

Fire & Rescue Service Headquarters Summergroves Way Kingston upon Hull HU4 7BB
Telephone 01482 565333

To: Members of the Fire Authority	Enquiries to: Gareth Naidoo Email: committeemanager@humbersidefire.go.uk Tel. Direct: (01482) 393206 Date: 3 February 2022
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Dear Member

I hereby give you notice that a meeting of **HUMBERSIDE FIRE AUTHORITY** will be held on **FRIDAY, 11 FEBRUARY 2022 at 10.30AM** at **THE VILLAGE HOTEL, HENRY BOOT WAY, HESSLE, HU4 7DY.**

Public and press attendance at meetings

Seating in the public gallery is limited, therefore **places must be booked in advance** by contacting the Committee Manager on the contact details above.

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

Business	Page Number	Lead	Primary Action Requested
1. Apologies for absence	-	Monitoring Officer/ Secretary	To record
2. Declarations of Interest	-	Monitoring Officer/ Secretary	To declare
3. Minutes of meeting of the Authority held on 3 December 2021	(pages 1 - 6)	Chairperson	To approve
4. Questions by Members	-	Monitoring Officer/ Secretary	To receive
5. Petitions and Deputations	-	Monitoring Officer/ Secretary	To receive
6. Communications	-	Monitoring Officer/ Secretary & Chief Fire Officer/Chief Executive	To receive

Business	Page Number	Lead	Primary Action Requested
7. Draft Minutes of Pension Board - 31 January 2022	(pages 7 - 8)	Chairperson of Committee	To receive
8. External Audit Annual Report 2020/21	(pages 9 - 26)	Mazars	To receive
9. Management Accounts - Period Ending 31 December 2021	(pages 27 - 28)	Head of Finance	To receive
10. 2022/3 Precept and Medium-Term Resource Strategy 2022/23 - 2025/26	(pages 29 - 75)	Head of Finance	To approve
11. Fees and Charges 2022/23	(pages 76 - 80)	Head of Finance	To approve
12. Members' Allowance 2022/23	(pages 81 - 84)	Monitoring Officer/ Secretary	To approve
13. Public Sector Audit Appointment	(pages 85 - 89)	Head of Finance	To approve
14. State of Fire & Rescue 2021	(pages 90 - 92)	Head of Corporate Assurance	To receive
15. Succession Planning - Chief Fire Officer	(pages 93 - 94)	Executive Director of People and Development	To receive
16. HMICFRS Update	Verbal	Director of Service Improvement	To receive
17. COVID-19 Update	Verbal	Director of Service Improvement	To receive
B EXEMPT BUSINESS			
The Authority is asked to consider excluding the press and public from the meeting during consideration of the following item on the grounds that it is likely to involve the disclosure of exempt information as defined in paragraph 3 of Part 1 of Schedule 12A of the Local Government Act 1972. In making its decision, the Fire Authority is asked to confirm that, having regard to all circumstances, it is satisfied that the public interest in maintaining the exemption outweighs the public interest in disclosing the information.			
18. Emergency Services Hub - Scunthorpe	(pages 95 - 98)	Director of Service Delivery Support	To receive

FRIDAY, 3 DECEMBER 2021

PRESENT:**Members****Representing East Riding of Yorkshire Council:**

Councillors Chadwick, Dennis, Green, Healing, Jefferson and Smith

Representing Hull City Council:

Councillors Belcher, Chambers, Dad, North, Randall and Singh

Representing North East Lincolnshire Council:

Councillors Lindley, Patrick and Shepherd

Representing North Lincolnshire Council:

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

Office of the Police and Crime Commissioner for Humberside

Jonathan Evison - Police and Crime Commissioner for Humberside Police

Officers of Humberside Fire & Rescue Service

Chris Blacksell - Chief Fire Officer & Chief Executive, Phil Shillito - Deputy Chief Fire Officer/Executive Director Service Delivery, Niall McKiniry - Assistant Chief Fire Officer, Kevin Wilson - Executive Director of Corporate Services/Section 151 Officer, Jason Kirby - Temporary Director of People and Development, Simon Rhodes - Temporary 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**

Mandy Thomlinson (presented Minute 154) and Andrew Smith were in attendance as observers.

The meeting was held at The Village Hotel, Hessle.

147/21 APOLOGIES FOR ABSENCE - Apologies for absence were submitted from Councillors Davison, Fox and Swinburn.

148/21 DECLARATIONS OF INTEREST - Councillor Patrick declared a non-pecuniary interest in Minute 158/21 insofar as he is a Member of Unite the Union.

149/21 MINUTES - Resolved - That the minutes of the meeting of the Authority held on 22 October 2021 be received as a correct record.

150/21 QUESTIONS BY MEMBERS - None.

151/21 PETITIONS AND DEPUTATIONS - None received.

152/21 COMMUNICATIONS - The following communications were reported:

- (i) Councillor Healing paid tribute to professional and swift response of the Service in responding to a recent fire incident in Withernsea where two fire engines were deployed from Patrington and Withernsea.
- (ii) Recruitment and diversity - a letter from the Fire Minister had been circulated to Members regarding Equality, Diversity and Inclusion. The Service's recruitment drive would go live on 6 December and the recently approved Equality, Diversity and Inclusion policy had been published in an easy read version and would be circulated to Members in due course.
- (iii) Immediate detriment on pensions - the previous guidance issued by the Home Office had now been withdrawn by the Home Office. At this stage the Authority would continue to adopt the framework.

153/21 APPOINTMENTS COMMITTEE MINUTES OF 8 NOVEMBER 2021 - Resolved - That the minutes of the Appointments Committee, held on 8 November 2021, be approved and Christine Cooper be appointed to the post of Executive Director of Human Resources and Training.

154/21 GOVERNANCE, AUDIT AND SCRUTINY (GAS) COMMITTEE MINUTES OF 15 NOVEMBER 2021 - Mandy Thomlinson, presented the draft minutes of the meeting of the Committee held on 15 November 2021.

As per Minute 97/21, it was proposed that resolution (c), "that regular update reports detailing the Service's progress in implementing the Code, and the effectiveness of the Code, be submitted to the Fire Authority every six months" be adopted by the Fire Authority.

Resolved - That the minutes of the Governance, Audit and Scrutiny (GAS) Committee held on 15 November 2021 be received, and resolution (c) of Minute 97/21, "that regular update reports detailing the Service's progress in implementing the Code, and the effectiveness of the Code, be submitted to the Fire Authority every six months" be adopted by the Fire Authority.

155/21 TREASURY MANAGEMENT MID-YEAR UPDATE REPORT 2021/22 - The Executive Director of Corporate Services/S.151 Officer submitted a report that provided an update on the Authority's treasury management activities for the first half of the financial year 2021/22.

The Authority on 12 March 2021 approved the annual 2021/22 Treasury Management Policy Statement and agreed a range of Prudential Indicators aimed at ensuring effective treasury management and affordability of capital plans.

This report ensured compliance with recommended practice as outlined in the Chartered Institute of Public Finance and Accountancy (CIPFA) Code of Practice 2009, by providing Members with an update on treasury management undertaken since the beginning of the financial year and highlighting key Prudential Indicator information.

The Authority's temporary investments totalled £15.5m as at 30 September 2021. The Authority had not taken any short-term borrowing in the first six months of the year and was unlikely to undertake short-term borrowing in the second half of the financial year.

Long-term loans were taken out either to replace existing loans which had matured or to fund capital expenditure. Under the Prudential Regime there are no longer centrally imposed limits on borrowing, but individual Authorities are required to determine themselves what is a sustainable and affordable level of borrowing as an integral part of their Medium-Term Financial Planning processes. The Authority's level of borrowing was £16.9m as at 30 September 2021, with an equated average rate of interest payable at 3.49 per cent. An expected £661k of interest was projected to be payable on external debt for 2021/22.

Appendix 1 of the report detailed the Prudential Indicators agreed by Members at the meeting of the Authority on 12 March 2021 and showed for comparison the actual figures as at 30 September 2021.

The S.151 Officer considered the current capital programme to be affordable and sustainable with the revenue effects of capital investment built into the Medium-Term Financial Plan. External debt was currently £13.3m below the agreed authorised limit for 2021/22 and the maturity structure for both borrowing

and investments remained within the approved upper and lower limits. Subsequent borrowing or re-scheduling would take into account prevailing interest rates on offer from the Public Works Loans Board, the current maturity structure of loans, balanced with the need to reduce capital risk by maintaining prudently low levels of cash-balances.

Resolved - That the report be received.

156/21 MEDIUM-TERM RESOURCE STRATEGY 2022/23 - 2025/26 UPDATE - The Executive Director of Corporate Services/S.151 Officer provided an update on the draft Medium-Term Resource Strategy 2022/23 - 2025/26.

The Medium-Term Resource Strategy (MTRS) covers a period of four years but would be reviewed annually to reflect the dynamic nature of both the fire service and changes in funding. It described the financial direction of the organisation and outlines financial pressures as well as providing options for delivering a sustainable budget and capital programme over the medium term. It also set out how the Authority could provide the resources to deliver the priorities in the Integrated Risk Management Plan (IRMP) within the challenging financial climate.

The MTRS as presented included an increase in the precept of £1.76 (1.99%) for a Band D property for 2022/23. A prudent planning assumption had been made regarding the future years 2023/24 to 2025/26 of a 1.99% increase. Final decisions on the actual precept would be made each year by the Authority based on the financial circumstances at the time.

The Authority's budget for 2021/22 was £45.089m and the quarter two revenue monitoring report showed a projected budget underspend of £0.298m as at 30 September 2021.

The expected General Reserve at 1 April 2022 would be maintained at £5.9m to match identified level following the risk assessment used to produce the Prudent General Minimum Level of Reserves. The Authority retained £7.685m Earmarked reserves. Overall the forecast closing position on reserves for 2021/22 was £13.530m.

Members requested that the Service continue to lobby government in receiving additional funding. Members were assured that letters were regularly sent to local MPs requesting an increase in budget and the Service would continue to lobby government through the National Fire Chiefs Council (NFCC).

Resolved - That the report be received.

157/21 CAPITAL PROGRAMME 2022/23 ONWARDS - VEHICLES, ESTATES AND ICT - The Assistant Chief Fire Officer submitted a report that set out for approval the proposed capital programme for Vehicles, Estates and ICT for 2022/23 onwards.

In the last 12 months, the Service took delivery of one appliance and had recently placed an order for a further five, in keeping with the vehicle replacement programme. Next year there would be no appliances ordered and accordingly would utilise the time to investigate new technologies, as well as work regionally to explore joint procurement opportunities through collaboration.

The first electric vehicle infrastructure was due to be installed at Cromwell Road Station and the Service's first ever electric vehicles (EVs) would then be introduced into the Fleet; the Service's Preventions teams being the first to take receipt. Further investment into the infrastructure required to support an EV fleet would continue over the lifetime of this programme (four years). All (suitable) future replacement vehicles within the current fleet would be replaced with EVs wherever possible/feasible, in keeping with the Service's Environmental Strategy. Consideration would be given to the replacement of other vehicles with EVs, including appliances in due course, as and when new technologies/costs allowed. The budget requirement associated with light cars/vans had been increased to reflect the move to EVs.

As previously reported, Covid-19 restrictions had resulted in significant slippage across the estates capital programme during 2020, and the subsequent introduction of Covid-19 safe working arrangements had also had an impact in terms of timescales on site, and in some instances lead-in times for materials and equipment.

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 maximum use and value could be obtained from all ICT equipment. It was noted that the move to hosted systems meant that great pressure was placed on the revenue budget, releasing pressure moving forward on the capital budget.

The Emergency Services Network (ESN) was replacement for the Airwave radio scheme currently in use for operational communications. As a result, an additional capital funding requirement of £400k over the lifetime of this programme (four years) was necessary to mitigate this risk.

Data Centre and core network equipment would need upgrading as part of the maintenance/replacement programme which was critical to meet the cyber-security threats faced by the Service.

Discussion took place over the recent agreement made at the COP26 Climate Conference of the phasing out of petrol and diesel vehicles by 2040, although specialist lorries, such as military or emergency services vehicles, would be exempt. The Service would continue to consider alternative greener options as and when they became feasible whilst ensuring it achieved the maximum lifespan of its current fleet vehicles (approximately 12-15 years).

Resolved - That the Capital Programme for Vehicles, Estates and ICT for 2022/23 onwards be approved and incorporated into the Medium-Term Financial Plan 2022/23 to 2025/26 for consideration at the meeting of the Fire Authority on 11 February 2022.

158/21 STAFF PAY AWARDS - ANNUAL UPDATE - The Temporary Director of People and Development submitted an update report outlining the pay position of all the staff groups employed, including current arrangements and awards made over previous years for comparison.

Grey Book staff were those uniformed members of staff in the roles of Fire-fighter to Area Manager. They were represented at their national employer NJC by the Fire Brigades Union (FBU) and Fire Officers Association (FOA). The Grey book staff had accepted a pay increment of 1.5 per cent for 2021/22 from the National Employers (NJC) Grey Book.

Green Book members of staff were all those members of staff who were non-operational. They were represented at their national employer NJC by UNISON, GMB and UNITE. The Green book staff representative bodies had declined a final offer of 1.75 per cent, registered a pay dispute with the NJC and were currently undertaking ballots for strike action with their members.

Gold Book members of staff were those members of staff in the most senior management positions occupying the roles of Brigade Manager or similar. They were represented at their national employer NJC by the Fire Leaders Association (FLA). The Gold book staff had accepted a pay increment of 1.5 per cent for 2021/22 from the National Employers (NJC) Gold Book.

Members would separately receive the annual Pay Policy Statement 2020/21 for approval at the Authority meeting of 11 March 2022. The pay policy statement was also published on the Authority's website.

Resolved - That the report be received.

159/21 STRATEGIC PLAN AND INTEGRATED RISK MANAGEMENT PLAN (IRMP) 2021-24 REFRESH - The Assistant Chief Fire Officer submitted a report that informed Members of relevant changes made during the first year of the 2021-24 plans and any potentially significant factors that might impact future delivery of the plans.

Having reviewed its Strategic Objectives and underpinning Objective Statements, the Service was confident that they remained valid. The objectives described what was wished to be achieved over the life of plan, providing focus for planning and delivery of services that were actionable, achievable, had clear accountability and were measurable. There were no changes to the Strategic Plan at this stage.

The IRMP was a living document that was regularly reviewed and updated to reflect relevant changes to risk profiles and approaches to mitigate those risks. Information was fed into this process via interactions within the community, partner agencies, horizon scanning and local and national risk registers.

The following amendments, of note, had been made during 2021:

- The Equality Impact Assessment had been reviewed in line with wider work to make the website more accessible, including general accessibility formatting and translation and sight impaired accessibility software. Changes had been reviewed and endorsed by relevant community groups.
- Alignment to changes arising from the Prevention and Protection review and implementation plan.
- Inclusion of 'you said, we did' microphone icons within the document explaining changes arising from the public consultation exercise conducted when developing the plan in 2020.
- Reference to our Public Sector Equality Duty Priorities.
- Reference to relevant National Fire Standards and the CRP workstream.

A formal consultation for the development of the IRMP 2021-24 was conducted in November 2020, primarily using social media and on-line approaches. During the consultation communities and staff were asked to respond to a number of specific questions, including a question relating to the impact of climate change on risk and resourcing requirements. Subsequently, amongst a number of other environmental initiatives, a draft Environmental Sustainability Plan (see Appendix A) had been developed, focussing on six themed areas, including:

- Sustainable Procurement
- Estate Management
- Biodiversity and Wildlife
- Fleet Management
- Operational Activities (linking directly to the IRMP)
- Behavioural Change

As the draft plan had direct links to future Community Risk Plan (CRP)/IRMP risk and opportunity planning assumptions, it was appropriate to consult on the content of the plan with communities and staff.

It was noted that the still to be published Annual State of Fire report and forthcoming Fire Reform White Paper were likely to impact on the Strategic Plan and IRMP and therefore the Service would need to reflect upon these once published and amend its plans as appropriate.

Members challenged the Service to stretch its offset target of 2036 to an earlier date if possible.

Members took assurance from the process used to review and update the IRMP.

Resolved - That a four-week period of consultation and engagement for an aligned Environmental Sustainability Plan be approved.

160/21 EMERGENCY SERVICES ENVIRONMENT AND SUSTAINABILITY GROUP CHARTER - The Assistant Chief Fire Officer submitted a verbal report on emergency services environment and sustainability group charter.

A national group of Fire and Rescue Service, Ambulance Service, Police Force and HM Coast Guard was coordinating and sharing best practice on environment and suitability improvements. A Charter had been devised that would assist emergency services in their sustainability journey and help keep them abreast of the latest global sustainability agenda.

Emergency services were being asked to adopt three key principals:

- People
- Use of the public purse
- Key focus on the planet

The Charter was signed by senior leaders and on behalf of the Service, the Chief Fire Officer/Chief Executive and the Chairperson of the Authority would be signing the Charter in due course.

Resolved - That the update be noted.

161/21 HMICFRS UPDATE - The Temporary 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 reports from the first tranche of Inspections were due to be published alongside Sir Tom Windsor's Annual State of Fire report on 15 December 2021.

The Service's HM Inspection timetable had now been agreed and would commence on Monday 13 December 2021.

Resolved - That the update be noted.

162/21 COVID-19 UPDATE - The Chief Fire Officer/Chief Executive submitted a verbal report that updated Members on the Service's response to the Pandemic

- The Covid-19 infection rates had reduced slightly across the Humber region, although organisations were keeping a watching brief on the potential impact of the new omicron variant.
- In line with Government advice, the Service had re-adopted mask wearing whilst moving round Service buildings and when travelling in Service vehicles.
- The LRF Recovery Group was meeting weekly, although increased requests had started to be received from the health service.
- As a gesture of thanks to all staff for their hard work throughout the pandemic, a commemorative badge had been issued to all staff.

Resolved - That the update be noted.

HUMBERSIDE FIRE AUTHORITY

PENSION BOARD

31 JANUARY 2021

PRESENT:

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

Scheme Member representatives: Mr B Johnson (Chairperson)

Councillor Briggs attended an observer.

Martyn Ransom - Head of Finance, David Lofthouse - Procurement Manager, Sarah Keyes - Finance Officer, Mathew Buckley - Monitoring Officer/Secretary and Samm Campbell - Committee Manager.

The meeting was held at the Humberside Fire and Rescue Service Headquarters, Kingston upon Hull. Meeting commenced at 10.30 a.m.

1/22 APOLOGIES FOR ABSENCE - Apologies for absence were received from Mr G Marshall.

2/22 DECLARATIONS OF INTEREST - There were no declarations of interest.

3/22 MINUTES - Resolved - That the minutes of the meeting of the Board held on 12 July 2021 be confirmed as a correct record.

4/22 MATTERS ARISING FROM THE MINUTES - There were no matters arising from the minutes.

5/22 REPORTING BREACHES - The Procurement Manager informed the Board that there had been no breaches since the meeting held on 12 July 2021.

Resolved - That the update be received.

6/22 PENSION BOARD WORKSTREAMS UPDATE - The Head of Finance submitted a report setting out an update on the Board's workstreams for 2021/22.

The Board was reminded that Members could submit requests for training. No complaints had yet been received during 2021/22. The pension fund administration key performance indicators showed good outcomes for the most part, but some processing deadlines had been missed during periods of high demand.

Resolved - That the report be received.

7/22 REMEDY SELF-ASSESSMENT REPORT - The Finance Officer submitted a report summarising the Service's response to a survey by the Firefighters' Pension England Scheme Advisory Board.

The survey sought to gauge services' readiness to apply the remedy relating to the McCloud/Sargeant case and the Matthews case. This survey was due to be followed up in the future in order to understand how services had progressed.

A Member asked whether West Yorkshire Pension Fund WYPF was likely to undertake pension administration work on behalf of more authorities now that the remedy was due to be

implemented. WYPF had recently agreed to undertake work for two more fire and rescue services, but had assured the Services that it would recruit appropriately to address the extra work.

Resolved - That the details be received.

8/22 SARGEANT/MCCLOUD UPDATE - The Procurement Manager gave a verbal update to the Board on the Sargeant/McCloud case.

