

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

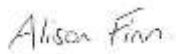
To: Members of the Fire Authority	Enquiries to: Alison Finn Email: committeemanager@humbersidefire.gov.uk Tel. Direct: (01482) 393204 Date: 15 June 2023
--	---

Dear Member

I hereby give you notice that a meeting of **HUMBERSIDE FIRE AUTHORITY** will be held on **FRIDAY, 23 JUNE 2023 at 10.30AM** at **HUMBERSIDE FIRE & RESCUE SERVICE HEADQUARTERS, SUMMERGROVES WAY, KINGSTON UPON HULL, HU4 7BB.**

The business to be transacted is set out below.

Yours sincerely



for Lisa Nicholson
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 the Authority meeting held on 9 June 2023	(pages 1 - 4)	Chairperson	To approve
4. Minutes of the Governance, Audit and Scrutiny Sub-Committee held on 12 June 2023.	(pages 5 - 6)	Chairperson	To receive
5. Questions by Members	-	Monitoring Officer & Secretary	To receive
6. Communications	-	Chairperson & Chief Fire Officer/Chief Executive	To receive
7. Annual Statement of Accounts (Unaudited) 2022/23	(pages 7 - 101)	Executive Director of Finance /Section 151 Officer	To approve
8. Annual Statement of Assurance 2022/23	(pages 102 - 105)	Assistant Chief Fire Officer/Executive Director of Corporate Services	To approve

Business		Page Number	Lead	Primary Action Requested
9.	Annual Performance Report 2022/23	(pages 106 - 164)	Area Manager Service Improvement	To approve
10.	Occupational Health Performance Bi-Annual Report (October 2022 – March 2023)	(pages 165 - 172)	Executive Director of People and Development	To approve
11.	Community Risk Management Plan (CRMP) Consultation & Strategic Plan (SP) 2021-24	(pages 173 - 258)	Area Manager of Service Improvement	To approve
12.	Workforce Plan 2022-25	(pages 259 - 276)	Executive Director of People and Development	To receive
13.	Unwanted Fire Signals Update	(pages 277 - 280)	Area Manager Prevention, Protection, Fleet & Estates	To receive
14.	Values and Culture in Fire and Rescue Services	(pages 281 - 295)	Assistant Chief Fire Officer/Executive Director of Corporate Services & Executive Director of People and Development	To receive
15.	Staff Pay Update	(pages 296 - 297)	Executive Director of People and Development	To approve
16.	Agenda Printing Costs for HFA and its Committees	(pages 298 - 301)	Assistant Chief Fire Officer/Executive Director of Corporate Services	To approve
17.	Chief Fire Officer Update	Verbal	Chief Fire Officer/ Chief Executive	To receive

FRIDAY, 9 JUNE 2023

PRESENT:

Members

Representing East Riding of Yorkshire Council:

Councillors Astell, Casson, Gill, Healing, Meredith, Nolan and Sutton

Representing Hull City Council:

Councillors Henry, Matthews, Neal, North, Petrini and Woods

Representing North East Lincolnshire Council:

Councillors Lindley, Patrick and Shepherd

Representing North Lincolnshire Council:

Councillors Briggs, Grant, Sherwood and Waltham MBE

Officers of Humberside Fire & Rescue Service

Phil Shillito - Chief Fire Officer & Chief Executive, Matthew Sutcliffe - Assistant Chief Fire Officer & Executive Director of Corporate Services, Niall McKiniry - Deputy Chief Fire Officer & Executive Director of Service Delivery, Christine Cooper - Executive Director of People and Development, Kevin Wilson - Executive Director of Finance/Section 151 Officer, Jon Henderson - Area Manager Prevention, Protection, Fleet and Estates, Jason Kirby - Area Manager of Emergency Response, Steve Duffield - Area Manager of Service Improvement, Lisa Nicholson - Monitoring Officer/Secretary and Alison Finn - Committee Manager.

The meeting was held at Service Headquarters, Hessle.

The Monitoring Officer/Secretary took the chair for Minute 47/23

47/23 ELECTION OF CHAIRPERSON – Resolved - That Councillor Briggs be elected Chairperson of Humberside Fire Authority for the 2023/24 municipal year.

Councillor Briggs took over the Chair.

48/23 ELECTION OF VICE-CHAIRPERSON – Resolved - That Councillor Neal be elected Vice-Chairperson of Humberside Fire Authority for the 2023/24 municipal year.

49/23 APOLOGIES FOR ABSENCE - Apologies for absence were submitted from Jonathan Evison (Police and Crime Commissioner) and Councillors Dennis and Swinburn.

50/23 DECLARATIONS OF INTEREST - There were no declarations of interest.

49/23 MINUTES - Resolved - That the minutes of the meeting of the Authority held on 28 April 2023 be approved as a correct record.

50/23 QUESTIONS BY MEMBERS - there were no questions by Members.

51/23 COMMUNICATIONS – the Chief Fire Officer advised Members that His Majesty's Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS) were shining a spotlight on culture across all Fire and Rescue Services. Humberside Fire and Rescue had reported that the Service was fully compliant with all the national recommendations HMICFRS had made and reports would be regularly presented to the Authority on the matter.

52/23 COMPOSITION OF THE FIRE AUTHORITY - Resolved - That the membership of the Fire Authority for the municipal year 2023/24 be approved as follows:

1. East Riding of Yorkshire Council (8)

Councillor Peter Astell
Councillor Kevin Casson
Councillor John Dennis
Councillor Coleen Gill
Councillor Lyn Healing
Councillor Richard Meredith
Councillor David Nolan
Councillor Margot Sutton

2. Hull City Council (6)

Councillor Tracey Henry
Councillor Deborah Matthews
Councillor Tracey Neal
Councillor Peter North
Councillor Petrini
Councillor David Woods

3. North East Lincolnshire Council (4)

Councillor Ian Lindley
Councillor Matt Patrick
Councillor Ron Shepherd
Councillor Stewart Swinburn

4. North Lincolnshire Council (4)

Councillor John Briggs
Councillor Mick Grant
Councillor Nigel Sherwood
Councillor Rob Waltham MBE

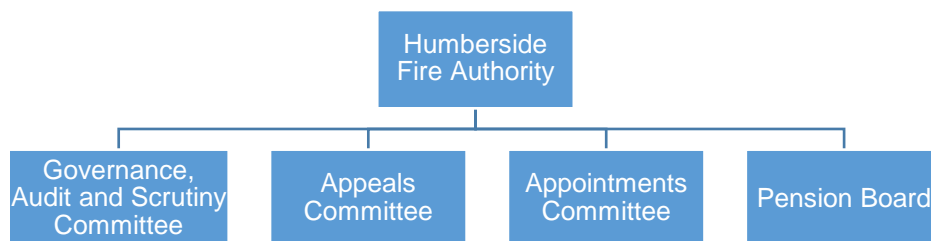
5. Police and Crime Commissioner (1)

Jonathan Evison

Resolved - That the membership of the Fire Authority for the municipal year 2023/24 be approved.

53/23 COMMITTEE STRUCTURE AND COMPOSITION AND APPOINTMENT OF PANEL/GROUP MEMBERS AND MEMBER CHAMPIONS – The Monitoring Officer/Secretary submitted a report that proposed the committee structure and composition of the Authority for 2023/24 and the appointment of Panel/Group Members and Member Champions for 2023/24.

Resolved - (a) That the Authority approves the Committee structure as follows;



(b) that the size of the Appointments Committee be approved as follows;

Option 2

Option 2 was to revert back to reducing the size of the Appointments Committee to just seven seats, which prior to 2019/20 was the status quo. Based on political composition of the Authority the allocation of seats as between the respective political groups was agreed.

Appointments Committee	
Political Group	Number of Seats
Conservative	3
Labour	2
Liberal Democrats	2
Total	7

(c) that the Group Secretaries inform the Monitoring Officer/Secretary of the appointment of Members to the Appointments committee;

(d) that the size of the Appeals Committee be approved as follows -

Appeals Committee	
Political Group	Number of Seats
Conservative	2
Labour	1
Liberal Democrats	1
Total	4

(e) that the Group Secretaries inform the Monitoring Officer/Secretary of the appointment of Members to the Appeals committee (including named substitutes);

(f) that Councillor Shepherd be appointed as the Elected Member to serve on the Pension Board for 2023/24;

(g) that Councillor Waltham be appointed as the Elected Member to serve on the Equality and Inclusion Group for 2023/24;

(h) that the membership of the Fire, Death and Injury Panel (now known as the Serious Incident Review Panel) be approved as follows;

Group/Panel	Member Representative
Serious Incident Review Panel (one representative from each Authority area)	Councillor Nolan (East Riding of Yorkshire Council) Councillor Neal (Hull City Council) Councillor Swinburn (North East Lincolnshire Council) Councillor Sherwood (North Lincolnshire Council)

and

(i) that Group Secretaries inform the Monitoring Officer/Secretary of the appointment of Members to the role of Member Champions as soon as possible after the Annual General meeting.

54/23 APPOINTMENT OF GROUP SECRETARIES - The Monitoring Officer/Secretary submitted a report that set out that each political group represented on the Fire Authority should appoint a Group Secretary and

notify the Monitoring Officer/Secretary of such appointment at the Annual General Meeting of the Fire Authority or as soon as possible thereafter.

Resolved - That the Group Secretaries as detailed below be appointed for 2023/24:

Political Group	Group Secretary
Conservative	Councillor Meredith
Independent	Councillor Gill
Labour	Councillor Matthews
Liberal Democrats	Councillor Nolan

55/23 APPOINTMENT OF MEMBER REPRESENTATIVES ON CERTAIN BODIES - Resolved - That the following appointments for 2023/24 be approved:

Body	Representative(s)
The Local Government Association Fire Commission	Councillor Briggs [Substitute: Councillor Neal]
Yorkshire and Humber (Local Authorities) Employers' Association - Employers' Committee	Councillor Briggs [Substitute: Councillor Neal]

56/23 APPOINTMENT OF NOMINATED SPOKESPERSON FOR EACH CONSITUENT AUTHORITY – Resolved - That the following nominated spokespersons for each Constituent Authority for 2023/24 be approved:

Constituent Authority	Nominated Spokesperson
East Riding of Yorkshire Council	Councillor Dennis
Hull City Council	Councillor Neal
North East Lincolnshire Council	Councillor Swinburn
North Lincolnshire Council	Councillor Sherwood

57/23 TIMETABLE OF MEETINGS - Resolved - That the calendar of meetings for 2023/24, as set out in the report, be approved with consideration given to changing the April 2024 meeting due to its proximity to Local Authority elections.

58/23 HFA WORKSTREAMS 2023/24 - Resolved - That the 2023/24 workstreams of the Authority, as set out in the report, be received.

59/23 REAFFIRMATION OF THE CONSTITUTION - The Monitoring Officer/Secretary submitted a report detailing amendments to the Constitution.

Since the last iteration of the Constitution a few minor amendments were required to correct typographical errors and update terminology. The minor amendments and reason for them were set out at Appendix 1 of the report for Members' consideration.

Resolved - that the Authority approve the changes and reaffirm the Constitution.

HUMBERSIDE FIRE AUTHORITY
GOVERNANCE, AUDIT AND SCRUTINY COMMITTEE

12 JUNE 2023

PRESENT: Independent Co-opted Members Chris Brown, Melissa Dearey, Nigel Saxby, and Gerry Wareham.

Officers Present: Matthew Sutcliffe – Assistant Chief Fire Officer & Executive Director of Corporate Services, Steve Duffield – Area Manager of Service Improvement, Jon Henderson – Area Manager of Prevention, Protection, Fleet and Estates, Jason Kirby – Area Manager of Emergency Response, Martyn Ransom – Joint Deputy Chief Finance Officer & Deputy S.151 Officer, Simon Rhodes – Head of Corporate Assurance, Gareth Naidoo – Senior Corporate Assurance Officer, Emma Appleton – Deputy Monitoring Officer/Secretary, and Rob Close – Committee Manager.

Councillor Briggs was also in attendance.

The meeting was held at the Humberside Fire and Rescue Service Headquarters, Kingston upon Hull.

The Deputy Monitoring Officer & Secretary took nominations to appoint a Chair for the ensuing year 2023/24.

28/23 APPOINTMENT OF CHAIRPERSON FOR THIS MEETING – Resolved - That Chris Brown be appointed Chair of the GAS Committee for the year 2023/24.

Chris Brown took the chair.

29/23 APOLOGIES FOR ABSENCE – Apologies for absence were received from Kathryn Lavery.

30/23 DECLARATIONS OF INTEREST – No declarations of interest were made with respect to any items on the agenda.

31/23 MINUTES – **Resolved** – That the minutes of the meeting held on 3 April 2023 be confirmed as a correct record.

32/23 GAS COMMITTEE WORKSTREAMS & SCRUTINY PROGRAMME 2023/24 – The Committee Manager presented the GAS Committee Workstreams & Scrutiny Programme 2023/24.

Resolved – That Scrutiny Programme 2023/24 be approved.

33/23 ANNUAL STATEMENT OF ACCOUNTS (UNAUDITED) 2022/23 – The Committee received a report of the Deputy Joint Chief Finance Officer and Deputy Section 151 Officer detailing the unaudited annual statement of accounts 2022/23. Officers were pleased to have completed the statement of accounts for 2022/23 and prepared for the audit of the accounts to commence mid-June. The Committee was advised that the Authority underspent during the period 2022/23 despite significant inflationary pressures.

It was clarified that the level of reserves was risk assessed as part of the medium-term resources strategy and that uncertainty moving forwards in relation to grant funding and inflation presented challenges to the Authority. The Authority was satisfied that the reserves earmarked for insurance would be sufficient for excess of cyber security.

Further narrative detail in relation to the red service performance summary data was available in the annual report and a link would be added to the accounts. Additional accessibility benefits to improve access to the weblinks would also be added.

It was clarified that the public works loan board interest rates were fixed, however the Authority sought to avoid borrowing where possible.

Resolved – That the unaudited annual statement of accounts 2022/23 be received.

34/23 ANNUAL STATEMENT OF ASSURANCE 2022/23 – The Committee received a report of the Area Manager of Service Improvement summarising the Annual Statement of Assurance 2022/23. The Committee was advised that, once finalised, the statement of account would be published to satisfy requirement for Fire and Rescue Authorities to provide annual assurance on financial, governance and operational matters and show they have had due regard to the expectations set out in their Community Risk Management Plan (CRMP).

While the Statement of Assurance did not itself engage external stakeholders, elements under the three key aspects that made up the statement (financial, governance and operational assurance) went through a rigorous stakeholder engagement exercise (ie Community Risk Management Plan and auditing of the Statement of Accounts etc.).

Resolved – That the Committee endorse the Statement of Assurance 2022/23 to the Fire Authority.

ANNUAL STATEMENT OF ACCOUNTS (UNAUDITED) 2022/23

1. SUMMARY

- 1.1 This report contains the Authority's full unaudited Statement of Accounts for 2022/23 (see Appendix 1) and also highlights below the key aspects of revenue and capital outturn for the year.
- 1.2 The Accounts covered by this report in Appendix 1 are subject to audit by Mazars in their role as the Authority's external auditor. The draft unaudited Statement of Accounts for 2022/23 was signed and published on the Authority's website on 31 May 2023 which is an excellent achievement.

2. RECOMMENDATIONS

- 2.1 It is recommended that the Fire Authority:
- (i) takes assurance from the Accounts presented; and
 - (ii) approves the Capital Programme Rephasing at paragraph 4.5 of this report.

3. BACKGROUND

- 3.1 The production of the Annual Accounts is a key task for the Finance Team.
- 3.2 The Head of Finance and the Finance team have undertaken a significant amount of the work required to deliver our Annual Accounts and they have done an excellent job against very tight timescales delivering them in a timely manner.
- 3.3 Mazars (the Authority's External Auditors) have been very supportive throughout the process and have participated in regular meetings during the period.

4. REPORT DETAIL

Revenue Budget 2022/23

- 4.1 The revenue budget contains all of the Authority's day-to-day expenditure for the financial year.
- 4.2 The outturn position for the revenue budget for 2022/23 is a £0.448m underspend. This compares well to the period 11 end of February 2023 projection (£0.060m underspend) in the Management Accounts.
- 4.3 The full schedule of variances is set out in more detail in Appendix 1 of the attached Statement of Accounts on pages 67 and 68.

Capital Programme 2022/23

- 4.4 The outturn for the Capital Programme shows a spend of £3.24m. The table in Appendix 2 on page 69 of the Annual Accounts sets this out in detail. Across the categories of the capital programme the picture is broadly as follows:-

- (A) Estates: Dignity Works (£0.21m), Calvert Lane (£0.22m) and other minor schemes (£0.10m)

(B) Vehicles: fleet replacement (£1.83m)

(C) Plant and Equipment: ICT (£0.61m), Personal Protective Equipment (£0.17m) and Equipment (£0.10m).

- 4.5 The schemes that have not completed in 2022/23 are shown below and therefore it is proposed that the following allocations be rephased into the 2023/24 Capital Programme as follows:-

Project	2022/23		
	Allocation £'000	Actual £'000	Proposed Rephasing into 23/24 £'000
Buildings			
Invest to Save	42	-	42
Goole	530	37	493
Driffeld	202	-	202
Other Minor Schemes	162	-	162
Training Infrastructure	200	-	200
Furniture and Equipment	8	(3)	11
Dignity Works			
- Crowle	150	-	150
- Winterton	200	1	199
- Pocklington	150	-	150
- Immingham East	350	53	297
- Cromwell Road	500	70	430
Vehicles			
Support	730	269	461
Plant & Equipment			
IT Equipment	1,291	616	675
Equipment	527	100	427
	5,042	1,143	3,899

*Only schemes with rephasing are included in the table above

Reserves

- 4.6 Table 1 overleaf shows the overall position on Reserves at 31 March 2023 / 1 April 2023.

Table 1- Summary of Reserves 31 March 2023 / 1 April 2023
(excluding ESFM (Humberside) Ltd Reserve)

Reserve	31 March 2023 £m	Proposed Movements £m	1 April 2023 £m	Notes
General Reserve	6.346	0.600	6.946	To maintain the Prudent Minimum level of reserves based on assessment annually.
Earmarked Reserves				
Insurance	0.500		0.500	To meet potential uninsured losses.
The Ark - National Flood Resilience Centre	1.000		1.000	To meet HFA possible contribution to the Ark project
Capital Programme Funding	3.410		3.410	Funding for the Capital Programme to replace capital grant funding from the Home Office which has now ceased
Resilience Reserve	1.000	(0.500)	0.500	To meet any expenditure required in relation to maintaining the Service's resilience
ESMCP	0.215		0.215	To meet the costs of the ESMCP roll-out
Grenfell and Protection	0.110		0.110	Home Office funding to respond to the Grenfell Tower Inquiry findings and Protection investment
East Coast & Hertfordshire Control Room Consortium	1.000		1.000	To meet Humberside's share of the infrastructure costs of the East Coast and Hertfordshire Control Room Consortium.
Pay and Prices	1.200	(0.600)	0.600	Funding for anticipated pay and prices increases in excess of budget assumptions
Strategic Transformation Fund	0.000	0.500	0.500	Funding to support transformation initiatives
Environmental Initiative	0.030		0.030	Develop environmental infrastructure
Total Revenue Reserves	14.811	-	14.811	

4.7 Table 1 shows overall revenue reserves of £14.811m at 31 March 2023. The Authority has worked hard in recent years to deliver a sound level of reserves. This is particularly important against the uncertain financial backdrop for 2023/24 onwards.

4.8 The Authority's budget is balanced for 2023/24 with a contribution from reserves of £0.567m. The Service is monitoring carefully the financial impact of inflationary pressures and pay awards. 2024/25 onwards will require careful monitoring given that pay and non-pay inflation will continue to be a factor into the medium-term.

Directors' Declarations

4.9 International Auditing Standards require auditors to ask management and those charged with governance about arrangements that the body has put in place:

- to prevent and detect fraud; and
- to comply with applicable law and regulations.

4.10 This requirement applies each year as part of the audit of the Authority's Annual Accounts. The Authority's written response to the questions posed is included as Appendix 2 to this report. The Chair of the Authority, the CFO/CE and the Section 151 Officer will sign the final version and return it to Mazars.

Update on the Audit

4.11 Mazars will commence their audit work in mid-June 2023. The Government has specified that the timescales for Annual Account sign-off by the S151 Officer is 31 May 2023 and also the completion of the audit is 30 September 2023.

Risk Implications

- 4.12 The Fire Authority must approve the final audited accounts by 30 September for 2022/23 Annual Accounts.
- 4.13 No direct risk issues arising but the Authority continues to actively mitigate risks by earmarking reserves where possible. This is a prudent approach and an essential element of sound financial management.

Communication

- 4.14 The Authority's Finance Officers have worked closely with Mazars since January 2023 to ensure that robust arrangements were in place to produce the 2022/23 Statement of Accounts. The statutory notice to 'call the audit' was placed on the Service's website on 2 May 2023 and the public inspection period for the Accounts commenced on 1 June 2023.

