fixes when it comes to closing the pay gap. There are many societal reasons why more

men than women tend to occupy the highest paid roles, and closing the gender pay gap for good requires a meaningful shift in cultural norms more widely.

24. The Service has continued to work hard to address factors of attraction, recruitment and progression for women, this has been particularly challenging within a global pandemic. HFRS continues to support and play a lead role within the Regional FRS Women's Mentor Programme and HFRS have led on the design and implementation of the ongoing regional mentor CPD events.
25. The impact of COVID-19 meant that the Women in the Fire Service Training weekend was cancelled which has impacted on our ability to promote this as an active way to engage with more women in our Service. We have however sustained and grown our active Women's Development Network Forum. We have also refreshed our approach to Equality, Diversity and Inclusion which has led to emerging staff forums for Age, LGBT and Disability, with good representation from women in all areas.
26. Proposed Actions for 2021
- To continue with growing, developing and supporting Women in the Fire Service.
  - To review the "Be Our Future" Campaign and ensure all Service areas undertake appropriate positive action, in a COVID secure manner, prior to and during recruitment.
  - To seek and implement data reporting solutions so that HFRS can comply with potential future legislative requirements such as Ethnicity and Disability pay gap reporting.

#### **STRATEGIC PLAN COMPATIBILITY**

27. This paper supports two of the HFRS Strategic Plan 2018-21 objectives: Value Our People by strengthening our ability to provide an excellent service by diversifying our staff, promoting inclusion and creating a fair and equal place; and Managing the Service by ensuring equality and inclusion is part of everything we do.

#### **FINANCIAL/RESOURCES/VALUE FOR MONEY IMPLICATIONS**

28. None arising directly

#### **LEGAL IMPLICATIONS**

29. The report ensures HFRS meets its legal duty to report on its Gender Pay Gap

#### **EQUALITY IMPACT ASSESSMENT/HR IMPLICATIONS**

30. The Service will continue to work hard to address factors of attraction, recruitment and progression for women in the Service

#### **CORPORATE RISK MANAGEMENT IMPLICATIONS**

31. Approval and publication of this report will meet legal requirements and support good governance and compliance

#### **HEALTH AND SAFETY IMPLICATIONS**

32. None arising directly

#### **COMMUNICATION ACTIONS ARISING**

33. An easy read version of this report is provided at Appendix A, subject to HFA approval this version will be published on the HFRS website.

## **DETAILS OF CONSULTATION AND/OR COLLABORATION**

34. The content within this report has been discussed with the Strategic Leadership Team and, will be made available to wider workforce through publication on our internal and external websites.

## **BACKGROUND PAPERS AVAILABLE FOR ACCESS**

35. Gender Pay Gap Reports for 2019/20, 2018/19 and 2017/18

## **RECOMMENDATIONS RESTATED**

36. HFA are asked to take note of the content of the report and, in order to meet our obligations under the Equality Act 2010, approve: -
- a) Submission of the data sets to the Government Gender Pay Gap Portal;
  - b) Publication of the easy read version of this report (Appendix A) on the HFRS website.

**J KIRBY**

Officer Contact:

Sam O'Connor  
Humberside Fire & Rescue Service  
Summergroves Way  
Kingston upon Hull



HUMBERSIDE FIRE & RESCUE SERVICE

# Gender Pay Gap Report 2020/2021



Data taken on 31 March 2020

# Introduction

In the UK, public, private and voluntary sector organisations with 250 or more employees have to report on their gender pay gaps annually. The reports show the difference between the average earnings of men and women, expressed relative to men's earnings. If an organisation reports a gender pay gap, it does not mean women are paid less than men for doing the same job, but it does show that, on average, men occupy higher-paying roles than women.