At its previous meeting (Minute 23/21 refers) the Board had heard that Humberside Fire Authority had opted not to apply Immediate Detriment Guidance in relation to the remedy for the Sargeant/McCloud case, and would await the publication of the relevant framework, which was subsequently published in October 2021. Her Majesty's Treasury had since issued a note withdrawing the Immediate Detriment Guidance. This had raised concerns around the framework, but the Service, along with most others in the country, intended to continue using the framework to apply the remedy. The associated legislation was due to be in place in October 2023. The Service had developed a spreadsheet to coordinate its work with West Yorkshire Pension Fund, which had been adapted for use by other fire and rescue services.

Resolved - That the update be received;

9/22 ANY OTHER BUSINESS – There were no items.

Auditor's Annual Report

Humberside Fire Authority – year ended
31 March 2021

January 2022

Contents

- 01** Introduction
- 02** Audit of the financial statements
- 03** Commentary on VFM arrangements
- 04** Other reporting responsibilities

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.

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01

Section 01: **Introduction**

1. Introduction

Purpose of the Auditor’s Annual Report

Our Auditor’s Annual Report (AAR) summarises the work we have undertaken as the auditor for Humberside Fire Authority (‘the Authority’) for the year ended 31 March 2021. Although this report 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 and the Code of Audit Practice (‘the Code’) issued by the National Audit Office (‘the NAO’). The remaining sections of the AAR outline how we have discharged these responsibilities and the findings from our work. These are summarised below.



Opinion on the financial statements

We issued our audit report on 3 November 2021. Our opinion on the financial statements was unqualified.



Value for Money arrangements

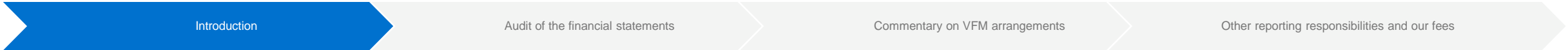
In our audit report, issued on the 3 November 2021, we reported that we had not completed our work on the Authority’s arrangements to secure economy, efficiency and effectiveness in its use of resources and had not identified significant weaknesses in those arrangements at the time of reporting. Section 3 confirms that we have now completed this work and provides our commentary on the Authority’s arrangements. No significant weaknesses in arrangements were identified and there are no recommendations arising from our work.



Wider reporting responsibilities

We have not yet received group instructions from the National Audit Office and we are unable to issue our audit certificate until this is formally confirmed.

The 2014 Act requires us to give an elector, or any representative of the elector, the opportunity to question us about the accounting records of the Authority and to consider any objection made to the accounts. We did not receive any questions or objections in respect of the Authority’s financial statements.



02

Section 02:

Audit of the financial statements

2. Audit of the financial statements

The scope of our audit and the results of our opinion

Our audit was conducted in accordance with the requirements of the Code, and International Standards on Auditing (ISAs).

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 2021 and of its financial performance for the year then ended.

Our audit report, issued on 3 November 2021 gave an unqualified opinion on the financial statements for the year ended 31 March 2021.

Qualitative aspects of the Authority's accounting practices

We reviewed the Authority's accounting policies and disclosures and concluded that they comply with the 2020/21 Code of Practice on Local Authority Accounting, appropriately tailored to the Authority's circumstances.

Draft accounts were received from the Authority on 24 June 2021 and both the accounts and supporting working papers were of a good quality. We substantially completed the audit on schedule in September 2021, but had to wait for assurance from the pension fund auditor, which we received on 1 November 2021, before we could issue our opinion. The main reason for the delay was the pension fund auditor encountered difficulties getting confirmation of asset values from custodians for a sample of investments.

Significant difficulties during the audit

We did not encounter any significant difficulties during the course of the audit and we have had the full co-operation of management.

03

Section 03:

Commentary on VFM arrangements

3. VFM arrangements – Overall summary

Approach to Value for Money arrangements work

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 and sets out the reporting criteria that we are required to consider. The reporting criteria are:

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

At the planning stage of the audit, we undertake work so we can understand the arrangements that the

Authority has in place under each of the reporting criteria; as part of this work we may identify risks of significant weaknesses in those arrangements. Where we identify significant risks, we design a programme of work (risk-based procedures) to enable us to decide whether there is a significant weakness in arrangements. Although we describe this work as planning work, we keep our understanding of arrangements under review and update our risk assessment throughout the audit to reflect emerging issues that may suggest there are further risks of significant weaknesses.

Where our risk-based procedures identify actual significant weaknesses in arrangements, we are required to report these and make recommendations for improvement.

The table below summarises the outcomes of our work against each reporting criteria. On the following page we outline further detail of the work we have undertaken against each reporting criteria, including the judgements we have applied.

Reporting criteria	Commentary page reference	Risks of significant weaknesses in arrangements identified?	Actual significant weaknesses in arrangements identified?
Financial sustainability	9	No	No
Governance	11	No	No
Improving economy, efficiency and effectiveness	13	No	No

3. VFM arrangements – Financial Sustainability

Overall commentary on the Financial Sustainability reporting criteria

How the Authority identifies significant financial pressures that are relevant to its short and medium-term plans

We have reviewed the Authority’s overall governance framework, including Fire Authority and Governance, Audit and Scrutiny Committee reports, the Annual Governance Statement, and the Annual Report and Accounts for 2020/21. These confirm that the Authority undertook its responsibility to define the strategic aims and objectives, approve budgets and monitor financial performance against budgets and plans to best meet the needs of the Authority’s service users.

The Authority receives assurance on all aspects of financial management and operational performance through reports to the Governance, Audit and Scrutiny Committee. This includes:

- overseeing and assuring financial and operational performance;
- considering the risks associated with any material financial transactions;
- considering the financial and operational risks involved in the Authority’s business and how they are controlled and monitored by management; and
- taking action needed to address issues raised or to make improvements.

Our review of supporting papers confirmed that it did so effectively throughout 2020/21.

The Authority’s 2020/21 financial plan was designed to achieve break-even after allowing for £1M non-recurring funding necessary to compensate for the financial impact of COVID-19. The plan did not require any further operational savings or contributions from reserves.

The Authority monitors its financial performance closely and forecast small underspends consistently through the year. Audited accounts show this was achieved with a £571K surplus for the year to 31 March 2021.

The Governance, Audit and Scrutiny Committee receives quarterly management accounts providing detailed commentary of performance against budget, including explanations of significant variances. The financial position was challenged at these meetings and the reasons for the surplus were clearly articulated.

Budget Preparation commences the September before the forthcoming year. Pressures are logged and notified to the Head of Finance so the budget , Medium Term Resource Strategy and management accounts forecasts can take them into account. The Medium Term Resource Strategy is regularly updated and reported to members as financial forecasts change.

How the Authority plans to bridge funding gaps and identifies achievable savings

The Authority has a history of meeting its financial targets with savings of £11M delivered in the last 10 years in response to a reduction in funding of 40% in that period.

The Authority has consistently reported a year-end outturn very close to budget. When a significant overspend has been projected mid-year the Authority has undertaken remedial recovery action that has brought it back to or close to break-even. In 2019/20 management accounts forecast a £0.4M overspend at Q1, £0.2M overspend at Q2 and the outturn was a £0.1M underspend. Small underspends were consistently forecast in 2020/21 and the outturn was close to these forecasts.

The Authority’s positive track record in terms of delivering savings and keeping within budget has allowed it to maintain a general reserve of £6.4M at 31 March 2021, which is marginally above the minimum level determined by the Authority’s risk assessment and about 8 per cent of expenditure. In addition, the Authority has earmarked reserves of £7.4M set aside to meet expected pressures over the period of the Medium Term Financial Strategy.

The Medium Term Resource Strategy covers a rolling four year programme and is deigned to maintain the general reserve at the minimum level determined by the Executive Director of Corporate Service’s risk assessment, without the need for operational savings or a contribution from reserves other than some minor smoothing between the four years. The Strategy includes an annual 3.5% non-pay savings target (£0.25M) to offset the impact of inflation.

3. VFM arrangements – Financial Sustainability

Overall commentary on the Financial Sustainability reporting criteria - continued

How the Authority plans finances to support the sustainable delivery of services in accordance with strategic and statutory priorities

Resources follow priorities through the Medium Term Resource Strategy. The Strategy is sustainable over the four year period whilst maintaining a prudent general minimum reserve which is risk assessed annually and reported to the Authority. The Authority is relatively well placed to support the sustainable delivery of services and the 2020/21 Annual Performance Report indicates that performance was stable or improving for all key performance indicators.

We have critically assessed the underlying assumptions used in the Medium Term Resource Strategy and consider them to be appropriate. The Local Government Finance Settlement relates to a single year and allows for a modest increase in grant funding to meet rising costs. The Strategy initially assumed no change in funding due to the public sector pay pause but when a pay award was agreed the employees costs and funding assumptions for 2022/23 onwards were revised upwards by 2% and 3% respectively.

How the Authority ensures that its financial plan is consistent with other plans

The MTFS is underpinned by workforce planning and capital programmes and takes account risks arising during the year and planning assumptions within the Integrated Risk Management Plan (IRMP).

The Authority has added flexibility because its budget includes about £1M per annum of revenue contributions to its capital programme and the Authority is able to re-phase and refinance its capital programme to deliver instant revenue savings.

We have not identified any inconsistency between the various plans in prior years or from our review of the new IRMP.

How the Authority identifies and manages risks to financial resilience

The Authority undertakes substantial work to understand possible future impacts on the budget. The medium term budget projections consider various budget pressures, such as pay and price increases, the revenue implications of the capital programme and other pressures including the implications of Covid-19. The risk register contains a critical risk and remedial action regarding the financial position and is monitored quarterly.

For several years the Home Office have indicated that the formula for distributing grant between fire and rescue authorities is to be revised and a three year settlement agreed to provide greater certainty but in 2021 this has again been postponed. However, in February 2021 the Authority updated its scenario planning exercise to model the impact of potential reductions in funding of up to 30% (£5.1M). Management have considered options for savings to cover each of the scenarios, scored and ranked against operational impact. The 2 highest scoring options were taken forward for further research and the analysis is expected to be completed in January 2022.

It is clear from a review of the Medium Term Resource Strategy and the scenario planning that the Authority is closely monitoring the progress against plan to date, is fully aware of where the risks lie and continues to identify mitigating actions to address these risks.

Conclusion

Given the above, we are satisfied there are no significant weaknesses in the Authority’s arrangements in relation to the financial sustainability reporting criteria.

3. VFM arrangements – Governance

Overall commentary on the Governance reporting criteria

How the Authority monitors and assesses risk and how the Authority gains assurance over the effective operation of internal controls, including arrangements to prevent and detect fraud

The Authority has a comprehensive risk management system in place which is embedded into the governance structure of the organisation. The processes are supported by the Authority's Corporate Risk and Opportunity Policy and the Authority leadership plays a key role in implementing and monitoring the risk management process.

The Governance and Audit Scrutiny Committee have overarching responsibility for risk management and considers the content of the Corporate Risk Register quarterly. The Corporate Risk Register takes account of any changes in the entity's internal and external environments. The register is completed with senior management input and they are pro-active in evaluating the risks. We are satisfied that the management team have appropriate industry and regulatory knowledge. A summary is included in the quarterly performance reports to the Governance and Audit Scrutiny Committee.

The Senior Leadership Team discuss the risk register at each meeting, consider the mitigating measures in place and agree on a risk score. Risk registers are updated following the meeting. During the meetings, horizon scanning takes place to identify new or emerging risks for the Authority. Appropriate action is taken following these discussions. We have confirmed through attendance at Governance, Audit and Scrutiny Committee meetings that detailed discussion and challenge has taken place on high level risks. The risks are clearly linked to the Strategic Aims of the Authority and are included in operational performance reports, providing a thread from operational to strategic risk management.

In order to provide assurance over the effective operation of internal controls, including arrangements to prevent and detect fraud, the Authority has outsourced internal audit and local counter fraud work to TIAA. Work plans are agreed with management in advance of the start of the financial year and reviewed by the Governance, Audit and Scrutiny Committee prior to final approval.

We have reviewed the Internal Audit Plans for 2020/21 and 2021/22 and confirmed planned work addresses the expected areas with annual coverage of key financial controls. Progress reports are presented to each Governance, Audit and Scrutiny Committee meeting including follow up reporting of recommendations not fully implemented by agreed due dates. This allows the Committee to effectively hold management to account on behalf of the Authority.

Our attendance at Governance, Audit and Scrutiny Committees throughout the period confirms the significance placed on internal audit findings. Members of the committee actively request management attendance at committees to discuss findings from internal audit reports.

Internal audit gave a reasonable assurance opinion on financial controls in 2020/21 with no significant governance weaknesses identified for reporting in the Annual Governance Statement.

How the Authority approaches and carries out its annual budget setting process

The Authority's Medium Term Financial Strategy includes the identification and evaluation of risks to the Authority's finances and is developed in parallel to the budget for the following year and setting of the precept. We have reviewed the budget setting arrangements through observation and discussions with officers. No matters have been identified indicating a significant weakness in arrangements.

Overall, the Authority is aware of the financial pressure it faces. We confirmed that scenario plans are in place to identify the potential financial impact of risks occurring.

How the Authority ensures effective processes and systems are in place to ensure budgetary control; to communicate relevant, accurate and timely management information (including non-financial information where appropriate); supports its statutory financial reporting requirements; and ensures corrective action is taken where needed

Responsibilities of budget holders are clearly set out in the Budget Monitoring procedures note and they are required to provide explanations for variances in their quarterly budget reports. Budget holders have access to the general ledger and are encouraged to review progress between the formal quarterly reports.

Budget reports are usually available by the 1st day of the month following quarter end. They show the actual expenditure and income compared to what was budgeted and highlight any variances. The budget holders then update their year-end forecasts within 5 days of receiving the reports.

3. VFM arrangements – Governance

Overall commentary on the Governance reporting criteria - continued

Performance against targets and prior years was reported quarterly to Governance, Audit and Scrutiny Committee in 2020/21. The reports detail the Authority’s performance against the target for all standards, as well as highlighting the key concerns, and the mitigating actions to show how performance will be improved where necessary. The performance reports are discussed at the same meeting as management accounts and officers describe the relationship between the two. An annual performance report is prepared and published on the Authority’s website.

How the Authority ensures it makes properly informed decisions, supported by appropriate evidence and allowing for challenge and transparency

The Authority has an established governance structure in place, which is set out within its Annual Governance Statement. This is supported by the Authority’s Constitution and scheme of delegation. Executive Directors have clear responsibilities linked to their roles and the structure in place at the Authority allows for effective oversight of the Authority’s operations and activity.

We reviewed these documents as part of our audit and confirmed they were consistent with our understanding of the Authority’s arrangements in place and were fully operational. Governance, Audit and Scrutiny Committee members are appropriately skilled to undertake their role and provide appropriate challenge to Management and Internal and External Audit. All are independent Members and are recruited and trained to provide a range of skills and collectively provide effective scrutiny.

How the Authority monitors and ensures appropriate standards are maintained

The Authority completed a self-assessment versus the CIPFA Financial Management Code in June 2020 and March 2021, areas for improvement were identified and documented and plans implemented to meet the code in full during 2021/22 were considered by the Governance, Audit and Scrutiny Committee in April 2021.

The Authority ensures that registers of interests are maintained and published and when an issue arose in 2020/21 the Authority moved swiftly to commission an Internal Audit investigation that found no impropriety but scope to improve governance. All recommendations have been accepted.

The Authority expects the highest standards of conduct from both its members and officers. The Governance Framework is reviewed and updated regularly by management. Management are committed to integrity and ethical behaviour and this is evident from our attendance of Committee’s and meetings with management. The Authority has a separate Anti-Fraud and Corruption Policy which sets out detailed policies and procedures to prevent and detect fraud. The latest version of the policy was updated in December 2020.

Conclusion

Given the above, we are satisfied there are no significant weaknesses in the Authority’s arrangements in relation to the governance reporting criteria

3. VFM arrangements – Improving Economy, Efficiency and Effectiveness

Overall commentary on the Improving Economy, Efficiency and Effectiveness reporting criteria

How financial and performance information has been used to assess performance to identify areas for improvement

One of the Authority’s four strategic plan objectives is ‘*to efficiently manage the service*’. This includes making appropriate use of public money and delivering value for money.

During 2020/21 information on operational performance was reported to the Governance, Audit and Scrutiny Committee on a quarterly basis. The reports were then presented to the next meeting of the full Fire Authority. Minutes from these meetings were comprehensive and there is evidence that actions were taken in response to issues raised. The reports included monitoring of performance against target for key performance indicators and the reports were supplemented by more detailed reports on priority areas such as sickness absence and unwanted fire signals.

Internal Audit reviewed performance management in 2020/21 and awarded a ‘*substantial assurance*’ rating with no recommendations and two areas of good practice. We have reviewed the performance information provided to the Authority as part of our review of agenda papers and minutes. Through this we have confirmed that the Authority effectively hold managers to account where performance improvements are required.

How the Authority evaluates the services it provides to assess performance and identify areas for improvement

The Governance, Audit and Scrutiny Committee selected four subjects to review in 2020/21, which were clearly related to areas that HMICFRS identified for improvement in its first full inspection of Humberside Fire Authority reported in June 2019. We witnessed appropriate challenge of improvement plans in these areas through our attendance at Governance, Audit and Scrutiny Committee meetings.

The Authority received a thematic inspection in 20/21 focused on its response to the pandemic. HMICFRS reported that the Authority “*adapted and responded to the pandemic effectivity and continued to maintain its statutory functions throughout.*” They noted that the Authority undertook several additional roles such as delivering medicines, food and personal, protective equipment and training care home staff. HMICFRS did not make any recommendations specific to Humberside Fire Authority and its judgements for this inspection were not scored.

In the last full inspection the Authority was rated ‘*good*’ for efficiency and effectiveness but ‘*requires improvement*’ for people. The Authority prepared a Service Improvement Plan with actions against all 17 recommendations and regularly reported on progress during 2020/21.

In 2020/21 the Authority performed very well against its key performance indicators with all targets and response standards met. There was a 10% reduction in emergency incidents.

The Authority’s arrangements for effective partnership working

The Authority has developed shared services in several areas with Humberside Police and some of these arrangements predated the Police and Crime Act’s requirement for closer collaboration between Police and Fire services. The main partnerships are:

- Emergency Services Fleet Management (Humberside) Limited (ESFM), which is a joint arrangement that provides vehicle maintenance to both authorities;
- A shared service for estates management;
- A shared health and safety team; and
- Two senior finance posts shared between the two authorities.

Some properties are shared and reports show opportunities for further sharing are being explored.

Partnerships appear to be working well as evidenced by the performance monitoring reports. Partnerships are risk-assessed before being entered into and an established framework exists. The collaborations are primarily designed to improve service resilience but some economies of scale have been achieved. Contributions to ESFM have only increased by 0.5% in the seven years since it was established. In October 2020 the Authority received a report formally evaluating the sharing of senior finance posts and identified a saving of £53,000 per annum with suitable governance and the intended resilience benefits.

3. VFM arrangements – Improving Economy, Efficiency and Effectiveness

Overall commentary on the Improving Economy, Efficiency and Effectiveness reporting criteria - continued

The Authority’s arrangements for commissioning services

The Authority has an in-house procurement team with suitable qualifications and experience that are responsible for producing the Procurement Policy in use by the Authority. The procurement team use established national and regional procurement frameworks to maximise purchasing power and participate in national benchmarking exercises, which have not identified any scope for significant savings.

Outsourcing has been limited to a few support services where it is not economic to provide the degree of specialist support required in house (e.g. legal services and treasury management) and these are managed via service level agreements with councils.

There is no evidence that procurement is likely to expose the Authority to significant financial loss or failure to deliver efficiency and performance improvements.

Conclusion

Given the above, we are satisfied there are no significant weaknesses in the Authority's arrangements in relation to the improving economy, efficiency and effectiveness reporting criteria.