5. EQUALITY IMPLICATIONS

- 5.1 There is no requirement to carry out an equality impact analysis as this report does not relate to a policy or service delivery change

6. CONCLUSION

- 6.1 This report captures the financial impact of the Authority's activities during the 2022/23 financial year. The picture is one of robust finances despite the austerity that has been in place over the period 2011/12 to 2020/21 and more recently the significant effects of pay and non-pay inflation.
- 6.2 The financial challenges will continue over the period 2024/25 onwards and the Authority is well placed to meet these challenges.

Kevin Wilson
Executive Director of Finance &
S.151 Officer

Officer Contact

Kevin Wilson Executive Director of Finance & S.151 Officer

☎ 01482 567183

✉ kwilson@humbersidefire.gov.uk

Background Papers

2022/23 Annual Accounts working papers.

2022/23 Period 11 February 2023 Management Accounts.

Glossary/Abbreviations

ESFM	Emergency Services Fleet Management
S.151	Section 151 Local Government Act 1972
ESMCP	Emergency Services Mobile Communications Programme
CFO/CE	Chief Fire Officer/Chief Executive



HUMBERSIDE
Fire & Rescue Service

Humberside Fire Authority Annual Accounts 2022/23

(Subject to Audit)

Contents

Narrative Report	3
Audit Opinion	11
Statement of Responsibilities for the Statement of Accounts	14
Movement in Reserves Statement	15
Comprehensive Income and Expenditure Statement	17
Balance Sheet	18
Cash Flow Statement	19
Notes to the Financial Statements	
Note 1 – Accounting Policies	20
Note 2 – Expenditure and Funding Analysis	30
Note 3 – Material Risk and Uncertainty	31
Note 4 – Pensions	32
Note 5 – Non Current Assets	41
Note 6 – Reserves held by the Authority	46
Note 7 – Borrowing and Investments	49
Note 8 – Other Creditors and Debtors	50
Note 9 – Financial Instruments	50
Note 10 – Note to Expenditure and Funding Analysis Statement (Adjustments between Accounting basis and Funding basis under Regulation)	55
Note 11 – Other Operating Expenditure, Financing, Investment Income, Taxation and Non-Specific Grants	56
Note 12 – Related Parties	57
Note 13 – Members’ Allowances	58
Note 14 – Officers’ Emoluments	58
Note 15 – Other notes to the Financial Statements	60
Note 16 – Cash Flow notes	61
Firefighters’ Pension Fund Account	63
Certifications	66
Appendix 1 – Revenue Variance Analysis	67
Appendix 2 – Capital Expenditure breakdown and variance analysis	69
Appendix 3 – Glossary of Terms	71
Appendix 4 – Feedback Form	79
Appendix 5 – Annual Governance Statement	81

Narrative Report by the Executive Director of Finance/Section 151 Officer

Introduction

The Statement of Accounts summarises the financial performance of the Authority for year ended 31 March 2023. These accounts have been prepared in accordance with the requirements of the Code of Practice on Local Authority Accounting in the United Kingdom 2022/23 published by the Chartered Institute of Public Finance and Accountancy (CIPFA).

The purpose of the narrative report is to offer interested parties a fair, balanced and easily understandable guide to the most significant matters reported in the accounts. The inevitable use of technical language has been kept to a minimum. A 'Glossary of Terms' (to help explain some of the technical terms) can be found in the appendices.

Organisational Summary

Humberside Fire and Rescue Service (HFRS) serves the communities within the areas of East Riding of Yorkshire Council, Kingston upon Hull City Council, North East Lincolnshire Council and North Lincolnshire Council. Governance of HFRS is provided through the Humberside Fire Authority (HFA) made up of elected members, nominated by each local authority.

Detailed in the 'Fire and Rescue National Framework for England', as approved under section 21 of the Fire and Rescue Services Act 2004, are the priorities of a fire and rescue authority, required in order to fulfil their statutory duty, to ensure provision of core functions:

- Make appropriate provision for fire prevention and protection activities and response to fire and rescue related incidents.
- Identify and assess the full range of foreseeable fire and rescue related risks their areas face.
- Collaborate with emergency services and other local and national partners to increase the efficiency and effectiveness of the service they provide.
- Be accountable to communities for the service they provide; and
- Develop and maintain a workforce that is professional, resilient, skilled, flexible, and diverse.

Humberside

HFRS serves a population of almost one million people across a geographical area of 1,358 square miles. Each of the unitary authority areas present the Service with different challenges, consisting of urban, rural, and coastal communities with some affluent areas and some areas suffering from significant deprivation.

The service area also includes a broad range of industrial and heavy commercial risks; having the second highest number of high hazard industrial sites in the UK. These include major petrochemical sites, natural gas storage, pharmaceutical industries, and large port complexes. Almost a quarter of the UK's sea borne trade passes through the Humber ports of Hull, Immingham, Grimsby, and Goole including 25% of the country's petroleum.

Service Statistics

- Number of fire stations: 31
- Number of fire engines: 46 frontline and 10 reserve
- Number of specialist emergency response vehicles: 27
- Number of Co-Responding and Falls vehicles: 18
- Number of staff: 890 (headcount)

Structure and Fire Station Locations

HFRS operates under a Service delivery structure with 4 districts, divided by the physical boundary of the Humber Estuary and river into North (Hull and East Riding) and South (North Lincolnshire and North East Lincolnshire). The respective Service delivery teams have the responsibility for all operational and safety matters in their area.



Community Risk Management Plan (CRMP) and Strategic Plan 2021 - 2024

Each Fire and Rescue Authority must produce an CRMP, which is available to the public. The plan must reflect the following information:

- reflect up to date risk analyses including an assessment of all foreseeable fire and rescue related risks that could affect the area of the authority;
- demonstrate how prevention, protection and response activities will best be used to prevent fires and other incidents and mitigate the impact of identified risks on its communities, through authorities working either individually or collectively, in a way that makes best use of available resources;
- outline required service delivery outcomes including the allocation of resources for the mitigation of risks;
- set out its management strategy and risk-based programme for enforcing the provisions of the Regulatory Reform (Fire Safety) Order 2005 in accordance with the principles of better regulation set out in the Statutory Code of Compliance for Regulators, and the Enforcement Concordat;
- cover at least a three-year time span and be reviewed and revised as often as it is necessary to ensure that the authority is able to deliver the requirements set out in this Framework;
- reflect effective consultation throughout its development and at all review stages with the community, its workforce and representative bodies and partners; and
- be easily accessible and publicly available.

The Chief Fire Officer must, in exercising their functions, have regard to the Fire and Rescue Authority's CRMP and any set objectives and priorities which may then be outlined in a strategic plan. The Fire and Rescue Authority should give due regard to the professional advice of the Chief Fire Officer while developing the CRMP and when making decisions affecting the fire and rescue service.

[Click here](#) to view the CRMP and Strategic Plan.

The work of HFRS

HFRS have a legal duty to provide a fire and rescue service that meets the needs of the local communities, in accordance with the Service's CRMP. HFRS is prepared to deal with a wide range of emergencies, from house fires and road traffic collisions, to floods and chemical spills.

HFRS are responsible for the enforcement of fire prevention, petroleum, and explosives legislation, working with our communities to help keep people and property safe, providing a fire and rescue service for the people that live, work, and visit the Humberside area.

HFRS's emergency medical response teams are trained to respond immediately to life threatening calls received by the ambulance service, providing first responder intervention and increasing the chances of survival. In partnership with other agencies in the Hull area HFRS formed a Falls Intervention Response Safety Team, to deal with non-immediate life threatening incidents, predominantly following a fall, aiming to prevent the medical impact of such incidents while increasing and reducing the impact of less urgent calls on frontline services for both the health service and HFRS.

HFRS believe the most effective way to save lives and reduce injuries, to lessen the broader community impact from emergencies, is to engage in preventative activities to decrease the number of incidents that occur. To support such activities HFRS works closely with partner organisations and communities. Through the use of dedicated HFRS staff teams employed to work within the community, such as Safety Advocates, they are able to engage with those people most vulnerable to fire, providing information and education. This includes signposting people who are vulnerable from issues not directly related to the fire service such as older people who may be at risk from severe weather, or household security.

HFRS have legal responsibilities to enforce fire safety legislation and do this by providing free advice to businesses to support their compliance with legislative requirements. If it is necessary, to keep the public and our firefighters safe, HFRS will prohibit or restrict the use of premises and prosecute persons responsible for breaches of legislation.

Response Standards

HFRS response standards tell how quickly we aim to have a fire engine in attendance at an incident. They are based on (Domestic) Risk Areas, assessed as High, Medium, or Low. To enable us to assess the dwelling risk within our communities, our area is divided into 41 groupings of around 20000 residents. We call these 'Risk Regions' with 41 identified in our Service area, varying in geographical size. The dwelling risk rating is based upon the casualty and fatality rate per head of population within each risk region.

In managing these risks, the HFRS sends two fire engines to every fire in a home and to road traffic collisions, aiming to arrive within the time frames categorised below:

- **High Risk Area:** 8 Minutes
- **Medium Risk Area:** 12 Minutes
- **Low Risk Area:** 20 Minutes
- **Road Traffic Collision:** 15 Minutes

The performance target for the **first engine** in attendance, is to accomplish the response standards on a least 90% of occasions. In 2022/23 the first engine exceeded these standards achieving 96% on all occasions.

The performance target for the **second engine** in attendance, is to accomplish the response standards on a least 80% of occasions. In 2022/23 the second engine exceeded these standards achieving 87% on all occasions.

Service Performance Summary 2022/23

Service Performance Indicator (SPI)	Service Target	Actual Performance
SPI 1 Total Fatalities	Aspirational Zero	9
SPI 1.1 Total Casualties	Aspirational Zero	29 <i>(Fire related incidents)</i>

The proceeding data is a breakdown of the total number of key incidents across 2022/23 . Where appropriate Service Performance Indicators (SPI) are performance managed against calculated thresholds to define the range between high and low performance values for each of the different incidents. Thresholds enable the Service to analyse trends more accurately and less reactionary, enabling the deployment of resources and / or intervention activities more effectively.

Red	Performance that is a concern and needs addressing (above the upper threshold limits)
Green	Performance is positive and should be replicated (below the lower threshold limits)
Blank	Performance is stable between upper and lower thresholds

SPI	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	Total
SPI 2.2 Total Deliberate Fires	31	33	38	63	63	46	29	38	16	31	35	45	468
SPI 2.3 Accidental Dwelling Fires	30	33	31	33	34	18	21	34	32	34	26	33	359
SPI 2.4 Deliberate Secondary Fires	367	274	264	399	448	229	115	146	54	57	187	141	2681
SPI 2.5b False Alarm Non - Domestic	67	62	91	114	104	99	110	122	31	27	30	25	882
Total	495	402	424	609	649	392	275	340	133	149	278	244	<u>4390</u>

The Authority's Accounts for the year 2022/23 are set out on pages 1-66 and in addition to this narrative report they consist of:

The Statement of Responsibilities details the responsibilities of the Authority and the Executive Director of Finance/S.151 Officer for the Accounts. This statement is signed and dated by the Executive Director of Finance/S.151 Officer under a statement that the Accounts give a True and Fair View of the financial position of the Authority at the accounting date and its income and expenditure for the year ended 31 March 2023.

The Movement in Reserves Statement shows the movement in the year on the different Reserves held by the Authority. This statement is split into usable and unusable Reserves; the usable Reserves are those that can be used by the Authority to fund expenditure; and the unusable Reserves are those Reserves that are required to mitigate the effect of some transactions on council tax and those Reserves that are created to mitigate unrealised gains and losses.

The Comprehensive Income and Expenditure Statement shows the accounting cost of providing services in accordance with generally accepted accounting practices, rather than the amount to be funded from taxation. The Authority raises taxation in accordance with regulations which are different from the accounting cost. The taxation position is shown in the Movement in Reserves Statement (the movement on usable reserves).

The Balance Sheet which shows the value of the Assets and Liabilities recognised by the Authority at the Balance Sheet date.

The Cash Flow Statement which shows the changes in cash and cash equivalents during the year. This statement shows how the Authority generates and uses its cash and cash equivalents by classifying cash flows as operating, investing and financing activities.

The Pension Fund Account which shows the movements relating to the Firefighters' Pension Fund.

2022/23 Financial Year

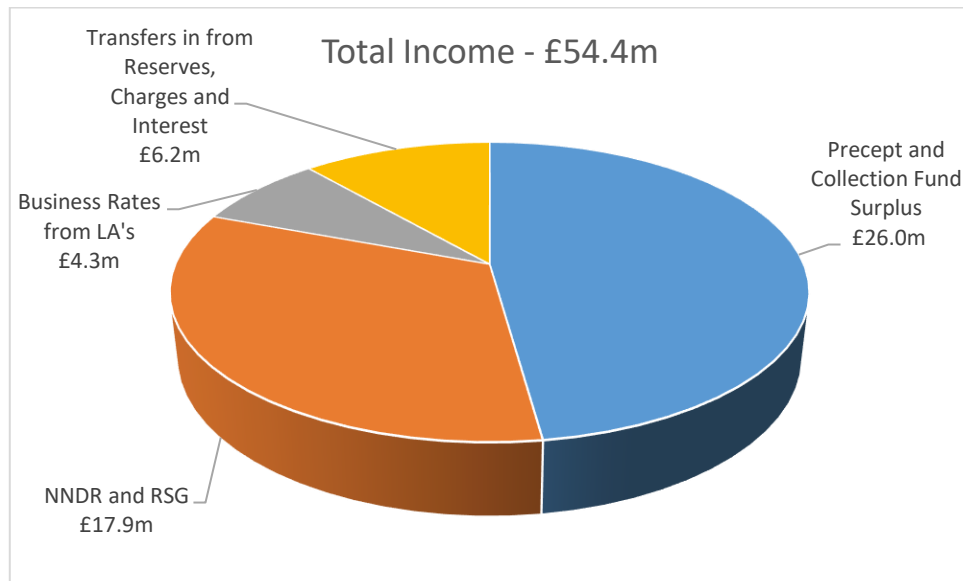
Since 2011/12 the Authority has suffered a circa 40% reduction in external funding which equates to approximately £11.5m.

Despite these significant challenges the Authority continues to take a very prudent approach to its finances. To this end, £11.5m of efficiencies have been implemented over the years 2011 to 2019.

Historically, the Authority has lived within its means and delivered a modest underspend in recent years. The 2022/23 financial year has seen the Authority deliver an underspend which signifies good financial management given increased cost pressures in relation to annual pay awards and general inflationary increases in relation to commodities such as gas, electricity and fuel.

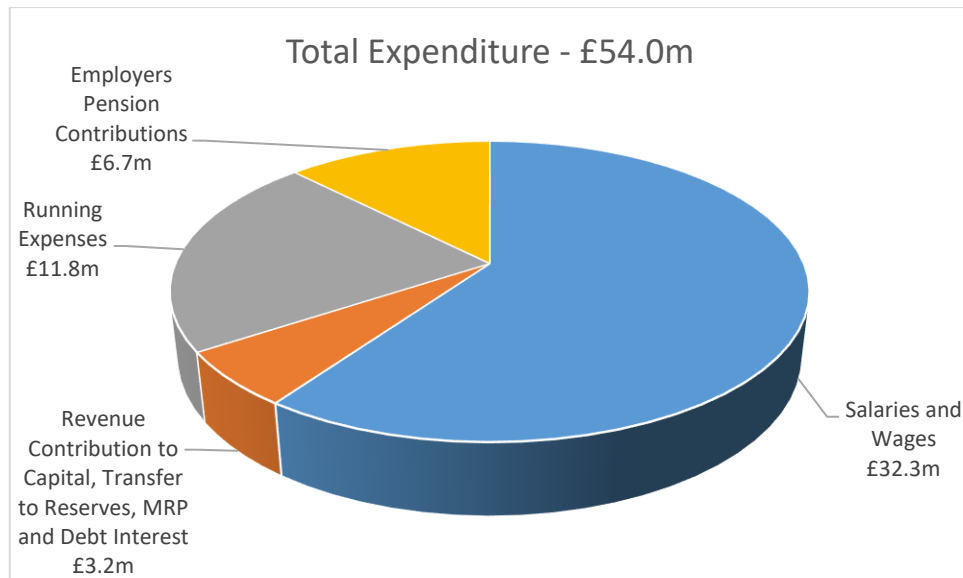
The Authority's position over the medium-term is sound, but will be kept under continuous review particularly with regard to any cost pressures arising and also pay awards that may be agreed over the next 2 to 3 years against a backdrop of higher levels of general inflation and tight financial settlements from the Government.

Income



In 2022/23, the Authority received Revenue Support Grant and an allocation of pooled National Non-Domestic Rates directly from Central Government. It also sets a Precept (council tax) throughout the Humberside area for the balance of its expenditure requirements. The Precept set for 2022/23 was £25.31m (2021/22 was £24.15m) which equated to a Council Tax Band D Equivalent of £90.11 (2021/22 was £88.35).

Expenditure



Budget Outturn Position

Income of £54.390m was received by the Authority of which £53.942m was incurred on expenditure during 2022/23 leaving a surplus of £0.448m (appendix 1 shows how this reconciles with the Movement in Reserves Statement and the Expenditure and Funding Analysis in note 2).

Analysis of the Major Revenue Variances (a comprehensive table is presented in Appendix 1)

Non-Pay Variances

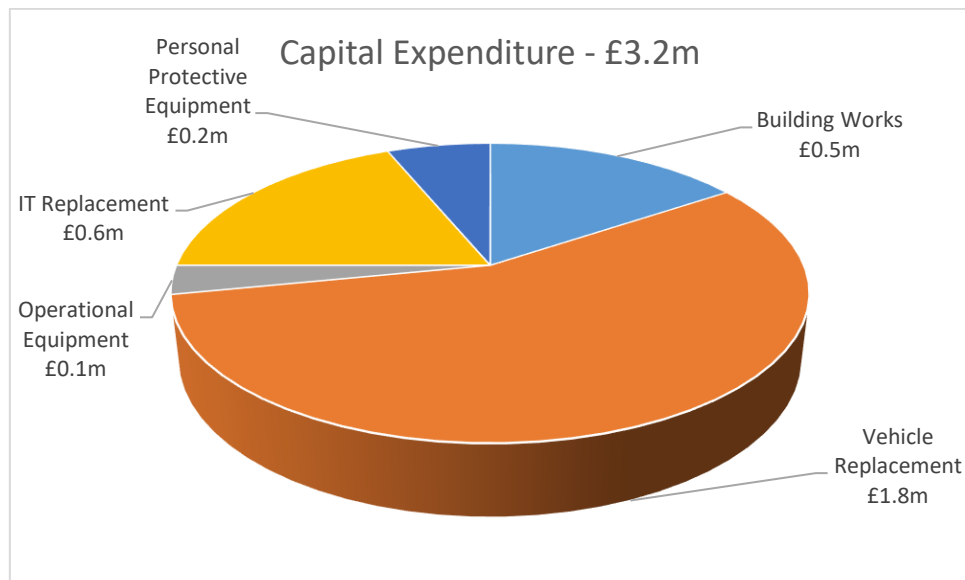
During 2022/23, the overall variance across all non-pay budgets was an underspend of £375k. This was primarily due to receiving a higher level of interest on our investments as well as a lower Minimum Revenue Provision charge following a lower Capital spend during 2021/22.

Income

During 2022/23 the Authority received £721k additional income relating mainly to additional Government grants, staff secondments, funding of the Road Safety team and income in relation to an insurance claim.

Capital Expenditure

During 2022/23, £3.2m was invested in capital projects against a budget of £7.5m due to a number of schemes not starting during the year. These projects include various building works across the estate, replacement programmes for vehicles, operational equipment and IT replacement. (A more detailed breakdown is provided in Appendix 2).



Financing of Capital Expenditure

The Authority has a rolling capital programme that is reviewed throughout the year. The programme is financed by external borrowing, capital receipts and revenue contributions.

Humberside Fire Authority Reserves

Balances at 1 April 2022 stood at £14.594m. £221k was transferred from Earmarked Reserves during 2022/23. £10k was transferred from the General Reserve and by adding £448k, the surplus for the year, balances at 31 March 2023 now stand at £14.811m (exclusive of the ESFM (Humberside) Ltd Reserve).

Future Spending Plans

The Authority has published a Medium-Term Resource Strategy for 2023/24 – 2026/27 which sets out the overall shape of the Authority's budget. It establishes how available resources will best deliver corporate objectives and mitigate corporate risks identified in the Strategic Plan. The current level of borrowing, including long-term leases held by the Authority, is £19.182m. The operational boundary is £35.0m and the authorised limit is £40.0m (these are part of the Authority's prudential indicators that have been previously agreed in the Authority's Treasury Management report; Fire Authority March 2023).

International Accounting Standard 19 (IAS 19)

IAS 19 requires employers to report the full cost of pension benefits as they are earned, regardless of whether they have been paid for. The Local Government Pension Scheme has an asset of £8.225m (2021/22 was a liability of £9.374m) and the liability on the Firefighters' Pension Scheme is £513.000m (2021/22 was £701.390m). The Authority's liability includes the Firefighters' Pension Scheme 1992, the Firefighters' Pension Scheme 2006, Firefighters' Pension Scheme 2015 and the Modified Firefighters' Pension Scheme. It should be noted that IAS 19 does not impact upon the level of balances held by the Authority. (Under IAS19 injury awards are now recognised in the accounts of the Authority).

