

HUMBERSIDE FIRE AUTHORITY

12 FEBRUARY 2021

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 and Randall

Representing North East Lincolnshire Council:

Councillors Barfield, James and Shepherd

Representing North Lincolnshire Council:

Councillors Briggs (*Chairperson*) and Sherwood

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, Jason Kirby - Temporary Director of People and Development, Paul McCourt - Director of Service Delivery, Steve Topham - Director of Service Delivery Support, Niall McKiniry - Director of Service Improvement, 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 7/21) and Andrew Smith were in attendance as observers.

External Auditor

Gavin Barker - Director - Public Services (Mazars) (presented Minutes 9/21 and 10/21)

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

TRIBUTE TO FORMER COUNCILLORS - The Authority paid tribute to former Councillors Peter Turner and Frank Kitchen, former Members of the Fire Authority, who had recently passed away.

1/21 APOLOGIES FOR ABSENCE - Apologies for absence were submitted from Councillors Grant, Singh, Swinburn and Waltham MBE, and Keith Hunter - Police and Crime Commissioner for Humberside Police.

2/21 DECLARATIONS OF INTEREST - No declarations were made.

3/21 MINUTES - Resolved - That the minutes of the meeting of the Authority held on 7 December 2020 be received as a correct record.

4/21 QUESTIONS BY MEMBERS - There were no questions.

5/21 PETITIONS AND DEPUTATIONS - No petitions or requests for a deputation had been received under Rule 13, Part 4 of the Constitution.

6/21 COMMUNICATIONS - The following communication was reported:

- (i) **HFRS Solutions CIC Report** - The Chair had received a report from HFRS Solutions CIC which he would share with Members of the Authority for information.

7/21 DRAFT MINUTES OF GOVERNANCE, AUDIT AND SCRUTINY (GAS) COMMITTEE - 25 JANUARY 2021 - Doug Chapman, Chairperson of the Governance, Audit and Scrutiny Committee, presented the draft minutes of the meeting of the Committee held on 25 January 2021.

Resolved - That the draft minutes of the Governance, Audit and Scrutiny (GAS) Committee held on 25 January 2021 be received, subject to the Deputy Chief Fire Officer being marked as present.

8/21 DRAFT MINUTES OF PENSION BOARD - 1 FEBRUARY 2021 - Councillor Shepherd, Chairperson of the Pension Board, presented the draft minutes of the Pension Board meeting of 1 February 2021.

Resolved - That the draft minutes of the Pension Board held on 1 February 2021 be received.

9/21 EXTERNAL AUDIT - ANNUAL AUDIT LETTER - YEAR ENDING 31 MARCH 2020 - External Audit (Mazars) submitted its Annual Audit Letter that summarised the work undertaken as the auditor for Humberside Fire Authority (the Authority) for the year ended 31 March 2020.

Audit of the financial statements - Unqualified opinion

The auditor's report issued on 27 November 2020 included the opinion that the financial statements:

- gave 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
- had been prepared properly in accordance with the CIPFA/LASAAC Code of Practice on Local Authority Accounting in the United Kingdom 2019/20

Other information published alongside the audited financial statements

The auditor's report included our opinion that the other information in the Statement of Accounts was consistent with the audited financial statements.

Value for money conclusion - Unqualified opinion

The auditor's report concluded its satisfaction that in all significant respects, the Authority had put in place proper arrangements to secure economy, efficiency and effectiveness in its use of resources for the year ended 31 March 2020.

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

Resolved - That the Annual Audit Letter (Year Ended 31 March 2020) be received.

10/21 EXTERNAL AUDIT - AUDIT PROGRESS REPORT - JANUARY 2021 - External Audit (Mazars) submitted an update on the progress in delivering its responsibilities as the external auditors.

Mazars completed its 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. A follow up letter to the Audit Completion Report was submitted to an extraordinary meeting of the Fire Authority on 27 November 2020.

Having presented the Annual Audit Letter as a separate agenda item under Minute 9/21 of this meeting Mazars had now commenced its audit planning for the 2020/21 audit and would present the Audit Strategy Memorandum to the Fire Authority on 12 March 2021. Regular discussions had been held with the Authority's Executive Director of Corporate Services/S.151 Officer which had helped the auditors keep up to date with emerging issues that might impact on the external audit.