04

Section 04:

**Other reporting responsibilities and
our fees**

4. Other reporting responsibilities and our fees

Matters we report by exception

The Local Audit and Accountability Act 2014 provides auditors with specific powers where matters come to our attention that, in their judgement, require specific reporting action to be taken. Auditors 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 the law; and
- issue an advisory notice.

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.

At the time of preparing this report we have not yet received instructions from the NAO on what procedures are required. As such this work is outstanding. Until this work is concluded we cannot issue our audit certificate.

4. Other reporting responsibilities and our fees

Fees for work as the Authority's auditor

We reported our proposed fees for the delivery of our work under the Code of Audit Practice in our Audit Strategy Memorandum presented to the Governance, Audit and Scrutiny Committee in February 2021. Having completed our work for the 2020/21 financial year, we can confirm that our fees are as follows:

Area of work	2019/20 fees	2020/21 fees
Planned fee in respect of our work under the Code of Audit Practice	£24,561	£24,561
Recurring increases in the base audit fee arising from regulatory pressures	£4,966	£4,966
One-off fee increases for 2019/20 specific issue	£2,052	0
Additional fees in respect of the new VFM approach (see note 1)	0	£5,000
Additional fees in respect of the revised ISA540 (see note 1)	0	£1,900
Total fees	£31,579	£36,427
Note 1: PSAA indicated the range of additional fees expected to apply from 2020/21 to reflect the additional work required at all fire and recue authorities. We have set our 2020/21 additional fees at the minimum of this range.		https://www.psaa.co.uk/additional-information-for-2020-21-audit-fees/page/3/? sm_byp=iVVrRH4tQsPrR1PF

All fees are subject to VAT. All additional fees are subject to Public Sector Auditor Appointments (PSAA) approval.

Fees for other work

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

Gavin Barker, Director – Public Services

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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.

*where permitted under applicable country laws.

Humberside Fire Authority
11 February 2022

Report by the
Executive Director of Corporate
Services/S.151 Officer

MANAGEMENT ACCOUNTS 2021/22 – PERIOD ENDING 31 DECEMBER 2021

SUMMARY

1. This report highlights the current financial position based on information to 31 December 2021.
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 2021.

PERIOD ENDING 31 DECEMBER 2021

4. The summary estimated outturn position for the current financial year based on information to 31 December 2021 is as follows:-

CATEGORY	2021/22 OUTTURN PROJECTION
HFA	
Revenue Budget	£0.442m underspend
Capital Programme	£4.175m expenditure against £7.129m allocation
Pensions Account	£12.940m deficit

5. This is the third set of Management Accounts for the 2021/22 financial year and final update will be brought to the Authority based on the period ending 28/2/22.
6. Further details on all of these areas are available electronically alongside the agenda papers on the Fire Authority's website at www.humbersidefire.gov.uk/fire-authority.

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 2021/22 Budget Monitoring.

RECOMMENDATIONS RESTATED

18. That Members take assurance from this report and the Authority's financial position for the period ending 31 December 2021.

K WILSON

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Executive Director of Corporate Services/S.151 Officer

Humberside Fire & Rescue Service
Summergroves Way
Kingston upon Hull

KW
26 January 2022

**2022/23 PRECEPT AND MEDIUM-TERM
RESOURCE STRATEGY 2022/23 TO 2025/26**

SUMMARY

1. This report considers the Authority's Budget for 2022/23 onwards and the setting of the precept for 2022/23.
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 2022/23;
 - The Council Tax Base figure for 2022/23; and
 - The basic amount of Council Tax for 2022/23.
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 2022/23 precept at a level 1.99% higher than the 2021/22 level and approve Appendices A and B.

2022/23 FINANCIAL YEAR

5. There has been a series of reports to the Fire Authority on the budget position for 2022/23 onwards. Reports have been considered at the September, October and December 2021 round of meetings.
6. The Provisional Local Government Finance Settlement for 2022/23 was released in December 2021 and the key headlines were:
 - A £225k (1.3%) increase in support from Government for the 2022/23 financial year;
 - Council Tax Referendum threshold of 2% for Humberside Fire Authority for 2022/23.
7. The Authority's Medium-Term Resource Strategy (Appendix A) has been updated in line with new information that has become available since December 2021. The main examples of this are:- the Council Tax Base for 2022/23; Collection Fund surplus/deficit figures; and the Capital Programme which is largely based on the Premises, IT and Vehicles reports for 2022/23 onwards approved at the December 2021 Fire Authority.

2022/23 PRECEPT

8. The decision on the 2022/23 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 2022/23 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, although the Authority has provided for 2.5% pay awards in 2022/23 there remains a significant risk that they could be in excess of this.
11. Thirdly, the Authority has suffered a historic reduction in Government support over 2011/12 to 2021/22. 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 2022/23 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 2022/23 council tax precept (Appendix C sets out analysis of the responses in more detail). For 2022/23 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	1,797	827	2,624
Percentage	68.5%	31.5%	100%

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

MEDIUM-TERM RESOURCE STRATEGY 2022/23 TO 2025/26

15. Members have been regularly briefed on the Authority's medium-term financial position.
16. In broad terms the budget for 2022/23 to 2025/26 is balanced subject to:-
 - council tax increases of 1.99% in 2022/23 and 1.99% in 2023/24, 2024/25 and 2025/26;
 - Pay awards of 2.5% in 2022/23 and 2.0% in each year from 2023/24 onwards.

RESERVES

17. The Authority's reserves consist of the General Reserve (£6.373m at 1 April 2021) and a number of Earmarked Reserves created to meet specific areas of future expenditure (£7.408m at 1 April 2021).
18. 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

19. It is understood that this review is on hold at the moment with any changes unlikely to be implemented until 2023/24 at the earliest.

LOCAL GOVERNMENT ACT 2003

20. 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.
21. Robustness of estimates:- the S.151 Officer confirms that the budget estimates have been compiled on a robust and prudent basis.
22. 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.
23. 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 SLT within 10 working days of 30 June, 30 September, 31 December and 28 February.

CONCLUSION

24. 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

25. The Medium-Term Resource Strategy dovetails with the Authority's Strategic Plan.

FINANCIAL/RESOURCES/VALUE FOR MONEY IMPLICATIONS

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

LEGAL IMPLICATIONS

27. 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

28. No direct issues arising.

CORPORATE RISK MANAGEMENT IMPLICATIONS

29. 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

30. No direct issues arising.

COMMUNICATION ACTIONS ARISING

31. No direct issues arising.

DETAILS OF CONSULTATION AND/OR COLLABORATION

32. The Budget has been developed with the full involvement of SLT and the full Fire Authority.
33. 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

34. September, October and December 2021 budget reports.

RECOMMENDATIONS RESTATED

35. That Members approve the 2022/23 precept at a level 1.99% higher than the 2021/22 level and approve Appendices A and B.

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/SE
1 February 2022



HUMBERSIDE FIRE AUTHORITY

MEDIUM-TERM RESOURCE STRATEGY 2022/23 – 2025/26

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I. Purpose of the Medium-Term Resource Strategy

- 1.1 This is the Medium-Term Resource Strategy (MTRS) of Humberside Fire Authority. It covers a period of four years but will be reviewed annually to reflect the dynamic nature of both the fire service and changes in funding. It describes the financial direction of the organisation and outlines financial pressures.
- 1.2 The MTRS provides options for delivering a sustainable budget and capital programme over the medium term. It also sets out how the Authority can provide the resources to deliver the priorities in the Integrated Risk Management Plan (IRMP) within the challenging financial climate.
- 1.3 The MTRS sets the financial context for the Authority's revenue budget, capital programme and precepting decisions.
- 1.4 The overall financial strategy seeks to deliver the Authority's Integrated Risk Management Plan, 2021 - 2024.

2. Aims of the Strategy

- 2.1 The MTRS assists in:
 - (i) Supporting delivery of the Integrated Risk Management Plan 2021-2024;
 - (ii) Improving financial planning and the financial management of the Authority's resources, both revenue and capital;
 - (iii) Maximising the use of resources available to the Authority, both internal and external;
 - (iv) Ensuring that the Authority provides value for money and continues to deliver efficiency gains;
 - (v) Reviewing the Authority's policy on the use of reserves, ensuring the position continues to be sustainable and that there are sufficient resources over the medium term;
 - (vi) Responding to external pressures, including changes to funding resulting from the Government's annual funding announcements.
 - (vii) Ensuring that the Authority's long-term plans are sustainable and efficient.

3. Principles of the Strategy

- 3.1 The key principles underlying the Authority's MTRS 2022/23 – 2025/26 are:
 - (i) Overall expenditure of the Authority will be contained within original estimates each year.
 - (ii) The Authority will maintain a Prudent Minimum General Reserve (PMGR), reviewed annually, to cover any major unforeseen expenditure or loss of funding. A flexible approach will be taken to the use of reserve balances above this level where appropriate, balancing the opportunity costs of maintaining reserves against the benefits of alternative approaches.
 - (iii) The Authority will maintain earmarked reserves for specific purposes only when appropriate, and which are consistent with achieving objectives.

- (iv) The Authority will continue to prioritise the achievement of Value for Money, securing economy, efficiency and effectiveness in the use of resources; in establishing the framework for the Fire Service within Humberside and; in commissioning and procurement decisions.
- (v) The Authority's Chief Finance Officer will prepare a rolling programme of four-year budget forecasts to inform the Authority's budget and precepting decisions.
- (vi) The Authority, supported by the Authority's Chief Finance Officer and Chief Fire Officer/Chief Executive, will continue to contribute to national reviews of fire funding and take every opportunity to engage in order to pursue the fair and equitable funding of Humberside Fire Authority.

4. Reviewing the Strategy

4.1 The Authority's MTRS review for 2022/23 to 2025/26 has been carried out under the following key themes:

- (i) The financial context in which the Authority operates;
- (ii) The Authority's current financial position;
- (iii) The impact of the revised IRMP including the impact of the Grenfell Tower tragedy, increased focus on business safety and Local and National Resilience arrangements;
- (iv) The impact of COVID-19 on current expenditure and projected future income;
- (v) The future budget pressures that the Authority will face over the period of the strategy;
- (vi) Budget savings;
- (vii) The Authority's capital programme;
- (viii) Reserves policy;
- (ix) Risk assessment;
- (x) Financial Resilience.

5. Integrated Risk Management Plan

- 5.1 The successful delivery of the Strategy requires the Chief Fire Officer to manage a complex set of resources, demands, and priorities whilst reviewing and revising plans to meet the risk profile for fire services within the available financial resources.
- 5.2 HMICFRS (Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services) considers that a Service is efficient if it is making the best use of its resources to provide fire services that meet expectation and follow public priorities, and if it is planning and investing wisely for the future.
- 5.3 The Authority's MTRS is underpinned by workforce planning and capital programmes which are aligned with the delivery of the Integrated Risk Management Plan priorities and the continued delivery of an efficient and effective fire service to the communities of Humberside.
- 5.4 The Service is instrumental in identifying the risk in communities and providing engagement using the community safety teams. The IRMP identifies the level of risk in each of the four Local Authority areas and resources are located and distributed on this basis. The intervention standards allow measurement of the response to incidents based on the risk rating established.

6. Financial Context

- 6.1 **Funding Formula** - The Fire and Rescue Service relative needs formula (RNF) used to distribute Grant between Fire and Rescue Services was introduced in 2010/11 and much of the data used has not been updated. There has been recognition for many years that the formula no longer reflects needs, but previous attempts at reform of the relative needs formula in 2018 have not come to fruition due to various technical/political considerations. No change is anticipated to the RNF formula until at least 2023/24 at the earliest and therefore, the MTRS has made no assumptions in this regard.
- 6.2 **Local Government Finance Settlement and Council Tax Precept** – The Budget and Comprehensive Spending Review (CSR) were announced by the Chancellor on 27 October 2021, following this announcement amendments to grant and pay assumptions have been made. The Provisional Local Government Finance Settlement and Council Tax referendum rules were announced on 16 December 2021.
- 6.3 This MTRS as presented includes an increase in the precept of £1.76 (1.99%) for a Band D property for 2022/23. A prudent planning assumption has been made regarding the future years 2023/24 to 2025/26 of a 1.99% increase. Final decisions on the actual precept will be made each year by the Authority based on the financial circumstances at the time.
- 6.4 The Secretary of State determines the maximum increase that Fire and Rescue Authorities can make to Council Tax Precept without requiring a referendum and in 2022/23 this is 2%.
- 6.5 The Authority has run a public consultation on the level of Council Tax Precept for 2022/23. There have been 2,624 responses with 69% of these agreeing with an increase.

7. Current 2021/22 Financial Position

- 7.1 The Authority's budget for 2021/22 is £45.682m. The quarter three revenue monitoring report shows a projected budget underspend of £0.442m as at 31 December 2021.

2021/22 Revenue Monitoring – Quarter 3 Position			
	Approved Budget 2021/22	Projected Outturn 2021/22	Variance 2021/22
<u>Financial Position</u>	£m	£m	£m
Fire Response and Protection	42.619	42.018	(0.601)
Capital Financing	2.913	3.072	0.159
Net Expenditure	45.532	45.090	(0.442)
Central Government Grant	17.144	17.144	-
Business Rates	3.955	3.955	-
Council Tax Precept	24.064	24.064	-
Central Grant and Precept Total	45.163	45.163	-
Appropriations (to) / from reserves	0.369	(0.073)	(0.442)

- 7.2 The budget is held by the Authority to provide financial resources to deliver operational fire response and protection. The Capital Financing budget comprises the revenue provision for repayment of borrowing, interest costs and investment income.
- 7.3 The overall forecast represents an underspend of £0.442m.
- 7.4 The forecast closing position on reserves for 2021/22 is £13.854m, as set out in the table below.

2021/22 Reserves – Quarter 3 Position			
	Approved 2021/22	Projected 2021/22	Variance 2021/22
	£m	£m	£m
Opening Balance – General Reserve (01/04/21)	6.373	6.373	-
Planned transfer to/(from) General Reserve	0.074	0.516	0.442
Forecast Closing Balance (31/03/22)	6.447	6.889	0.442
Opening Balance – Earmarked Reserves (01/04/21)	7.408	7.408	-
Planned transfer to/(from) Earmarked Reserves	(0.650)	(0.443)	0.207
Forecast Closing Balance (31/03/22)	6.758	6.965	0.207
Forecast Closing Balance (31/03/22)	13.205	13.854	0.649

8. Medium Term Budget Pressures in Humberside

- 8.1 When calculating the medium-term budget projections for Humberside consideration has been given to a number of budget pressures including:
- (i) Pay and price increases;
 - (ii) Budget pressures;
 - (iii) Revenue implications of the capital programme;
 - (iv) Other – including the implications of Covid-19.
- 8.2 **Pay and price increases** - Indicative budget forecasts for 2022/23 to 2025/26 reflect the impact of inflation on budgets wherever possible such as energy, business rates and rent increases along with known contract increases. In addition, estimates for future pay awards are at 2.5% in 2022/23 and 2% in future years.
- 8.3 **Budget pressures** - The MTRS also includes estimates of the impact of the valuation of the Firefighters' Pension Scheme and the triennial review of the Local Government Pension Scheme (LGPS).
- 8.4 **Revenue implications of the capital programme** – The most recent approved four-year capital programme is summarised in Section 10 below. The implications of this programme are fully reflected in the MTRS.

9. Medium Term Savings Proposals

9.1 Throughout the MTRS period savings and efficiencies will continue to be delivered wherever possible, to sustain the investment in the fire service, to continue to support safety and protection arrangements and balance the budget (See 11.2), for example:

- (i) Service Improvement Plan;
- (ii) Non-pay savings;
- (iii) Savings through procurement through the continued use of regional and national frameworks;
- (iv) Maximising income generation wherever possible.

10. Capital Estimates and Financing

10.1 The following table provides a summary of the 4-year capital programme:

Capital Estimates	2022/23 £m	2023/24 £m	2024/25 £m	2025/26 £m	Total £m
Major and Minor Building Schemes	0.890	0.790	0.790	0.790	3.260
Information Technology	0.950	0.675	0.575	0.575	2.775
Vehicles and Equipment	0.217	1.692	1.498	1.762	5.169
Total	2.057	3.157	2.863	3.127	11.204

10.2 Key areas to note in the proposed programme are:

- (i) **Building Schemes** - Estates refurbishment programme based on operational requirements;
- (ii) **Information Technology** - the Service have a number of Improvement Schemes to deliver change and efficiency through transformation and costs relating to the implementation of the Emergency Services Network (ESN);
- (iii) **Vehicles and Equipment** - a rolling programme of vehicle replacement and programmes for upgrading equipment.

Capital Financing

Capital Estimates	2022/23 £m	2023/24 £m	2024/25 £m	2025/26 £m	Total £m
Forecast Expenditure	2.057	3.157	2.863	3.127	11.204
Financed by:					
Grants and Contributions	1.000	1.000	1.000	1.000	4.000
Prudential Borrowing	1.057	2.157	1.863	2.127	7.204
Total Financing	2.057	3.157	2.863	3.127	11.204

- 10.3 The capital financing approach is to use Prudential borrowing and identified revenue contributions and reserves where appropriate to fund the Capital Programme and as mentioned in paragraph 8.4 the revenue implications of this borrowing is fully reflected in the MTRS Budget Forecast.

11. Indicative Budget Forecasts 2022/23 to 2025/26

- 11.1 All the budget pressures, budget savings and funding assumptions outlined earlier in this Strategy are summarised below. Having considered the savings proposals and the availability of reserves to support the MTRS an important consideration is the precept proposal for 2022/23. The MTRS includes a precept increase of £1.76 (1.99%) built into the funding for 2022/23, and future increases as set out earlier in this report.

- 11.2 The budget forecast position is set out in the following table:

MTRS Group Budget Forecast	2022/23 £m	2023/24 £m	2024/25 £m	2025/26 £m
Base budget	45.014	47.625	48.485	49.649
Budget pressures				
Pay Related Increases	2.179	0.266	0.783	0.797
Non-Pay Inflation	0.338	0.306	0.247	0.261
Budget pressures / (Savings)	0.476	0.381	0.200	0.200
Revenue Impact of Capital Financing	(0.141)	0.155	0.188	0.092
Total budget pressures	2.852	1.108	1.418	1.350
Efficiency Savings Requirement	(0.241)	(0.248)	(0.254)	(0.261)
Net Budget Requirement	47.625	48.485	49.649	50.738
Central Government Grant Income	17.370	17.630	17.895	18.163
Business Rates Received from Local Authorities	4.749	4.749	4.749	4.749
Business Rates – Collection Fund Surplus / (Deficit)	(0.466)	(0.400)	(0.400)	(0.400)
Council Tax Precept Income	25.312	26.202	27.124	28.080
Council Tax Precept - Collection Fund Surplus / (Deficit)	0.700	0.250	0.250	0.250
Total Income	47.665	48.431	49.618	50.842
Funding Gap / (Surplus) Before Reserves	(0.040)	0.054	0.031	(0.104)
Planned use of reserves:				
Transfer (from)/to Earmarked reserves	0.040	(0.054)	(0.031)	0.104
Funding gap / (surplus) after use of reserves	-	-	-	-

- 11.3 The forecast budget set out above shows how after the planned use of reserves, savings and the precept there is no funding gap for the period of the MTRS, which meets the key principle of the Authority's Strategy that overall expenditure will be delivered within a sustainable budget over the medium term.

- 11.4 The forecast budget is allocated as follows between Fire Service and Capital Financing.

Humberside Fire Authority	2022/23 £M	2023/24 £M	2024/25 £M	2025/26 £M
Fire Response and Protection	45.028	45.733	46.709	47.706
Capital Financing	2.597	2.752	2.940	3.032
Total	47.625	48.485	49.649	50.738

- 11.5 **Budget Monitoring arrangements** – the S.151 Officer confirms that the Authority has timely and robust monitoring arrangements. Management Accounts are reported to the Fire Authority and the Governance, Audit and Scrutiny Committee on a quarterly basis.