Humberside Fire Authority Pension Fund Account

The Financial Statements include a separate section for the Humberside Fire Authority Pension Fund Account. Under the pension funding arrangements each Authority in England is required by legislation to operate a Pension Fund and the amounts that must be paid into and out of the fund are specified by regulation.

Change in Statutory Function

There have been no changes to the Authority's statutory functions during 2022/23.

Significant Change in Accounting Policies

There have been no significant changes to the accounting policies used by the Authority.

Material Events after 31 March

There are no material events after 31 March to disclose.

Going Concern

The savings proposals previously agreed have resulted in a balanced budget for 2023/24 and over the life of the Medium-Term Resource Strategy so the Authority will remain a Going Concern. Practice Note 10 of the Financial Reporting Council's Statement of Recommended Practice assumes that public sector organisations will remain as going concerns provided the services continue of which there is no plan to stop delivering a Fire and Rescue Service for Humberside.

Further Information

The Statement of Accounts is intended to give electors, Members, employees and other interested parties clear information about the Authority's finances. I would welcome any comments, which would help to improve the information. To this end a questionnaire has been devised and included in the Accounts.

Further information about the accounts is available from the Finance Section, Service Headquarters, Summergroves Way, Hull, HU4 7BB. In addition, interested members of the public have a statutory right to inspect the accounts before the audit is completed. The availability of the accounts for inspection is advertised on the Authority's website www.humbersidefire.gov.uk.

Acknowledgment

I would like to express my appreciation to Shaun Edwards and colleagues within the Finance team for their assistance in compiling the financial statements.

Kevin J Wilson BSc Econ (Hons), FCPFA

Executive Director of Finance/Section 151 Officer – May 2023

Intentionally left blank for Audit Opinion

Intentionally left blank for Audit Opinion

Intentionally left blank for Audit Opinion

Statement of Responsibilities for the Statement of Accounts

The Authority's Responsibilities

The Authority is required:

- To make arrangements for the proper administration of its financial affairs and to ensure that one of its officers has the responsibility for the administration of those affairs. In this Authority that officer is the Executive Director of Finance and Section 151 Officer;
- To manage its affairs to ensure economic, efficient and effective use of resources and to safeguard its assets;
- To approve the Statement of Accounts.

I confirm that these accounts were approved at the Fire Authority meeting held on 21 July 2023.

Signed	Date
---------------	-------------

Executive Director of Finance and Section 151 Officer Responsibilities

The Executive Director of Finance and Section 151 Officer is responsible for the preparation of the Authority's Statement of Accounts which, in accordance with the *Code of Practice on Local Authority Accounting in Great Britain* (the 'Code of Practice'), issued by the Chartered Institute of Public Finance and Accountancy (CIPFA) is required to present fairly the financial position of the Authority at the accounting date, and its income and expenditure for year ended 31 March 2023.


In preparing this Statement of Accounts, the Executive Director of Finance/Section 151 Officer has:

- Selected suitable accounting policies and then applied them consistently;
- Made judgements and estimates that were reasonable and prudent;
- Complied with the Code of Practice.

The Executive Director of Finance and Section 151 Officer has also:

- Kept proper accounting records which are up to date;
- Taken reasonable steps for the prevention and detection of fraud and other irregularities.

In accordance with regulation 9(1) of the Accounts and Audit Regulations 2015, I certify that the attached Statement of Accounts presents a True and Fair View of the financial position of the Authority as at 31 March 2023 and its income and expenditure for the year

Signed 	Date 30th May 2023
--	--

STATEMENT OF ACCOUNTS
MOVEMENTS IN RESERVES STATEMENT

This statement shows the movement in the year on the different Reserves held by the Authority, analysed into 'Usable Reserves' (i.e. those that can be applied to fund expenditure or reduce local taxation) and other Reserves. The Surplus or (Deficit) on the Provision of Services line shows the true economic cost of providing the Authority's services, more details of which are shown in the Comprehensive Income and Expenditure Statement. These are different to the statutory amounts required to be charged to the General Reserve Balance for council tax setting purposes. The Net Increase / (Decrease) before transfers to Earmarked Reserves shows the statutory General Fund before any discretionary transfers to or from Earmarked Reserves undertaken by the Authority.

2022/23

	Earmarked Reserves	General Fund Balance	Usable Capital Receipts Reserve	Total Usable Reserves	Pensions Reserve	Capital Adjustment Account	Revaluation Reserve	Collection Fund Adjustment Account	Accumulated Absences Account	Total Authority Reserves
	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000
Note(s)	6	2			4	6	6			
Balance at 31 March 2022	7,516	7,438	29	14,984	(710,764)	19,549	23,190	605	(420)	(652,855)
Surplus or (Deficit) on Provision of Services (accounting basis)		(27,343)		(27,343)						(27,343)
Other Comprehensive Income and Expenditure				-	230,214		919			231,133
Total Comprehensive Income and Expenditure	-	(27,343)	-	(27,343)	230,214	-	919	-	-	203,790
Adjustments between Accounting Basis & Funding Basis under Regulations (Note 10)		27,553	(29)	27,524	(24,235)	(2,875)	(406)	12	(20)	-
Net Increase / (Decrease) before transfers to Earmarked Reserves	-	210	(29)	181	205,979	(2,875)	513	12	(20)	203,790
Transfers to / (from) Earmarked Reserves	1,303	(1,303)		-						-
Increase / (Decrease) in Year	1,303	(1,093)	(29)	181	205,979	(2,875)	513	12	(20)	203,790
Balance at 31 March 2023	8,819	6,345	-	15,165	(504,785)	16,673	23,703	617	(440)	(449,065)

The accompanying notes form part of these Financial Statements.

MOVEMENT IN RESERVES STATEMENT

2021/22

	Earmarked Reserves	General Fund Balance	Usable Capital Receipts Reserve	Total Usable Reserves	Pensions Reserve	Capital Adjustment Account	Revaluation Reserve	Collection Fund Adjustment Account	Accumulated Absences Account	Total Authority Reserves
	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000
Note(s)	6	2			4	6	6			
Balance at 31 March 2021	7,363	6,373	-	13,737	(719,022)	20,377	8,919	443	(630)	(676,176)
Surplus or (Deficit) on Provision of Services (accounting basis)		(22,490)		(22,490)						(22,490)
Other Comprehensive Income and Expenditure				-	31,479		14,329			45,808
Total Comprehensive Income and Expenditure	-	(22,490)	-	(22,490)	31,479	-	14,329	-	-	23,318
Adjustments between Accounting Basis & Funding Basis under Regulations (Note 10)		23,706	29	23,735	(23,221)	(828)	(58)	162	210	-
Net Increase / (Decrease) before transfers to Earmarked Reserves	-	1,216	29	1,245	8,258	(828)	14,271	162	210	23,318
Transfers to / (from) Earmarked Reserves	153	(153)		-						-
Increase / (Decrease) in Year	153	1,063	29	1,245	8,258	(828)	14,271	162	210	23,318
Balance at 31 March 2022	7,516	7,438	29	14,984	(710,764)	19,549	23,190	605	(420)	(652,855)

The accompanying notes form part of these Financial Statements.

COMPREHENSIVE INCOME AND EXPENDITURE STATEMENT

This statement shows the accounting cost in the year for providing services in accordance with generally accepted accounting practices, rather than the amount to be funded from taxation. Authorities raise taxation to cover expenditure in accordance with regulations; this may be different from the accounting cost. The taxation position is shown in the Movement in Reserves Statement.

Year ended 31 March 2022			Year ended 31 March 2023		
£'000	£'000	£'000	£'000	£'000	£'000
Gross Expenditure	Gross Income	Net Expenditure	Gross Expenditure	Gross Income	Net Expenditure
3,348	(446)	2,902	3,524	(318)	3,206
37,855	(675)	37,180	39,291	(565)	38,726
16,627	(1,606)	15,022	18,913	(1,343)	17,570
132		132	132		132
15		15	38		38
		- Non Distributed Cost/(Income)			-
57,977	(2,727)	55,251	61,898	(2,226)	59,672
		Cost of Services			
193	(29)	164	224	(49)	175
		Other Operating Expenditure			
15,094	(16)	15,078	19,444	(335)	19,109
		Financing and Investment Income and Expenditure			
	(48,002)	(48,002)		(51,614)	(51,614)
		Taxation and Non-Specific Grant Income			
		22,491			27,343
		(Surplus) or Deficit on Provision of Services			
		(14,329)			(919)
		(Surplus) or Deficit on Revaluation of Non Current Assets			
		(31,479)			(230,214)
		Remeasurement of the net defined liability / (asset)			
		(45,808)			(231,133)
		Other Comprehensive Income and Expenditure (Surplus)/Deficit			
		(23,317)			(203,790)
		Total Comprehensive Income and Expenditure (Surplus)/Deficit			

* included within Fire Fighting & Rescue Operations are the costs of Safety work carried out by Firefighters who provide response duties.

The accompanying notes form part of these Financial Statements.

BALANCE SHEET

The Balance Sheet shows the value as at the Balance Sheet date, of the Assets and Liabilities recognised by the Authority. The net Assets of the Authority (Assets less Liabilities) are matched by the Reserves held by the Authority. Reserves are reported in two categories; the first category of Reserves are usable Reserves, i.e. those Reserves that the Authority may use to provide services, subject to the need to maintain a prudent level of Reserves and any statutory limitations on their use (for example the Capital Receipts Reserve that may only be used to fund capital expenditure or repay debt); the second category of reserves includes amounts that would only become available to provide services if the assets were sold; and Reserves that hold a timing difference as shown in the Movement in Reserves Statement line 'Adjustments between accounting basis and funding basis under regulations.'

31 March 2022		31 March 2023
£'000	Note(s)	
62,928 Property, Plant & Equipment	5	61,306
25 Intangible Assets	5	15
- Other Long-Term Assets	4	8,225
62,953 Long-Term Assets		69,546
406 Inventories		489
11,005 Short-Term Investments	7	8,974
11,032 Short-Term Debtors	8	10,750
149 Cash and Cash Equivalents	16	112
22,593 Current Assets		20,325
(7,305) Short-Term Creditors	8	(6,349)
(143) Short-Term Provisions		(313)
(1,006) Short-Term Borrowing	7	(1,599)
(8,454) Current Liabilities		(8,261)
(18,170) Long-Term Borrowing	7	(16,669)
(711,777) Other Long-Term Liabilities	4/7	(514,006)
(729,947) Long-Term Liabilities		(530,675)
<u>(652,855) Net Assets/(Liabilities)</u>		<u>(449,065)</u>
14,984 Usable Reserves	2/6	15,165
(667,839) Unusable Reserves	4/6	(464,230)
<u>(652,855) Total Reserves</u>		<u>(449,065)</u>

The accompanying notes form part of these Financial Statements.

CASH FLOW STATEMENT

The Cash Flow Statement shows the changes in cash and cash equivalents of the Authority during the accounting period. The statement shows how the Authority generates and uses cash and cash equivalents by classifying cash flows as operating, investing and financing activities. The amount of net cash flows arising from operating activities is a key indicator of the extent to which the operations of the Authority are funded by way of taxation and grant income or from the recipients of services provided by the Authority. Investing activities represent the extent to which cash outflows have been made for resources which are intended to contribute to the Authority's future service delivery. Cash flows arising from financing activities are useful in predicting claims on future cash flows by providers of capital (i.e. borrowing) to the Authority.

31 March 2022		31 March 2023
£'000	Note(s)	£'000
(22,490) Net Surplus or (Deficit) on the Provision of Services	2	(27,343)
Adjust Net Surplus or Deficit on the Provision of Services for Non		
26,346 Cash Movements	16	29,084
Adjust for items included in the Net Surplus or Deficit on the		
(29) Provision of Services that are Investing and Financing Activities	16	(49)
<u>3,827</u> Net Cash Flows from Operating Activities		<u>1,693</u>
(6,948) Investing Activities	16	(800)
2,002 Financing Activities	16	(930)
<u>(1,119)</u> Net Increase or (Decrease) in Cash and Cash Equivalents		<u>(37)</u>
Cash and Cash Equivalents at the Beginning of the		
1,267 Reporting Period	16	148
Cash and Cash Equivalents at the End of the Reporting		
148 Period	16	112
<u>(1,119)</u> Total Movement		<u>(37)</u>

The accompanying notes form part of these Financial Statements.

Notes to the Financial Statements

1. Accounting Policies

The Financial Statements must meet the accounting requirements of the CIPFA Code of Practice on Local Authority Accounting which has been agreed with HM Treasury. Consequently, the following financial statements have been prepared in accordance with the CIPFA Code of Practice on Local Authority Accounting 2022/23. The accounting policies contained in the CIPFA Code of Practice follow International Financial Reporting Standards to the extent that they are meaningful and appropriate to Local Authority Accounts, as determined by HM Treasury, who are advised by the Financial Reporting Advisory Board. Where the CIPFA Code of Practice on Local Authority Accounting permits a choice of accounting policy, the accounting policy which is judged to be the most appropriate to the particular circumstances of the Authority for the purpose of presenting fairly the position of the Authority is selected. The particular policies adopted by the Authority are described below and they have been applied consistently in dealing with items considered material in relation to the Accounts.

Accounting Convention

These Accounts have been prepared under the historical cost convention, modified to account for the revaluation of property, plant and equipment, intangible assets and inventories. Where appropriate, financial assets and liabilities have been impaired or discounted to bring them to fair value.

Acquisitions and Discontinued Operations

Activities are considered to be 'acquired' only if they are taken on from outside the public sector. Activities are considered to be 'discontinued' only if they cease entirely. They are not considered to be 'discontinued' if they transfer from one public sector body to another. The Authority has not acquired or discontinued any operations during the reporting period.

Going Concern

After making enquiries, the Authority has formed a judgement, at the time of approving the Financial Statements that there is a reasonable expectation that the Authority has access to adequate resources to continue in operational existence for the foreseeable future. For this reason, the Authority continues to adopt the Going Concern basis in preparing the accounts.

Critical Accounting Judgements and Key Sources of Estimation Uncertainty

In the application of the Authority's accounting policies, management are required to make judgements, estimates and assumptions about the carrying amounts of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from those estimates and the estimates and underlying assumptions are continually reviewed. Revisions to accounting estimates are recognised in the period in which the estimate is revised and if the revision affects only that period or in the period of the revision and future periods if the revision affects both current and future periods.

Critical Judgements in Applying Accounting Policies

In applying the accounting policies of the Authority, the Authority has had to make certain judgements about complex transactions or those involving uncertainty about future events. Where a critical judgement is required for the accounts, the judgement is made using the knowledge and experience of relevant officers.

The Authority has to decide whether the leases it enters into should be treated as operating or finance leases and whether contractual arrangements it enters into have the substance of a lease. These judgements are made on the professional opinion of the Authority's valuers, accountants and procurement officer.

The Authority has to decide whether land and buildings owned by the Authority are investment properties. The Authority's valuers and accountants make judgements in accordance with IAS 40

Investment Property. It has been determined that the Authority does not have any investment property as it does not hold land and/or buildings solely for rental income or capital appreciation.

The Authority has to decide whether there is a group relationship between the Authority and other entities. The accountants assess each relationship that exists between the Authority and other entities that may result in a group accounts relationship.

The Authority has to decide whether the Authority's exposure to possible losses is to be accounted for as a Provision or a Contingent Liability. These decisions are taken by a combination of the Authority's accountants, solicitor and other relevant officers.

Judgement is required to determine whether the Authority can be reasonably assured that the conditions of grant and contribution monies received have been met before recognising them as income in the Comprehensive Income and Expenditure Statement. Where conditions require specified expenditure to have taken place, the grant monies will not be recognised until this happens. Equally, where conditions specify that a grant or contribution must be repaid in the event of non-expenditure, the income is not recognised until expenditure is incurred.

Key Sources of Estimation Uncertainty

The Statement of Accounts contains estimated figures that are based on assumptions made by the Authority about the future or that are otherwise uncertain. Estimates are made taking into account historical experience, current trends and other relevant factors. However, because balances cannot be determined with certainty, actual results could be materially different from the assumptions and estimates. The items in the Authority's Balance Sheet at 31 March for which there is a significant risk of material adjustment in the following financial year are as follows:

Pensions Liability and Reserve

Estimation of the net liability to pay pensions depends on a number of complex judgements relating to the discount rate used, the rate at which salaries are projected to increase, changes in retirement ages, mortality rates and expected return on Pension Fund assets. Hymans Robertson (Actuaries) are contracted to provide an estimate of the net liability relating to the Local Government Pension Scheme. The Government Actuaries Department are contracted to provide an estimate of the net liability relating to the Firefighters' Pension Schemes.

Valuation and Depreciation Charges

Professional opinions of the values of land and buildings are made by Clark Weightman Ltd, who are contracted to provide valuation advice to the Authority. Estimates of the useful lives of property, plant and equipment are made by the relevant officers who have knowledge of such issues based on their professional judgement.

Revenue

Revenue in respect of services provided is recognised when the performance occurs, and is measured at the Fair Value of the consideration receivable.

Where income is received for a specific activity that is to be delivered in the following year the income is deferred.

Goods are sold on an incidental basis. Income is recognised at the point the sale transaction occurs.

Accruals of Income and Expenditure

Activity is accounted for in the year that it takes place, not simply when cash payments are made or received in accordance with section 2.7 of IFRS15. In particular:

- Revenue from the provision of services is recognised when the Authority can measure reliably the completion of the transaction.
- Supplies are recorded as expenditure when they are consumed.
- Expenses in relation to services received (including services provided by employees) are recorded as expenditure when the services are received rather than when payments are made.
- Fees, charges and rents due are accounted for as income at the date the Authority provides the relevant goods or services.

- Interest payable on borrowings and receivable on investments is accounted for as expenditure or income respectively on the basis of the effective interest rate for the relevant financial instrument rather than the cash flows fixed or determined by the contract.
- Where income and expenditure has been recognised but cash has not yet been received or paid, a debtor or creditor for the relevant amount is recorded in the Balance Sheet. Where it is doubtful that debts will be settled, the balance of debtors is written down and a charge made to revenue for the income that might not be collected.

Overheads and Support Services

Management and Support Services form part of the overall net cost of service and are reflected as they are reported to management and the Fire Authority with the exceptions of the two headings below which are separately disclosed within net cost of services.

- Corporate and Democratic Core – costs relating to the democratic processes of the Authority and other corporate costs.
- Non Distributed Costs – the cost of discretionary benefits awarded to employees retiring early and impairment losses chargeable on Assets Held for Sale.

These two cost categories are accounted for as separate headings in the Comprehensive Income and Expenditure Statement as part of Cost of Services.

Agency Income

Precept income is collected on behalf of the Authority by the four unitary authorities (East Riding of Yorkshire Council, Kingston upon Hull City Council, North East Lincolnshire Council and North Lincolnshire Council). This income is collected under an agency arrangement with the Authority including an appropriate share of taxpayer transactions within the financial statements.

Employee Benefits

Benefits Payable during Employment

Short-term employee benefits are those due to be settled within 12 months of the year-end. They include benefits such as salaries, paid annual leave and flexitime, bonuses and non-monetary benefits (for example cars) for current employees and are recognised as an expense in the year in which employees render service to the Authority. The CIPFA Code of Practice on Local Authority Accounting requires the Authority to recognise the amount of untaken annual leave at the 31st March as a liability which is reflected on the Balance Sheet.

Termination Benefits

Termination benefits are amounts payable as a result of a decision by the Authority to terminate an officer's employment before the normal retirement date or of an officer's decision to accept voluntary redundancy in exchange for those benefits. These are charged on an Accruals basis to the Comprehensive Income and Expenditure Statement at the earlier of when the Authority can no longer withdraw the offer of those benefits or when the Authority recognises costs for a restructuring.

When termination benefits involve the enhancement of pensions, statutory provisions require the General Fund Balance to be charged with the amount payable by the Authority to the Pension Fund or pensioner in the year, not the amount calculated according to the relevant accounting standards. In the Movement in Reserves Statement, appropriations are required to and from the Pensions Reserve to remove the notional debits and credits for pension enhancement termination benefits and replace them with debits for the cash paid to the pension fund and pensioners and any such amounts payable but unpaid at the year-end.

Retirement Benefits

Employees of the Authority are members of the following pensions schemes:

- The 1992, 2006, 2015 and Modified (1992) Firefighters' Pension Schemes (FPS) - these are unfunded schemes, which means that there are no investment assets built up to meet the pensions liabilities, and cash has to be generated to meet the actual payments as they fall due. The Authority is required by legislation to operate a Pension Fund, with the amounts that must be paid into or out of the Pension Fund being specified by regulation. The Authority set up a Pension Fund on 1 April 2006 from which pension payments are made and into which contributions, from the Authority and employees, are received. The Pension Fund receives a top-up grant from the Government equal to the deficit each year, with any surplus on the Pension Fund being repaid to the Government. The Pension Fund is shown separately in the Accounts.
- The Local Government Pension Scheme (LGPS) for support staff, administered by the East Riding of Yorkshire Pension Fund, is a funded scheme, which means that the Authority and employees pay contributions into a fund, calculated at a level intended to balance the pensions liabilities with investment Assets.