Employers must report six different measures, based on a snapshot of pay data on a set date identified within Schedule 1 of The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017. The six measures are as follows:

1

## Median Gender Pay Gap

The difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees

2

## Mean Gender Pay Gap

The difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees

3

## Median Bonus Gap\*

The difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees

4

## Mean Bonus Gap\*

The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees

5

## Bonus Proportions\*

The proportions of male and female relevant employees who were paid bonus pay during the relevant period

6

## Quartile Pay Bands

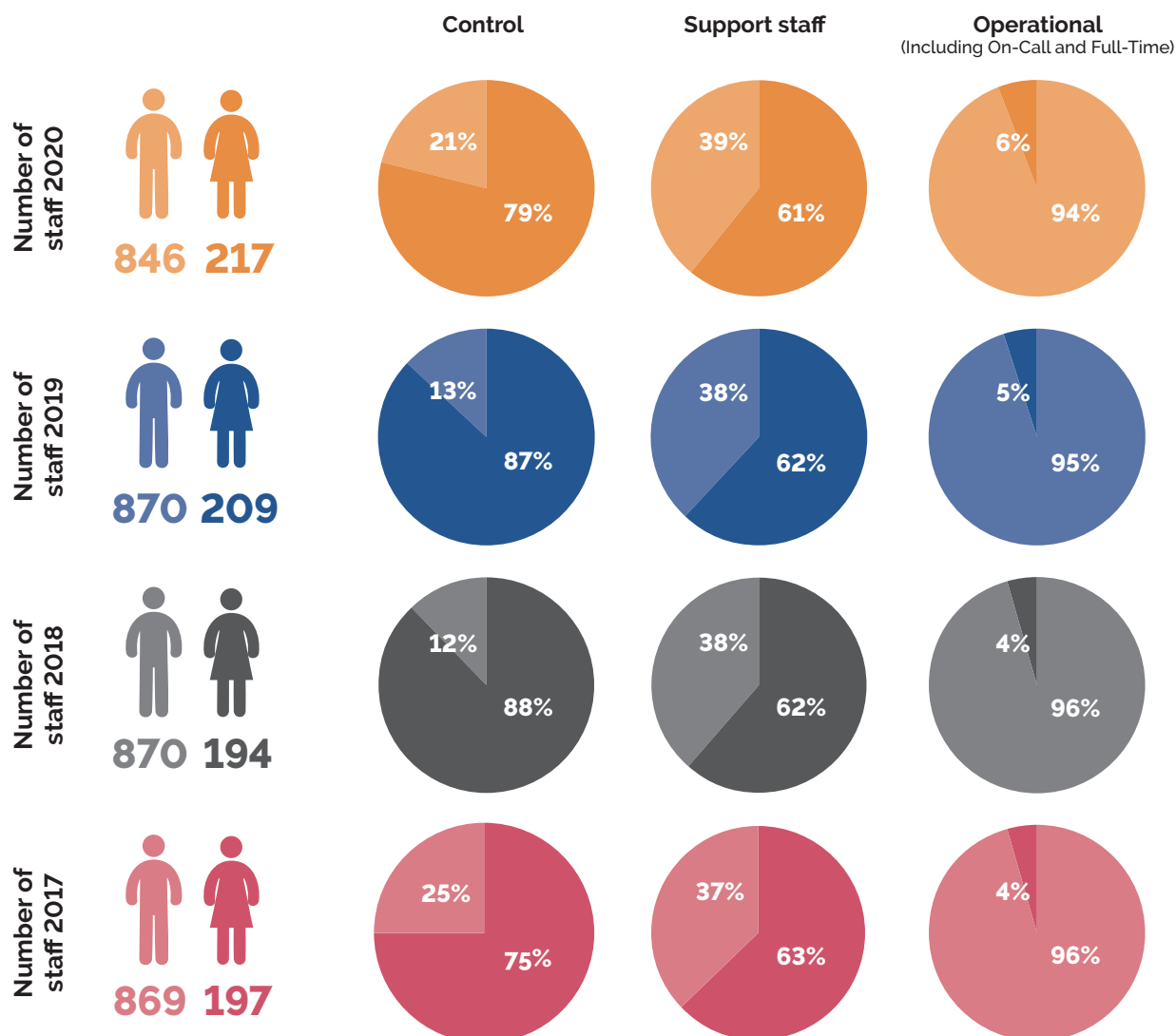
The proportions of male and female full-pay relevant employees in the lower, lower-middle, upper-middle and upper quartile pay bands.