12. Reserves

Background information on Reserves

- 12.1 Sections 32 and 43 of the Local Government Finance Act 1992 require billing and precepting authorities in England and Wales to have regard to the level of reserves needed for meeting estimated future expenditure when preparing budgets.
- 12.2 In establishing reserves, the Authority must comply with the Code of Practice on Local Authority Accounting in the United Kingdom (the Code). The Chief Finance Officer is required as part of the budget setting process to provide a statement on the adequacy of reserves.
- 12.3 Chartered Institute of Public Finance and Accountancy (CIPFA) guidance on Reserves and Balances (LAAP Bulletin No 77 November 2008) and the requirements of the Code suggests twice yearly reviews of reserves. By doing this, the visibility of reserves are increased and consideration of their use is placed at the forefront of the decision-making process. Reserves are cash backed balances, held on the balance sheet until they are spent or released for other purposes. As such, they can only be spent once, and are not part of the base budget.
- 12.4 In addition, CIPFA along with the Home Office recommended as good practice that Fire Authorities publish an Annual Reserve Strategy Statement. Humberside has published an Annual Reserves Strategy Statement since 2019/20. The statement provides an explanation for each reserve along with its value. It also includes a narrative explaining whether the current and projected level of reserves is appropriate, and if governance arrangements for reserves are adequate and appropriate.
- 12.5 The Authority's balance sheet reserves are summarised as follows:
- (i) **General Reserves** - a contingency for unexpected events or emergencies;
 - (ii) **Earmarked Reserves** - to meet known or predicted liabilities.
- 12.6 CIPFA guidance issued in June 2003 confirms that relevant bodies should make their own judgements on such matters, taking in to account relevant local circumstances and an assessment of risk and the advice of the Chief Finance Officer.

Reserves Strategy

- 12.7 The Authority must retain adequate reserves so that unexpected budget pressures can be met without adverse impact on the achievement of key objectives and council taxpayers. The

Authority's policy for reserves and balances is based on a thorough understanding of the organisation's needs and risks. Part of this process is to give a clear explanation of the existing and proposed use of reserves and this is addressed in the paragraphs below.

General Reserve

- 12.8 The expected General Reserve at 1 April 2022 will be maintained at £5.9m to match identified level following the risk assessment used to produce the Prudent General Minimum Level of Reserves.

Earmarked Reserves

- 12.9 Earmarked Reserves represent funds which have been set aside by the Authority for specific purposes. The table below shows the overall strategy for use of reserves over the MTRS period.

MTRS Reserves Forecast	At 1 April 2022 £m	At 1 April 2023 £m	At 1 April 2024 £m	At 1 April 2025 £m	At 1 April 2026 £m
Earmarked Reserves					
Insurance	0.700	0.700	0.700	0.700	0.700
The Ark – National Flood Resilience Centre	1.000	1.000	-	-	-
Capital Programme Funding	4.090	3.940	3.790	3.640	3.490
Resilience	0.300	0.300	0.300	0.300	0.300
ESMCP	0.355	0.295	0.235	0.175	-
East Coast & Hertfordshire Control Room	1.170	0.670	-	-	-
Service Improvement and Environmental	0.250	0.250	0.250	0.250	0.250
Total Earmarked Reserves	7.865	7.155	5.275	5.065	4.740
General Reserves	5.989	6.029	5.975	5.945	6.048
Total Reserves	13.854	13.184	11.250	11.010	10.788

- 12.10 The Authority retains £7.865m Earmarked reserves for the following purposes:

- (i) Insurance – to meet potential uninsured losses;
- (ii) The Ark (National Flooding Resilience Centre) – to meet HFA contribution to the ARK project;
- (iii) Capital Programme Funding – funding for the Capital Programme to replace capital grant funding from the Home Office which has now ceased;
- (iv) Resilience – to meet any expenditure required in relation to maintaining the Service's resilience;
- (v) Emergency Services Mobile Communication Programme (ESMCP) – to meet the costs of the ESMCP rollout;
- (vi) East Coast & Hertfordshire Control Room – to meet Humberside's share of the infrastructure costs of the East Coast and Hertfordshire Control Room Consortium;
- (vii) Service Improvement and Environmental – to support environmental initiatives across the Service.

- 12.11 **Adequacy of Reserves** – the S.151 Officer confirms that the current reserves held by the Authority are adequate. The position on reserves will be kept under continuous review and will be reviewed again during 2022/23. Any material changes will be reported to the Authority.

13. Risk Assessment

- 13.1 The MTRS contains the most up to date information at the time of drafting, but the Authority's financial position is dynamic. A comprehensive financial risk assessment is undertaken for the revenue and capital budget setting process to ensure all risks and uncertainties affecting the Authority's financial position are identified. The Authority faces a number of significant financial pressures that could affect the position over the medium term. An assessment of the likelihood and impact of each risk and the management controls in place are shown in the following table:

Risk	Likelihood	Impact	Risk Management
Pay awards and price inflation being higher than anticipated.	Possible	High	Budget based on best information available and set at a prudent level.
Failure to deliver planned savings.	Possible	Medium	Revenue monitoring updates to the Fire Authority.
Impact of COVID-19, increased expenditure and reduced income	Likely	Medium	Monitor and reclaim expenditure if possible, budget based on latest information around precept and use any measures available to reduce impact.
Impact of the introduction of the Emergency Services Network	Likely	Medium	Monitor information as it is released and try to secure sustainable funding to mitigate any increased costs.
Further reductions in funding included in the next Comprehensive Spending Review and an unfavourable review of funding formula.	Possible	High	Balance on General Reserve maintained at the Prudent General Minimum; forward planning; regular monitoring.
Future council tax precept rises limited by excessiveness principles determined by the Government.	Likely	Medium	Balance on General Reserve maintained at the Prudent General Minimum; forward planning.
Costs associated with the outcome of the national legal challenge to the Firefighters' Pension Scheme (2015) transition arrangements are not met centrally by the Home Office.	Possible	Medium	Balance on General Reserve maintained at a Prudent General Minimum; close budget monitoring; annual review of budget and MTRS; existing Firefighters' Pension Fund arrangements require the Home Office to balance the deficit on the Fund each year through a top-up grant.

- 13.2 **Robustness of Estimates** - the S.151 Officer confirms that the budget estimates have been compiled on a robust and prudent basis.

14. Financial Resilience

Sensitivity analysis

- 14.1 The MTRS refresh is being undertaken in a more uncertain environment as a result of the Covid-19 pandemic.
- 14.2 Funding assumptions both in relation to local and national funding are likely to cause material changes late on in the planning process. This cannot be avoided but needs to be recognised.
- 14.3 The current MTRS assumes pay awards at 2.5% in 2022/23 and 2% in future years.
- (i) Pay makes up around 75% of the total spend this remains one of our single largest assumptions. The table below shows the impact of differing pay awards in terms of sensitivity. Each additional 1% will cost an additional £0.4m per year.
 - (ii) Inflation is currently assumed at 1.5% outside of specific inflation items. The MTRS assumed 2%, the Bank of England (BoE) target rate minus an assumed efficiency of 0.5%. Over the last few months inflation has significantly exceeded the BoE target resulting in a need to refresh the inflation assumptions. It is assumed that after 18 months inflation will return to the BoE target.
 - (iii) The following information has been received from Blue Light Commercial and other sources around medium-term inflation rates based on their in-depth analysis of the current market:

Budget	Increase 2022/23 %	Reason
Insurances	10.0	Renewals due and hardening of market
Waste, Cleaning, Building Maintenance	3.5	Contract price increases
Electricity	55.0	Supply and demand on global market
Gas	38.0	Supply and demand on global market
Water	5.0	Historical rate of increase
Rates	2.0	Inflation
Fuel	10.0	Forecast oil price
IT	3.5	Shortage in skilled labour and higher shipping costs

- (iv) The uncertain environment in relation to income continues to be a challenge in relation to medium term financial planning. The following sensitivity analysis has been undertaken across three scenarios ahead of the spending review across both central government and local funding streams:

Medium Term Resilience

- 14.4 The following six indicators have been developed by CIPFA to demonstrate the medium-term financial resilience of Fire Authorities. These indicators allow benchmarking with other Authorities and organisations and provide an overall assessment of financial resilience.
- 14.5 Funding gap as a percentage of Net Revenue Expenditure (NRE) over the MTRS period - Authorities need to have a clear estimate of their funding gap over the Medium-term Resource Strategy.

	2022/23 £m	2023/24 £m	2024/25 £m	2025/26 £m
NRE	47.865	48.732	49.902	50.999
Estimated Funding Gap	0.201	0.302	0.285	0.157
Gap as a % of NRE	0.4%	0.6%	0.6%	0.3%
Savings Identified	0.241	0.248	0.254	0.261
Unidentified Gap as a % of NRE	(0.1%)	0.1%	0.1%	(0.2%)

- 14.6 Savings delivered as a percentage of planned savings – Authorities need to be sure that savings plans are effective and planned savings are delivered.

	2017/18 £m	2018/19 £m	2019/20 £m	2020/21 £m	2021/22 £m
MTRS Savings Planned	1.608	0.269	0.658	-	0.127
MTRS Savings Achieved	1.608	0.269	0.658	-	0.127
% of Savings Achieved	100.0%	100.0%	100.0%	-	100.0%

- 14.7 Over/underspends relative to Net Expenditure – It is important that Authorities keep over/underspending under control and that actual expenditure is as close as possible to the levels planned.

	2017/18 £m	2018/19 £m	2019/20 £m	2020/21 £m	2021/22* £m
NRE	42.744	42.948	46.343	48.352	45.290
Over/(Under)spend	(0.011)	(0.162)	(0.120)	(0.571)	(0.442)
Over/(Under)spend as a % of NRE	(0.0%)	(0.4%)	(0.3%)	(1.2%)	(1.0%)

*estimated position

- 14.8 Useable Reserves as a percentage of Net Revenue Budget – Reserves allow for periods of uncertainty to be managed and healthy levels of useable reserves are an important safety net to support financial stability.

	2017/18 £m	2018/19 £m	2019/20 £m	2020/21 £m	2021/22 £m	2022/23 £m	2023/24 £m	2024/25 £m	2025/26 £m
NRE	42.744	42.948	46.343	48.352	45.290	47.865	48.732	49.902	50.999
Resource Reserves									
General	5.373	5.270	5.251	5.758	6.373	5.989	6.029	5.975	5.945
Earmarked	5.175	4.600	4.938	5.173	7.408	7.865	7.155	5.275	5.065
Resource Reserves as a % of NRE	24.7%	23.0%	22.0%	22.6%	30.4%	29.0%	27.0%	22.5%	21.6%
Change in %	(9.9%)	(1.7%)	(1.0%)	0.6%	7.8%	(1.5%)	(1.9%)	(4.5%)	(1.0%)

- 14.9 Council Tax as a percentage of Income – This shows the reliance of Fire and Rescue Services on core grants and potential impact changes in core grant funding could have on the financial sustainability of the Authority.

	2017/18 £m	2018/19 £m	2019/20 £m	2020/21 £m	2021/22 £m	2022/23 £m	2023/24 £m	2024/25 £m	2025/26 £m
Precept	21.011	21.973	22.993	23.817	24.148	25.312	26.202	27.124	28.080
Total Financing	42.755	42.886	43.575	45.269	45.163	47.664	48.430	49.617	50.842
Precept as a % of Total Financing	49.1%	51.2%	52.8%	52.6%	53.5%	53.1%	54.1%	54.7%	55.2%

- 14.10 The Cost of Borrowing as a percentage of Net Revenue Expenditure – Borrowing commitments are long term and must be funded from ongoing revenue budgets. This table shows the amount of revenue funding committed to meet current and future borrowing commitments.

	2017/18 £m	2018/19 £m	2019/20 £m	2020/21 £m	2021/22 £m	2022/23 £m	2023/24 £m	2024/25 £m	2025/26 £m
NRE	42.744	42.948	46.343	48.352	45.290	47.865	48.732	49.902	50.999
Borrowing	14.479	14.702	15.003	13.618	16.984	19.069	19.169	18.669	18.828
MRP	1.512	1.079	1.209	0.700	0.792	0.971	1.161	1.348	1.458
Interest	0.608	0.627	0.658	0.621	0.621	0.626	0.591	0.592	0.574
Cost of Borrowing as a % of NRE	5.0%	4.0%	4.0%	2.7%	3.1%	3.3%	3.6%	3.9%	4.0%
Level of Debt	14.479	14.702	15.003	13.618	16.984	19.069	19.169	18.669	18.828
Level of Debt as a % of NRE	33.9%	34.2%	32.4%	28.2%	37.5%	39.8%	39.3%	37.4%	36.9%

15. Conclusion

- 15.1 The overall financial position for Humberside Fire Authority is sustainable over the medium term.
- 15.2 The approach set out in this MTRS delivers a balanced budget. It sets out how all four years will be financed and general reserves are set at the level identified in the Prudent Minimum General Reserve assessment, estimated at £5.9m for 2022/23.

Calculation of Precept 1.99% Increase

<u>2021/22</u>		<u>2022/23</u>
<u>£</u>		<u>£</u>
45,088,573	Net Revenue Budget	47,623,935
74,197	Add : Contribution to/(from) General Reserve	40,479
-	Contribution to/(from) Earmarked Reserves	-
45,162,770	Net Budget Requirement	47,664,414
(17,144,339)	Less : Exchequer Assistance Formula Grant	(17,369,534)
(3,992,704)	Less : Business Rates received from Local Authority	(4,748,669)
84,213	Less : Council tax net collection fund (surplus)/deficit	(700,155)
37,979	Less : NNDR net collection fund (surplus)/deficit	465,501
24,147,919	Amount to be raised from Tax	25,311,557
273321.10	Divided by Tax Base	280896.20
£88.35	Band D Council Tax	£90.11
1.99%	Precept Increase over Previous Year	1.99%

<u>2021/22</u>	<u>Tax Band</u>	<u>2022/23</u>	2022/23 Increase over -	
			<u>Year</u>	<u>Month</u>
			<u>£p</u>	<u>£p</u>
58.90	A	60.07	1.17	0.10
68.72	B	70.09	1.37	0.11
78.53	C	80.10	1.57	0.13
88.35	D	90.11	1.76	0.15
107.98	E	110.13	2.15	0.18
127.62	F	130.16	2.54	0.21
147.25	G	150.18	2.93	0.24
176.70	H	180.22	3.52	0.29

<u>Collection</u>		<u>2022/23</u>	<u>Collection</u>	<u>Total</u>
<u>Fund</u>		<u>£</u>	<u>Fund</u>	<u>£</u>
<u>Balances</u>			<u>Balances</u>	
<u>£</u>			<u>£</u>	
19,953	East Riding of Yorkshire	10,894,326	340,293	11,234,619
(83,238)	Kingston upon Hull	5,765,959	175,936	5,941,895
54,342	North East Lincolnshire	4,073,594	104,639	4,178,233
(75,270)	North Lincolnshire	4,577,678	79,287	4,656,965
(84,213)		25,311,557	700,155	26,011,712

Council Tax Precept Consultation 2022-2023

Total responses = 2624, majority (1797, 68.5%) voted yes to an increase

Breakdown:

Online survey (accessed via the website, social media and email link) = **1102**

Majority have come from My Community Alert = 618 out of 1102 responses.

Table 1

Total responses

	Increase at 1.99% (Website, social media)	No increase (Website, social media)	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% all polls	No increase at 1.99% all polls	Total
Total number of responses	335	100	497	121	36	13	929	593	2624
Online consultation survey breakdown									
Employees	88	9	4	1	1	0	n/a	n/a	103
Members of the public	247	91	493	120	35	13	n/a	n/a	999
Geographical Analysis									
East Riding	148	44	196	41	19	9	See table 2		457
Hull	96	19	116	22	6	1			260
N. E Lincs	31	12	92	22	6	0			163
N. Lincs	57	23	93	36	5	3			217
Out of area	3	2	0	0	0	0			5

Table 2

Social media polls breakdown, totals are included in Table 1

	Increase at 1.99% Twitter poll	No increase Twitter poll	Increase at 1.99% LinkedIn poll	No increase LinkedIn poll	Increase at 1.99% Instagram polls (total)	No increase Instagram polls (total)	Increase at 1.99% NextDoor poll (total)	No increase NextDoor poll (total)	Total
Total number of responses	108	23	31	9	201	26	589	535	1522
Geographical Analysis									
East Riding							345	283	628
Hull							97	96	193
N. E Lincs							46	53	99
N. Lincs							101	103	204

Using polls:

As the consultation question is a yes/no response and social media platforms allow for a comment or ability to send a message we used online polls facilities on our corporate Twitter, Instagram and LinkedIn accounts and NextDoor accounts to support our reach and engagement with our communities.

We ran two polls through Instagram stories as they last for 24 hours each, which is the reason it states 'total' in Table 2.

All polls include details and links to our online consultation area on the website, these were also included in our social media messages.

NextDoor:

We have four NextDoor accounts, each cover a Local Authority area and NextDoor is an online version of Neighbourhood Watch mixed with Facebook community groups. They are free to use, we were the first UK Fire Service to have a NextDoor account and by splitting them into the Local Authority areas it means we have more control to target certain areas/wards or the whole area. Since 2021, there has been an increase of people joining their local NextDoor community across all four authority areas and the total amount of members has grown to 85,639 an increase of 47% since last year.

Below is a breakdown of members and the response to the poll (these figures are captured in the table above). We saw an increase in the poll responses apart from members in the East Riding, unsure why this is especially as members have increased. All areas saw a significant decrease in the percentage that voted 'yes'. Feedback was a mix of comments of those who value and have needed the Service, to those who think the funding should come from government and too many prices are rising.

Local Authority	Total Members	Poll response	Voted yes
East Riding	37,501 (16,339 more members than last year)	628	55% (79% last year)
Hull	19,485 (9115 more members than last year)	193	50% (78% last year)
North East Lincs	14,334 (7017 more members than last year)	99	46% (76% last year)
North Lincs	14,319 (7778 more members than last year)	204	49% (90% last year)

Feedback themes

From our online consultation survey and also mirror comments on our social media posts and online polls.

Those who voted Yes (761) overview:

Lot's of praise for the Fire Service, what it does and staff.

It's not a lot compared to other increases.

Provides value for money.

You never know when you will need them and available 24/7.

Examples:

- A small increase for an essential service.
- Costs are constantly increasing so a rise is needed – it's not a lot.
- I think lives are worth that and more, without these services we are all at risk. They are worth their weight in gold, risking their lives for us.
- Support a service who cover more than just fires and RTAs.
- The Fire and Rescue Service is worth more than 29p per month increase! They save lives and you can't put a price on that.
- Value for money.

Those who voted No (211) overview:

Struggling financially with bills increasing and feeling the strain.

Government should increase funding.

Service could be more efficient and justify how they spend their income, few suggestions the increase is for staff pay rise.

Fewer fires so less need for the Service, Fire Stations and staff. Generally unaware of what frontline services are provided, stereotypical opinion of a firefighter.

Examples:

- As a pensioner the increase is beyond the increase in my annual income and would strain my living comfortably
- As energy bills in particular have gone up so significantly people simply cannot afford increases to any other bills regardless of whether the services require them or not. Efficiencies should be made across the whole public sector as it is no longer reasonable to ask for any further increase from the public.
- Cost of living is going up for all, Central Government should assist in these trying times
- Council tax is expensive enough and rises every year without fail. The council or government should pay the extra
- I feel that the fire brigade could be more efficient. If they changed the way they do shifts etc they could reduce their costs but while funded by us they don't care. If they were a private organisation, they would have to be able to justify what they do.
- Less fires, less need for the service

A full list of feedback from our online consultation form can be found in appendix 1, blank responses and those stating not applicable (N/A) have been removed, along with any that disclosed personal information such as emails and inappropriate language.

Communication routes:

- Social media: Twitter, Facebook, Instagram, LinkedIn
- My Community Alert
- NextDoor
- Humber Emergency Planning and Commah sites
- PCC Communications and contacts, including OPCC Diversity Panel
- Safer Roads Humber
- HFR Solutions
- Village Hall Network – whole Humber region
- The former Hull PCC engagement group contact list (which is still going in a different format)
 - CCG Newsletter and GP distribution
 - Neighbourhood Network – which covers the north bank
 - Neighbourhood Action Team – which also covers the south bank
 - Ward newsletters and Hull Forums
- We produced a flyer and shared with the contacts above so they can easily print or paste into their publications and emails. This flyer has been shared with our district teams, Public Safety Centre and Education and Development Centre to share onto their contacts.
- Press coverage includes: Hull Daily Mail, GI Media and Yorkshire Coast Radio

Social media and website analytics are available in the consultation's communication report.