The above schemes provide defined benefits to members (retirement lump sums and pensions), earned as employees work for the Authority. They are accounted for in accordance with the requirements for Defined Benefits Schemes, based on the principle that an organisation should account for retirement benefits when it is committed to give them, even though this may be many years into the future.

A pensions Asset or Liability is recognised in the Balance Sheet, made up of the net position of retirement Liabilities and pension scheme Assets. Retirement Liabilities are measured on an actuarial basis using the projected unit method, by assessing the future payments that will be made in relation to retirement benefits earned to date by employees, based on assumptions about mortality rates, employee turnover rates and projections of earnings for current employees. Pension scheme assets (LGPS only) attributable to the Authority are included at their Fair Value. The Authority currently has a net pensions liability and this is matched in the Balance Sheet by a Pensions Reserve.

The change in net pensions Liability during the year is analysed into the following components:

Service cost comprising:

- Current service cost – the increase in Liabilities as a result of service earned by employees in the current year. This is charged to services within the Comprehensive Income and Expenditure Statement.
- Past service cost – the increase in Liabilities as a result of a scheme amendment or curtailment whose effect relates to service earned in earlier years. This is part of Non Distributed Costs in the Comprehensive Income and Expenditure Statement.
- Net interest on the net defined benefit Liability – the change during the period in the net defined benefit Liability that arises from the passage of time. This is calculated by applying the discount rate used to measure the defined benefit obligation at the beginning of the period to the net defined benefit Liability at the end of the period, taking into account any changes in the net defined benefit Liability during the period as a result of contribution and benefit payments. This is charged to the Financing and Investment Income and Expenditure line within the Comprehensive Income and Expenditure Statement.

Remeasurements comprising:

- The return on plan assets (LGPS only) – this excludes amounts included in net interest on the net defined benefit Liability and is charged to the Pensions Reserve as Other Comprehensive Income and Expenditure
- Actuarial gains and losses – changes in the net pensions Liability that arise because events have not coincided with assumptions made at the last actuarial valuation or because the

actuaries have updated their assumptions. This is charged to the Pensions Reserve as Other Comprehensive Income and Expenditure.

- Contributions paid / benefits paid – cash paid as employer's contribution by the Authority either to LGPS or directly to pensioners to reduce the scheme Liabilities.

Statutory provisions require that the amount charged to the General Fund Balance is that payable by the Authority to Pensions Funds or directly to pensioners during the year rather than that calculated under accounting standards. This means that an appropriation to or from the Pensions Reserve is done within the Movement in Reserves Statement to replace the notional sums for retirement benefits with the actual pensions costs. The negative balance on the Pensions Reserve thereby measures the beneficial impact to the General Fund of being required to account for retirement benefits on the basis of cash flows rather than as benefits are earned by employees.

Other Expenses

Other operating expenses are recognised when, and to the extent that, the goods or services have been received. They are measured at the Fair Value of the consideration payable.

Property, Plant and Equipment

Recognition

Property, plant and equipment is capitalised if:

- it is held for use in delivering services or for administration purposes;
- it is probable that service potential will be provided to the Authority;
- it is expected to be used for more than one financial year;
- the cost of the item can be measured reliably; and
- the item has a cost of at least £6,000.

Donated Assets are recognised at their value and are defined in the CIPFA Code of Practice on Local Government Accounting as those Assets that are transferred at nil value or acquired at less than Fair Value. Donated Assets that are from other public bodies are accounted for as a government grant (as required by IAS 20).

Valuation

All property, plant and equipment are measured initially at cost, representing the cost attributable to acquiring or constructing the Asset and bringing it to the location and condition necessary for it to be capable of operating in the manner intended by management. All Assets are measured subsequently at Fair Value.

Land and buildings used by the Authority are stated in the Balance Sheet at their re-valued amounts, being the Fair Value at the date of valuation. Revaluations are performed with sufficient regularity to ensure that carrying amounts are not materially different from those that would be determined at the end of the Reporting Period. Fair Values are determined as follows:

- Operational Buildings – Depreciated Replacement cost.
- Land and non-specialised buildings – market value for existing use.
- Vehicles, plant and equipment – historic cost less accumulated depreciation (as a proxy for current replacement cost).

Properties in the course of construction are carried at cost, less any impairment loss. Costs include professional fees but not borrowing costs, which are recognised as expenses immediately, as allowed by IAS 23 for assets held at Fair Value. Assets are re-valued and Depreciation commences when they are brought into use.

An increase arising on revaluation is taken to the Revaluation Reserve except when it reverses an impairment previously recognised in expenditure, in which case it is credited to expenditure to the extent of the decrease previously charged there. A revaluation decrease is recognised as an Impairment charged to the Revaluation Reserve to the extent that there is a balance on the Reserve for the Asset, and, thereafter, to expenditure. Gains and losses recognised in the Revaluation

Reserve are reported as other comprehensive income in the Comprehensive Income and Expenditure Statement.

Subsequent Expenditure

Where subsequent expenditure enhances an Asset beyond its original specification, the directly attributable cost is capitalised. Where subsequent expenditure restores the Asset to its original specification, the expenditure is capitalised and any existing carrying value of the item replaced is written-off and charged to the Comprehensive Income and Expenditure Statement.

Disposals

Capital receipts from the sale of non-current assets are held in the Capital Receipts Unapplied Account until such time as they are used to finance other Capital Expenditure or to repay debt. Gains and losses on the disposal of non-current assets are recognised in the Comprehensive Income and Expenditure Statement.

Intangible Assets

Recognition

Intangible assets are non-monetary Assets without physical substance, which are capable of sale separately from the rest of the Authority's business or which arise from contractual or other legal rights. They are recognised only when it is probable that future economic benefits or service potential will be provided to the Authority; where the cost of the Asset can be measured reliably, and where the cost is at least £6,000.

Intangible Assets recognised by the Authority are purchased IT software systems and are Amortised over 5 years.

Intangible Assets acquired separately are initially recognised at Fair Value. Software that is integral to the operating of hardware, for example an operating system is capitalised as part of the relevant item of property, plant and equipment. Software that is not integral to the operation of hardware, for example application software, is capitalised as an Intangible Asset.

Measurement

The amount initially recognised for internally-generated Intangible Assets is the sum of the expenditure incurred from the date when the criteria are initially met. Where no internally-generated Intangible Assets can be recognised, the expenditure is recognised in the period in which it is incurred.

Following initial recognition, Intangible Assets are carried at Fair Value by reference to an active market, or where no active market exists, at Amortised replacement cost (modern equivalent assets basis). Internally-developed software is held at historic cost to reflect the opposing effects of increases and development costs and technological advances.

Depreciation, Amortisation and Impairments

Assets under construction are not Depreciated. Otherwise, Depreciation and Amortisation are charged to write off the costs or valuation of property, plant and equipment and intangible non-current assets, less any residual value, over their Useful Economic Lives, on a reducing balance basis (with the exception of assets acquired under finance leases). The Useful Economic Life of an Asset is the period over which the Authority expects to obtain economic benefits or service potential from the Asset. This is specific to the Authority and may be shorter than the physical life of the Asset itself. The Useful Economic Life and Residual Values are reviewed each year end, with the effect of any changes recognised on a prospective basis. The approximate average useful lives (depreciation periods) are categorised below:

- | | |
|---|----------|
| • Buildings | 40 years |
| • Vehicles – Fire Appliances | 15 years |
| • Vehicles – Lorries and Vans | 7 years |
| • Vehicles – Non FDS Cars and Light Vans | 7 years |
| • Vehicles – FDS Cars | 5 years |
| • Equipment | 5 years |
| • Specialised Equipment (e.g Breathing Apparatus) | 10 Years |

Assets acquired under Finance Leases are Depreciated over the term of the lease (or the life of the asset if this is lower than the term of the lease) on a straight-line basis.

At each reporting period end, the Authority checks whether there is any indication that any of its tangible or intangible non-current Assets have suffered an impairment loss. If there is indication of an Impairment loss, the recoverable amount of the Asset is estimated to determine whether there has been a loss and, if so, its amount. Intangible Assets not yet available for use are tested for Impairment annually.

If there has been an Impairment loss, the Asset is written down to its recoverable amount, with the loss charged to the Revaluation Reserve to the extent that there is a balance on the Reserve for the Asset and, thereafter, to expenditure. Where an impairment loss subsequently reverses, the carrying amount of the Asset is increased to the revised estimate of the recoverable amount but capped at the amount that would have been determined had there been no initial impairment loss. The reversal of the impairment loss is credited to expenditure to the extent of the decrease previously charged there and thereafter to the Revaluation Reserve.

The Authority is not required to raise council tax to cover Depreciation, Impairment or Amortisation, however it is required to make an Annual Provision from its revenue budget to contribute towards the reduction in its overall borrowing requirement, the Minimum Revenue Provision (MRP). This is equal to 4% of the adjusted capital financing requirement at 31 March and subsequent supported borrowing, together with an amount equal to any Capital Expenditure funded from unsupported borrowing, apportioned over the Useful Economic Life of the Asset.

Government Grants

Government grants are grants from Government bodies. Revenue grants are matched against the expenditure to which they relate. Capital grants are credited to income once any conditions of the grant have been satisfied. Assets purchased from government grants are valued, Depreciated and Impaired as described for purchased Assets.

Non-Current Assets Held for Sale

Non-current assets are classified as held for sale if their carrying amount will be recovered principally through a sale transaction rather than through continuing use. This condition is regarded as met when the sale is highly probable, the Asset is available for immediate sale in its present condition and management is committed to the sale, which is expected to qualify for recognition as a completed sale within one year from the date of classification. Non-current Assets held for sale are measured at the lower of their previous carrying amount and Fair Value less costs to sell. Fair Value is open market value including alternative uses.

The profit or loss arising on the disposal of an Asset is the difference between the sale proceeds and the carrying amount and is recognised in the Comprehensive Income and Expenditure Statement. On disposal, the balance for the Asset on the Revaluation Reserve is transferred to the Capital Adjustment Account.

Property, Plant and Equipment that is to be scrapped or demolished does not qualify for recognition as Held for Sale. Instead, it is retained as an operational Asset and its Useful Economic Life is adjusted. The asset is de-recognised when it is scrapped or demolished.

Leases

Leases are classified as Finance Leases when substantially all of the risks and rewards of ownership are transferred to the lessee. All other leases are classified as Operating Leases.

The Authority As A Lessee

The Authority has a single Asset held under a Finance Lease. The outstanding Liability relating to Finance Leases is reflected in the Authority's Balance Sheet, with the Assets acquired under Finance Leases added to the Authority's Asset register and the value reflected in the Property, Plant and Equipment total on the Balance Sheet. Interest costs relating to Finance Leases are reflected in the Comprehensive Income and Expenditure Statement. Payments for Finance Leases are made in equal amounts over the term of the lease. Operating Lease payments are recognised as an expense on a straight-line basis over the lease term. Lease incentives are recognised initially as a

Liability and subsequently as a reduction of rentals on a straight-line basis over the lease term. Where a lease is for land and buildings, the land and building components are separated. Leased land is treated as an Operating Lease. Leased buildings are assessed as to whether they are Operating Leases or Finance Leases.

Inventories

Inventories are valued at the lower of cost and Net Realisable Value using the average cost method. This is considered to be a reasonable approximation to Fair Value.

Cash and Cash Equivalents

Cash is cash in hand and deposits with any financial institution repayable without penalty on notice of not more than 24 hours. The balances on the current account and the business reserve account are cash. The balance in the liquidity manager account is a cash equivalent (as this is held for investment purposes until a sufficient balance is achieved and a short-term investment entered into).

In the Cash Flow Statement, cash and cash equivalents are shown net of bank overdrafts that are repayable on demand and that form an integral part of the Authority's cash management.

Provisions

Provisions are recognised when the Authority has a present legal or constructive obligation as a result of a past event, it is probable that the Authority will be required to settle the obligation, and a reliable estimate can be made of the amount of the obligation. The amount recognised as a provision is the best estimate of the expenditure required to settle the obligation at the end of the reporting period, taking into account the risks and uncertainties.

Contingencies

A Contingent Liability is a possible obligation that arises from past events and whose existence will be confirmed only by the occurrence or non-occurrence of one or more uncertain future events not wholly within the control of the Authority, or a present obligation that is not recognised because it is not probable that a payment will be required to settle the obligation or the amount of the obligation cannot be measured with sufficient reliability. A Contingent Liability is disclosed unless the possibility of payment is remote.

A Contingent Asset is a possible Asset that arises from past events, the existence of which will be confirmed by the occurrence or non-occurrence of one or more uncertain future events not wholly within the control of the Authority. A Contingent Asset is disclosed where an inflow of economic benefits is virtually certain.

Where the time value of money is material, contingencies are disclosed at their present value.

Reserves

The Authority sets aside specific reserves for future policy purposes. The Authority has a number of revenue reserves:

- General Reserve
- Capital Funding Reserve
- Ark Reserve
- Resilience Reserve
- Emergency Services Fleet Management (Humberside) Ltd Reserve
- Insurance Reserve
- ESMCP Reserve
- Pay and Prices Reserve
- Grenfell and Protection Reserve
- Strategic Transformation Fund Reserve
- East Coast & Hertfordshire Control Room Consortium Reserve
- Environmental Initiative Reserve

The Authority has three capital reserves:

- Capital Adjustment Account
- Revaluation Reserve
- Capital Receipts Reserve

Other reserves held by the Authority, are held to meet accounting requirements:

- Pensions Reserve
- Collection Fund Adjustment Account
- Accumulated Absences Reserve

Financial Assets

Financial assets are recognised when the Authority becomes party to the Financial Instrument contract or in the case of trade receivables, when goods or services have been delivered. Financial assets are derecognised when the contractual rights have expired or the Asset has been transferred. Financial Assets are initially recognised at Fair Value.

Financial Assets are classified into the following categories: Financial Assets at Fair Value through profit and loss; held to maturity investments; available for sale Financial Assets, and loans and receivables. The classification depends on the nature and purpose of the financial assets and is determined at the time of initial recognition.

Loans and Receivables

Loans and receivables are non-derivative Financial Assets with fixed or determinable payments which are not quoted in an active market. After initial recognition, they are measured at Amortised cost using the Effective Interest Method, less any Impairment. Interest is recognised using the Effective Interest Rate Method.

Fair Value is determined by reference to quoted market prices where possible, or failing that by reference to similar arms-length transactions between knowledgeable and willing parties.

The Effective Interest Rate is the rate that exactly discounts estimated future cash receipts through the expected life of the financial asset.

At the end of the reporting period the Authority assesses whether any Financial Assets, other than those held at 'Fair Value through profit and loss' are impaired. Financial assets are impaired and Impairment losses recognised if there is objective evidence of impairment, as a result of one or more events which occurred after the initial recognition of the Asset and which has an impact on the estimated future cash flows of the Asset.

For Financial Assets carried at amortised cost, the amount of the Impairment loss is measured as the difference between the Assets carrying amount and the present value of the revised future cash flows discounted at the Asset's original effective interest rate. The loss is recognised in expenditure and the carrying amount of the Asset reduced directly.

If, in a subsequent period, the amount of the Impairment loss decreases and the decrease can be related objectively to an event occurring after the Impairment was recognised, the previously recognised impairment loss is reversed through expenditure to the extent that the carrying amount of the receivable at the date of the Impairment is reversed does not exceed what the amortised cost would have been had the Impairment not been recognised.

Financial Liabilities

Financial Liabilities are recognised in the Balance Sheet when the Authority becomes party to the contractual provisions of the Financial Instrument or, in the case of trade payables, when the goods or services have been received. Financial liabilities are derecognised when the liability has been discharged, that is, the Liability has been paid or expired. Financial Liabilities are recognised at Fair Value.

Foreign Currencies

The Authority's functional currency and presentational currency is sterling. Transactions denominated in a foreign currency are translated into sterling at the exchange rate ruling on the date of transactions. At the end of the Reporting Period, monetary items denominated in foreign currencies are retranslated at the spot exchange rate on 31 March. Resulting exchange gains and losses from either of these are recognised in the Authority's surplus/deficit in the period in which they arise.

Joint Operations

Joint operations are activities undertaken by the Authority in conjunction with one or more other parties but which are not performed through a separate entity.

Accounting Standards That Have Been Issued But Have Not Yet Been Adopted

- IFRS 16 Leases

The above accounting standards have been issued but are not be adopted until 1st April 2023. This is not expected to have a material impact on future financial statements.

Accounting Standards Issued That Have Been Adopted Early

There are no accounting standards issued that have been adopted early.

Exceptional Items

Exceptional items shall be included in the costs of the service to which they relate and noted accordingly.

Prior Period Adjustments

Unless otherwise sanctioned by the Code of Practice on Local Authority Accounting, material prior period adjustments shall result in restatement of prior year figures and disclosure of the effect.

Events After The Reporting Period

Material events after the Balance Sheet date shall be disclosed as a note to the Accounts and amended in the Accounts as required. Other events after the Balance Sheet date will be disclosed in a note with an estimate of the likely effect.

Group Accounts

Each reporting period the Authority will review its interests and influence on all types of entities including, but not limited to, other authorities and similar statutory bodies, common good trust funds, charities, companies, joint committees and other joint arrangements. If appropriate, then Group Accounts will be prepared in accordance with the Code of Practice on Local Authority Accounting.

VAT

Where output tax is charged or input VAT is recoverable, the amounts are stated net of VAT. Irrecoverable VAT is charged to the relevant expenditure category or included in the capitalised purchase cost of Non-Current Assets.

2. Expenditure and Funding Analysis

The objective of the Expenditure and Funding Analysis is to demonstrate to council tax payers how the funding available to the Authority (i.e government grants, council tax and business rates) for the year has been used in providing services in comparison with those resources consumed or earned by authorities in accordance with generally accepted accounting practices. The Expenditure and Funding Analysis also shows how this expenditure is allocated for decision making purposes within the Authority. Income and expenditure accounted for under generally accepted accounting practices is presented more fully in the Comprehensive Income and Expenditure Statement.

Year ended 31 March 2022

£'000	£'000	£'000	
Net Expenditure Chargeable to the General Fund	Adjustments between the funding and accounting basis	Net Expenditure in the Comprehensive Income and Expenditure Statement	
2,310	(592)	2,902	Community Fire Safety
27,646	(9,534)	37,180	Fire Fighting & Rescue Operations
12,853	(2,169)	15,022	Management and Support
132	-	132	Corporate and Democratic Core
15	-	15	Corporate Management
42,956	(12,295)	55,251	Net Cost of Services
(44,021)	(11,260)	(32,761)	Other Income and Expenditure
(1,065)	(23,555)	22,490	(Surplus) or Deficit
6,373			Opening General Fund Balance
(1,065)			Less/Plus (Surplus) or Deficit on the General Fund in the Year
7,438			Closing General Fund Balance at 31 March

Year ended 31 March 2023

	£'000	£'000	£'000
Note	Net Expenditure Chargeable to the General Fund	Adjustments between the funding and accounting basis	Net Expenditure in the Comprehensive Income and Expenditure Statement
10	2,690	(516)	3,206
10	30,132	(8,594)	38,726
10	15,573	(1,997)	17,570
10	132	-	132
10	38	-	38
	48,566	(11,107)	59,672
10	(47,473)	(15,143)	(32,330)
	1,093	(26,250)	27,343
	7,438		
	1,093		
	6,345		

3. Material Risk and Uncertainty

Item	Uncertainties	Effect if actual results differ from assumptions
Pensions Liability (Firefighters' Pension Scheme)	The estimation of the net Liability to pay pensions depends on a number of complex judgements relating to the discount rate used, the rate at which salaries are projected to increase, changes in retirement and mortality ages. The Authority receives advice from two separate actuaries, one for the Firefighters' Pension Schemes and one for the Local Government Pension Scheme.	The opening balance on the Firefighters' pension Liabilities at 1 April 2022 was £701.390m. The effects on the net pension Liabilities of changes in individual assumptions can be measured. For instance, a 0.5% decrease in the discount rate would result in an increase in the pension liabilities of £36m. However, the assumptions interact in complex ways so changes in individual assumptions should be treated with caution.
Pensions Liability (Local Government Pension Scheme)	The estimation of the net Liability to pay pensions depends on a number of complex judgements relating to the discount rate used, the rate at which salaries are projected to increase, changes in retirement and mortality ages and expected returns on investment funds. The Authority receives advice from two separate actuaries, one for the Firefighters' Pension Scheme and one for the Local Government Pension Scheme.	The opening balance on the Local Government pension Liabilities at 1 April 2022 was £59.849m (The opening balance on scheme Assets was £50.475m). The effects on the net pension Liabilities of changes in individual assumptions can be measured. For instance a 0.5% decrease in the real discount rate would result in an increase in the pension Liabilities of £4.100m. However, the assumptions interact in complex ways so changes in individual assumptions should be treated with caution.
Property, Plant and Equipment	Assets are regularly re-valued by an external valuer to ensure values are a true reflection of the market at the 31 March. Asset values could be under or overstated. Depreciation is calculated based on the estimated useful life of the asset.	For each 1% of under/over statement the value of Property would need to be adjusted by £488k. The carrying value of Property, Plant and Equipment is £61.174m. If the estimated useful life is under or overestimated by one year then the depreciation charge to the Comprehensive Income and Expenditure would be increased or reduced by £608k. The Depreciation charge is £5.558m.