\*Humberside Fire and Rescue Service (HFRS) do not make bonus payments and therefore have no relevant data for measures 3, 4 & 5.



# Gender Profile

HFRS employed 1,063 staff at 31 March 2020. The table below details the gender profile of HFRS.



The gender profile demonstrates that there is a significantly higher proportion of men overall employed in the Service. We have a far larger volume of Operational roles within the Service and currently those roles are more commonly occupied by men. Women make up the larger proportion of staff in Support and Control roles.

## Gender Pay Gap and Equal Pay

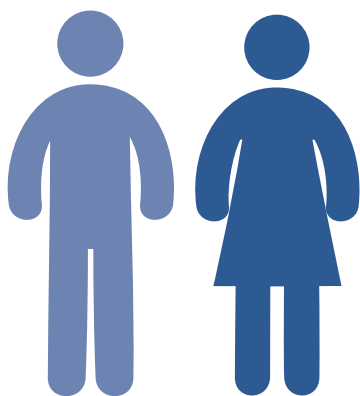
The Gender Pay Gap is a measure of the difference between the average earnings of men and women (irrespective of seniority). Equal pay is our legal obligation as an employer to give men and women equal pay for equal work. An organisation can have a gender pay gap without breaching equal pay provisions.

Our gender pay gap is not as a result of equal pay issues. We have a gender-neutral approach to pay across all levels of the organisation. For firefighter and Control roles, terms and conditions are nationally negotiated, using role maps resulting in nationally agreed pay scales. Support roles are determined locally for pay and terms and conditions using an accredited job evaluation scheme, based on the Local Government Scheme.

## Gender Pay Gap Mean hourly rate

The mean hourly rate is the average hourly wage across the entire organisation, so the mean gender pay gap is a measure of the difference between women's mean hourly wage and men's mean hourly wage. The data demonstrates that when comparing mean hourly wages, women earn 87p for every £1 that men earn, and women's mean hourly wage is 13.34% lower than men's.

### The mean hourly rate



**£15.28    £13.24**

### Gender Pay Gap

# 13.34%

When considering the mean hourly rate for the last four years, a reduction of over 7.5 percentage points is seen over the period. This is a significant and sustained improvement and brings the Service under the UK all employees mean Gender Pay Gap of **14.6%**<sup>1</sup>.

<sup>1,2</sup> [www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/datasets/annualsurveyofhoursandearningsashegenderpaygaptables](https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/datasets/annualsurveyofhoursandearningsashegenderpaygaptables)

## Gender Pay Gap Median hourly rate

The median hourly rate is calculated by ranking all employees from the highest paid to the lowest paid, and taking the hourly wage of the person in the middle; so the median gender pay gap is the difference between women's median hourly wage (the middle paid woman) and men's median hourly wage (the middle paid man). Women in HFRS earn 80p for every £1 that men earn when comparing median hourly wages. Their median hourly wage is 20.13% lower than men's.

### The median hourly rate



**£14.55    £12.11**

### Gender Pay Gap

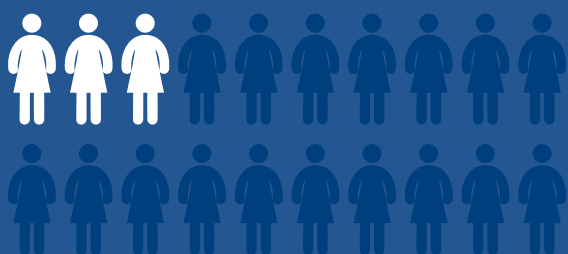
# 20.13%

Data for the last four years identifies that there has been marked improvement with the gap closing by 3% over the last year following a period of little change. The UK all employees median Gender Pay Gap for 2020 is **15.5%**<sup>2</sup>.

# Quartiles

Pay quartiles are calculated by splitting all employees in an organisation into four even groups according to their level of pay. Looking at the proportion of women in each quarter gives an indication of women's representation at different levels of the organisation. The data identifies that women within HFRS occupy 15% of the highest paid jobs and 44% of the lowest paid jobs.