Demographics:

	Voted Yes 2021 to 2022	Voted No 2021 to 2022	Voted Yes 2022 to 2023	Voted No 2022 to 2023
Man	339	142	438	135
Non-binary	6	5	2	6
Prefer not to say	14	20	9	33
Women	298	59	402	50

Disability: No	534	151	687	161
Disability: Prefer not to say	20	25	20	27
Disability: Yes	94	45	140	39
Asian or Asian British – Bangladeshi	1	0	0	3
Asian or Asian British – Indian	0	0	3	0
Asian or Asian British – Pakistani	0	0	0	1
Asian British – Other Asian Background	0	0	2	0
Black or Black British – African	0	0	2	3
Black or Black British – Caribbean	0	1	0	1
Black or Black British – Other Black Background	0	0	0	0
Chinese	0	0	0	0
Mixed – Other Dual Heritage	1	0	4	3
Mixed – White & Asian	2	1	1	0
Mixed – White & Black African	1	1	1	0
Mixed – White & Black Caribbean	1	3	2	0
Prefer not to say	11	34	9	36
White – British	615	173	766	162
White – Irish	4	2	9	1
White – Other	6	4	15	4
Under 18	0	0	0	1
18-24	8	1	8	3
25-34	48	21	56	25
35-44	84	33	108	33
45-54	125	42	153	45
55-64	155	58	212	39
65+	219	42	306	52
Prefer not to say	16	28	11	31

Yes responses (761):

10p is more than manageable
10p is nothing to me but if it helps keep the fire service funded then it's more than worth it
115p a month! I'd pay an extra £10 a month to make sure we have our emergency services.
15p a month is absolutely negligible.
15p is a pittance to support these brave firemen.
15p. What is there to argue about.
29p is nothing if your house is on fire.
A 2% increase seems reasonable.
A few pence won't make much difference to an individual.
A good fire and rescue service is essential
A much needed service
A service that is greatly needed
A small increase for an essential service
A small price for an essential service.
A small price to pay for an essential service.
A small price to pay for such an excellent service
A small price to pay for the excellent service provided.
A small price to pay for the men and women who risk their lives to save others
A small price to pay for this service
A small price to pay to maintain standards
A totally invaluable service from highly dedicated, committed and outstanding people. 15p per month pales into significance when people will be more than prepared to spend £40 per month on some fancy phone.
A very necessary service
A very small amount of money for a VERY important service.
A very underfunded but essential service which, in my view should be wholly funded from Central Government with adequate to increase the service provision
A vital part of the community
a vital service that deserves support
A vital service which has taken a back seat during Covid and I don't want a situation where this goes under the radar and only comes to light when the resourcing situation becomes critical
A vital service which must be better funded
A vital service.
A worthy service
Absolute value for money and an excellent service. The service needs all the support it can get
Absolutely Essential Service
Absolutely. Do I want firefighters to have sufficient wages and equipment to potentially save my life should one of the worst things happen? I would I rather an increase to shut my road off for 4 weeks for new kerbs? I'll pay for the fire service, thank you!
Additional funding means we can improve
Adequate funding is needed to deliver a high quality service
All emergency services should get pay rise
All our emergency services require better and extra funding and the increase being asked for is extreme value for money.
All services are worth far more than they are paid
All the cuts that have been need all the help they can get.
allow the 'good' service to continually enhance provision and provide effective and efficient service into the future.
Although I would be happy to support the service before the local authority takes more monetary they need to consider the vast waste of money 8n the public sector.
Amazing service we can t live without.
An easy decision.

An efficient well funded service is vital to our community
An essential and life saving service.
An essential service
An essential service that obviously needs the extra funding.
An excellent and well run public Service
An excellent essential service, an absolute necessity for public safety.
Any person/services saving lives should get priority on funding and pay increases
Anyone who works as a First Responder (Fire Services, Ambulance & Police) don't get paid enough anyway!
As a local resident we need to ensure we support services to remain safe to operate. I would like to see the workforce that represents our diverse communities and I support the efforts you have already made on that front.
As ex-LFB, I know that cuts are costing lives, both in fires and special services. The job is very demanding, so give the resources needed.
As long as its not wasted
As the costs for everything is increasing exponentially, it is obvious that the costs for the fire service will increasealso and therefore I'd expect an increase and be happy to pay it - I do however acknowledge that I am in a position to afford this, whereas many of the citizens in the country this will add to ever increasing costs and be unaffordable.
As the service is a essential need for the community
As with all emergency services you only need it when you need so a good service needs to be maintained.
As you are an important service
aslong as it goes to the right services yes
At this moment in time everything is costing more and our services need that extra money and it has to come from somewhere so I have no issues with paying that little bit more
Because all prices have increased significantly.
Because I feel it is a very necessary service and to pay a few pence extra to help ensure they are there should I need them is a small price to pay.
Because I value the service they provide.
Because I want to ensure the fire service is there, in case I ever need their services.
Because if the national government will not fund this then housholders will have to.
Because is a essential service and need be well-equipped
Because it is an important service we all need to function well
because it is so needed and 15p a month is not a lot to ask
Because it is worth it as long as it is going to the actual Fire Service and not eaten up by admin costs or increases in salary t for the top dogs
Because it's worth it and no one is going to miss an extra 15p
Because it's an essential service and I want it to work as well as possible
Because its better than seeing the service continue to decline
Because no one knows when they may need their help
Because of the need to encourage new service personnel in light of the disgraceful way they are treated when on duty in some areas.
Because the fire and rescue do an excellent job.
Because the fire brigade need it
Because the Fire Service is important
Because they are as just as Important as the police and ambulance..alsothey saved my life when my house burnt down ..one .am risked his life by going against orders to not come in without all his gear on but he knew I wouldn't survive...I'd give 5 pound more for them .
Because they are invaluable to the community and never know when they will be asked to risk their lives for others.
Because they are on call 24/7 and save life's.
Because they are worth it
Because they deserve it
Because they do a fantastic job

Because they have difficult tasks to deal with every day.
Because they're worth it.
Because to get a good service we must expect to pay more for it and it's not much more per month anyway. I would be prepared to pay more.
Because we don't realistically have a choice
Because we need a fire service
Because we need them
Because we need them
Because we need them
Because when you need help you expect someone to turn up
Because you never know when you would the services
Being able to rely on the fire service being available at all times allows us to sleep in peace
Believe the service they provide is critical to the safety of our community.
Benefit to keep a well resourced Service for the region
Best 15p I would ever spend to save a life
Better service
Cannot put a value on the fire service
Cheap service
Continued quality service delivery
continuous value for money
'Cos these guys are invaluable and not just the guys.
Costs are always increasing and it is important that the service is maintained
Costs are constantly increasing so a rise is needed.
Costs increase and we need to maintain a good level of service
Costs rise each year but I think everyone should pay the same irrespective of council bands. A loaf of bread costs everyone the same from a specific shop. Why should services differ?
Council tax isn't a great tax, but it's the only one local government has control over and the services it pays for are vital, obviously including our fire services! I support an increase in council tax because I support an increase in public services
Crucial to maintain and support the service of our fire & rescue services.
Doesn't sound much per month - though along with all the other increases, it's always more than pensions increase by
Dont want cuts to service
due to the ongoing dedication and tireless work done by the HFRS, not only in callouts but the community work and support that the give. that they provide.
Emergency service
Emergency services are essential and well worth paying extra for.
Emergency services are vital to any society, yet ours are woefully underfunded.
Emergency services are vital to the safety of the public. They need to be fully supported financially to be efficient and effective.
Ensure fire service better equipped
Essential
Essential community service
essential service
Essential service
Essential service
Essential service
Essential service
Essential service
Essential service
Essential service
Essential service
Essential service
Essential service

Essential service and definitely worth paying a little extra to ensure we can continue to receive the support from the fire service
Essential service save lives and cost should not be a consideration. I want the best services irrespective of the cost.
Essential Service should be adequately funded and staff properly paid
Essential service that can't be done by anyone else
Essential service that need support
Essential service that needs proper funding
Essential service that needs proper funding.
Essential service.
Essential services
Essential services
Essential services but I would prefer NLincs to pay more
Essential services but, at least, be maintained.
Essential services for all the community for a very small increase
Essential services must be kept.
Essential services need funding
Essential services need to be properly funded
Essential services should always be supported
Essential services that save lives
Essential to have a good emergency service particularly when living in this area with close proximity to motorway & industries on the Humber bank.
Essential we have a fire service at all times
Essential we keep current services
Every little helps
Every thing goes up and its not by much
Everybody including the better off must pay for the service
Everything has to be paid for, if me paying a few pounds a year more on council tax to ensure these facilities keep running...then it is worth it.
Everything is going up, energy, fuel etc so it must cost more to provide the same service. However I would say it would be nice if the cost of providing emergency services also dropped if cost of living dropped. But it doesn't.
Everything is going up, including fuel, so it's not unreasonable. I just wish the government would raise income tax to pay for services.
Excellent service
Excellent service
Excellent service and one that is absolutely necessary to us all
Excellent service provided and worth every penny
Extra cash can only be a good thing
Fantastic service happy to help.
Fire & Rescue do an amazing job keeping the public safe in many dangerous situations. They are always there when needed and money is well spent keeping this service up to date with training and modern vehicles. We must look after this service.
Fire & Rescue is an important asset to the community and needs to be funded as well as possible.
Fire and rescue are very important
Fire and Rescue do a lot of community work beside the fire fighting and traffic collisions, 15p per month is not a huge amount. Hopefully eventually disability benefits will realise just a pence a week rise for the last 6 years is dwarfed by everything else going up in tens of pounds a week.
Fire and rescue need all the help we can give👍
Fire and Rescue Service is very important for the community.
Fire and Support Services require funding to allow to continue and improve their effects to protect ourselves and the community.
Fire department needs supporting
Fire fighter service is very important. It's bot a big increase, most of us can manage this.

Fire safety is imperative
Fire service are worth it
Fire Service is a key for our safety
Fire service is an essential for the safety of the town. One day might need to call upon their services
Fire Service is an essential public service, should be properly funded. By government, but if they won't we will have to .
Fire Service is an essential service that it subject to too many cuts.
Fire service is invaluable . More should be paid to all emergency services
Fire service is very necessary no matter what the cost
Fire service provide value for money
Fire Services have been affected by austerity funding cuts for many years. It is time to reinvest in public safety and emergency services
Firefighters are mostly forgotten about
Firefighters deserve a pay rise
Firefighters provide an essential service
Firefighters wages are incredibly low for the job they do
for a better emergency service
For all the service they do
For me it's a small price to pay for the work & risks they take.
For safety
From one front line worker to another
Funding is much needed for vital service
Funding must not stagnate.
Funding of Fire and Rescue must be increased as it is essential for all of us.
Good insurance.
Good quality services cost money and it's a small amount extra to pay for what is a brilliant service
good service
Good Service provided
Good value
Good value for a great service
Good value for an essential service, and also to avoid the need to cut services
Good value service
Good value.
Got to maintain staff and equipment to highest standards
Government cuts have gone too far so this is the next best option
Great service
Great service
Great service and value for money
Great service and value for money
Great service provided
Great service which deserves more financial support. Thank you.
great Service which is also great value
Great service. Makes me feel safe.
Great value !!
Great value for money
Great value for money and helps support the community
Happy to pay more
Happy to pay this small amount to protect this essential service in our area
Happy to support the FRS with a small increase.
Have bee rescued from a vehicle by the fire service and feel that they are the only Emergency service that goes above and beyond in there duties I support this. I would go as far as saying the council tax amounts that the police get should be reduced until they are fit for purpose and the money go to the fire service.

Having known frontline firemen in Doncaster, they provide service to our community by putting there lives at risk without a single thought for them selves. So £3.00 a year is less than 1 pint of beer.....
Help to keep Humberside fire providing a service
HFRS are an essential service (as with Police and Health Services) and offer critical support when needed.
HFRS provide a great service in keeping the community safe and need sufficient funds to enable them to keep providing this s
However our Council Tax is already being increased by 5% to pay for social care
Human lives matter.
I am aware of how much councils are struggling to pay for services.
I am happy to pay as The Fire Service is required around East Yorkshire and I would prefer to know I can get help from The Fire Service if required
I am happy to pay for the service but could money be saved in other areas? Eg are 10 fire safety advocates and 10 non operational fire staff needed?
I am sure an increase is necessary to maintain services
I appreciate having the service and if the increase helps to support it happy to do it
I appreciate how everything is more expensive, but worry about people not being able to afford this, as our energy prices have increased on average an extra £1200 per year. I'd like to feel assured all unnecessary spending has been reduced first and savings made where these can be done.
I believe it is a fantastic service and should be supported
I believe that paying a little more should provide our essential services properly
I believe the fire rescue is a very important life saving service & we need to keep it going. I live alone with my disabled mum & need the peace of mind that such services are available.
I believe the fire service needs the additional funding to maintain current provision levels so the public are not put at risk
I believe the service is essential to peace and tranquillity in my neighbourhood.
I believe the Service is underfunded currently. There should be an increase in funding.
I believe this is a vital service and therefore I am happy to support this increase
I can afford and brigade deserved it
I can afford it and would like to pay more for all Emergency Services instead of cuts in service.
I can't afford to be without it. If I need rescuing I want them equipped, staffed and trained.
I can't see this awful Government providing the necessary funds to maintain this essential service.
I do not believe the amount requested is unequal with the service provided. It seems to be a fair amount to keep our community safe and allow the fire service to exercise their duties and continue to provide essential services such as fire alarm fittings and community engagement events.
I do not think it's currently funded properly
I do support an increase if the money is spent on equipment and not on management an office furniture
I do which to loose more appliances
I don't think that a few pence increase is too much to pay for the brilliant service the hard working men and women provide to us.
i feel they are very underpaid its a challenging professional job and they need to be paid accordingly .
I feel it would be a very small price to pay for the amazing service they provide.
I feel our fire fighters do a great job and do not want to see any cuts.
I feel that HFRS provide a worthwhile and effective service.
I feel the service requires the increase.
I feel these are essential services and need adequate funding by the tax payer
I feel we need them more than ever
I fell that it is important to maintain a comprehensive service, particularly in the rural parts of the former count of Humberside.
I have a non pecuniary interest in the fire service because my son is a senior officer with NorthYorks . He started as retained with the local service which put the fire service inhis blood and has worked his way up the ranks. So this is the main reason I support the increase.
I hold The Fire Service in the highest regard and would support any increase to endure they have the training, equipment and manpower to serve the community.
I hope I never need you but if I do you are there

I know from personal experience that HFRS has high standards in training staff and providing appropriate equipment so the public can be kept safe.
I live in a rural area and accidents happen anytime
I replied yes, however I would have liked to have known more about what the money would be used for and generally what is being spent where.
I see them out more than I ever see the police out tgeir job is more dangerous also carnt put a price on a life
I sincerely support all the Fire Crews do.
I support the fire brigade
I support the fire brigade, they do a fantastic job.
I support this increase because the conservative government has already decimated public sector investment and we have to find other ways to fund our services.
I think all emergency services deserve it
I think fire and rescue and key to many safety and rescue situations and ensuring that we maintain and support every individual in the service is important. We can't risk losing services or reducing staff.
I think it is an extremely important service and if it requires more money, which it so obviously needs, then I will be happy to pay more.
i think it is right and just for the fire service to have a pay increase
I think it's worth the money you never know when you may need it
I think lives are worth that and more, without these services we are all at risk. They are worth their weight in gold, risking their lives for us.
I think that fire services should be provided equally to everyone regardless of ability to pay. The best way to achieve this is through general taxation which should be progressive. I am concerned that the government cuts over the past 10 years may result in suggestions to develop charging systems - I am opposed to this in principle
I think we need to look after our emergency services and it would be good to have more rural services.
I understand it is necessary.
I value our emergency services
I value the Services that HFRS provide to our communities.
I want the best service possible.
I want to feel co confident that we can rely on our fire brigade and they should have the resources to so.
I want you to be able to provide good fire & rescue services without affecting other vital council services. I live in a band E house and would pay a little more if it meant those in band a didn't have to.
I welcome the support given to Fire & Rescue Service.
I wholeheartedly support this increase to enable the continuation of the excellent service our communities receive from HFRS
I work for the NHS and fully support Fire and Rescue
I would be happy to support increase for our emergency services - the council could stop cutting grass borders to help towards the increases.
I would hope the funds would be used correctly to support these vital services
I would pay more to keep the same level of service
i would rather pay for the incresed cost than have a reduction of the services
I would rather the increase goes towards the fire service as they save lives
i would support the increase to keep Fire and Rescue Service as they are one of our emergency service and we should support them as we never know when we might be in need of them. NO Brainer Brainer
I wouldn't want the Fire Service to have to make cuts to the service.
I'd be happy to pay this minimal extra cost.
If I need them I would want to know they are there!
If it saves jobs I am prepared to pay.
If it will protect more jobs I am prepared to pay the extra charges.
If it's to provide a service that keeps us safe then i'm quite happy to pay such a small increase.
If my house catches fire, if I am in a car accident, if my child's head got stuck in a swing, I would hope for a speedy response from the fire service and this cost must be shared by everyone and available to everyone.
If response time is going to get worse, presumably our home insurance premiums would have to rise.This service needs to be at least maintained not reduced.
If we all spent a little less in the shops then all emergency services should have that increase

If we want good services, we have to pay for them.
If we want more service, and we do, we must pay for it.
If we want the best service possible, it is correct - we as tax payers should pay for these services. s
If you use the money for the actual fire service and not use the money on silly things like painting the fire engines just to support charity. You could save money by supporting them with fundraisers and not painting fire engines
important public service
important service that needs to continue
In emergencies we need well trained people. This requires money, and people prepared to work hard and courageously. This can't be done on the cheap
In principle I agree with additional funding for the fire service. The problem is the other increases on council tax that when combined together start to become difficult to manage...
In the interests of safety to save and maintain fire stations and appliances and give recognition to firefighters that protect us and often put their own lives at risk.
Increase firefighter pay for the great job they do
Inflation, I value the service, the staff and the retained firefighters, this is not a large monthly increase per person.
Invaluable service to all of us
Investment in the fire service benefits everyone and is an essential service. As such it should never have been subject to cutbacks so i am more than happy to contribute
Investment is needed to improve and sustain the services they provide in such a large county
It a service that is worth paying for.
It could end up saving my life!
It is a necessary service and the increase seems reasonable.
It is a reasonable amount for essential services.
It is a reasonable increase which for me is possible. However I am aware that many households, especially families and elderly people may not have the money available for this increase.
It is a small price to pay for a critical service. Many people pay far more for TV channels they rarely watch!
It is a small price to pay for an essential Service
It is a vital and much needed service of which we should all appreciate.
It is a vital service
It is a vital service and a small extra cost to pay
It is a vital service!
It is a vital service.
It is a well needed service and worth every penny!
It is a worthy course
It is an essential service
It is an essential service
It is an essential service for the local community
It is an essential service that benefits everyone
It is an insignificant increase per month to ensure the continued provision of vital community services
It is important to maintain a properly funded and resourced fire and rescue service.
It is important to support this essential service
It is needed to maintain the service
It is only a small increase which is justified considering the current CPI/RPI rate.
it is such an essential service never know when you or yours will need it
It is vital that services are at least maintained and hopefully improved to protect people and property
It is well worth the increase
It seems fair.
It seems reasonable for a household of 5 plus a dog.
It was utter stupidity that the politicians cut funding to the emergency services.
It will be money well spent and does not compare to the cost of them not being there.
It will be worth it to keep this cover up. ⁸⁶
It would be dangerous and detrimental to life if my local fire station were to close