4. Pensions

Participation in Pension Schemes

As part of the terms and conditions of employment of its officers and other employees, the Authority offers retirement benefits. Although these will not actually be payable until employees retire, the Authority has a commitment to make the payments and these should be disclosed at the time that employees earn their future entitlement.

The Authority participates in five pension schemes:

- The 1992, 2006, 2015 and Modified (1992) Firefighters' Pension Schemes (FPS) - these are unfunded schemes, which means that there are no investment assets built up to meet the pensions liabilities, and cash has to be generated to meet the actual payments as they fall due. The Authority is required by legislation to operate a Pension Fund, with the amounts that must be paid into or out of the Pension Fund being specified by regulation. The Authority set up a Pension Fund on 1 April 2006 from which pension payments are made and into which contributions, from the Authority and employees, are received. The Pension Fund receives a top-up grant from the Government equal to the deficit each year, with any surplus on the Pension Fund being repaid to the Government. The Pension Fund is shown separately in the Accounts.
- The Local Government Pension Scheme for non-uniformed employees, administered by the East Riding of Yorkshire Council, is a funded scheme which means that the Authority and employees pay contributions into a fund, calculated at a level estimated to balance pension liabilities with investment assets.

The table below shows the key features of the four Firefighters' Pension Schemes and details of the Local Government Pension Scheme.

Key Features	1992 Firefighters' Scheme	2006 Firefighters' Scheme	Modified (1992) Pension Scheme	2015 Firefighters' Scheme	Local Government Pension Scheme
Status	Closed	Closed	Closed	Open	Open
Contribution Rate <ul style="list-style-type: none"> • employee • employer • ill health 	11% to 17% 37.3% 5.2%	8.5% to 12.5% 27.4% 3.2%	11% to 17% 37.3%	11% to 14.5% 28.8%	5.5% to 12.5% 18.5%
Benefits <ul style="list-style-type: none"> • maximum pension • minimum lump sum 	2/3 final salary	½ final salary		CARE Scheme	Varies Nil or 3/80ths
Maximum pensionable service	30 years	None	30 years	None	None
Normal retirement age	55 years	60 years	55 Years	60 years	68 years
Accrual rate	1/60 th for 20 years 2/60 th for 20+ years up to a maximum of 30 years	1/60 th	1/45 th	1/59.7 th	1/49 th

Transactions Relating to Retirement Benefits

The costs of retirement benefits are recognised in the Net Cost of Services when they are earned by employees, rather than when the benefits are eventually paid as pensions. The charge the Authority is required to make against the levies raised is based on the cash payable in the year, so the real cost of retirement benefits is reversed out of the revenue account after Net Operating Expenditure.

The following transactions have been made in the Comprehensive Income and Expenditure Account during the year.

		Firefighters' 1992 Pension Scheme		Firefighters' 2006 Pension Scheme		Firefighters' 2015 Pension Scheme		Local Government Pension Scheme	
		2022/23	2021/22	2022/23	2021/22	2022/23	2021/22	2022/23	2021/22
		£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000
<i>Net Cost of Service</i>									
	Current Service Cost	(230)	(620)	(80)	(160)	(9,090)	(11,500)	(2,882)	(3,024)
	Unfunded Benefits	-	-	-	-	-	-	-	-
	Past Service Costs	-	-	-	-	-	-	-	-
<i>Net Operating Expenditure</i>									
	Interest Cost	(15,950)	(12,270)	(890)	(660)	(1,610)	(1,070)	(1,677)	(1,281)
	Expected Return on Assets in the Scheme	-	-	-	-	-	-	1,396	943
Retirement costs included in the Comprehensive Income and Expenditure Statement		(16,180)	(12,890)	(970)	(820)	(10,700)	(12,570)	(3,163)	(3,362)

In addition to the recognised gains and losses included in the Comprehensive Income and Expenditure Account (shown in the table above), actuarial gains of £233.480m were included in the Statement of Comprehensive Income and Expenditure (£31.479m for 2021/22).

The estimated contributions payable to the Authority's pension schemes for 2023/24 is £7.712m (£7.100m for 2022/23).

Actuarial gains and losses comprise:

- Experience adjustments (the effects of differences between the previous actuarial assumptions and what has actually occurred), and
- The effect of changes in actuarial assumptions.

Actuarial gains and losses are recognised in the Comprehensive Income and Expenditure Statement.

Assets and Liabilities in Relation to Retirement Benefits

Reconciliation of present value of the scheme Asset/Liabilities and Net Obligation of the Firefighters' Pension Schemes:

Period ended 31 March

	Firefighters' 1992 Pension Scheme Assets		Firefighters' 1992 Pension Scheme Obligation		Firefighters' 1992 Pension Scheme Net Obligation		Firefighters' Injury Awards Assets		Firefighters' Injury Awards Obligation		Firefighters' Injury Awards Net Obligation	
	2022/23 £'000	2021/22 £'000	2022/23 £'000	2021/22 £'000	2022/23 £'000	2021/22 £'000	2022/23 £'000	2021/22 £'000	2022/23 £'000	2021/22 £'000	2022/23 £'000	2021/22 £'000
Fair value of employer assets					-	-					-	-
Present value of funded liabilities					-	-					-	-
Present value of unfunded liabilities			(591,350)	(612,130)	(591,350)	(612,130)			(12,230)	(11,090)	(12,230)	(11,090)
Opening Position as at 31 March	-	-	(591,350)	(612,130)	(591,350)	(612,130)	-	-	(12,230)	(11,090)	(12,230)	(11,090)
Service Cost												
Current Service Cost				(340)	-	(340)			(230)	(280)	(230)	(280)
Past Service Cost (inc curtailments)			(14,320)		(14,320)	-					-	-
Effect of Settlements					-	-					-	-
Total Service Cost	-	-	(14,320)	(340)	(14,320)	(340)	-	-	(230)	(280)	(230)	(280)
Net Interest												
Interest income on plan assets					-	-					-	-
Interest cost on defined benefit obligation			(15,630)	(12,050)	(15,630)	(12,050)			(320)	(220)	(320)	(220)
Impact of asset ceiling on net interest					-	-					-	-
Total net interest	-	-	(15,630)	(12,050)	(15,630)	(12,050)	-	-	(320)	(220)	(320)	(220)
Total defined benefit cost recognised in Income and Expenditure	-	-	(29,950)	(12,390)	(29,950)	(12,390)	-	-	(550)	(500)	(550)	(500)
Cashflows												
Plan participants' contributions		110		(110)	-	-					-	-
Employer Contributions		305			-	305					-	-
Contributions in respect of unfunded benefits					-	-					-	-
Benefits paid	(17,460)	(19,800)	17,460	19,800	-	-	(450)	(450)	450	450	-	-
Unfunded benefits paid					-	-					-	-
Expected closing position	(17,460)	(19,385)	(603,840)	(604,830)	(621,300)	(624,215)	(450)	(450)	(12,330)	(11,140)	(12,780)	(11,590)
Remeasurements												
Changes in demographic assumptions			10,820		10,820	-			200		200	-
Changes in financial assumptions	17,460	19,385	169,320	6,490	186,780	6,490	450	450	3,040	120	3,490	570
Other experience			(38,510)	6,990	(38,510)	6,990			(40)	(1,210)	(40)	(1,210)
Return on assets excluding amounts included in net interest					-	-					-	-
Changes in assumptions underlying the present value of the retained settlement					-	-					-	-
Changes in asset ceiling					-	-					-	-
Total remeasurements recognised in Other Comprehensive Income	17,460	19,385	141,630	13,480	159,090	32,865	450	450	3,200	(1,090)	3,650	(640)
Exchange differences												
Effect of business combinations and disposals												
Fair Value of employer assets												
Present value of funded liabilities												
Present value of unfunded liabilities	-	-	(462,210)	(591,350)	(462,210)	(591,350)	-	-	(9,130)	(12,230)	(9,130)	(12,230)
Closing position as at 31 March	-	-	(462,210)	(591,350)	(462,210)	(591,350)	-	-	(9,130)	(12,230)	(9,130)	(12,230)

Period ended 31 March

Fair value of employer assets

Present value of funded liabilities

Present value of unfunded liabilities

Opening Position as at 31 March

Service Cost

Current Service Cost

Past Service Cost (inc curtailments)

Effect of Settlements

Total Service Cost

Net Interest

Interest income on plan assets

Interest cost on defined benefit obligation

Impact of asset ceiling on net interest

Total net interest**Total defined benefit cost recognised in Income and Expenditure**

Cashflows

Plan participants' contributions

Employer Contributions

Contributions in respect of unfunded benefits

Benefits paid

Unfunded benefits paid

Expected closing position

Remeasurements

Changes in demographic assumptions

Changes in financial assumptions

Other experience

Return on assets excluding amounts included in net interest

Changes in assumptions underlying the present value of the retained settlement

Changes in asset ceiling

Total remeasurements recognised in Other Comprehensive Income

Exchange differences

Effect of business combinations and disposals

Fair Value of employer assets

Present value of funded liabilities

Present value of unfunded liabilities

Closing position as at 31 March

Firefighters' 2006 Pension Scheme Assets		Firefighters' 2006 Pension Scheme Obligation		Firefighters' 2006 Pension Scheme Net Obligation		Firefighters' 2015 Pension Scheme Assets		Firefighters' 2015 Pension Scheme Obligation		Firefighters' 2015 Pension Scheme Net Obligation	
2022/23 £'000	2021/22 £'000	2022/23 £'000	2021/22 £'000	2022/23 £'000	2021/22 £'000	2022/23 £'000	2021/22 £'000	2022/23 £'000	2021/22 £'000	2022/23 £'000	2021/22 £'000
				-	-					-	-
				-	-					-	-
		(32,640)	(33,030)	(32,640)	(33,030)			(65,160)	(47,200)	(65,160)	(47,200)
-	-	(32,640)	(33,030)	(32,640)	(33,030)	-	-	(65,160)	(47,200)	(65,160)	(47,200)
		(80)	(160)	(80)	(160)			(9,090)	(11,500)	(9,090)	(11,500)
		(1,850)		(1,850)	-			16,170		16,170	-
				-	-					-	-
-	-	(1,930)	(160)	(1,930)	(160)	-	-	7,080	(11,500)	7,080	(11,500)
				-	-					-	-
		(890)	(660)	(890)	(660)			(1,610)	(1,070)	(1,610)	(1,070)
				-	-					-	-
-	-	(890)	(660)	(890)	(660)	-	-	(1,610)	(1,070)	(1,610)	(1,070)
-	-	(2,820)	(820)	(2,820)	(820)	-	-	5,470	(12,570)	5,470	(12,570)
	140		(140)	-	-	2,540	2,180	(2,740)	(2,180)	(200)	-
52	190			52	190	5,524	4,812			5,524	4,812
				-	-					-	-
(260)	(410)	260	410	-	-	(4,580)	(900)	4,580	900	-	-
				-	-					-	-
(208)	(80)	(35,200)	(33,580)	(35,408)	(33,660)	3,484	6,092	(57,850)	(61,050)	(54,366)	(54,958)
		1,170	-	1,170	-			8,510		8,510	-
208	80	12,260	470	12,468	550	(3,484)	(6,092)	31,520	1,130	28,036	(4,962)
		(1,380)	470	(1,380)	470			(690)	(5,240)	(690)	(5,240)
				-	-					-	-
				-	-					-	-
208	80	12,050	940	12,258	1,020	(3,484)	(6,092)	39,340	(4,110)	35,856	(10,202)
-	-	(23,150)	(32,640)	(23,150)	(32,640)	-	-	(18,510)	(65,160)	(18,510)	(65,160)
-	-	(23,150)	(32,640)	(23,150)	(32,640)	-	-	(18,510)	(65,160)	(18,510)	(65,160)

Reconciliation of present value of the scheme Assets/Liabilities and Net Obligation of Local Government Pension Scheme:

	Local Government Pension Scheme		Local Government Pension Scheme		Local Government Pension Scheme	
	Assets		Liability		Net (Obligation) / Surplus	
	2022/23 £'000	2021/22 £'000	2022/23 £'000	2021/22 £'000	2022/23 £'000	2021/22 £'000
Fair value of employer assets	50,475	45,707			50,475	45,707
Present value of funded liabilities			(59,812)	(61,232)	(59,812)	(61,232)
Present value of unfunded liabilities			(37)	(47)	(37)	(47)
Opening Position as at 31 March	50,475	45,707	(59,849)	(61,279)	(9,374)	(15,572)
Service Cost						
Current Service Cost			(2,882)	(3,024)	(2,882)	(3,024)
Past Service Cost (inc curtailments)			-	-	-	-
Effect of Settlements					-	-
Total Service Cost	-	-	(2,882)	(3,024)	(2,882)	(3,024)
Net Interest						
Interest income on plan assets	1,396	943			1,396	943
Interest cost on defined benefit obligation			(1,677)	(1,281)	(1,677)	(1,281)
Impact of asset ceiling on net interest					-	-
Total net interest	1,396	943	(1,677)	(1,281)	(281)	(338)
Total defined benefit cost recognised in Income and Expenditure	1,396	943	(4,559)	(4,305)	(3,163)	(3,362)
Cashflows						
Plan participants' contributions	423	393	(423)	(393)	-	-
Employer Contributions	1,198	1,110			1,198	1,110
Contributions in respect of unfunded benefits	4	4			4	4
Benefits paid	(963)	(883)	963	883	-	-
Unfunded benefits paid	(4)	(4)	4	4	-	-
Expected closing position	52,529	47,270	(63,864)	(65,090)	(11,335)	(17,820)
Remeasurements						
Changes in demographic assumptions			1,686	323	1,686	323
Changes in financial assumptions			25,807	5,049	25,807	5,049
Other experience	474		(3,730)	(131)	(3,256)	(131)
Return on assets excluding amounts included in net interest	(1,411)	3,205			(1,411)	3,205
Changes in asset ceiling	(3,266)				(3,266)	-
Total remeasurements recognised in Other Comprehensive income	(4,203)	3,205	23,763	5,241	19,560	8,446
Exchange differences						
Effect of business combinations and disposals						
Fair Value of employer assets	48,326	50,475			48,326	50,475
Present value of funded liabilities			(40,068)	(59,812)	(40,068)	(59,886)
Present value of unfunded liabilities			(33)	(37)	(33)	37
Closing position as at 31 March	48,326	50,475	(40,101)	(59,849)	8,225	(9,374)

The expected return on scheme assets is determined by considering the expected returns available on the assets underlying the current investment policy. Expected yields on fixed interest investments are based on gross redemption yields as at the Balance Sheet date. Expected returns on equity investments reflect long-term real rates of return experienced in the respective markets.

Reconciliation of opening and closing surplus/(deficit):

Scheme History

	2018/19 £'000	2019/20 £'000	2020/21 £'000	2021/22 £'000	2022/23 £'000
Present Value of Liabilities					
Local Government Pension Scheme	(51,544)	(43,897)	(61,279)	(59,849)	(40,101)
Firefighters' 1992 Pension Scheme	(566,870)	(523,400)	(612,130)	(591,350)	(462,210)
Firefighters' Injury Awards	(13,160)	(12,450)	(11,090)	(12,230)	(9,130)
Firefighters' 2006 Pension Scheme	(39,120)	(35,810)	(33,030)	(32,640)	(23,150)
Firefighters' 2015 Pension Scheme	(28,740)	(41,110)	(47,200)	(65,160)	(18,510)
Fair Value of Assets					
Local Government Pension Scheme	41,055	38,278	45,707	50,475	48,326
Firefighters' 1992 Pension Scheme	-	-	-	-	-
Firefighters' Injury Awards	-	-	-	-	-
Firefighters' 2006 Pension Scheme	-	-	-	-	-
Firefighters' 2015 Pension Scheme	-	-	-	-	-
Surplus/(Deficit) in the Scheme					
Local Government Pension Scheme	(10,489)	(5,619)	(15,572)	(9,374)	8,225
Firefighters' 1992 Pension Scheme	(566,870)	(523,400)	(612,130)	(591,350)	(462,210)
Firefighters' Injury Awards	(13,160)	(12,450)	(11,090)	(12,230)	(9,130)
Firefighters' 2006 Pension Scheme	(39,120)	(35,810)	(33,030)	(32,650)	(23,150)
Firefighters' 2015 Pension Scheme	(28,740)	(41,110)	(47,200)	(65,160)	(18,510)
	<u>(658,379)</u>	<u>(618,389)</u>	<u>(719,022)</u>	<u>(710,764)</u>	<u>(504,775)</u>

The Fair Value of Assets in the above table have been restated as permitted by IAS 19.

The Liabilities show the underlying commitments that the Authority has in the long-run to pay retirement benefits. The total net Liability of £504.775m (£710.764m in 2021/22) has a substantial impact on the net worth of the Authority as recorded in the Balance Sheet, resulting in a negative overall balance of £449.035m (£652.855m in 2021/22). However, there are statutory provisions (most recently, S13 of the Local Government Act 2003) for funding any Local Authority deficit. In addition, the deficit on the Local Government Scheme will be made good by increased contributions over the remaining working life of employees as assessed by the scheme actuary.

Finance is only required to be raised to cover firefighters' pensions when pensions are actually paid, i.e. as they actually retire.

Basis for Estimating Assets and Liabilities

Liabilities have been assessed on an actuarial basis using the Projected Unit Method by Hymans Robertson, an independent firm of actuaries for the Local Government Pension Scheme and by the Government Actuaries Department (GAD) in relation to the Firefighters' Pension Schemes. Estimates for the Local Government Pension Scheme administered by the East Riding of Yorkshire Council have been based on the latest full valuation of the scheme as at 31 March 2022.

The principal assumptions used by the actuaries have been:

	Local Government Pension Scheme		Firefighters' Pension Schemes	
	2022/23	2021/22	2022/23	2021/22
Longevity at 65 for current pensioners:				
Men	20.8	20.8	21.2	21.5
Women	23.7	23.5	21.2	21.5
Longevity at 65 for future pensioners: (45 for Firefighters' Pension Scheme)				
Men	21.5	22.0	22.9	23.2
Women	25.2	25.3	22.9	23.2
Rate of Inflation	3.0%	3.2%	2.6%	3.0%
Rate of increase in salaries	3.0%	4.1%	3.9%	4.8%
Rate of increase in pensions	3.0%	3.2%	2.6%	3.0%
Rate for discounting scheme liabilities	4.8%	2.8%	4.7%	2.7%
Take-up of option to convert annual pension into retirement lump sum	65.0%	60.0%	25.0%	25.0%

Mortality rates are projected to 2008 using the standard '92-series' mortality improvements and rated down one year. Future mortality improvements from 2008 are in line with the 2008-based UK national population projections.