The changes to the reporting requirements means that from 2020/21 external audit would no longer include a value for money conclusion in the Financial Statements Audit Report. Mazars would report its commentary on the Authority's arrangements to deliver value for money in a new Auditor's Annual Report (which replaced the Annual Audit Letter). The National Audit Office (NAO) Code required that where auditors identified weaknesses in the Authority's arrangements they should report recommendations to the Authority promptly through the year.

In carrying out its work Mazars would comply with the NAO's guidance on value for money work, which identified 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.

As a result of the Redmond Review, the audit completion date for future years would now move to end of September.

Resolved - That the report be received.

11/21 MANAGEMENT ACCOUNTS - PERIOD ENDING 31 DECEMBER 2020 - The Executive Director of Corporate Services/S.151 Officer submitted a report that highlighted the current financial position based on information to 31 December 2020.

The summary estimated outturn position for the current financial year based on information to 31 December 2020 was 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

In arriving at the estimated outturn position for the revenue budget (an underspend of £309k) some important provisions had been made for revenue projects that would require funding to be carried forward into 2021/22. Specifically these were:

- £150k to meet the costs of the Uniform Replacement Project which would 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 was the third set of Management Accounts for the 2020/21 financial year and the final update for the year would be brought to the Authority based on the period ending 28/2/21.

Further details on all of areas were available electronically alongside the agenda papers on the [Fire Authority's website](#).

Resolved - That the report be received.

12/21 2021/22 PRECEPT AND MEDIUM-TERM FINANCIAL PLAN 2021/22 TO 2024/25 - The Executive Director of Corporate Services/S.151 Officer submitted a report that proposed the setting of the precept for 2021/22 and the Authority's Budget for 2021/22 onwards.

The report had 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.

The decision on the 2021/22 precept for Humberside Fire Authority has to be taken in the light of a number of significant factors:

- The Government had set a referendum threshold for 2021/22 of 2 per cent for Humberside Fire Authority. Therefore, any increase at or above this level would require a Humberside area-wide referendum in support. Clearly, there would be a significant cost attached to any such referendum.
- The Authority had 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 per cent in 2016/17, 1.6 per cent in 2017/18, 2.95 per cent in 2018/19 and 2019/20 and 1.99 per cent in 2020/21.
- The Authority had suffered a historic reduction in Government support over 2011/12 to 2020/21. Much had been done to respond to this, but the fact remained that the Authority had lost circa £11m of its funding from Government over this period. Future funding settlements beyond 2021/22 were likely to be very constrained for unprotected services such as Fire and Rescue.
- Concerns in the medium-term over council tax income and business rates income due to the COVID-19 pandemic meant that sustaining as much as possible the Authority's local income source through council tax precept was vitally important.

The Authority ran a public consultation for the 2021/22 council tax precept (an analysis of the responses was set out at Appendix E of the report). For 2021/22 options of 0 per cent and a 1.99

per cent increase were put forward. The Service had generated an excellent level of engagement on the issue and the responses in summary were 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%

In broad terms the budget for 2020/21 to 2023/24 was 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.

High level objectives for delivering the Service's Medium-Term Financial Plan had been set as part of the current Strategic Plan 2018-21. The narrative outlined at Appendix G of the report set out in more detail the outcomes that were anticipated for each of the objectives that had been agreed for the sound running of the Service's finances.

The Authority's reserves consisted 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).

The Authority's budget was 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 had been achieved whilst simultaneously maintaining a high standard of service to the community and in particular the Authority's high response standards.

Proposed by Councillor Smith and seconded by Councillor Sherwood, and

Resolved - (a) That the 2021/22 precept be approved at a 1.99 per cent level higher than the 2020/21 level, and

(b) that Appendices A (Revenue Budget), B (Capital Programme), C (Reserves) and D (Precept), as attached at Appendix 1 of these minutes, be approved.

Voting was by way of recorded vote

For: Councillors Barfield, Briggs, Chadwick, Chambers, Dad, Davison, Dennis, Fox, Green, James, Jefferson, McMurray, Nicola, Randall, Shepherd, Sherwood, Smith and West

Against: None

Abstain: None

For: 18

Against: 0

Abstain: 0

13/21 FEES AND CHARGES 2021/22 - The Executive Director of Corporate Services/S.151 Officer and Chief Fire Officer/ Executive Director Service Delivery submitted a report that set out the proposed revised charges for 2021/22.

In accordance with relevant Fire Service Acts, Fire Authorities had the discretion to charge for special services performed (where there was 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.