**Women within HFRS occupy 15%**

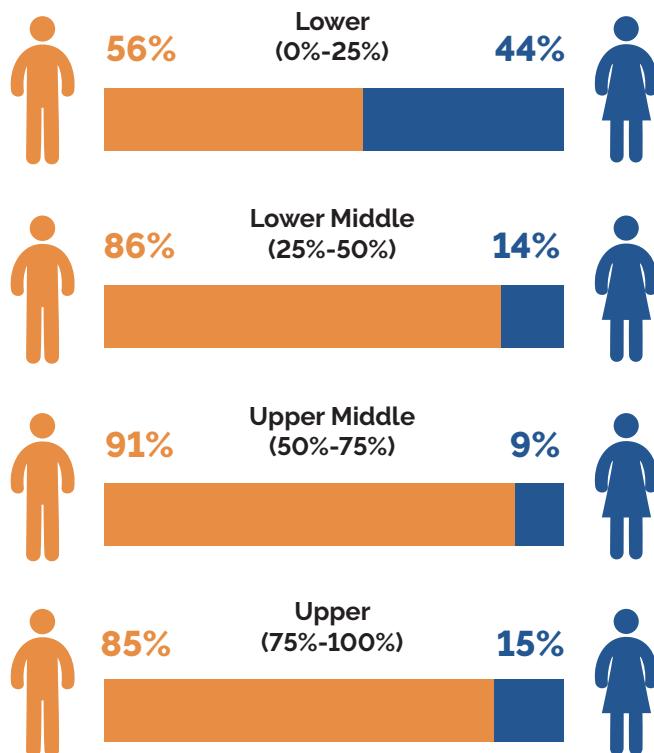


**of the highest paid jobs and**

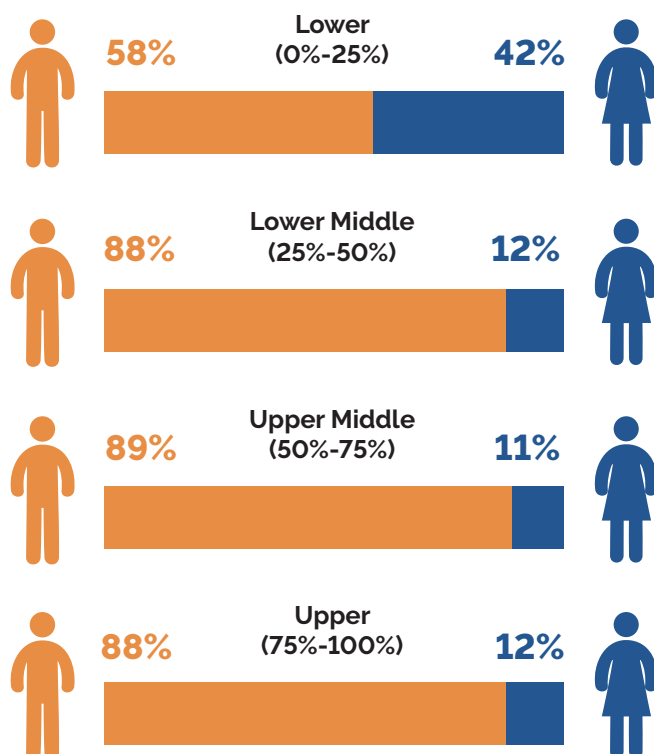
# 44%

**of the lowest paid jobs**

## Pay quartiles 2020/2021



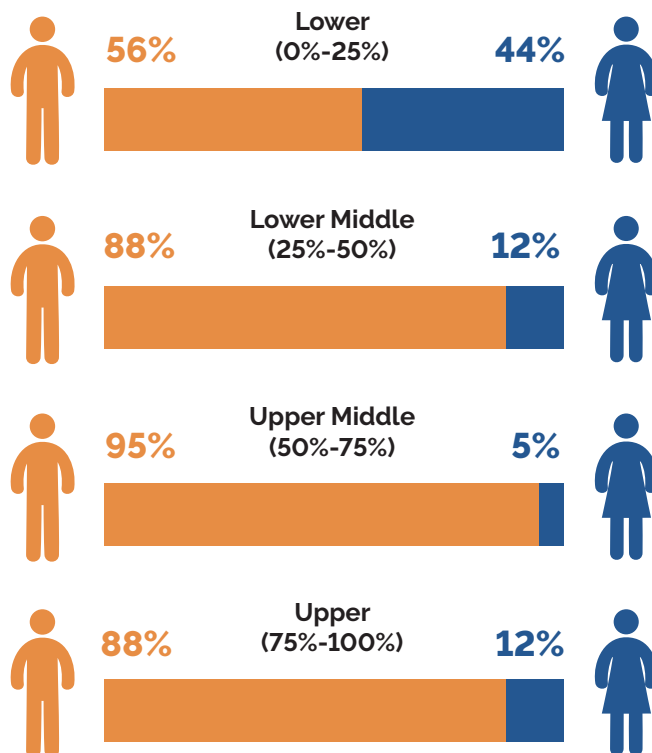
## Pay quartiles 2019/2020



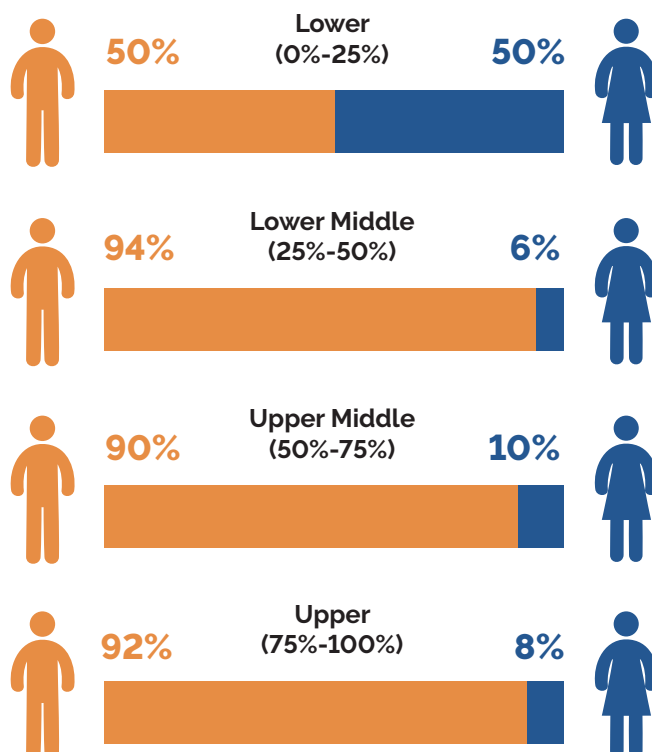
# Quartiles continued

Over the 4 years there has been a general decrease in the percentage of women in the lower pay quartile whilst a similar level of increase can be seen in all other quartiles. Significantly there is a sustained increase in the percentage of women in the upper quartile which includes middle manager roles and Heads of Function roles. These increases are a result of the combination of recruitment, promotion and job evaluation (re-grades) processes.

## Pay quartiles 2018/19



## Pay quartiles 2017/18



# Closing the Gender Pay Gap

Our gender pay gap data over the past four years shows that there are no quick and easy fixes when it comes to closing the pay gap. There are many societal reasons why more men than women tend to occupy the highest paid roles, and closing the gender pay gap for good requires a meaningful shift in cultural norms more widely.

The Service has continued to work hard to address factors of attraction, recruitment and progression for women, this has been particularly challenging within a global pandemic. HFRS continues to support and play a lead role within the Regional FRS Women's Mentor Programme and HFRS have led on the design and implementation of the ongoing regional mentor CPD events.

The impact of COVID-19 meant that the Women in the Fire Service Training weekend was cancelled which has impacted on our ability to promote this as an active way to engage with more women in our Service. We have however sustained and grown our active Women's Development Network Forum. We have also refreshed our approach to Equality, Diversity and Inclusion which has led to emerging staff forums for Age, LGBT and Disability, with good representation from women in all areas.