Assets

Firefighters' Pension Schemes have no Assets to cover their Liabilities. Assets in the Local Government Pension Scheme administered by the East Riding of Yorkshire Council are valued at bid value and consist of the following categories, of the total Assets held by the East Riding Pension Fund:

Asset Category	Period Ended 31 March 2023				Period Ended 31 March 2022			
	Quoted prices in active markets £(000)	Quoted prices not in active markets £(000)	Total £(000)	Percentage of Total Assets	Quoted prices in active markets £(000)	Quoted prices not in active markets £(000)	Total £(000)	Percentage of Total Assets
Equity Securities:								
Consumer			0.0	0%			0.0	0%
Manufacturing			0.0	0%			0.0	0%
Energy and Utilities			0.0	0%			0.0	0%
Financial Institutions			0.0	0%			0.0	0%
Health and Care			0.0	0%			0.0	0%
Information Technology			0.0	0%			0.0	0%
Other	5,199.2		5,199.2	10%	6,054.3		6,054.3	13%
Debt Securities:								
Corporate Bonds (investment grade)			0.0	0%			0.0	0%
Corporate Bonds (non-investment grade)	505.8	2,702.8	3,208.6	6%	1,775.5	2,158.8	3,934.3	9%
UK Government	878.8		878.8	2%	1,413.7		1,413.7	3%
Other	470.2		470.2	1%	858.4		858.4	2%
Private Equity:								
All	599.8	2,589.6	3,189.4	6%	897.5	1,708.9	2,606.4	6%
Real Estate:								
UK Property	560.7	4,110.5	4,671.2	9%	1,697.6	3,615.9	5,313.5	11%
Overseas Property			0.0	0%			0.0	0%
Investment Funds and Unit Trusts:								
Equities	21,276.7		21,276.7	41%	18,650.5		18,650.5	40%
Bonds	3,465.9		3,465.9	7%	1,937.5		1,937.5	4%
Hedge Funds			0.0	0%			0.0	0%
Commodities			0.0	0%			0.0	0%
Infrastructure	401.6	3,027.8	3,429.4	7%	911.9	1,834.8	2,746.7	6%
Other	3,628.2	1,211.6	4,839.8	9%	297.1	1,140.0	1,437.1	3%
Derivatives:								
Inflation			0.0	0%			0.0	0%
Interest Rate			0.0	0%			0.0	0%
Foreign Exchange			0.0	0%			0.0	0%
Other			0.0	0%			0.0	0%
Cash and Cash Equivalents:								
All	962.8		962.8	2%	1,269.4		1,269.4	3%
Totals	37,950	13,642	51,592	100.00%	35,763	10,458	46,222	100.00%

The Actuarial Gains identified as movements on the Pensions Reserve in 2022/23 can be analysed into the following categories, measured as a percentage of Assets or Liabilities at the 31 March 2023:

	2018/19 %	2019/20 %	2020/21 %	2021/22 %	2022/23 %
Local Government Pension Scheme					
Difference between the expected and actual return on assets	4.16	(10.31)	15.30	7.01	(1.86)
Experience gains and (losses) on liabilities	2.33	1.93	2.02	1.54	2.33
Firefighters' Pension Scheme 1992					
Experience gains and (losses) on liabilities	(2.34)	7.25	(18.05)	2.20	23.95
Firefighters' Injury Awards					
Experience gains and (losses) on liabilities	(5.19)	0.06	11.89	(9.83)	26.17
Firefighters' Pension Scheme 2006					
Experience gains and (losses) on liabilities	(2.07)	4.73	10.13	2.85	36.91
Firefighters' Pension Scheme 2015					
Experience gains and (losses) on liabilities	(10.75)	7.83	18.87	(8.71)	60.37

The Fire Authority of Humberside, along with other Fire Authorities, currently have a number of claims lodged against them with the Central London Employment Tribunal. The claims are in respect of alleged unlawful discrimination arising from the Transitional Provisions in the Fire Pension Regulations 2015. Claims of unlawful discrimination have also been made in relation to the changes to the Judiciary and Firefighters Pension regulations. The Central London Employment Tribunal have upheld the claims and the remedy needed to make good these claims is currently under development by government and will be published in the future.

The Actuaries (GAD and Hymans Robertson) have included a reasonable estimate for the effect of the McCloud judgement within the overall scheme liabilities. The impact of an increase in scheme liabilities arising from these claims will be measured through the pension valuation process, which determines employer and employee contribution rates.

The Fire Pension valuation took place in 2020 with implementation of the results planned for 2024/25 and Fire Authorities will need to plan for the impact of this on employer contribution rates alongside other changes identified through the valuation process. The impact of an increase in annual pension payments arising from McCloud / Sargeant is determined through The Fire Pension Fund Regulations 2007. These require a Fire Authority to maintain a fire pension fund into which officer and employer contributions are paid and out of which pension payments to retired officers are made. If the fire pension fund does not have enough funds to meet the cost of pensions in year the amount required to meet the deficit is then paid by the Secretary of State to the Fire Authority in the form of a central government top-up grant.

5. Non-Current Assets

	Operational Assets				Operational Assets (Intangible)	Non-operational Assets		
	Land and Buildings	Vehicles	Plant and Equipment	TOTAL	Intangible Assets*	Assets Under Construction	Surplus Assets	Total Assets
	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000
Cost or Valuation								
1 April 2022	48,471	17,759	6,642	72,872	51	0	350	73,348
Additions/Enhancement	525	1,826	886	3,238				3,238
Revaluation increases / (decreases) to Revaluation Reserve	482			482				482
Revaluation increases / (decreases) to Comprehensive Income and Expenditure Statement	(21)			(21)				(21)
Derecognition - Disposals		(41)	(671)	(712)	(15)			(727)
Other movements				0				0
At 31 March 2023	49,457	19,544	6,857	75,859	36	0	350	76,320
Depreciation/Impairment								
1 April 2022	0	7,449	2,972	10,421	26		0	10,522
Charge for the year	1,448	3,169	927	5,544	5		9	5,558
Depreciation written out to the Revaluation Reserve	(438)			(438)				(438)
Derecognition - Disposals		(41)	(451)	(492)	(10)			(502)
At 31 March 2023	1,010	10,577	3,448	15,035	21	0	9	15,140
Net Book Value								
1st April 2022	48,471	10,310	3,670	62,451	25	0	350	62,821
31 March 2023*	48,447	8,967	3,409	60,824	15	0	341	61,174

*£147k is included in non-current assets (on the Balance Sheet) that are owned by ESFM (Humberside) Ltd, please see note 12 for details.

2021/22 Comparatives

	Land and Buildings	Vehicles	Plant and Equipment	TOTAL	Intangible Assets*	Assets Under Construction	Surplus Assets	Total Assets
	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000
Cost or Valuation								
1 April 2021	36,252	17,702	5,523	59,477	142	98	182	59,899
Additions/Enhancement	383	242	1,423	2,048				2,048
Revaluation increases / (decreases) to Revaluation Reserve	13,115			13,115			168	13,283
Revaluation increases / (decreases) to Comprehensive Income and Expenditure Statement	(1,279)			(1,279)				(1,279)
Derecognition - Disposals		(208)	(304)	(512)	(91)			(603)
Other movements		23		23		(23)		0
At 31 March 2022	48,471	17,759	6,642	72,872	51	75	350	73,348
Depreciation/Impairment								
1 April 2021	334	6,779	2,651	9,764	74	0	4	9,842
Charge for the year	709	815	525	2,049	13	75		2,137
Depreciation written out to the Revaluation Reserve	(1,043)			(1,043)			(4)	(1,047)
Derecognition - Disposals		(145)	(204)	(349)	(61)			(410)
At 31 March 2022	0	7,449	2,972	10,421	26	75	0	10,522
Net Book Value								
1st April 2021	35,918	10,923	2,872	49,711	68	98	178	50,053
31 March 2022*	48,471	10,310	3,670	62,451	25	0	350	62,821

*£132k is included in non-current assets (on the Balance Sheet) that are owned by ESFM (Humberside) Ltd, please see note 12 for details.

Asset Classes

The table below analyses the major types of Asset and the numbers held in each category:

Category of Asset	No. Held 31 March 2023	No. Held 31 March 2022
Operational Land & Buildings		
Service Headquarters	1	1
Fire Stations	31	31
Other Offices	2	2
Operational Vehicles		
Fire Appliances	76	71
Lorries	1	1
Vans	29	29
Cars	131	122
Others	4	4
New Dimensions Assets	6	6

Capital Financing Requirement

Movements in the Capital Financing Requirement for the year 2022/23 are shown in the table below:

	2022/23 £'000	2021/22 £'000
Opening Capital Financing Requirement	18,720	19,508
Capital Investment		
Operational Assets	3,238	1,960
Non Operational Assets	-	-
Sources of Finance		
Capital Receipts	(78)	-
Minimum Revenue Provision	(818)	(788)
Revenue Contributions to Capital Outlay	(1,650)	(1,960)
	19,412	18,720
Explanation of Movements in Year		
Increase/(Decrease) in the Underlying Need to Borrow Unsupported by Government Financial Assistance	692	(788)
	692	(788)

Valuation of Property carried at Current Value

The following statement shows the progress of the Authority's rolling programme for the revaluation of non-current Assets. The valuation of the building stock is carried out by the Clark Weightman Ltd and has an effective date of 1 April each year. The basis for valuation of the different categories of Asset is set out in note 1 of the Notes to the Financial Statements.

2022/23

	Operational Assets			Non Operational Assets		Total
	Other Land & Buildings	Vehicles	Plant & Equipment	Assets Under Construction	Surplus Assets	
	£'000	£'000	£'000	£'000	£'000	£'000
Value as at Historical Cost		8,967	3,409			12,376
Value at Current Value in:						
2022/23	20,630					20,630
2021/22	27,817				341	28,158
Value as at 31 March 2022	<u>48,447</u>	<u>8,967</u>	<u>3,409</u>	<u>-</u>	<u>341</u>	<u>61,164</u>
Nature of asset holding						
Leased	1,682					1,682
Owned	46,765	8,967	3,409	-	341	59,482
	<u>48,447</u>	<u>8,967</u>	<u>3,409</u>	<u>-</u>	<u>341</u>	<u>61,164</u>

Note: the above valuations as at 31 March 2023 are net of accumulated Depreciation to that date.

2021/22

	Operational Assets			Non Operational Assets		Total
	Other Land & Buildings	Vehicles	Plant & Equipment	Assets Under Construction	Surplus Assets	
	£'000	£'000	£'000	£'000	£'000	£'000
Value as at Historical Cost		10,310	3,670			13,980
Value at Current Value in:						
2021/22	48,471				350	48,821
Value as at 31 March 2022	<u>48,471</u>	<u>10,310</u>	<u>3,670</u>	<u>-</u>	<u>350</u>	<u>62,801</u>
Nature of asset holding						
Leased	1,769					1,769
Owned	46,702	10,310	3,670	-	350	61,032
	<u>48,471</u>	<u>10,310</u>	<u>3,670</u>	<u>-</u>	<u>350</u>	<u>62,801</u>

Capital Expenditure

Capital Expenditure incurred by the Authority during 2022/23 with comparatives for 2021/22 and the sources of financing are as follows:

Category of Asset	2022/23	Category of Asset	2021/22
	£'000		£'000
Land & Buildings (Including those under Construction)		Land & Buildings (Including those under Construction)	
Clough Road Training	(25)	Clough Road Training	20
Bridlington	(23)	Bridlington	35
Goole	37	Cromwell Road	67
Hornsea	25	Cleethorpes	44
Headquarters	54	Market Weighton	54
Scunthorpe	(5)	Scunthorpe	17
Dignity Works	210	Dignity Works	59
Calvert	252		
Vehicles (including those under Construction)	1,826	Vehicles (including those under Construction)	242
Plant & Equipment (Including Equipment under Construction)		Plant & Equipment (Including Equipment under Construction)	
IT Equipment	616	IT Equipment	260
Equipment	100	Equipment	126
Personal Protective Equipment	171	Personal Protective Equipment	1,036
Intangibles	-	Intangibles	-
	<u>3,238</u>		<u>1,960</u>
Source of Finance		Source of Finance	
	£'000		£'000
Loans - Unsupported Borrowing	1,510	Loans - Unsupported Borrowing	
Capital Contributions (including capital receipts)	1,728	Capital Contributions (including capital receipts)	1,960
	<u>3,238</u>		<u>1,960</u>

The Authority had outstanding commitments under capital contracts as at 31 March 2023 to the value of £0.115m which will take place during 2023/24.

Finance Leases

The Authority has a building that has been acquired under a finance lease. This asset is carried as Property, Plant and Equipment in the Balance Sheet at the following net amounts:

	2022/23	2021/22
	£'000	£'000
Property, Plant and Equipment	1,682	1,769
	<u>1,682</u>	<u>1,769</u>

The Authority is committed to making minimum payments under these leases comprising settlement of the long-term liability for the interest in the property acquired by the Authority and finance costs that will be payable by the Authority in future years while the liability remains outstanding. The minimum lease payments are made up of the following amounts:

	2022/23	2021/22
	£'000	£'000
Finance Lease Liability	1,013	1,029
Finance Costs		
Current	103	105
Non Current	1,292	1,395
	2,408	2,529

The minimum lease payments will be payable over the following periods:

	Minimum Lease		Finance Lease	
	2022/23	2021/22	2022/23	2021/22
	£'000	£'000	£'000	£'000
Not later than one year	120	120	17	16
Later than one year and not later than five years	482	482	89	81
Later than five years	1,806	1,927	907	934
	2,408	2,529	1,013	1,031

Operating Leases

The Authority does not have any material operating leases.

6. Reserves held by the Authority

Useable Reserves

The Authority retains a number of Reserves which are available to fund Expenditure.

General Fund Balance - This is retained to fund unforeseen expenditure pressures.

Earmarked Reserves - These reserves are retained to fund particular items of expenditure and are reviewed each year, currently the Earmarked Reserves balance is £8.819m (£7.516m at the end of 2021/22). Please see the description of each reserve below.

31 March 2022 £'000	Earmarked Reserves	31 March 2023 £'000
300	Resilience Reserve	1,000
4,160	Capital Funding Reserve	3,410
500	Insurance Reserve	500
1,000	Ark Reserve	1,000
360	Share of ESFM (Humberside) Ltd Net Assets	354
265	ESMCP Reserve	215
210	COVID Reserve	-
71	Grenfell and Protection Reserve	110
150	Uniform Replacement Programme Reserve	-
470	East Coast & Herfordshire Control Room Consortium Reserve	1,000
-	Pay and Prices Reserve	1,200
30	Environmental Reserve	30
7,516	Total Earmarked Reserves	8,819

Resilience Reserve – This can be used to fund any costs associated with the resilience of the service.

Capital Funding Reserve - This reserve is utilised to fund items of Capital expenditure.

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

Ark Reserve – This funding is identified to fund 'The Ark, National Flood Resilience Centre' development with Hull University.

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

ESMCP Reserve – The Emergency Services Mobile Communications Programme (ESMCP) Reserve is a grant given by Government to assist with the upgrade of our mobile communications.

COVID Reserve – This is the remaining balance of the grant issued by Government to assist with additional costs associated with the COVID pandemic.

Grenfell and Protection Reserve – This is the remaining balance of grants issued by Government to respond to the Grenfell Tower Inquiry findings and Protection investment.

Uniform Replacement Programme Reserve – This funding is identified to fund the uniform replacement programme.

East Coast & Hertfordshire Control Room Consortium Reserve – This funding is identified to meet Humberside's share of the infrastructure costs of the East Coast and Hertfordshire Control Room Consortium.

Pay and Prices Reserve – This funding is identified to cover any pay and prices increases in excess of budget assumptions

Environmental Reserve – This funding is identified to develop environmental infrastructure.

Capital Receipts Reserve - This can be used to fund items of Capital Expenditure.

Unusable Reserves

The Authority now retains five unusable reserves:-

Capital Adjustment Account – This Reserve is required by the CIPFA Code of Practice on Local Authority Accounting and is used to allow the Authority to nullify the effect of Non-current Asset expenses on the Accounts.

Revaluation Reserve – This Reserve is required by the Code of Practice on Local Authority Accounting and reflects the amount to which the value of the property owned by the Authority has increased. A transfer can be made from the Revaluation Reserve to the Capital Adjustment Account to reflect the amount of additional Depreciation that has been charged due to the increase in value of the property, should the value of a previously revalued property fall some or all of the loss can be offset against the amount remaining in the Revaluation Reserve.

Pensions Reserve – Please see Note 4 Pensions.

Collection Fund Adjustment Account – This Reserve is required by the CIPFA Code of Practice on Local Authority Accounting for Adjustment Account billing and precepting Authorities regarding the collection and distribution of collection fund receipts.

Accumulated Absence Account – This Reserve is required by CIPFA Code of Practice on Local Authority Accounting to neutralise the impact on the General Funding Balance for the accruing of compensated absences earned but not yet taken in the year e.g. annual leave entitlement carried forward at 31 March.

Movement on Capital Reserves**Revaluation Reserve**

	2023 £'000	2022 £'000
Gains on Revaluation of Non Current Assets	(898)	(15,142)
Losses on Revaluation of Non Current Assets	(21)	813
Compensatory adjustment from the Revaluation Reserve to convert current value depreciation debits to historical cost.	406	58
Total Movement on Reserve	<u>(513)</u>	<u>(14,271)</u>
Balance Brought Forward 1 April	(23,190)	(8,919)
Balance Carried Forward at 31 March	<u>(23,703)</u>	<u>(23,190)</u>

Capital Adjustment Account

	2023 £'000	2022 £'000
Net Book Value of Assets disposed of	224	193
Depreciation	5,582	2,087
Impairments	21	1,354
Compensatory adjustment from the Revaluation Reserve to convert current value depreciation debits to historical cost.	(406)	(58)
Deferred Grants and Contributions applied	(1,728)	(1,960)
Provision for Repayments of External Loans (MRP)	(818)	(788)
Total Movement on Reserve	<u>2,875</u>	<u>828</u>
Balance Brought Forward 1 April	(19,548)	(20,377)
Balance Carried Forward at 31 March	<u>(16,673)</u>	<u>(19,548)</u>

7. Borrowing and Investments

Long Term Liabilities

The outstanding borrowings and Liabilities of the Authority are disclosed below:

	2022/23			2021/22		
	Repayable		Repayable	Repayable		Repayable
	Total	within 12 months	after 12 months	Total	within 12 months	after 12 months
	£'000	£'000	£'000	£'000	£'000	£'000
Public Works Loan Board	18,251	1,582	16,669	19,159	990	18,169
Finance Leases	1,013	17	996	1,029	16	1,013
Pension Liability - Firefighters' Pension Fund	513,010		513,010	701,390		701,390
Pension Liability - Local Government Pension Scheme*	-		-	9,374		9,374
	532,274	1,599	530,675	730,952	1,006	729,946

*for 2022/23 the Local Government Pension Scheme is an asset so is not disclosed in total long-term liabilities

The outstanding borrowings of the Authority at 31 March 2023 which were repayable within a period in excess of 12 months were as follows:

Source of Loan	Interest Rate Payable %	Amount Outstanding at	
		31 March 2023 £'000	31 March 2022 £'000
Public Work Loans Board	1.80	1,000	1,000
Public Work Loans Board	1.86	1,000	1,000
Public Work Loans Board	1.96	1,000	1,000
Public Work Loans Board	1.99	1,000	1,000
Public Work Loans Board	2.09	1,000	1,000
Public Work Loans Board	2.10	1,000	1,000
Public Work Loans Board	2.14	1,000	1,000
Public Work Loans Board	2.19	1,000	1,000
Public Work Loans Board	2.25	1,000	1,000
Public Work Loans Board	3.70	1,000	1,000
Public Work Loans Board	3.75	1,000	1,000
Public Work Loans Board	3.84	-	1,000
Public Work Loans Board	3.88	1,000	1,000
Public Work Loans Board	4.40	428	428
Public Work Loans Board	4.55	3,000	3,000
Public Work Loans Board	4.63	500	500
Public Work Loans Board	4.75	95	95
Public Work Loans Board	4.90	246	246
Public Work Loans Board	5.00	400	900
		16,669	18,169

Loans analysed by maturity are as follows:

	31 March 2023 £'000	31 March 2022 £'000
Maturing in 1-2 Years	841	1,500
Maturing in 2-5 Years	2,828	2,669
Maturing in 5-10 Years	7,000	7,000
Maturing in More Than 10 Years	6,000	7,000
	16,669	18,169

Short Term Investments

The Authority places funds with counter-parties on a commercial basis, these loans are made to counter-parties who meet a specified criteria. The loans are short-term (less than a year). Accrued interest is included in the Balance Sheet at 31 March. The value of these investments is £8.974m at 31 March. (2021/22 was £11.005m).

8. Other Creditors and Debtors

- Long-Term Creditors

There are no long-term creditors at 31 March 2023.

- Short-Term Creditors

Analysis of short term creditors is as follows: -

	31 March 2023 £'000	31 March 2022 £'000
Central Government Bodies	1,261	966
Other Local Authorities	1,093	3,064
Bodies External to General Government	3,995	3,275
	6,349	7,305

*included in the Short-Term Creditors figure on the Balance Sheet is £351k relating to ESFM (Humberside) Ltd, please see note 12 for details.

- Long-Term Debtors

There were no long-term debtors at 31 March 2023.

- Short-Term Debtors

Amounts falling due within one year may be analysed as follows: -

	31 March 2023 £'000	31 March 2022 £'000
Central Government Bodies	5,473	5,204
Other Local Authorities	271	274
NHS Bodies	29	60
Bodies External to General Government	4,977	5,494
	10,750	11,032

*included in Short-Term Debtors is £438k relating to ESFM (Humberside) Ltd, please see note 12 for further details.

9. Financial Instruments

The Financial Instruments held by the Authority are included below and the Authority fully complies with the CIPFA Code of Practice on Local Authority Accounting.

Amortised Cost

Financial Instruments (whether borrowing or investment) are valued on an amortised costs basis using the Effective Interest Rate (EIR) method.

Fair Value

In these disclosure notes, Financial Instruments are also required to be shown at Fair Value.

Compliance

The Authority has complied with the following:

It has adopted the CIPFA Treasury Management in the Public Services: Code of Practice.

Set treasury management indicators to control key Financial Instrument risks in accordance with CIPFA's Prudential Code.

Accounting regulations require the Financial Instruments (investment, lending and borrowing of the Authority) shown on the Balance Sheet to be further analysed into various defined categories. The investments, lending & borrowing disclosed in the Balance Sheet are made up of the following categories of "Financial Instruments".