The revised charges proposed at Appendix A of the report reflected the following:

- Staff related costs - charges were normally uplifted in line with the firefighters' pay award. Given that the firefighters' pay award for 2020 was 2 per cent it was proposed that the charge is increased by 2 per cent.
- Non staff related costs - Charges uplifted in line with the Consumer Price Index (CPI) at September 2020 which was 0.5 per cent.

Fire Service Circular 17/2001 advised Fire Authorities on the charges they might levy when dealing with cases of pension sharing involving serving members of the Firefighters' Pension Scheme or pensioners. The charges for 2021/22 (as set out at Appendix B) would be increased in line with the local government pay award for 2020/21 of 2.75 per cent.

Resolved - That the revised charges as set out at Appendices A and B of the report be approved with effect from 1 April 2021.

14/21 MEMBERS' ALLOWANCES 2021/22 - The Executive Director of Corporate Services/ S.151 Officer and Monitoring Officer/ Secretary submitted a report that proposed a Members' Allowances Scheme for 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 Authority had frozen the basic and special responsibility allowances for Members since 2008/09.

Recognising that Members of the Joint Independent Audit Committee (JIAC) for Humberside Police and the Office of the Police and Crime Commissioner for Humberside were paid an attendance allowance based on the rates set by the Home Office for attendance at Appeals Tribunals, the Authority had agreed that the Independent Co-opted Members of the Governance, Audit and Scrutiny (GAS) Committee were paid on a similar basis and that they received an annual allowance (paid monthly rather than an as attendance allowance) calculated on the same basis as that adopted for the JIAC.

Appendix 1 of the report set out the current Members' Allowances Scheme, as of 1 April 2020. The Authority was asked to consider and approve a Members' Allowances Scheme for 2021/22, a proposal of which is set out at Appendix 2 of the report. The Authority was required to have regard to the recommendations made by any Independent Remuneration Panels in relation to any Authority that had an Independent Remuneration Panel that nominated Members to the Fire Authority. The Members' Allowances Schedule for the four Unitary Authorities in Humberside were available for viewing on the respective Unitary Authorities' websites.

Proposed by Councillor Briggs and seconded by Councillor Green, and

Resolved - (a) That the basic and special responsibility allowances for Members continues to be frozen, and

(b) that the Members' Allowances Scheme for 2021/22 (as set out at Appendix 2 of the report) be approved.

Councillor Nicola wished it to be recorded that she voted against the resolution.

15/21 GENDER PAY GAP 2020/21 - The Temporary Director of People and Development submitted a report detailing 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.

Gender pay reporting legislation required employers with 250 or more employees to publish on their public-facing websites and report to the Government gender pay gap data annually. The

deadline for publication was 30 March 2021 for Public Sector Organisations (for data as of 31 March 2020).

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

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

The table below detail the Service's gender profile. The information provided in the gender profile table accounted for any employee in paid full remuneration as at 31 March 2020.

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

The gender profile demonstrated that there was a significantly higher proportion of men overall employed in the Service. There was a far larger volume of Operational roles within the Service and those roles were more commonly occupied by men. Women made up the larger proportion of staff in Support and Control roles.

The Gender Pay Gap 2020 in terms of mean hourly pay (measure 6a) was as follows:

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

The Service's gender pay gap data over the past four years showed that there were no quick and easy fixes when it came to closing the pay gap. There were many societal reasons why more men than women tended to occupy the highest paid roles, and closing the gender pay gap for good required a meaningful shift in cultural norms more widely.

The Service had continued to work hard to address factors of attraction, recruitment and progression for women - this had been particularly challenging within a global pandemic. The Service continued to support and play a lead role within the Regional FRS Women's Mentor Programme and the Service had 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 had impacted on the Service's ability to promote this as an active way to engage with more women. There was, however, a sustained and growing active Women's Development

Network Forum and the Service's approach to Equality, Diversity and Inclusion had been refreshed which had led to emerging staff forums for Age, LGBT and Disability, with good representation from women in all areas.

The following actions were proposed 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 the Service can comply with potential future legislative requirements such as Ethnicity and Disability pay gap reporting.

Discussion ensued on the job evaluation scheme process and support provided to women on maternity leave to ensure they were not disadvantaged with career progression and training.

The Authority acknowledged the positive direction of travel in tackling the Gender Pay Gap subject.

Resolved - (a) That the data sets be submitted to the Government Gender Pay Gap Portal, and

(b) that the easy read version of the Gender Pay Gap Report 2020/21 (as attached at Appendix A of the report) be published on the Authority's website.

16/21 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).