It's a minimal amount to pay. I do resent what the Council charge though for their service.
It's a small amount to pay for an essential service! I hope I will never need it but if I do I want it to be properly funded not constrained by cutbacks.
It's a small price to pay for a service that saves lives
It's a small price to protect lives
It's a vital service
It's a vital service
It's a wonderful emergency service which is worth paying extra for.
It's an invaluable service that requires proper funding
It's little to pay for continuing security
It's needed
It's not much
It's not much to pay for the reassurance for a great service.
It's only under 30p and you never know when you're going to need the service so if it helps keep it going it's worth it
It's such a small cost for a very necessary service.
It's very important to support such an important service
It's worth it
Its a service difficult to find otherwise in an emergency.
It's a small cost to ensure security of cover should it ever be needed
It's a small price mto pay for peace of mind that there will be a service fit for purpose should you ever need them
It's a small price to pay
It's a tiny increase for a valuable service
its a valuable service
It's a very small amount to keep a vital service adequately funded.
It's a vital service
Its an essential service
It's an essential service that is underfunded.
It's an essential service.
Its an important service !
It's an important service and costs are always going to rise it's to be expected.
It's fine ignoring all emergency services, but when you need them, it's normally a life changing moment for you, then they are the most important things in your life and having had need of their service in an emergency, I'd say yes both my wife and I support.
Its fundamental insurance for potential disasters.
It's important the fire service is able to continue delivering the same level of service
it's less than a packet of crisps per month...
It's money well spent for the publics safety
its not a big amount for the knowledge we have a good service looking after us
It's not a big increase per household and the benefits outweigh any increase in cost.
It's not a huge amount of money and I can afford it.
It's not a huge amount to pay extra
It's not a lot
It's not much money, but needs to be in line with what others are getting elsewhere in the country too
It's not much to pay extra.
It's not that much extra to keep an important service and keepus safe.
It's only a little towards the possible time that I may need the fire service.
It's pennies for an essential service
Its simple, public safety comes first!
it's Valuable service I hope I will never need and I want if funded correctly
It's very little to keep us protected
It's well deserved

Its worth it for my peace of mind
It's worth it.
Just need to be sure there is enough resource for the peaks
Keep a good service going
keep it as an effective service
Keep our Fire Service running
Keep our streets and homes safe.
larger property needs more resources
Less than inflation and provide an essential service
Life doesn't come cheap, and you save lives
Life saving service to the community
Limited resources for a stretched service
make sure stay available
Money well spent
More funding for fire service
Much underfunded, does a wonderful job, well worth the extra money
My answer should be everyone's answer you save lives
My own safety and my family's safety
My Son is a fire officer
Necessary service
Necessary service should be well funded
Necessary services can't do without them
Need a good reliable service
Need it. But council want extra and the police want extra. So it is not 15p extra.
Need quality services
Need to ensure services are readily available
need to have an efficient service
need to keep these services running
need to maintain current levels of staff to keep everyone safe and well trained
Never know when you may need to call on their service.
Never know when YOU might need 'em
Never know when you will need them.
No choice to maintain current services
No more rationalisation or efficiency cuts
No one complains when they have to spend pounds on a coffee etc, Fire and rescue is far more important. Prices go up, funding must too.
No reason required just what's needed
Not just for fires anymore the service attends road collisions, falls, water rescue so value for money
Not really sure why you need to ask for 15p a month. Just do it!
Nothing can be maintained on fresh air.
Nothing is too much for the fire/emergency teams, from heavy emergencies to cats stuck on roofs.
Nowhere near what we pay for a pointless parish council and this is a service which is critical to the safety of us all
our emergency services deserve all the support they can get from the public
Our fire and rescue service are necessary and valuable.
Our support services need support to their jobs effectively
Outstanding service and quality of work.
Past underfunding of an essential service
Piece of mind always, I can afford it and the Fire Brigade deserve it.
Please provide a reason for your choice
Population growth in the East Riding.
Protecting our communities

Provide an amazing service and worth the slight increase
provides a very good service for the money
Public Servants don't get paid anywhere near enough for the jobs they do!
Public service is a national essential and requires our commitment indefinitely
Public services are under funded but vital for the community.
public services are underfunded by national government
Public services need to be properly funded to function efficiently
Reasonable increase
Recent events through the covid pandemic shows that we really need our public services, and not just at maintained levels, but with redundancy in the system. The fire service has been subjected to cuts as have the NHS, education and all emergency services. If central government won't pay, then I feel it is vital we help plug the gap at local level until someone sees sense and funds services properly.
Relatively modest increase for an invaluable service.
Resources are already over stretched
Retired fireman, I value the necessity of a fully functional fire service. Please don't squander the money on gay appliance colour schemes. Only advertise fire prevention issues.
Safety
Safety for the public
safety is a priority
Safety is paramount and cuts cost lives.
Safety needs to be prioritised and I'm happy to pay extra for this
Safety of and in the community and by extension personal safety are of the utmost importance.
Save lives,
Saving lives is priceless.
Seems a small about for a good service. However fire crews should support ambulance service more like USA
Service has to be paid for and firefighters deserve decent pay.
Service is essential and should be properly funded
Services are essential.
services need to be maintained
Small amount for peace of mind
Small amount to pay for excellent service and peace of mind
Small amount, no one will notice the raise
Small increase to feel protected in case of an emergency
Small price for a great service. I'd happily pay more!
Small price to pay for improved safety
Small price to pay for the servive they provide
Something has to be done to stop the decay in our excellent fire service
Sounds very good value to me
Still excellent value for money
Such a small increase that collectively will make a difference
Support a service that is there for all no questions asked and get very little thanks for it
Support a service who cover more than just fires and RTAs
The Armed Forces steps in every time the fire brigade goes on strike, showing that it can be maintained by the military. This may prevent the fire brigade striking again
The benefits to the community as a whole must make this improvement worthwhile.
The cost of living is going up across the board and this represents good value compared with other tax increases.
The diversity within there role that the fire and rescue service provide additional to just attending incidents.
The fire and rescue are I feel undervalued given the skill and dedication demanded. I am a retired fireman ,having joined the Sheffield fire service back in early 1970s
The Fire and Rescue Service are already an underfunded organisation that are vital to our communities
The Fire and Rescue Service do an excellent job of keeping our communities safe and the continuation of the level of service they provide is crucial.

The fire and rescue service have diversified working with partner agencies such as the ambulance and police services ensuring more lives are saved which we fully support
The fire and rescue service is an integral part of our emergency organisations and has to be funded to meet the ever increasing challenges of an increasing population with all the inherent safety and health considerations.
The fire and Rescue service is essential and should therefore be adequately funded
The Fire and Rescue Service is essential in many ways when people need help so it is well worth the money.
The Fire and Rescue Service is worth more than 29p per month increase! They save lives and you can't put a price on that.
The fire crews do a great job and if everyone agrees to pay this small amount it could make a huge difference to this vital service
The fire Service and personnel are paramount to the safety of the public
The Fire Service are heroes, and I believe we should pay more to support them.
The fire service are massively under paid. The firefighters should not have to get a second income to support themselves and family
The fire service attends a variety of incidents that you can't prioritize. As a house fire is just as important as a traffic accident
The fire service deserve as much money as they can get
The fire service do a fantastic job of keeping people safe and helping the community. An increase in cost would be a small price to pay for the job they do.
The fire service does so much more than fight fire's
The fire service has fitted fire alarms in my house free of charge and the give advice to everyone who asks for it. They provide items for venerable people too.
The Fire Service is a public necessity and worth more than they receive.
The Fire Service is a vital element to keep the people of Humberside safe by attending fires and also education for businesses and the local oommunity
The fire service is invaluable and must have sufficient funds to enable it to operate effectively
The fire service is one of the important services that must be protected.
The fire service is vital and has already undergone so many cut backs in the local area
the fire service matters to all of us
The Fire Service needs the funds due to under funding by central government
The fire service needs this extra funding and I am more than happy to pay for it.
The fire service once helped me and I cannot be grateful enough
the fire service provide a valuable service to the community, much more than fighting fires
The Fire Service supports and serves its community in so many different and often unnoticed ways. It's a totally unique emergency service.
The First Service personal, I believe are under payed for the service they provide. For putting themselves in potential dangerous situations.
The FRS provides excellent value for money and is out of step with the Police
The FRS provides good value for money and I am comfortable with this small increase for thi sexcellent service.
The increase is fair and easily affordable for us.
The increase must be justified by increasing front line services. Can you explain fully how the extra increase will be used.
The increased cost is less than a cup of coffee, for people to put their lives at risk for my safety.
The price is not high and they are worth every penny they get
The service is incredibly important.
The service is very important and the increase is not excessive
The service is vital
The service is vital and needed and saves lives.
The service is vital to support the public and a few pence increase , whilst not ideal, is worth it for the service provided..
The service needs to be able to do their job well. Hopefully more funding will help. It is a small price to pay to keep us safe.
The service needs to expand and not contract
The service provided needs to be maintained to the best possible standard to ensure the safety of all

The Service provided is extremely good value for money
The Service provides excellent reassurance to all residents and travellers in the area
The service you provide is more than worth it.
The small annual increase is worth it to me for piece of mind . I appreciate all of the emergency services.
The work is vital for the safety of our communities. With many years of government cutbacks additional monies are needed for the FRS to do their job effectively.
Their jobs are dangerous and I think they should be paid more
There are not enough firemen
there are too few people in service now and with the climate change you will need a lot more support in all 1st services.
There are worth every penny.
There have been a couple of fires round our area, also Ashby ville pond needs trained emergency service for families around this area to feel safe.
There is a need to retain and potentially increase resources for the emergency services.....it is literally that simple an answer to the question
There must be no degradation in the provision of essential fire /rescue services .
There should be more funding of essential services,fire, police and ambulance. Less on administration and poor management.
there when we need you first class
These are essential services which are fundamental to the safety of society. They need to be properly resourced and this cannot happen without sufficient funds.
These are vital services, the increase is minimal at 15p.
These people must see some horrific thing when putting themselves in a danger zone for others.
These people never know when they will have to put their lives on the line for yours and my safety and our own sense of self preservation for our families means we should pay whatever it takes to ensure that.
These services are important to the community so if we need to pay a bit more for them in the current times then I'm happy to do so.
They need to be looked after As they all do a brilliant job 🙌
They are a vital service
They are a vital service and deserve our full support.
They are an emergency service and deserve every penny they get
They are an essential service.
They are the people that willingly go into a fire to save you i would pay loads more for that commitment and selflessness for others
They are worth every penny, a priceless resource to help keep us safe
They are worthy of our support,they do a very difficult job & at risk to themselves to save others.
They definitely need the funding, vital service.
They deserve a pay rise getting more money hat what they get now as they get out their lives at risk for us all
They do a cracking job in difficult times happy to support them.
They do a fantastic job....
They do a very dangerous job
They do good job.
They do more than just putting out fires.
they have been underfunded for too long, and need decent financing for the future.
They must keep the standard of the brigade up
They provide a brilliant service which I am willing to pay a little extra for
They provide a great service.
They provide a priceless service
They provide a vital role in the community
They provide an excellent service
They provide an invaluable service, even if the funding wasn't there the public would still expect the highest level of service to be provided.

They provide excellent value for money and are unable to access additional funding in the same way as the police
They provide us with essential care
They work hard, risk their lives for others ,very very dangerous job
They're a much needed emergency service.
Think about the Country being without this service 365 24/7. It's a no brainer to retain this valuable lifeline.
This essential service needs to be paid for. I'm happy to pay my share and pay more.
This is a crucial service and it should not be underfunded
This is a crucial service for the community and saves lives, I would pay double that per year for the reassurance that the service and its exceptional teams can still be there should I, my family and the community need them! We CANNOT risk underfunding this life saving, vital service.
This is a fundamental service and needs to be maintained!
This is a no brainer. The emergency services need to feel that they are valued and if this is one way they can experience that, then I say give them as much as we possibly can. They risk life and limb each and every time they go out on a call. God bless 'em all.A pay rise is the least we can do.
This is a Service that we all need to know is still there and ready to deal with any crisis that could happen any time anywhere ,fully trained fully allows me to sleep easy
This is a small amount in order to support an essential service. It is less than the cost of a single cigarette!
This is a small increase to maintain services
This is a tiny amount to pay for the service provided by HFRS. I would happily pay more than what is being proposed.
this is a vital service and needs to be adequately funded
This is a vital service which carries out amazing work and deserves additional funding to allow them to develop further skills
This is an essential service that has to be sufficiently funded to operate
This is an important social service which can only provide a good service if it is fully supported by the Government and community. A second rate, poorly funded service service is of little use in an emergency.
This is an invaluable service to the community.
This men's and women's are putting their lives in risk every time when they have a call and to be part of their "team" I would like to know they have everything they need when they go out to save lives
This service is a crucial service and we need to support the things we take for granted.
To at least retain services at current level and perhaps increase some services where possible
To continue and improve the effective cover across East Yorkshire
To continue the level of service which we currently enjoy.
To ensure current service is maintained
To ensure the emergency services are available when needed.
To ensure the response element of the service, too easily does the response get removed and the support increases.
To get a better service and pay more for the service I receive.
To help keep services running
To help to properly fund the service.
To improve services
To keep standards up
to keep the service we receive
To keep up with modernization and invest for the future
To maintain an efficient and highly valuable service
To maintain an essential public service at its current standard.
To maintain fire cover and other services provided by the brigade
To maintain key service
To maintain service at current level
To maintain the level of service
to maintain the service already provided
TO PREVENT CUTS IN SERVICE

To save job losses and the excellent service you provide
to support our Fire & Rescue Service provide a better Service
To support the continued standard of deliver for HFRS
Todays firefighters are outstanding. As long as the money goes to them
Underrated service
Valuable service
Valuable service
Valuable service massively underfunded so yes I do support an increase.
Valuable service that's needed
valud for money
Value for money
Value for money
Value for money
Value for money
Value for money and can continue to develop and grow
Very little to pay extra, a packet of crisps, sweets choc would cost more. It would benefit us all.
Very much needed service. Worth every penny
Very small amount of money for a critical service.
Vital and valued service
vital service
vital service
Vital service and a small price to pay.
Vital service provider
Vital service.
Vital that this service is supported and and maintained at its current level.
Vital, invaluable service by people who risk their lives to do their job.
Want service to improve not degrade
Want to help support the Humberside Fire & Rescue service
We all hope that we will never be in a position/ situation to need you, but, when the s&%t hits the fan & we do, we need to be confident that you can / have the capability to respond. I would quite happily pay an extra £1 a month for this reassurance.
We all need the cover fire and rescue provide.
We all need to feel safe
We can't do without them
We cannot do with out the fire service
We cannot expect this vital service to be maintained at its current level of funding. I would much prefer to increase my payments than see the service cut further.
We can't do without our fire service.
We dont have much as disabled & on UC, but its very simple...It just equates to one less Macdonald's a year or a starbucks coffee compared to a save a life! And one day that may be mine.
We have some of the best fire/rescue teams in the world and we should keep this valuable service and standard.
We live in a rural area so are prepared to pay a bit more but as we never see a police officer (we've lived here 23 years and they've only been to renew my gun license and got lost a few times) maybe take a but off the contribution to the police
We must keep this service going its so important to saving lifes we should pay more.
We must pay more for a great service. Thank you.
We must support a properly funded fire service.
We need the service in 22/23 to be the high standard that it is now. These people put their lives on the line for us,who are we to quibble over 15p extra per month.
we need a fire and rescue service
We need a fully funded fire service, it will save lives.
We need a functional fire and rescue service

We need a good and efficient fire service.
We need a good fire service.
We need a well funded fire service and would pay a extra pound
We need adequate well equipped emergency service
we need all the Police we can get
We need an effective fire and rescue service.
We need it
We need our fire service
We need our fire service fully staffed
We need proper funding, this is a small price for such an excellent service
We need services and services need our investment.
We need the best service possible, it saves lives.
We need the Fire and Rescue service and shoule be prepared for it.
We need the fire service and a few pence a month is worth the service
We need the fire service so it makes sense for them to get more money
We need the good service they provide.
We need their services!
We need them
We need them
We need them to be able to save lives
We need these services! They are unfortunately underfunded, underappreciated and over used. They deserve this money a lot more than the council Bigwigs!
We need this
we need this essential service
We need this service and I would support any increase.
We need this service more than any other without them where would we be regarding road accidents help for accidents at home etc etc
We need this service, ERYC could use the vast amount of council tax from the new builds in Pocklington
We need to be effectively funded to meet current challenges
We need to better fund our public services.
We need to continue to feel safe.
We need to ensure that Humberside stays as safe as it can be.
We need to ensure we support our local heroes.
We need to give Fire Service what they obviously need
We need to have an excellent fire service.
We need to have the best service available especially as these people put their lives at risk for the public.
We need to keep a good service
We need to keep vital services.
We need to know that we have the best service possible for the money.
We need to maintain emergency services & the rise per household is minimal
We need to maintain the service if not enhance it especially for smaller towns and rural areas
We need to protect our critical services
We need to protect these services
We need to support such emergency services. I can afford to pay it but it may cause hardship for some families.
We need to support vital services
We need to support vital services
We need your service x
We require a stronger police force and fire brigade
We should all do as much as possible to help the service
we should all pay whatever it takes to protect us.
we should have more firefighting cover as the town is growing substantially . it is worth more than this increase.
We should never cut back on saving lives

We should not drop levels of cover
We should not loose the professional services we have.
We simply cannot make do when it comes to our emergency services you can object to paying more but if the time comes when you need them and they can't attend because of cutbacks then you will wish you had have been prepared to pay a little more for that peace of mind
We want a great Service to continue, we are one of the best in the Country, lets not let that slip by under funding.
We would be in a pickle without them.
Well done to all the firemen and fire ladies that do an excellent and dangerous job
Well worth it for the job they do
What price safety
What would we do without them. They do a fantastic job.
What would we do without them?!
When you need the fire service they come and do an amazing job. Unlike the police that fob you off and never turn up when you need them!
WHEN YOU NEED THEM -- YOU ARE THANKFUL TO HAVE THEM !!!!
Whilst I support this proposal, what on Earth is a Safety Advocate? I suggest you spend some additional funds reaching your staff to avoid corporate jargon.
Who wouldn't support this!?! These are critical services.
who wouldnt want to ensure effective fire and rescue cover !
Who'd not want the potential of their help
Why not? It benefit the local area
Why wouldn't you
With central government continuing the squeeze on council funds, there isn't much of a choice is there? So, yes, but very reluctantly
With the financial impact of Covid I am not surprised that government departments are feeling the effect.
Without the fire service a lot of people would die
Worth every penny
Worth every penny
Worth every penny
Worth every penny and more.
Worth every penny!
Worth every penny, do a fantastic job
Worth every penny...ex firemans daughter and granddaughter,
Worth it
Worth it
Worth it
Worth it
Worth it for piece of mind
Worth it to keep the service as it is.
Worth it vital and versatile public service
Worth it 🙏
would not want service cuts and the amount of money is insignificant
Would pay more
Would rather pay more as the service essential.
Yes we are pensioners and as long as it goes up by pence we agree,they do an excellant service to the community...
Yes your role is critical and I am sure others will say no but won't hesitate to call you when they need help! A small price to pay to keep us safe.
Yes, providing coverage in rural areas improve and appliances in East Yorkshire increase.
Yes,NOT the Council
Yes. This is an essential Service just like the Police and the NHS. For me all of these people are true Heros and every effort must be made to support them.

You deserve the rise, because of the life saving work you do and putting your own lifes at risk when going into building fires.
You do an amazing job
you don t know what is round the corner
You have always been there throughout these difficult times, a service people rely on. We need to properly support you.
You need the funding
you never know if and when you might need services. rely on them being their
You never know when you may need them
You never know when you may need them and they should be paid well.
You only get what you pay for, hopefully will never need your services but it is nice to know that if I did you would provide the best service possible
You provide an excellent service!!
You will hardly notice a difference for this valuable service.
Your an Emergency service, who wouldn't support you.