	Long Term		Current	
	31 March		31 March	
	2023	2022	2023	2022
	£'000	£'000	£'000	£'000
Investments at Amortised Cost				
Loans and Receivables at Amortised Cost			8,974	11,005
Total Investments at Amortised Cost	-	-	8,974	11,005
Debtors				
Financial Assets (including Trade Debtors and General and Other Debtors and Long Term Debtors)			1,730	2,834
Total Debtors	-	-	1,730	2,834
Borrowings at Amortised Cost				
Financial Liabilities at Amortised Cost	(17,666)	(19,183)	(1,599)	(1,006)
Total Borrowings at Amortised Cost	(17,666)	(19,183)	(1,599)	(1,006)
Creditors				
Financial Liabilities Carried at Contract Amount			(1,337)	(1,162)
Total Creditors	-	-	(1,337)	(1,162)

Analysis of the Financial Liabilities and Loans and Receivables is shown in the table below:

	31 March	
	2023	2022
	£'000	£'000
Financial Liabilities		
Current		
Creditors	(1,337)	(1,162)
Public Works Loans Board Loans and Finance Leases	(1,599)	(1,006)
	<u>(2,936)</u>	<u>(2,168)</u>
Long Term		
Public Works Loans Board Loans	(16,670)	(18,170)
Finance Leases	(996)	(1,013)
	<u>(17,666)</u>	<u>(19,183)</u>
	<u>(20,602)</u>	<u>(21,351)</u>
Financial Assets		
Current		
Debtors	1,730	2,834
Investments	8,974	11,005
	<u>10,704</u>	<u>13,839</u>

Gains and losses recognised in the Comprehensive Income and Expenditure Account for 2022/23 in relation to financial instruments are made up as follows:

	2022/23				2021/22			
	Financial Liabilities	Financial Assets	Total		Financial Liabilities	Financial Assets	Total	
	Measured at amortised cost	Loans and Receivables	Available for sale Assets		Measured at amortised cost	Loans and Receivables	Available for sale Assets	
	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000
Interest Expense	(713)	-	-	(713)	(756)	-	-	(756)
Loss on derecognition	-	-	-	-	-	-	-	-
Impairment losses	-	-	-	-	-	-	-	-
Interest payable and similar charges	(713)	-	-	(713)	(756)	-	-	(756)
Interest income	-	335	-	335	-	16	-	16
Losses on revaluation	-	-	-	-	-	-	-	-
Amounts recycled to the Income and Expenditure Account after impairment	-	-	-	-	-	-	-	-
Interest and investment income	-	335	-	335	-	16	-	16
Gains on revaluation	-	-	-	-	-	-	-	-
Losses on revaluation	-	-	-	-	-	-	-	-
Amounts recycled to the Income and Expenditure Account after impairment	-	-	-	-	-	-	-	-
Surplus arising on revaluation of financial assets	-	-	-	-	-	-	-	-
Net gain/(loss) for the year	(713)	335	-	(378)	(756)	16	-	(740)

The Fair value of each class of Financial Assets and Liabilities which are carried in the balance sheet at Amortised Cost is disclosed below.

The Authority engaged Link Asset Services, a firm of financial consultants specialising in treasury management and capital finance in the U.K. Public Sector, who have calculated the Fair Value of the Financial Instruments stated above. Link Asset Services methodology and assumptions have been adopted and are stated below.

Methods and Assumptions in Valuation Technique

The Fair Value of a Financial Instrument is determined by calculating the Net Present Value (NPV) of future cash flows, which provides an estimate of the value of payments in the future in today's terms.

The discount rate used in the NPV calculation is the rate applicable in the market on the date of valuation for a Financial Instrument with the same structure, terms and remaining duration. For debt, this will be the new borrowing rate since premature repayment rates include a margin which represents the lender's profit as a result of rescheduling the loan; this is not included in the Fair Value calculation since any motivation other than securing a fair price should be ignored.

The rates quoted in this valuation were obtained by our treasury management consultants from the market on 31 March 2023, using bid prices where applicable.

The calculations are made with the following assumptions:

For Public Works Loans Board debt, the discount rate used is the rate for new borrowing as per rate sheet number 127/23. For other market debt and investments the discount rate used is the rate available for a Financial Instrument with the same terms from a comparable lender. Interpolation techniques have been used between available rates where the exact maturity period was not available. No early repayment or Impairment is recognised.

Fair Values have been calculated for all Financial Instruments in the portfolio, but only those which are materially different from the carrying value have been disclosed (for loans of less than one year the principal amount of the loan is deemed to be fair value). The Fair Value of trade and other receivables is taken to be the invoiced or billed amount.

The Fair Values are calculated as follows:

	31 March 2023		31 March 2022	
	Carrying Amount £'000	Fair Value £'000	Carrying Amount £'000	Fair Value £'000
Financial Liabilities	(18,169)	(16,454)	(19,069)	(19,657)
Loans and Receivables	(8,964)	(8,964)	11,000	10,997

The decrease in the Fair Value of Financial Liabilities over the carrying amount is because the interest rate payable on the Authority's portfolio of fixed rate loans is lower than the rates for similar loans as at the Balance Sheet date.

The Authority's management of treasury risks actively works to minimise the exposure to the unpredictability of financial markets and to protect the financial resources available to fund services. The Authority has fully adopted CIPFA's Code of Treasury Management Practices and has written principles for overall risk management as well as written policies and procedures covering specific areas such as credit risk, liquidity risk and market risk.

Credit Risk

Credit risk arises from the short-term lending of surplus funds to banks, building societies and other local authorities as well as credit exposures to the Authority's customers. It is the policy of the Authority to place deposits only with a limited number of high-quality banks and building societies whose credit rating is independently assessed as sufficiently secure by the Authority's treasury advisers and to restrict lending to a prudent maximum amount for each institution. In order to mitigate against risk and in the light of market conditions, the Executive Director of Finance and Section 151 Officer considered that the most prudent approach was to restrict investments to UK based, and other 'AAA' rated European institutions with a maximum limit of £2m. The Authority has access to three money market investment funds, these are highly secure funds that are 'AAA' rated and provide instant return of the investment if required.

The following analysis summarises the Authority's potential maximum exposure to credit risk, based on past experience and current market conditions. No credit limits were exceeded during the financial year and the Authority expects full repayment on the due date of deposits placed with its counterparties.

	31 March 2023	Historical experience of default	Historical experience adjusted for market conditions at 31 March 2023	Estimated maximum exposure to default and uncollectability 31 March 2023
	£'000	%	%	£'000
Deposits with banks and financial institutions	8,974	0.00	0.00	-
Bonds	-	0.00	0.00	-
Customers	580	0.43	0.43	2
	<u>9,554</u>			<u>2</u>

No credit limits were exceeded during the Accounting Period and the Authority does not expect any losses from non-performance by any of its counterparties in relation to deposits and bonds.

Debtors

The Authority does not generally allow credit for customers, such that only £110k of the £580k balance is past its due date for payment. The past due amount can be analysed by age as follows:

	31 March 2023 £'000	31 March 2022 £'000
Less than three months	82	41
Three to six months	28	39
Six months to one year	-	-
More than one year	-	-
	<u>110</u>	<u>80</u>

Liquidity Risk

The Authority has access to a facility to borrow from the Public Works Loans Board. As a result there is no significant risk that the Authority will be unable to raise finance to meet its commitments under Financial Instruments. The Authority has safeguards in place to ensure that a significant proportion of its borrowing does not mature for repayment at any one time in the future to reduce the financial impact of re-borrowing at a time of unfavourable interest rates. The Authority's policy is to ensure that not more than 10% of loans are due to mature within any financial year and 25% within any rolling five-year period through a combination of prudent planning of new loans taken out and, where it is economic to do so, making early repayments.

See Note 7 of the Notes to the Accounts for an analysis of the maturity of long-term loans with the Public Work Loans Board.

All trade and other payables are due to be paid in less than one year.

Market Risk

Interest Rate Risk

The Authority is exposed to interest rate risk in two different ways; the first being the uncertainty of interest paid/received on variable rate Financial Instruments, and the second being the effect of fluctuations in interest rates on the fair value of a Financial Instrument.

The current interest rate risk for the Authority is summarised below:

The Fair Value of fixed rate Financial Assets will fall if interest rates rise. This will not impact on the Balance Sheet for the majority of Assets held at Amortised Cost, but will impact on the disclosure note for Fair Value. It would have a negative effect on the Balance Sheet for those assets held at Fair Value in the Balance Sheet, which would also be reflected in the Comprehensive Income and Expenditure Statement.

The Fair Value of fixed rate Financial Liabilities will rise if interest rates fall. This will not impact on the Balance Sheet for the majority of Liabilities held at Amortised Cost, but will impact on the disclosure note for Fair Value.

The Authority has a number of strategies for managing interest rate risk. Policy is to aim to keep a maximum of 25% of its borrowings in variable rate loans. During periods of falling interest rates, and where economic circumstances make it favourable, fixed rate loans will be repaid early to limit exposure to losses. The risk of loss is ameliorated by the fact that a proportion of government grant payable on financing costs will normally move with prevailing interest rates or the Authority's cost of borrowing and provide compensation for a proportion of any higher costs.

The treasury management team has an active strategy for assessing interest rate exposure that feeds into the setting of the annual budget and which is used to update the budget quarterly during the year. This allows any adverse changes to be accommodated. The analysis will also advise whether new borrowing taken out is fixed or variable.

According to this investment strategy, at 31 March 2023, if interest rates had been 1% higher with all other variables held constant, the financial effect would be:

	31 March 2023 £'000	31 March 2022 £'000
Increase in Fair Value of fixed rate borrowing liabilities	(966)	(806)

Price Risk

The Authority does not invest in equity shares and does not have shareholdings in any joint ventures and therefore is not at significant risk to price movements.

Foreign Exchange Risk

The Authority has no Financial Assets or Liabilities denominated in foreign currencies and thus has no exposure to loss arising from movements in exchange rates.

Financial Guarantees

The Authority does not provide any financial guarantees.

10. Note to Expenditure and Fundings Analysis

Year ended 31 March 2022				Year ended 31 March 2023			
£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000
Adjustments for Capital Purposes	Net Change for the Pensions Adjustments	Other Differences	Total Adjustments	Adjustments for Capital Purposes	Net Change for the Pensions Adjustments	Other Differences	Total Adjustments
(2)	(590)		(592)	(9)	(507)		(516)
(2,947)	(6,587)		(9,534)	(4,859)	(3,735)		(8,594)
(463)	(1,706)		(2,169)	(735)	(1,262)		(1,997)
(3,412)	(8,883)	-	(12,295)	(5,603)	(5,504)	-	(11,107)
2,555	(14,340)	525	(11,260)	2,322	(18,731)	1,266	(15,143)
(857)	(23,223)	525	(23,555)	(3,281)	(24,235)	1,266	(26,250)

11. Other Operating Expenditure, Financing, Investment Income, Taxation and Non-Specific Grants

	2022/23 £000s	2021/22 £000s
Other Operating Expenditure		
(Profit)/Loss on the disposal of assets	175	164
Total Other Operating Expenditure	175	164
Financing and Investment Income and Expenditure		
Interest Payable	713	756
Interest Receivable	(335)	(16)
Net interest cost on the net defined pension liability		
- Firefighters' Pension Scheme	18,450	14,000
- Local Government Pension Scheme	281	338
Total Financing and Investment Income and Expenditure	19,109	15,078
Taxation and Non Specific Grant Income		
Council Tax Payers	26,429	24,011
General Government Grants (See breakdown below)	3,424	2,653
Localised Business Rates	4,288	3,979
National Non Domestic Rates and Revenue Support Grant	17,473	17,359
Total Taxation and Non Specific Grant Income	51,614	48,002
General Government Grants		
Additional Pensions Grant	2,543	2,543
Services Grant	881	-
COVID19 Funding	-	110
	3,424	2,653

Precepts

The Authority, at its meeting on 11 February 2022, set a precept for 2022/23 equivalent to a Band D Council Tax of £90.11. Precepts and Collection Fund balances received from the four constituent Authorities for 2022/23 are as follows:

	Precepts 2022/23 £'000	Collection Fund Residual 2021/22 £'000	Surplus/(Deficit) 31 March 2023 £'000	Total 2022/23 £'000
Kingston upon Hull City Council	5,766	(183)	382	5,965
East Riding of Yorkshire Council	10,894	(326)	922	11,490
North East Lincolnshire Council	4,074	(44)	262	4,292
North Lincolnshire Council	4,578	(88)	137	4,627
	25,312	(641)	1,703	26,374

	Precepts 2021/22 £'000	Collection Fund Residual 2020/21 £'000	Surplus/(Deficit) 31 March 2022 £'000	Total 2021/22 £'000
Kingston upon Hull City Council	5,474	30	(67)	5,437
East Riding of Yorkshire Council	10,365	83	(152)	10,296
North East Lincolnshire Council	3,923	20	(29)	3,914
North Lincolnshire Council	4,386	12	(33)	4,365
	24,148	145	(281)	24,012

The Authority is made up of 22 Members who are nominated by the 4 Unitary Authorities in the Humberside region. The Police and Crime Commissioner for Humberside, Jonathan Evison, also sits on the Authority.

12. Related Parties

The Authority is required to disclose material transactions with related parties - bodies or individuals that have the potential to control or influence the Authority or to be controlled or influenced by the Authority. Disclosure of these transactions allows readers to assess the extent to which the Authority might have been constrained in its ability to operate independently or might have secured the ability to limit another party's ability to bargain freely with the Authority.

Central Government

Central Government has significant influence over the general operations of the Authority; it is responsible for providing the statutory framework within which the Authority operates, it provides a significant part of its funding in the form of grants, and prescribes the terms of many of the transactions that the Authority has with other parties. The Authority receives NNDR, General Government grants and Capital Grants from the Department for Communities and Local Government or the Home Office. (Details of these grants are disclosed in note 11).

Pensions

See note 4 in the Notes to the Financial Statements.

Members

The Precept is collected on the Authority's behalf by the four Local Authorities in the Humberside area (as disclosed in note 11), the following Members are Local Councillors on these councils.

East Riding of Yorkshire Council: Julie Abraham, Phil Davison, John Dennis, Caroline Fox, Helen Green, Barbara Jefferson, Patricia Smith, Kay West.

Kingston upon Hull City Council: Sharon Belcher, Linda Chambers, Jackie Dad, Shane McMurray, Tracey Neal, Rosie Nicola.

North East Lincolnshire Council: Ian Lindley, Matt Patrick, Ron Shepherd, Stewart Swinburn.

North Lincolnshire Council: John Briggs, Mick Grant, Nigel Sherwood, Rob Waltham MBE.

The total of Members' allowances paid in 2022/23 is shown in note 13. During 2022/23 no Members of the Authority, or their close relations, undertook any declarable related party transactions with the Authority. The Authority requires Members to complete a declaration of related party transactions, and these declarations are used as the basis of this note.

Officers

During the course of 2022/23 no senior officers of the Authority (with the exception of two members of staff that are Directors of Emergency Services Fleet Management (Humberside) Ltd and two members of staff that are seconded to Humberside Police), or their close relations, undertook any declarable related party transactions with the Authority. The Authority requires senior officers to complete a declaration of related party transactions, and these declarations are used as the basis of this note.

Two officers of the Fire Authority are also Directors of Emergency Services Fleet Management (Humberside) Ltd (Deputy Chief Fire Officer Niall McKiniry and Director Jason Kirby). Emergency Services Fleet Management (Humberside) Ltd is a joint arrangement that provides vehicle maintenance services to the Authority and Humberside Police. Emergency Services Fleet Management (Humberside) Ltd supplied goods and services during 2022/23 with a value of £1.1m (£1.2m during 2021/22) to Humberside Fire Authority.

Two officers of the Fire Authority are also seconded to Police and Crime Commissioner for Humberside on a part time basis (Executive Director/S.151 Officer Kevin Wilson and Joint Deputy Chief Finance Officer/Deputy S.151 Officer Martyn Ransom). Humberside Police supplied goods and services to the Authority during 2022/23 with a value of £2.8m (£2.0m during 2021/22). The Authority supplied goods and services to Humberside Police during 2022/23 with a value of £0.4m (£0.3m during 2021/22).

The Authority retains joint control of Emergency Services Fleet Management (Humberside) Ltd with Humberside Police on a 50/50 split. The Authority's share of the net assets and reserves for 2022/23 are £0.2m (£0.3m 2021/22) and have been consolidated into the Financial Statements of the Authority. These amounts are taken from the Emergency Services Fleet Management (Humberside) Ltd draft accounts at 31 March 2023.

The disclosure note itself has been prepared in accordance with guidance on the interpretation of IAS 24 (Related Party Transactions) and its applicability to the public sector.

13. Members' Allowances

From 1 April 2003, the Authority is required to have its own scheme of Members' Allowances under the terms of the Local Authorities (Members' Allowances) (England) Regulations 2003. The total amount paid to Members under this scheme for 2022/23 was £127,918 (2021/22 was £127,137).

14. Officers' Emoluments

Regulation 7 (3) of the Accounts and Audit Regulations 2015 [SI 2015 No. 234] requires the publication of the following disclosures relating to the remuneration of senior employees.

The number of employees whose remuneration, excluding employer's pension contributions, was £50,000 or more in bands of £5,000 are disclosed below:

Remuneration Band	Number of Officers in Band					
	2022/23			2021/22		
	Operational	Non Operational	Total	Operational	Non Operational	Total
£150-154,999	-	-	-	1	-	1
£145-149,999	-	-	-	-	-	-
£140-144,999	-	-	-	-	-	-
£135-139,999	1	-	1	-	-	-
£130-134,999	-	-	-	-	-	-
£125-129,999	1	-	1	1	-	1
£120-124,999	-	-	-	-	-	-
£115-119,999	-	-	-	-	-	-
£110-114,999	-	-	-	1	-	1
£105-109,999	-	2	2	-	1	1
£100-104,999	1	-	1	-	-	-
£95-99,999	-	-	-	-	-	-
£90-94,999	1	-	1	-	-	-
£85-89,999	-	-	-	-	-	-
£80-84,999	1	-	1	3	-	3
£75-79,999	1	-	1	-	-	-
£70-74,999	2	-	2	-	-	-
£65-69,999	7	1	8	4	3	7
£60-64,999	15	2	17	8	-	8
£55-59,999	22	4	26	23	4	27
£50-54,999	37	4	41	21	2	23
	89	13	102	62	10	72

The following table sets out the remuneration disclosures for senior officers whose salary is less than £150,000 but equal to or more than £50,000 per year:

Disclosure for 2022/23

Post Title	Salary (Including fees & Allowances)	Benefits in Kind (e.g. Car Allowance)	Total Remuneration excluding employer's pension contributions 2022/23	Employer's pension contributions 2021/22	Total Remuneration including employer's pension contributions 2022/23
Chief Fire Officer & Chief Executive (1 April 2022 - 14 October 2022)	93,140	-	93,140	-	93,140
Chief Fire Officer & Chief Executive (15 October 2022 - 31 March 2023)	69,852	-	69,852	-	69,852
Deputy Chief Fire Officer & Executive Director of Corporate Services (1 April 2022 - 14 October 2022)	69,998	-	69,998	-	69,998
Deputy Chief Fire Officer & Executive Director of Service Delivery (15 October 2022 - 31 March 2023)	59,721	-	59,721	17,181	76,902
Assistant Chief Fire Officer & Executive Director of Service Delivery (1 April 2022 - 14 October 2022)	65,363	-	65,363	18,803	84,166
Assistant Chief Fire Officer & Executive Director of Corporate Services (15 October 2022 - 31 March 2023)	45,376	-	45,376	11,761	57,137
Director of Service Improvement - (1 April 2022 - 14 October 2022)	56,592	-	56,592	15,690	72,281
Director of Service Improvement - (15 October 2022 - 31 March 2023)	39,055	-	39,055	11,162	50,217
Director of Prevention and Protection - (1 April 2022 - 29 August 2022)	34,719	-	34,719	7,635	42,354
Director of Prevention, Protection, Fleet and Estates - (30 August 2022 - 31 March 2023)	49,148	-	49,148	-	49,148
Director of Emergency Response (1 April 2022 - 30 November 2022)	56,157	-	56,157	16,173	72,331
Director of Emergency Response (1 November 2022 - 31 March 2023)	35,120	-	35,120	10,115	45,235
Executive Director of Finance and Section 151 Officer*	106,554	1,263	107,817	19,657	127,474
Executive Director of People and Development	106,467	1,379	107,846	19,657	127,503
	887,262	2,642	889,904	147,833	1,037,737

* This post is shared with Humberside PCC

Disclosure for 2021/22

Post Title	Salary (Including fees & Allowances)	Benefits in Kind (e.g. Car Allowance)	Total Remuneration excluding employer's pension contributions 2021/22	Employer's pension contributions 2021/22	Total Remuneration including employer's pension contributions 2021/22
Chief Fire Officer & Chief Executive - Chris Blacksell	152,352	300	152,652	-	152,652
Deputy Chief Fire Officer & Executive Director of Corporate Services	129,498	300	129,798	-	129,798
Assistant Chief Fire Officer (23 July 2021 - 31 March 2022)	84,073	99	84,172	24,213	108,385
Executive Director of Corporate Services & S151 Officer*	106,646	1,986	108,632	19,730	128,362
Executive Director of HR and Training (7 February 2022 - 31 March 2022)	15,812	207	16,018	2,925	18,943
Director of Service Delivery Support	84,541	-	84,541	24,348	108,889
Director of Service Improvement (1 April 2021 - 22 July 2021)	26,149	44	26,193	7,536	33,729
Director of Service Improvement (1 September 2021 - 28 February 2022)	36,806	-	36,806	6,809	43,615
Director of Service Improvement - (1 March 2022 - 31 March 2022)	7,020	13	7,032	1,547	8,579
Director of Service Delivery	84,541	-	84,541	24,348	108,889
Director of Service Delivery - (1 March 2022 - 31 March 2022)	7,020	15	7,035	1,547	8,581
Director of People and Development - (1 April 2021 - 28 February 2022)	77,455	-	77,455	16,947	94,403
	811,913	2,963	814,875	129,950	944,825

* This post is shared with Humberside PCC

The number of employee compulsory and voluntary exit packages agreed with total cost per band and total cost of the redundancies are set out below:

Exit Package Cost Band	2022/23				2021/22			
	Number of Compulsory Redundancies	Number of Other Agreed Departures	Total Number of Exit Packages by Cost Band	Total Cost (£'000)	Number of Compulsory Redundancies	Number of Other Agreed Departures	Total Number of Exit Packages by Cost Band	Total Cost (£'000)
£0 - £20,000	-	-	-	-	-	1	1	17
Total Cost in Bandings	-	-	-	-	-	1	1	17

15. Other Notes To The Financial Statements

Contingent Liabilities

There are no contingent liabilities.