A recent staff survey carried out by HMICFRS as part thematic COVID-19 inspection in October 2020 had indicated an improved Service position compared with results of the round one HMICFRS inspection. However, it was pointed out the surveys were slightly different in terms of the questions asked. A document comparing the survey results was previously circulated to Members.

HMICFRS had published a thematic inspection report (on London Fire Brigade) which focussed on how the Brigade had performed post-Grenfell Phase 1 Recommendations (of which only 4 of the 29 had been able to be implemented, largely due to the impact of Covid-19). A specific Member Day would take place in the future to fully consider the outcomes of recommendations made in the Grenfell report and the Authority's current position in meeting those recommendations. By the middle of the year it was expected that all recommendations will have been actioned by the Service.

The national Annual State of Fire 2020 report was expected to be published in next few weeks.

The Service had previously 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.

It was queried why the transition from Stay Put to Get Out was taking so long to implement in relation to the HMICFRS London Fire Brigade report. Whilst work was ongoing nationally to determine a definitive position, locally the HFRS had moved on this issue and issued clear guidance to all staff as an interim measure. Once the national guidance was published, the Service would further adapt its position.

Resolved - That the update be noted.

17/21 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.

Infection rates appeared to be plateauing across Authority area but infection rates still remained high. Sickness levels across Service had started to see a slight increase with 24 staff impacted by Covid-19. There were 15 staff who were in the extremely vulnerable category and currently working from home.

The impact of sickness levels relating to Covid-19 on Service delivery had been minimal. To date, just short of 60 fire fighters had been vaccinated.

Staff continued to provide support to the ambulance services and lateral flow testing. Staff had and currently were supporting the planning and delivery of vaccinations at KCOM Stadium and Hull City Hall.

The most recent staff impact assessments had just completed to ensure all staff were supported as best they could be during this period.

The Authority commended all staff across the Service for their work during this challenging period.

Resolved - That the update be noted.

APPENDIX A

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

	Budget Proposal 2021/22 £	Budget Proposal 2022/23 £	Budget Proposal 2023/24 £	Budget Proposal 2024/25 £
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
Net Cost of Service	44,234,526	45,437,258	46,421,849	47,383,448
Interest Payable and Similar Charges	661,343	661,386	626,749	627,597
Less - Interest Receivable	(40,000)	(40,000)	(40,000)	(40,000)
Net Operating Expenditure	44,855,869	46,058,644	47,008,598	47,971,045
Amounts included in the Income & Expenditure Account but required by statute to be excluded when determining the Movement on the General Fund Balance for the year :				
Depreciation and Impairment of Fixed Assets	(1,958,844)	(1,958,844)	(1,958,844)	(1,958,844)
Grants & Contributions Deferred Amortisation	-	-	-	-
Amounts not included in the Income & Expenditure Account but required by statute to be included when determining the Movement on the General Fund Balance for the year :				
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
Transfers to or from Fund Balances that are required to be taken into account when determining the Movement on the General Fund Balance				
Contribution to/(from) General Reserve	74,197	(16,861)	(47,266)	4,564
Budget Requirement	45,162,770	46,304,308	47,273,796	48,416,052
Financed by :				
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
	45,162,770	46,304,308	47,273,796	48,416,052

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

COMMUNITY FIRE SAFETY

	Budget Proposal 2021/22 £	Budget Proposal 2022/23 £	Budget Proposal 2023/24 £	Budget Proposal 2023/24 £
EXPENDITURE				
Employees				
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
Premises				
Repairs & Maintenance	-	-	-	-
Transport				
Direct Transport Costs	-	-	-	-
Contract Hire & Operating Leases	-	-	-	-
Supplies & Services				
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
Support Services				
Management & Support Services	-	-	-	-
Non Pay Efficiency Savings	(5,388)	(18,858)	(18,858)	(18,858)
Capital Charges	10,349	10,349	10,349	10,349
Total Expenditure	3,362,379	3,406,574	3,468,538	3,531,744
INCOME				
Government Grants	-	-	-	-
Other Grants & Contributions	-	-	-	-
Customer & Client Receipts				
Fees & Charges	(101,980)	(101,980)	(101,980)	(101,980)
Total Income	(101,980)	(101,980)	(101,980)	(101,980)
Net Expenditure	3,260,399	3,304,594	3,366,558	3,429,764