No responses (211):

29p per month, I agree is not much, however this should be looked at in the wider context of all the other tax increases being imposed. NI, Council Tax, etc etc,
A good proportion of their annual budget goes on pensions rather than providing a service to the public.
all ready pay enough
Already pay more than enough, better use and less waste of the existing money should be priority not increasing taxes
Already pay too much council tax...
already pay too much..
Already too much money wasted by all elements of government
Another strain on an already tight budget, somethings will go unpaid
Any extra uplift should be from government funding not from raising of council tax rises
As a pensioner and with an expected large rise in other costs this year with a minimal rise in pensions is one and I understand that the majority of the precept goes to their pension scheme.
As a pensioner my fixed income does not increase at the same rate so I would be put into more hardship if this were to be raised by this amount!
As a pensioner the increase is beyond the increase in my annual income and would strain my living comfortably
As energy bills in particular have gone up so significantly people simply cannot afford increases to any other bills regardless of whether the services require them or not. Efficiencies should be made accross the whole public sector as it is no longer reasonable to ask for any further increase from the public.
Because I think we pay enough
Because most fire officers have second jobs and earn more and have second homes (because of unpaid taxes) than I could ever hope to! They sleep the night shift which facilitates this. About time you properly got to grips with this issue.
Because of the area I live. On walks to clear litter I notice signs of obvious fire damage carried out by who knows. An efficient fire service with good officers and equipment is vital. Also as we have industrial estates producing fire hazardous products.
Can hardly afford community axe as it is, if I could, I would do gladly, sorry.
Can not justify the exaggerated costs. Why/how £1.3m per year for 1 engine and crew? Also advocates and administrators on £30,000 plus!
Can't afford things going up as I am just getting back on my feet from covid like everyone else is
Cannot afford
cannot afford it with cost of living going up
Cannot afford it. I am having to think about eating or heating.
Can't afford it
Can't afford it

Can't afford other increases never mind this
Central government should find not local tax payers
Certain stations are not worth the money. Certain stations barely attend anything. What a waste of money
Conditions are too tough for the ordinary citizen. Some of the costs seem so extravagant that some pruning could surely be done. I know that I will have to prune across my expenses for the next two years.
Cost of living in general has already gone up including bills now and I dont feel an increase is appropriate at this moment in time.
Cost of living is going up for all, Central Government should assist in these trying times
Cost of living is high and I feel we pay enough....maybe a little increase but not that much
Cost of living is to high at the moment never mind with more increasing
Cost of living such as fuel bills have already massively increased.
Cost off living is rising people are living poverty is shameful the authorities ask off this
Cost on energy, food, interest rates increasing and no pay rises for public sector. Wages are in real terms getting lower and bills getting higher. Start pushing for public sector workers to get decent pay rises and we will be able to pay our share of increases.
Costly enough already
Council already waste to much money on scheme's that the public do not agree with
Council tax charges are already ridiculous. The fire service may aswell have the money which everyone is paying for roads to be maintained as they are never repaired properly, either left with pot holes or just bodged up so only last a couple of months before the holes are back. Pointless paying for something which never happens anyway so give this money to the fire service to do the great work they do.
Council tax has kept rising year on year so we already pay more than our fair share each month.
Council tax is already more than most people can afford this day and age with everything going up in price! It might not be much money but that small amount could take a piece of food out of a small child's mouth!
Council tax is already too high. The Council should trim elsewhere to add to Fire & Rescue's funding.
Council tax is already too much for the services provided.
Council tax is expensive enough and rises every year without fail. The council or government should pay the extra
Council tax is FAR too high and needs to come down.
Council tax is getting bang out of order ! Extra tax to pay for care in the community .!! Extra national insurance. Now police and fire ..about time you all got rid of pen pushes like with the nhs it as the money like you and police, Councils spend it wisely instead of clobber the British tax payers what about us finding all this Extra cash for you lot and gas and electricity so dea big fat NO NO NP FROM ME
Council tax is increasing exponentially beyond the means of working people and pensioners, take a look at the statistics of non-payment from the council. I do not support an increase to the fire service, I do support, however, more going to the NHS, the fire service is still run by the unions, it is high time time the fire service management started managing!
Council tax is more than enough already
Council tax is to high. Take some from that and add it to the FB
Council tax is too much for what I get for it now
Council tax is wasted by the council. The council should be more frugal and accountable.
Council tax rises are becoming unsustainable
Cuts should be made to high earners that do very little for the wages they take each year.
Despite official lies, inflation is raging away, yet we are not getting any more income as retired pensioners. I strongly object to being forced to pay for many things I do not use.
Difficult times, pension increase miniscule, food, petrol, energy bill all soaring and TV licence to pay for
Don't see value, prices increase yearly.
Down to the govt.
Enough paid for poor council service already
Ever increasing bills for services etc have the stran on everyone's purse. The rise should be means tested for those that can afford the rise easily
Every penny counts and gas and electric and fuel prices already through the roof, increasing monthly expenditure
Every year costs go up and nothing changes
Everybody is losing there jobs ,they are not as busy as ambulance Or police service who are on the go 24/7
Everything going up

Everything is going up apart from wages and household budget's are getting very tight
Everything is increasing.
Expect any shortfall to be financed through increased productivity and eliminating some discretionary costs.
Expenditure is not transparent enough
Expensive costs already, better use of existing funds before raising taxes
Far too much waste in public services
Feel I pay enough council tax
Firemen (not person or people as there are few female firewomen yet your survey portrays one?) are majority of the time sat around and those on shift are doing another job, this endangers our lives as they would certainly be fatigued when actually on shift getting paid, we need to find a more efficient solution to the current services not just raise taxes, the public sector is very inefficient way of using public money
Firstly, I would like to start by saying I believe HFRS do a fantastic job and are full of extremely professional and dedicated individuals. However, with the increases in tax, fuel and energy costs, households are being targeted across numerous areas to fund what can only be described as Government failure. Council Tax precepts are a way of Government side stepping their responsibilities and placing blame locally. Council Tax continues to rise each year and is closing the gap on my Income Tax, which basically demonstrates that wage increases have not occurred in line with taxation and inflation. Although I therefore cannot support this increase, I know it will happen anyway as in my experience, any consultation is not worth the response as no data is ever published on public opinion and the precept increase always comes in anyway.
Get more money from the government. Price of living is increasing, already pay tax on everything. Government should stand by the masses and tax the rich more.
Given the events around the chief fire officers reported in Private Eye in Dec 2020, it is clear that the authority has plenty of money at its disposal.
Good housekeeping over all areas, especially HQ and senior roles, would save lots of funds.
high cost of living. wage not matching cost of living
Household bills are already rising due to the pandemic and Brexit. We shouldn't be asking for more but should be finding ways to manage what we already have.
I already cannot afford to pay my council tax bill
I already pay enough tax
I already pay nearly £4000 a year on my rates which should be plenty. A percentage increase is always unfairly applied. Just because I am in a high band doesn't mean I am cash rich.
I appreciate what you do honestly. But tax prices are ridiculous enough anyway and that's what we pay to be safe anyway
I believe I speak for most households who have low income or are struggling financially due to I'll health and the pandemic when I say we are already paying more than enough council tax. I certainly do not support another increase when we are all struggling.
I believe that all four local authorities, including Tory East Yorkshire should lobby the government to increase the funding which central government has decimated over the last 11 years. This increase in funding should also enable a pay rise for all public sector workers who have suffered years of Tory cuts.
I believe that better value would be achieved by formal collaboration between HFRS and Yorkshire Ambulance Service.
I believe that the government should help more. With everything going up in price I'm personally going to e struggling
I can't afford
i cannot afford all the increases in the cost of living you, like me will have make cuts
I cannot afford anything else on the state pension I get
I cant afford it!
I cant afford the current rates of council tax
I can't afford to heat my home, let alone pay for your senior managements catered lunches.
I do not agree with the increase of all the Fire service Fire service team members are adequately paid council tax should be spent in better areas like policing police is the prime service and needs to be supported better.
I do not have enough information to make an informed choice, ie You haven't given me enough information about where the current budget is spent, and I cannot see an analysis of whether there are funds wasted etc. more information required, not emotional surveys.
I don't believe i get value for money now so why would i want to pay more ?

I don't have enough to pay all my bills as they keep going up.
I doubt it would go to the fire service, but would be wasted and squandered by the council. They would probably give themselves a bigger pay rise.
I estimate 90% of calls are reactions to industrial incidents, therefore, industry should be asked to contribute additional funds before the general public.
I feel that the fire brigade could be more efficient. If they changed the way they do shifts etc they could reduce their costs but while funded by us they don't care. If they were a private organisation they would have to be able to justify what they do.
I feel that the service has enough funding already, with money being used for frivolous slogans painted on the sides of vehicles, and the provision of "therapy dogs".
I feel we already pay too much on our council tax given that wages haven't risen in-line with inflation especially for NHS workers such as myself
I know a fire fighter who's wages are low for what they do. But the higher managers are on a daft amount sat in offices!!!! Pay cut for the senior officers
I pay enough as it is, stop wasting money I'm stupid livery and dogs
I pay enough for council miss spending
I pay enough tax already - get central government to fund you.
I pay one of the highest bands yet get the same treatment as the lowest band...I pay more than enough!
I personally think, the Full time crews, are on a good thing as it is. Most run seperate buisness when there off shift.
I really know how important you all are and what a hard job you do but its not that I don't want you to get more money I really do but I cant afford to live now as it is and with another tax coming in April more gas and electric price raises I won't be able to feed my kids soon and this really panics me if I could afford it then my answer would be yes but atthis present moment of time I really cant afford to be paying more
I supported last year, Council tax was raised higher than inflation despite many of it's employees working from home, which in turn would of reduced the running costs of their buildings
I think I would be happy to pay this extra if I knew there was no money being wasted. Some people have difficulty paying extra and whilst it is for an excellent cause, are there no areas where 29p per month could not be saved?
I will support a higher payment when fire officers accept a more diverse role within the community. All train as paramedics and deliver a more beneficial role for society.
I won't vote for you if you increase it again
I would rather not say for fear of being reprimanded
I've never required the use of the fire service so why should I pay more for a service I've never used? Plus, the biggest risk to this area is the refineries so make them plug any funding gaps
I'm not getting a pay rise this year. There also the need to show that the limits of internal efficiency savings have been reached via benchmarking with other fire and rescue services in the UK
Increase in cost of living for residents especially electricity and gas, and reduction in income with increase in NI contributions
Is this to pay for cats up trees and dogs in drains. You need to say NO
it may only be a small amount, but we dont all have access to unlimited funds. As i have to live on a fixed income, almost the same as i got in 2016, therefore if i pay you more i will have to pay someone else less or abandon them altogether.
It may seem a few pence per week extra in your view, however there are many increases coming through in the next few months and they all add up so I'm not in favour of this increase
It's asked every year cannot afford any more outgoings
It's every year you come asking for more!
It's every year!!!!
It's not just fire and rescue that increases, it's every part of the council tax that increases unfortunately. The last 24 months have been tough and for some people 29 pence a month means a lot.
Keep it the same
Lack of fire engines and cover in my area.
Last year you had a above inflation rise the year before ,enough is enough ! My pension doesn't pay increases like yours ,and we get an even worse service the station shuts at 4pm try getting a policeman at 3.30pm not a chance

Less fires, less need for the service
Like most public bodies I would be if the opinion there is an amount of waste in the system. I am aware some of this will be down to the necessary 'box ticking' required. I am also sure that over generous past pension provision has made the current liability at about 30% of the budget. That is only going to increase.
Low income
Low income, finances very tight!
Make do like the rest of us and get rid of staff you don't need.
Modernise to enable savings to be made
Money doesn't grow on trees
Money wasted in none front line service during pandemic majority of nonoperational staff sent home nothing changed so question how many non jobs
Moneys tight
more money doesn't stop corruption
Most firemen have 2 jobs, can manage with less staff.
My council tax is already too high which we struggle to pay
My pension did not go up by the recommended amount.
My tax band was G when I lived in Grimsby which means a tax bill of over £309 per month. Considering the amount I pay I do not think it is fair that I pay more than other residents for the same service.
My wages haven't increased yet we pay more for services year on year.
No because what about next year and the year after. How about cutting back like the rest of us have to. Also I might be wrong but I heard the increase is to the black hole in the pension pot.
no money
No proper fire service around driffield and the wolds
Not best value
Not needed... should charge for getting cats out of trees!
On state pension & with all the rest of price increases, this is unacceptable
our fire service do a fantastic job and i already feel that as a council tax payer we are sold short, perhaps if NELC cut some of the jobs at the top and stopped wasting money on crazy projects that our fire service would not suffer
Pay enough council tax for no return
Pay far too much now subsidising previous bad decisions and unnecessary senior staff.time to clear some of the spongers boosting their pensions and actually lower tax payers costs.
Pay more than enough, if there is disparity should be taken from other services.
people cant afford to keep paying more & more while living costs keep increasing
Please provide a reason for your choice
Poverty
Rate of living has increased substantially already
Service efficiencies should continue to be made
short of money
Significant increases in cost of living such as energy are already hitting most families.
Sorry but times are hard for everyone at the minute and with the rising energy prices there won't but much more left to pay other rising bills
Spend less money on fancy paint work on your trucks
Squeeze on income from other areas
Stop wasting money
Stop wasting money
Stop wasting money and get on with the job you should be doing
Struggling to afford living costs as it is with energy bills going up
Take it off the council contributions who seem to do not a lot.
Take the extra money From people on benefits and leave tax payers alone
The answer is to make efficiencies with the monies that exist rather than supporting ongoing inefficiencies at the point of collection

The council already waste money on themselves and also with the increase in power charges etc it is no reasonable to ask people tp pay more for an emergency service, cut elsewhere.
The council still waste vast ammounts of our money every year. And why is our cost for a fire service on of the highest in Europe. Germany spend less and still provide a superior service.
The Council Tax is more in East Riding compared to other LAs, despite other amenities not been available. I feel that the Government should pay for the increase not individuals who are already been taxed enough to pay for mistakes that the government are doing.
The fire service is already underfunded and resources should be supported by central government through the correct channels and not just added to the tax payer. The tax payer doesn't get to decide where other funds get prioritised, if they did the fire service would be near the top and would not require supplements
The government should pay all costs for the service.
The government should pay our emergency services what they deserve the increase in costs to our emergency services should not be passed to homeowners who are already struggling with the cost of living constantly going up yet wages remain low the government needs to take responsibility for the austerity cuts they keep imposing on the public and stop trying to make the public feel they have to pay more. This is a government funded service and should be funded from the government
The old system for 999 was good,now you wait for spoken rubbish wasting many mins
The service has been scaled back and is manned more by volunteers. Less fire stations now so no more funding required. Make them retire at a proper age like everyone else
The sums paid in council tax are already too high and don't represent value for money. A better split of the funds may be more appropriate. I'm unconvinced that my money is being spent in an economic fashion.
The tax payer is being targeted from all sides, just give it a rest or reduce a few layers of unwanted management with silly titles.
There are efficiencies that can can be made within the Fire Service that need to be explored before asking the GP to put their hand in their pocket
There far to many fire persons in Humber fire and rescue and far too many vehicles. What they all do with their time I don't know . For various reasons there far less fires than there used to be and this should be reflected in the number of employee's required and the number of vehicles required.
There is no need. The number of fires is much less than even a few years ago
They need to make savings in headquarters as too much money is spent there
Things need to stop going up & up no matter how's all it is still an increase for the public.
This is just a paper exercise, it was the Police last week, soon we'll have the Parish Council and EYC tax is going up by 3%. On top of that we have massive price increases coming in 2022, there is a limit and people are past it.
Times are hard for every one right now
Too much is rising currently and wages not matching.
Unfair system.
Wages have not increased.
Wasted money running Cromwell Road FS Cleethorpes and Waltham FS.
we all have to tighten our belts, including the fire service
We already pay a fortune in council tax. Can barely afford the increase in other things at the moment
We are all going through tough times and facing financial hardship
We are being asked to stump up the maximum allowable increase year on year, this has to stop.
We are taxed enough. Government should provide funding for this.
We as a nation are seeing high inflation figures, and no doubt a maximum council tax increase.Yet lower than inflation pay rises.Like the rest of society public services should run on the annual money allocated.
We pay enough council tax as it is.
We pay far too much council tax already people are struggling to make ends meet its now either eat or pay the bill, stop increasing it please.
We pay to much council tax
We see no improvement of any emergency services in this area of North Linc's
We're already paying such a high price per month. Most importantly government decisions are very poor and we believe the additional support should come out from government budget if necessary. I, as self employed not received any support when the pandemic began. Also, inflation is

When a Tory Peer is using £300,000 of the money allocated to level up the north for pot holes to be filled in on the road of his private estate I do not see why I should pay extra. Stop the corruption first so money goes where it is needed to those who need it most.
When central funds are being cut why do you want to squeeze the already squeezed citizens to fund you. Cut the waste.
When will it all end ???
Where on earth do you think the money is coming from? I absolutely DREAD getting the council tax bill every year.
Who are fire advocates? Is this a nice job for the boys or front line? Not enough information given.
Why do you have such meaningless surveys.
With costs rising so fast I can't afford food and heating so for me this is not a priority
With energy price rises people cannot afford it.
With the increase in energy prices and other living costs, I feel the public sector should be making cuts rather than passing on costs to the public
With the increase of cost of living it is unaffordable
You need to get more money from central government, we pay enough already.
You waste money on dogs etc
You've had enough out of me.

FEES AND CHARGES 2022/23

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 £1k in 2020/21.

RECOMMENDATIONS

2. That the revised charges shown in the Appendices A and B be approved with effect from 1 April 2022.

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 2021 was 1.5% it is proposed that the charge is increased by 1.5%.
 - Non staff related costs – Charges uplifted in line with the Consumer Price Index (CPI) at September 2021 which was 3.1%.

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 2022/23 will be frozen pending the Local Government pay award for 2021/22. Any increase will be reflected in 2023/24 charges. 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. 2021/22 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 2022.

K WILSON

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

Humberside Fire & Rescue Service Headquarters
Summergroves Way
Kingston upon Hull

KW/SE
25 January 2022

SPECIAL SERVICES
REVISED CHARGES FROM 1 APRIL 2022

	Current Charge £	Revised Charge £
OPERATIONAL		
1. Personnel		
Total personnel hours to be rounded up to the next hour		
Grade 1	17.00	17.25
Grade 2	18.00	18.25
Grade 3	18.00	18.25
Grade 4	19.25	19.54
Grade 5	21.75	22.00
Grade 6	24.75	25.00
Grade 7	26.75	27.25
Grade 8	29.75	30.25
Grade 9	34.50	35.00
Firefighter	35.50	36.00
Grade 10	37.50	38.00
Crew Manager	38.50	39.00
Watch Manager Training	39.50	40.00
Grade 11	41.75	42.50
Watch Manager	42.75	43.50
Watch Manager FDS	43.75	44.50
Station Manager	43.75	44.50
Grade 12	46.25	47.00
Grade 13	50.50	51.25
Grade 13a	53.00	53.75
Grade 13b	56.25	57.00
Group Manager	50.50	51.25
Station Manager FDS	51.50	52.25
Group Manager FDS	60.25	61.25
Director	87.25	88.50
Executive Director	111.50	113.25
DCFO	115.75	117.50
CFO	136.00	138.00
Total personnel hours for professional advice to be rounded to the next hour (COMAH sites)	56.00	56.75
2. Vehicles		
Number of hours for each vehicle to be rounded up to the next hour		
a. Pumping appliance	137.00	141.50
b. Aerials	282.50	291.50
c. Light portable pumps	45.00	46.50
Aquator, ejector, deep lifts	26.50	27.50
d. Vehicles (all classes) – training or carrying	51.50	53.00

	Current Charge £	Revised Charge £
3. Equipment		
Charge per day/part day (collection and return by hirer)		
a. Hose (per length)	16.50	17.00
b. Branch and nozzle	14.50	15.00
c. Salvage sheet	16.50	17.00
d. Lighting unit/generator	42.00	43.50
4. Testing/repairing equipment		
a. Hose testing – per length	29.50	30.50
b. Hose repairs – per patch	16.50	17.00
c. Tying-in couplings – per pair	39.00	40.00
d. Recharge cylinders	29.50	30.50
NON-OPERATIONAL		
5. Administrative		
a. Copies of extracts of fire reports	99.00	102.00
b. Interviews with officers (per officer per occasion)	122.00	126.00
c. Photographs per Compact Disc	20.50	21.00
1st Hard Copy Photograph	28.50	29.50
2nd and Subsequent Photograph	3.50	4.00
6. Maintenance of Fire Equipment		
a. Fixed charge	15.00	15.50
b. Per item inspected	3.75	4.00
c. Hourly rate	30.00	31.00
d. Minimum charge	18.00	18.50

**CHARGES IN 2022/23 FOR INFORMATION
RE : DIVORCE CASE ENQUIRIES AND SETTLEMENTS
CURRENT SCHEME MEMBERS (including deferred pensioners)**

<u>Type of Information/Service requested</u>	Current Charge £	Revised Charge £
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)	212.00	212.00
Other information (i.e. form E, letter from Solicitor or request from scheme member on behalf of Solicitor or Court)	106.00	106.00
<u>EARMARKING ORDER</u>		
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)	74.50	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)	74.50	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)	74.50	74.50
<u>PENSION SHARING ORDER</u>		
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)	1,055.00	1,055.00

MEMBERS' ALLOWANCES 2022/23

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 2022/23 (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 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 2021.
8. The Authority is asked to consider and approve a Members' Allowances Scheme for 2022/23, 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 2022/23 Members' Allowances Scheme must be published by Public Notice on 1 April (or as soon as practicable thereafter). The actual allowances paid during 2021/22 will also be published as soon as practicable thereafter.