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

FIRE FIGHTING & RESCUE OPERATIONS

	Budget Proposal 2021/22 £	Budget Proposal 2022/23 £	Budget Proposal 2023/24 £	Budget Proposal 2023/24 £
EXPENDITURE				
Employees				
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
Premises				
Repairs & Maintenance	-	-	-	-
Energy Costs	-	-	-	-
Rent, Rates & Water	754,906	770,004	785,404	801,112
Transport				
Operating leases	-	-	-	-
Car Allowances & Public Transport	-	-	-	-
Supplies & Services				
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
Support Services				
Management & Support Services	-	-	-	-
Non Pay Efficiency Savings	(19,534)	(70,184)	(70,184)	(70,184)
Capital Charges	1,497,016	1,497,016	1,497,016	1,497,016
Total Expenditure	29,341,824	29,920,617	30,472,661	31,035,820
INCOME				
Government Grants	(173,000)	(173,000)	(173,000)	(173,000)
Other Grants & Contributions	(370,000)	(370,000)	(370,000)	(370,000)
Customer & Client Receipts				
Fees & Charges	-	-	-	-
Rents	(20,000)	(20,000)	(20,000)	(20,000)
Total Income	(563,000)	(563,000)	(563,000)	(563,000)
Net Expenditure	28,778,824	29,357,617	29,909,661	30,472,820

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

MANAGEMENT & SUPPORT SERVICES

	Budget Proposal 2021/22 £	Budget Proposal 2022/23 £	Budget Proposal 2023/24 £	Budget Proposal 2023/24 £
EXPENDITURE				
Employees				
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
Premises				
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
Transport				
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
Supplies & Services				
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
Support Services				
Support Services	199,381	199,381	199,381	199,381
Capital Charges	451,479	451,479	451,479	451,479
Non Pay Efficiency Savings	(102,347)	(366,323)	(366,323)	(366,323)
Contingency	-	-	-	-
Total Expenditure	15,571,601	15,650,085	16,018,863	16,352,274
	Budget Proposal 2021/22 £	Budget Proposal 2022/23 £	Budget Proposal 2023/24 £	Budget Proposal 2023/24 £
INCOME				
Government Grants	(3,042,149)	(2,542,676)	(2,542,676)	(2,542,676)
Customer & Client Receipts				
Sales	-	-	-	-
Fees & Charges	-	-	-	-
Rents	-	-	-	-
Other Grants and Contributions	(529,042)	(529,042)	(529,042)	(529,042)
Administration & Management recharge				
Administration & Management Recharge	-	-	-	-
Total Income	(3,571,191)	(3,071,718)	(3,071,718)	(3,071,718)
Net Expenditure	12,000,410	12,578,367	12,947,145	13,280,556

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

CORPORATE & DEMOCRATIC CORE

	Budget Proposal 2021/22 £	Budget Proposal 2022/23 £	Budget Proposal 2023/24 £	Budget Proposal 2023/24 £
DEMOCRATIC REPRESENTATION & MANAGEMENT				
EXPENDITURE				
Transport				
Public Transport	249	249	249	249
Car Allowances	4,140	4,140	4,140	4,140
Supplies & Services				
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
Support Services				
Support Services	-	-	-	-
Departmental Administration				
Departmental Administration	-	-	-	-
Total Expenditure	155,398	156,790	158,197	159,617

CORPORATE MANAGEMENT

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

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 £
Buildings				
Sundry Buildings	885,000	750,000	700,000	700,000
Spend to Save Schemes				
	885,000	750,000	700,000	700,000
Information Technology				
Core Programme	500,000	575,000	550,000	525,000
	500,000	575,000	550,000	525,000
Vehicles				
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
Equipment				
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
<u>Overall Financing</u>				
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%

	As at 1 April 2020 £'000	In Year Movements £'000	Projected Balance at 31 March 2021 £'000	Projected Balance at 31 March 2022 £'000	Projected Balance at 31 March 2023 £'000	Projected Balance at 31 March 2024 £'000	Projected Balance at 31 March 2025 £'000
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

APPENDIX D

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	-
45,268,669	Net Budget Requirement	45,162,770
(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
23,817,221	Amount to be raised from Tax	24,147,919
274930.40	Divided by Tax Base	273321.10
£86.63	Band D Council Tax	£88.35
1.99%	Precept Increase over Previous Year	1.99%

<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	A	58.90	1.15	0.10
67.38	B	68.72	1.34	0.11
77.00	C	78.53	1.53	0.13
86.63	D	88.35	1.72	0.14
105.88	E	107.98	2.10	0.18
125.13	F	127.62	2.49	0.21
144.38	G	147.25	2.87	0.24
173.26	H	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
432,997		24,147,919	(84,213)	24,063,706