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 2022/23 (see Appendix 2).

**M BUCKLEY
K WILSON**

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

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Executive Director of Corporate Services/S.151 Officer

Humberside Fire & Rescue Service
Summergroves Way, Kingston upon Hull

HUMBERSIDE FIRE AUTHORITY MEMBERS' ALLOWANCES SCHEME 2021/22

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 12 February 2021 agreed that the allowances be frozen at their current level for 2021/22 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 2022/23 - PROPOSED DRAFT 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 11 February 2022, agreed that the allowances for Elected Members be frozen at their current level for 2022/23 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 Governance, Audit and Scrutiny (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

* 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.

PUBLIC SECTOR AUDIT APPOINTMENTS

SUMMARY

1. The purpose of this report is to seek the Authority's approval to allow Public Sector Auditor Appointments (PSAA) to act on the Authority's behalf in selecting and appointing its external auditor.

RECOMMENDATIONS

2. Members approve Public Sector Audit Appointments to act on the Authority's behalf in selecting its external auditor for the 2023/24 period onwards.

BACKGROUND

3. Public Sector Audit Appointments Limited (PSAA) is an independent company limited by guarantee incorporated by the Local Government Association in August 2014.
4. The current auditor appointment arrangements cover the period up to and including the audit of the 2022/23 accounts. The Authority opted into the 'appointing person' national auditor appointment arrangements established by PSAA for the period covering the accounts for 2018/19 to 2022/23.
5. PSAA is now undertaking a procurement for the next appointing period, covering audits for 2023/24 to 2027/28. Before 11 March 2022 all local government bodies need to decide about their external audit arrangements from 2023/24. They have options to arrange their own procurement and make the appointment themselves or in conjunction with other bodies, or they join and take advantage of the national collective scheme administered by PSAA.
6. To opt into the national scheme the Authority needs to return the PSAA completed opt-in documents by this deadline.

THE NATIONAL AUDITOR APPOINTMENT SCHEME

7. PSAA is specified as the 'appointing person' for principal local government bodies under the provisions of the Local Government Audit & Accountability Act 2014 (the "Act") and the Local Audit (Appointing Person) Regulations 2015. PSAA let five-year audit service contracts in 2017 for the first appointing period, covering audits of the accounts from 2018/19 to 2022/23. It is now undertaking the work needed to invite eligible bodies to opt in for the next appointing period, from the 2023/24 audit onwards, and to complete a procurement for audit services. PSAA is a not-for-profit organisation whose costs are around 4% of the scheme with any surplus distributed back to scheme members.
8. In summary the national opt-in scheme provides the following:
 - 8.1 The appointment of a suitably qualified audit firm to conduct audits for each of the five financial years commencing 1 April 2023;
 - 8.2 Appointing the same auditor to other opted-in bodies that are involved in formal collaboration or joint working initiatives to the extent this is possible with other constraints;
 - 8.3 Managing the procurement process to ensure both quality and price criteria are satisfied. PSAA has sought views from the sector to help inform its detailed procurement strategy;

- 8.4 Ensuring suitable independence of the auditors from the bodies they audit and managing any potential conflicts as they arise during the appointment period;
- 8.5 Minimising the scheme management costs and returning any surpluses to scheme members;
- 8.6 Consulting with authorities on auditor appointments, giving the Authority the opportunity to influence which auditor is appointed;
- 8.7 Consulting with authorities on the scale of audit fees and ensuring these reflect scale, complexity, and audit risk; and
- 8.8 Ongoing contract and performance management of the contracts once these have been let.

Pressures in the current local audit market and delays in issuing opinions

- 9. Much has changed in the local audit market since audit contracts were last awarded in 2017. At that time the audit market was relatively stable, there had been few changes in audit requirements, and local audit fees had been reducing over a long period. 98% of those bodies eligible opted into the national scheme and attracted very competitive bids from audit firms. The resulting audit contracts took effect from 1 April 2018.
- 10. During 2018 a series of financial crises and failures in the private sector led to questioning about the role of auditors and the focus and value of their work. Four independent reviews were commissioned by Government: Sir John Kingman's review of the Financial Reporting Council (FRC), the audit regulator; the Competition and Markets Authority review of the audit market; Sir Donald Brydon's review of the quality and effectiveness of audit; and Sir Tony Redmond's review of local authority financial reporting and external audit. The recommendations are now under consideration by Government, with the clear implication that significant reforms will follow. A new audit regulator (ARGA) is to be established, and arrangements for system leadership in local audit are to be introduced. Further change will follow as other recommendations are implemented.
- 11. The Kingman review has led to an urgent drive for the FRC to deliver rapid, measurable improvements in audit quality. This has created a major pressure for audit firms to ensure full compliance with regulatory requirements and expectations in every audit they undertake. By the time firms were conducting 2018/19 local audits during 2019, the measures they were putting in place to respond to a more focused regulator were clearly visible. To deliver the necessary improvements in audit quality, firms were requiring their audit teams to undertake additional work to gain deeper levels of assurance. However, additional work requires more time, posing a threat to the firms' ability to complete all their audits by the target date for publication of audited accounts. Delayed opinions are not the only consequence of the FRC's drive to improve audit quality. Additional audit work must also be paid for. As a result, many more fee variation claims have been needed than in prior years.
- 12. This situation has been accentuated by growing auditor recruitment and retention challenges, the complexity of local government financial statements and increasing levels of technical challenges as bodies explore innovative ways of developing new or enhanced income streams to help fund services for local people. These challenges have increased in subsequent audit years, with Covid-19 creating further significant pressure for finance and audit teams.
- 13. None of these problems is unique to local government audit. Similar challenges have played out in other sectors, where increased fees and disappointing responses to tender invitations have been experienced during the past two years.

The Invitation

- 14. PSAA is now inviting the Authority to opt in for the second appointing period, for 2023/24 to 2027/28, along with all other eligible authorities. Based on the level of opt-ins it will enter into contracts with appropriately qualified audit firms and appoint a suitable firm to be the Authority's auditor.

The next audit procurement

15. The prices submitted by bidders through the procurement will be the key determinant of the value of audit fees paid by opted-in bodies. PSAA will:
 - 15.1 seek to encourage realistic fee levels and to benefit from the economies of scale associated with procuring on behalf of a significant number of bodies;
 - 15.2 continue to pool scheme costs and charge fees to opted-in bodies in accordance with the published fee scale as amended following consultations with scheme members and other interested parties (pooling means that everyone within the scheme will benefit from the prices secured via a competitive procurement process – a key tenet of the national collective scheme);
 - 15.3 continue to minimise its own costs, around 4% of scheme costs, and as a not-for-profit company will return any surplus funds to scheme members. In 2019 it returned a total £3.5million to relevant bodies and in 2021 a further £5.6million was returned.
16. PSAA will seek to encourage market sustainability in its procurement. Firms will be able to bid for a variety of differently sized contracts so that they can match their available resources and risk appetite to the contract for which they bid. They will be required to meet appropriate quality standards and to reflect realistic market prices in their tenders, informed by the scale fees and the supporting information provided about each audit. Where regulatory changes are in train which affect the amount of audit work suppliers must undertake, firms will be informed as to which developments should be priced into their bids.
17. The scope of a local audit is fixed. It is determined by the Code of Audit Practice (currently published by the National Audit Office)¹, the format of the financial statements (specified by Chartered Institute of Public Finance and Accountancy/Local Authority Scotland Accountants Advisory Committee (CIPFA/LASAAC)) and the application of auditing standards regulated by the FRC. These factors apply to all local audits irrespective of whether an eligible body decides to opt into PSAA's national scheme or chooses to make its own separate arrangements. The requirements are mandatory; they shape the work auditors undertake and have a bearing on the actual fees required.
18. There are currently nine audit providers eligible to audit local authorities and other relevant bodies under local audit legislation. This means that a local procurement exercise would seek tenders from the same firms as the national procurement exercise, subject to the need to manage any local independence issues. Local firms cannot be invited to bid. Local procurements must deliver the same audit scope and requirements as a national procurement, reflecting the auditor's statutory responsibilities.

The way forward

19. PSAA will commence the formal procurement process in early February 2022. It expects to award contracts in August 2022 and will then consult with authorities on the appointment of auditors so that it can make appointments by the statutory deadline of 31 December 2022. Whilst there have been issues around the timeliness of audits for the reasons outlined above, it is felt that the most robust way forward is to sign-up to the PSAA process. The following factors also support this conclusion:
 - Some bodies that undertook their own procurement last time have still had late audit opinions, mainly as a result of late Pension Fund Audit opinions which is the very issue that delayed the HFA opinion for its 2020/21 Accounts;
 - Timescales for 2022/23 Accounts have been pushed back to 30 September for the draft Accounts to be produced and 30 November for the completion of the Audit. This gives more opportunity for resource planning. For the years 2023/24

¹ MHCLG's Spring statement proposes that overarching responsibility for Code will in due course transfer to the system leader, namely ARGAs, the new regulator being established to replace the FRC.

onwards the Audit of Accounts is moved back to 30 September not the 31 July deadline that was in place in previous earlier years.

STRATEGIC PLAN COMPATIBILITY

20. The robust appointment of the Authority's external auditors is a cornerstone of good governance and strong financial management.

FINANCIAL/RESOURCES/VALUE FOR MONEY IMPLICATIONS

21. There is a risk that current external audit fee levels could increase when the current contracts end. The audit scale fee has been driven too low in the market in recent years and it is clear that the scope of audit has increased, requiring more audit work. There are also concerns about capacity and sustainability in the local audit market.
22. Opting into a national scheme provides maximum opportunity to ensure fees are as realistic as possible, while ensuring the quality of audit is maintained, by entering into a large-scale collective procurement arrangement.
23. If the national scheme is not used some additional resource may be needed to establish an auditor panel and conduct a local procurement. Until a procurement exercise is completed it is not possible to state what, if any, additional resource may be required for audit fees from 2023/24.

LEGAL IMPLICATIONS

24. The Authority must appoint external auditors for 2023/24 onwards by 31 December 2022.

EQUALITY IMPACT ASSESSMENT/HR IMPLICATIONS

25. No direct issues arising.

CORPORATE RISK MANAGEMENT IMPLICATIONS

26. The principal risks are that the Authority:
 - 26.1 fail to appoint an auditor in accordance with the requirements and timing specified in local audit legislation; or
 - 26.2 does not achieve value for money in the appointment process.
27. These risks are considered best mitigated by opting into the sector-led approach through PSAA.

HEALTH AND SAFETY IMPLICATIONS

28. No direct issues arising.

COMMUNICATION ACTIONS ARISING

29. No direct issues arising.

DETAILS OF CONSULTATION AND/OR COLLABORATION

30. The Governance Audit and Scrutiny Committee considered this report at their most recent meeting.

BACKGROUND PAPERS AVAILABLE FOR ACCESS

31. Public Sector Audit Appointments' website and related Briefings on the next appointment process.

RECOMMENDATIONS RESTATED

32. Members approve Public Sector Audit Appointments to act on the Authority's behalf in selecting its external auditor for the 2023/24 period onwards.

K Wilson

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KW/MAS
18 January 2022

STATE OF FIRE & RESCUE 2021

SUMMARY

1. Further to the Member Day briefing 14 January 2022, this paper provides an overview of the key findings from the annual assessment of fire and rescue services in England. It is the third of such reports from Sir Thomas Winsor, Her Majesty's Chief Inspector of Fire and Rescue Services. As well as recommendations for the sector as a whole, there are a number of national recommendations and limited examples of inspection findings from Tranche One of Round Two. It is anticipated that the national recommendations will largely be addressed through the forthcoming White Paper on fire sector reform.
2. Members will note that, unlike the previous two State of Fire Reports (HMI Round One Inspections and the thematic inspection of responses to the Covid Pandemic), which are published following the findings from inspecting all Fire and Rescue Services, this most recent report is based on the inspection of the 13 Services within Tranche One, taking place between February and August 2021. A final Report will be made by Sir Thomas later in 2022, upon completion of the full inspection programme.

RECOMMENDATIONS

3. That Members take assurance from the monitoring and review of arising issues presented in the HMI State of Fire and pending Fire Reform White Paper.

HEADLINE FINDINGS FROM TRANCHE ONE

- Failure to act on areas for improvement from Round One. Members can be assured that all areas for improvement identified following our Inspection in 2018 have been addressed.
- Prioritisation of Protection at the expense of Prevention. Members are aware that, whilst our capacity to increase Protection activities has been improved since 2018, this has not been at the expense of Prevention which is still adequately resourced centrally and within Districts.
- Lack of progress in increasing diversity. Members are aware of the efforts being made to increase diversity within our workforce that have resulted in positive improvement. Analysis of our ongoing recruitment process will be reported to members in due course.
- Lack of progress from Government in addressing national recommendations from Round One.

NATIONAL RECOMMENDATIONS

4. Members will recall that the Chief Inspector previously made recommendations for national reform of the fire and rescue sector in his State

of Fire Report published in 2019, which he said remain necessary and need to accelerate. Sir Thomas repeats his recommendations within his latest report due to slow progress, largely due to the impacts of the coronavirus pandemic and on-going work by HM Government to complete the Fire Reform White Paper.

5. Whilst Sir Thomas acknowledges that some encouraging progress has been made, he states that he would not make any more national recommendations at this point, as it is important for the HM Government and the wider Fire Sector to act on the previous recommendations, which are about fundamental reform.

The report therefore re-iterates six national recommendations:

- a. The Home Office should determine the role of fire and rescue services, to remove any ambiguity
 - b. The sector should remove any unjustifiable variation, including in how they define risk
 - c. The sector should review, and reform how effectively pay, and conditions are determined
 - d. The Home Office should invest chief fire officers with operational independence, whether through primary legislation or in some other manner
 - e. There should be a code of ethics
 - f. The Home Office should ensure that the sector has sufficient capacity and capability to bring about change.
6. Four of the recommendations (a-d) remain outstanding and it is suggested that they will be addressed within the pending White Paper.
7. In relation to recommendation e. Core Code of Ethics - Humberside Fire & Rescue has been recognised as demonstrating good practice as an early adopter of the Core Code of Ethics Fire Standard and this work continues to be embedded in all our activities.
8. In relation to recommendation f. Capacity and Capability to bring about Change, Members can be assured that SLT members and other officers are leading several key national workstreams to support change and improve capability within the Sector.

FIRE REFORM

9. The Government announced on 16 March 2021 that it would consult on fire sector reform in a new White Paper. It stated that the paper will deliver a set of reforms for fire and rescue services across the areas of; professionalism, people, and governance. It is anticipated that the consultation period will commence by April 2022. The draft White Paper will be presented and discussed at a future Member Day.

STRATEGIC PLAN COMPATIBILITY

10. State of Fire 2021 has no direct impact on the current strategic plan, although Officers will continue to monitor impacts for future planning.

FINANCIAL/RESOURCES/VALUE FOR MONEY IMPLICATIONS

11. None for the purposes of this report

LEGAL IMPLICATIONS

12. Unknown at this time

EQUALITY IMPACT ASSESSMENT/HR IMPLICATIONS

13. An EIA will be completed in due course for any significant changes arising from the final State of Fire Report and/or Fire Reform White Paper.

CORPORATE RISK MANAGEMENT IMPLICATIONS

14. None at this stage although will be monitored and cross reference with 'Fire Reform Agenda'

HEALTH AND SAFETY IMPLICATIONS

15. None for the purposes of this report

COMMUNICATION ACTIONS ARISING

16. None for the purposes of this report

DETAILS OF CONSULTATION AND/OR COLLABORATION

17. It is anticipated that the Fire Reform White Paper will be subjected to public consultation by HM Government.

BACKGROUND PAPERS AVAILABLE FOR ACCESS

18. State of Fire and Rescue. The annual assessment of fire and rescue services in England. Report of Her Majesty's Chief Inspector of Fire and Rescue Service 2021.

RECOMMENDATIONS RESTATED

19. That Members take assurance from the monitoring and review of arising issues presented in the HMI State of Fire and pending Fire Reform White Paper.

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MS 26 January 2022

SUCCESSION PLANNING – CHIEF FIRE OFFICER

SUMMARY

1. The Chief Fire Officer, Chris Blacksell, is employed on a fixed term contract, as approved by the Authority in 2018. That contract terminates on 16th October 2022.
2. This paper sets out a number of areas to be considered in order to appoint a successor to the role.
3. Under the constitution it is the role of the Appointments Committee to determine a fair and effective recruitment process and to make a recommendation to the Authority regarding the appointment, and the conditions of service.

RECOMMENDATIONS

4. That meetings of the Appointments Committee be convened to initiate the process to appoint a new Chief Fire Officer.

BACKGROUND

5. The Chief Fire Officer and Chief Executive manages the Service, including the management of personnel, services and equipment, secured by the Fire Authority for the purposes of carrying out functions conferred on it by the Fire and Rescue Services Act 2004, Civil Contingencies Act, and other enactments. It is therefore a key appointment, and it is not felt that having a Chief Fire Officer leave before their successor is appointed is conducive to the efficient and effective management of the Service.
6. Research around the UK has established that the notice periods for potential applicants vary from three to six months. Therefore, it is felt that the process should be implemented as soon as is reasonably possible to enable time to ensure the best possible candidate for the role is appointed, regardless of their notice period, prior to the termination of the current Chief Fire Officer's Contract. Depending on the successful candidate's notice period this would then hopefully provide a period of time for a handover.
7. It is therefore felt that the Appointment Committee should meet as soon as possible to initiate the process.

STRATEGIC PLAN COMPATIBILITY

8. This appointment is key to the successful delivery of the Strategic Plan.

FINANCIAL/RESOURCES/VALUE FOR MONEY IMPLICATIONS

9. The selection process will be managed from existing budgets and the Appointments Committee will consider the value for money of all elements of the process.

LEGAL IMPLICATIONS

10. The appointment is key to ensure the Authority delivers its statutory duties.

EQUALITY IMPACT ASSESSMENT/HR IMPLICATIONS

11. The Appointments Committee will be provided with an Equality Impact Assessment to consider.

CORPORATE RISK MANAGEMENT IMPLICATIONS

12. The appointment is key for ensuring the continued management of the risks identified in the Corporate Risk Register.

HEALTH AND SAFETY IMPLICATIONS

13. The appointee will be responsible for approval and signing of the Service's Health and Safety Policy.

COMMUNICATION ACTIONS ARISING

14. The Appointments Committee will consider methods for advertising the post to encourage sufficient applicants. The post will, as a minimum, be advertised nationally.

DETAILS OF CONSULTATION AND/OR COLLABORATION

15. None arising.

BACKGROUND PAPERS AVAILABLE FOR ACCESS

16. Fire National Framework.
HFA constitution.

RECOMMENDATIONS RESTATED

17. That meetings of the Appointments Committee be convened to initiate the process to appoint a new Chief Fire Officer.

CHRISTINE COOPER

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CB/KLD
25 January 2022