Exceptional Items

There are no exceptional items.

Material Items Of Income and Expenditure

There were no material items of income and expenditure during 2022/23 that are not disclosed elsewhere within the Statement of Accounts.

Heritage Assets

The Authority does not have any Heritage Assets; a collection of fire memorabilia is held by the Authority but has little financial value.

Audit Fees

During 2022/23 the Authority incurred £30k in Audit fees (£36k in 2021/22) from Mazars relating to external audit.

Prior Period Adjustments

There are no prior period adjustments.

Events After The Balance Sheet Date

There have been no events either adjusting or non-adjusting after the Balance Sheet date.

Long Term Commitments

The Authority has entered into a commitment to repay £600k to Humberside Police and Crime Commissioner from March 2016 in respect of additional work undertaken at the joint workshops facility at Melton. The remaining amount will be repaid over the next 3 years at £60k per annum.

16. Cash Flow notes

Movements in Cash and Cash Equivalents

	31 March 2023 £'000	31 March 2022 £'000	Movement £'000
Bank In Hand/(Overdrawn)	112	148	(36)
	112	148	(36)

Cash Flow Statement – Adjust net surplus or deficit on the provision of services for non-cash movements

	2022/23 £'000	2021/22 £'000
Depreciation/Amortisation & Impairment	5,603	3,440
Increase/(decrease) in Creditors	(2,213)	1,076
(Increase)/decrease in Debtors	(7,053)	(1,628)
(Increase)/decrease in Inventories	(83)	(42)
Increase/(decrease) in Provisions	170	16
Movement in Pension Liability	32,436	23,291
Carrying amount of non-current assets held for sale, sold or de-recognised	224	193
	29,084	26,346

Cash Flow Statement – Adjust for items included in the net surplus or deficit on the provision of services that are investing and finance activities

	2022/23 £'000	2021/22 £'000
Proceeds from short-term and long-term investments		
Proceeds from the sale of Property, Plant and Equipment and Intangible Assets	(49)	(29)
Any other items for which the cash effects are investing or financing cash flows		
	(49)	(29)

Cash Flow Statement – Operating activities within the cash flow statement include the following cash flows relating to interest

	2022/23 £'000	2021/22 £'000
Interest Received	335	16
Interest Paid	(713)	(756)
	(378)	(740)

Cash Flow Statement – Cash Flows from Investing Activities

	2022/23 £'000	2021/22 £'000
Payments to acquire property, plant and equipment, investment property and intangible assets	(3,238)	(1,960)
Opening Capital Creditors	(175)	(1,280)
Closing Capital Creditors	528	175
Purchase of short term investments	2,036	(4,000)
Other payments for investing activities	-	88
Proceeds from the sale of property, plant and equipment, investment property and intangible assets	49	29
Net cash flows from investing activities	(800)	(6,948)

Cash Flow Statement – Financing Activities

	2022/23	2021/22
	£'000	£'000
Cash receipts of short and long-term borrowing	-	3,000
Appropriation to/from Collection Fund Adjustment Account	(12)	(162)
Repayments of short and long-term borrowing	(900)	(826)
Principal on Finance Leases	(18)	(10)
Net cash flows from financing activities	(930)	2,002

Government Grants

An analysis of other Government grants received during 2022/23 is given in note 11 of the notes to the Financial Statements.



HUMBERSIDE
Fire & Rescue Service

Humberside Fire Authority Pension Fund Account 2022/23

FIREFIGHTERS' PENSION FUND ACCOUNT

The following table analyses movements on the Fund for the year 2022/23

2021/22		2022/23
£'000s		£'000s
	Contributions receivable:	
(5,366)	Employers' contributions receivable	(5,873)
(2,443)	Firefighters' contributions	(2,588)
<u>(7,809)</u>		<u>(8,461)</u>
<u>-</u>	Transfers in from other authorities	<u>(203)</u>
	Benefits payable:	
16,963	Pensions	17,803
4,152	Commutations & lump sum retirement benefits	4,496
<u>21,115</u>		<u>22,299</u>
	Payments to and on account leavers	
-	Transfers out to other authorities	-
<u>13,306</u>	Net amount payable for the year	<u>13,635</u>
<u>(13,306)</u>	Top-up grant receivable to the Firefighters' Pension Fund	<u>(13,635)</u>
-	Fund Account balance	-

	<u>Net Assets Statement</u>	
2021/22		2022/23
	Current Assets	
4,921	Home Office grant debtor	3,435
1,500	Pensions Paid in Advance	1,652
	Current Liabilities	
(6,421)	Humberside Fire Authority	(5,087)
<u>-</u>		<u>-</u>

Notes to the Firefighters' Pension Fund Account

The funding arrangements for the Firefighters' Pension Scheme (FPS) changed on 1 April 2006. The Pension Fund was established under the Firefighters' Pension Scheme (Amendment) (England) Order 2006. The Pension Fund administers all four of the Firefighters' Pension Schemes (the 1992 Firefighters' Pension Scheme, the 2006 Firefighters' Pension Scheme, the 2015 Firefighters' Pension Scheme and the Modified Firefighters' Pension Scheme).

The Pension Fund is administered by Humberside Fire Authority.

The Pension Fund is managed by the Executive Director of Finance and Section 151 Officer.

The benefits payable from the Pension Fund are pensions, lump sum commutation payments and ill health pensions. Injury awards are payable from the Authority's General Fund Account.

The Pension Fund is an unfunded scheme, consequently:

- It has no investment assets;
- Benefits payable are funded by contributions from employers and employees; and
- any difference between benefits payable and contributions receivable is met by top-up grant from the Home Office (HO)

The Pension Fund is statutorily prevented from including interest on cashflows and administration expenses in the pension fund. These expenses are accounted for in the Authority's General Fund Account.

Employee and employer contribution levels are based on percentages of pensionable pay set nationally by HO and are subject to triennial revaluation by the Government Actuary's Department. The employers' contribution rates are determined nationally by the Government Actuary's Department and are currently 37.37% for the 1992 FPS, 27.4% for the 2006 FPS, 37.3% for the Modified FPS and 28.8% for the 2015 FPS.

The membership for the pensions fund is as follows;

Category of Member	31/3/2023 1992 FPS	31/3/2023 2006 NFPS	31/3/2023 Modified Pension Scheme	31/3/2023 2015 FPS	31/3/2022 1992 FPS	31/3/2022 2006 NFPS	31/3/2022 Modified Pension Scheme	31/3/2022 2015 FPS
Contributors	-	-	-	747	13	6	19	630
Deferred Pensioners	41	107	5	198	42	110	6	159
Pensioners	1,033	17	80	24	983	12	76	17

Statement of Accounting Policies

The Accounting Policies adopted for the Pension Fund follow those set out in the Authority's Statement of Accounting Policies (Note 1 of the Notes to the Financial Statements). Transfer values are an exception to this policy and are on a cash basis.

The following item(s) are estimated and are material to the Pension Fund account:

- Estimation of top-up grant receivable

The Pension Fund Account does not take account of the obligations to pay pensions and benefits that fall due after the end of the financial year. These are reflected in the Authority's accounts in accordance with IAS 19 – Employee Benefits (Please see note 4 in the Notes to the Financial Statements).

CERTIFICATIONS

We, the undersigned, certify that:-

The Statement of Accounts represents a True and Fair View of the financial position of Humberside Fire Authority as at 31 March 2023 and the Comprehensive Income and Expenditure for the year ended 31 March 2023.

.....

Phil Shillito – Chief Fire Officer/Chief Executive

.....

Councillor John Briggs – Chair

.....

Kevin Wilson – Executive Director of Finance/Section 151 Officer

22rd September 2023 (authorised for issue date)

Appendix 1

Revenue Variance Analysis

2021/22		2022/23		
		Revised Estimate	Actual	Variance
£'000	Expenditure	£'000	£'000	£'000
38,338	Employees	40,308	41,020	712
2,529	Premises	3,067	3,153	86
1,675	Transport	1,784	1,827	43
3,585	Supplies and Services	4,427	4,425	(2)
138	Support Services	223	336	113
3,417	Capital Charges	1,959	5,579	3,620
49,682	Total Expenditure	51,975	56,340	4,365
(2,726)	Income	(1,501)	(2,222)	(721)
46,956	Net Expenditure	50,474	54,118	3,644
756	Interest Payable	713	713	-
(16)	Interest Receivable	(87)	(335)	(248)
(669)	Accounting Adjustments	669	(3,111)	(3,780)
(178)	Contributions to / (from) Reserves	(231)	(231)	-
46,849	Net Budget Requirement	51,538	51,154	(384)
(2,653)	General Government Grant	(3,424)	(3,424)	-
(3,979)	Business Rates	(4,283)	(4,288)	(5)
(17,144)	NNDR	(17,870)	(17,873)	(3)
(24,064)	Precepts	(25,961)	(26,017)	(56)
(991)	Net (Surplus)/Deficit	-	(448)	(448)

£'000	Movement on the General Fund	£'000
(991)	(Surplus)/Deficit as above	(448)
-	Reserve Movements as per Fire Authority	1,530
(74)	Budgeted Transfer (To)/From General Reserve	10
(1,065)	(Surplus)/Deficit on the General Fund in the Year	1,093

	Overspend / (Underspend) £'000
Employees	712
a) Higher pay awards than that which was budgeted for 2022/23	
b) Additional training of operational staff due to unexpected staff turnover	
c) Higher level of ill health contributions than originally anticipated	
Premises	86
a) Lower Business Rate charges following a review of rateable values; offset by	
b) Additional cost of utilities due to higher unit price	
Transport	43
Higher fuel consumed and officer travel during 2022/23 than originally anticipated	
Support Services	113
Higher spend on legal fees during 2022/23	
Non Pay Efficiency Savings	(207)
An overachievement against the non pay efficiency target for 2022/23	
Capital Charges	3,620
Impairment and depreciation of the estate has caused this variance (offset with accounting adjustment note)	
Income	(721)
a) Additional income in relation to secondments	
b) Additional grant income received from Government	
c) Funding of the Road Safety Team has been received	
d) Income in relation to an insurance claim	
Interest Receivable	(248)
This is due to higher interest rates on our investments	
Accounting Adjustments	(3,780)
a) Impairment and depreciation of the estate (offset with asset rental interest note)	
b) Lower Minimum Revenue Provision charge following a lower capital spend during 2021/22	

Appendix 2

Capital Expenditure Breakdown and Variance Analysis

Project	2022/23		
	Revised Estimate £'000	Actual £'000	Variance £'000
Buildings			
Invest to Save	42	-	(42)
Goole	530	37	(493)
Bridlington and Calvert Roofs	150	179	29
BA Training Refurbishment	8	-	(8)
Calvert Lane	50	50	-
Howden	390	-	(390)
Driffield	202	-	(202)
Other Minor Schemes	162	-	(162)
Training Infrastructure	200	-	(200)
Furniture and Equipment	8	(3)	(11)
Scunthorpe	-	(5)	(5)
Hornsea	-	25	25
Headquarters	-	54	54
Clough Road	-	(25)	(25)
Dignity			
- Crowle	150	-	(150)
- Snaith	50	71	21
- Winterton	200	1	(199)
- Pocklington	150	-	(150)
- Immingham East	350	53	(297)
- Cromwell Road	500	70	(430)
Barton	-	10	10
Calvert Lane	-	4	4
Market Weighton	-	4	4
Vehicles			
Operational	1,436	1,557	121
Support	730	269	(461)
Plant & Equipment			
IT Equipment	1,291	616	(675)
PPE	364	171	(193)
Equipment	527	100	(427)
	7,490	3,238	(4,252)

Analysis of the most significant capital variances:

	Overspend/ (Underspend) £'000
Goole Fire Station Work expected to be completed in 2023/24	(493)
Drifffield Work to commence during 2023/24	(202)
Training Infrastructure Work to commence during 2023/24	(200)
Dignity Works Work expected to be completed in 2023/24	(1,226)
Howden Fire Station This scheme has been removed from the programme	(390)
Vehicles Some vehicles have slipped into 2023/24	(340)
IT Equipment A number of ICT projects have slipped into 2023/24	(675)
PPE The cost of the PPE rollout was lower than anticipated	(193)
Equipment Some operational equipment has slipped into 2023/24	(427)

Appendix 3

Glossary of terms

Accounting Date	This is the date at which the Balance Sheet is produced, for this Authority it is 31 March each year.
Accounting Period	The period of time covered by the accounts, normally a period of twelve months commencing on 1 April. The end of the accounting period is the Balance Sheet date.
Accruals	Sums included in the final accounts to recognise revenue and capital income and expenditure earned or incurred in the financial year, but for which actual payment had not been received or made as at 31 March.
Actuarial Gains and Losses	For a defined benefit pension scheme, the changes in actuarial surpluses or deficits that arise because: events have not coincided with the actuarial assumptions made for the last valuation (experience gains and losses) or the actuarial assumptions have changed.
Agency Arrangements	An arrangement between two organisations where one will act as an agent, collecting money on behalf of the other party, to whom the money is then paid over. An example of this is council tax collections, where the four local authorities collect money from tax payers on behalf of the Authority and then pay it over.
Amortisation	The measure of the cost of the wearing out, consumption or other reduction in the useful economic life of the Authority's Intangible Assets during the accounting period, whether from use, the passage of time, or obsolescence through technological or other changes.
Asset	An item having value to the Authority in monetary terms. Assets are categorised as either current or non-current: A current asset will be consumed or cease to have material value within the next financial year (e.g. cash and inventories); A non-current asset provides benefits to the Authority and to the services it provides for a period of more than one year and may be tangible e.g. a fire station or intangible , e.g. computer software licences.
Audit of Accounts	An independent examination of the Authority's financial affairs.
Balance Sheet	A statement of the recorded Assets, Liabilities and other balances at the end of the Accounting Period.
Budget	The forecast of net revenue and Capital Expenditure over the Accounting Period.
Capital Expenditure	Expenditure on the acquisition of a non-current asset, which will be used in providing services beyond the current Accounting Period or expenditure that adds to,

and not merely maintains, the value of an existing non-current Asset.

Capital Financing	Funds used to pay for Capital Expenditure. There are various methods of financing Capital Expenditure including borrowing, leasing, direct revenue financing, usable capital receipts, capital grants, revenue reserves and earmarked reserves.
Capital Programme	The capital schemes the Authority intends to carry out over a specified period of time.
Capital Receipts	The proceeds from the disposal of land or other non-current Assets. Capital receipts can be used to finance new Capital Expenditure, but they cannot be used to finance Revenue Expenditure.
Carrying Value	This is the value of an Asset or Liability as shown in the Statement of Accounts
Cash Equivalents	Short-term, highly liquid investments readily convertible to known amounts of cash and which are subject to an insignificant risk of changes in value.
Code Of Practice	The CIPFA (Chartered Institute of Public Finance and Accountancy) Code of Practice on Local Authority Accounting.
Component	A part of an Asset requiring separating from the total (host) Asset into an Asset in its own right as it has a cost that is significant in relation to the total cost of the Asset. If the components also have a significantly different depreciable life from the host then it is depreciated separately.
Comprehensive Income and Expenditure Statement	Shows the accounting economic cost in the year of providing services in accordance with generally accepted accounting practices, rather than the amount to be funded from taxation. Authorities raise taxation to cover expenditure in accordance with regulations; this may be different from the accounting cost. The taxation position is shown in the Movement in Reserves Statement.
Consistency	The concept that the accounting treatment of like items, within an Accounting Period and from one period to the next, are the same.
Consolidation	The process of combining the Financial Statements from the Authority and the Authority's share of Emergency Services Fleet Management (Humberside) Ltd.
Contingent Asset	A possible asset that arises from past events and whose existence will be confirmed only by the occurrence or non-occurrence of one or more uncertain future events not wholly within the control of the Authority.
Contingent Liability	A contingent liability is either: a possible obligation that arises from past events and whose existence will be confirmed only by the occurrence or non-occurrence of one or more uncertain

future events not wholly within the control of the Authority, or

a present obligation that arises from past events but is not recognised because it is not probable that an outflow of resources embodying economic benefits or service potential will be required to settle the obligation, or the amount of the obligation cannot be measured with sufficient reliability.

Corporate and Democratic Core	The corporate and democratic core comprises all activities that fire authorities engage in specifically because they are comprised of members elected to local authorities. The cost of these activities are thus over and above those which would be incurred by a series of independent, single purpose, nominated bodies managing the same services. There is therefore no logical basis for apportioning costs to services.
Creditor	Amount owed by the Authority for works done, goods received or services rendered within the Accounting Period, but for which payment has not been made by the end of that Accounting Period.
Current Service Cost (Pensions)	The increase in the present value of a defined benefit pension scheme's liabilities, expected to arise from employee service in the current period.
Debtor	Amount owed to the Authority for work done, goods received or services rendered within the Accounting Period, but for which payment has not been received by the end of that Accounting Period.
Defined Benefit Pension Scheme	Pension schemes in which the benefits received by the participants are independent of the contributions paid and are not directly related to any investments of the scheme.
Depreciation	The measure of the cost of the wearing out, consumption or other reduction in the useful economic life of the Authority's non-current Assets during the accounting period, whether from use, the passage of time, or obsolescence through technological or other changes.
Derecognition	The removal of an Asset or Liability from Authority's Balance Sheet.
Effective Interest Rate	This is the rate of interest necessary to discount the estimated stream of principal and interest cash flows through the expected life of a Financial Instrument to equal the amount after initial recognition.
Events after the Reporting Period	Events after the reporting period are those events, favourable or unfavourable, that occur between the Balance Sheet date and the date when the Statement of Accounts is authorised for issue.
Exceptional Items	Material items which derive from events or transactions that fall within the ordinary activities of the Authority and which need to be disclosed separately by virtue of their

size or incidence to give fair presentation of the Accounts.

Existing Use Value (EUV)	The estimated amount for which a property should be exchanged on the date of valuation between a willing buyer and a willing seller in an arm's-length transaction, assuming that the buyer is granted vacant possession of all parts of the property required by the business and disregarding potential alternative uses and any other characteristics of the property that would cause the market value to differ from that needed to replace the remaining service potential at least cost. Under IFRS this is the same as Fair Value.
Expected Return on Pension Assets	For a funded Defined Benefit Scheme, this is the average rate of return including both income and changes in Fair Value but net of scheme expenses, which is expected over the remaining life of the related obligation on the actual assets held by the scheme.
Fair Value	The amount of which an Asset could be exchanged, or liability settled, between knowledgeable, willing parties in an arm's-length transaction. Under IFRS there is no consistent definition of Fair Value; different definitions apply in different circumstances.
Financial Instrument	Any contract that gives rise to a financial asset of one entity and a financial liability or equity instrument of another. The term covers both financial assets and financial liabilities, from straightforward trade receivables (invoices owing) and trade payables (invoices owed) to complex derivatives and embedded derivatives.
Finance Lease	A lease that transfers substantially all the risks and rewards of ownership of an asset to the lessee (even though title to the property may not be transferred). The asset is recorded on the Balance Sheet of the lessee.
Going Concern	The concept that the Statement of Accounts are prepared on the assumption that the Authority will continue in operational existence for the foreseeable future.
Government Grants	Grants made by the Government towards either revenue or capital expenditure in return for past or future compliance with certain stipulations relating to the activities of the Authority. Grants may be specific to a particular scheme or may support the revenue or capital spend (respectively) of the Authority in general.
Held for Sale	Property, plant and equipment assets held by the Authority pending sale. Assets must meet strict criteria before being classified as Held for Sale.
Heritage Assets	An asset with historic, artistic, scientific, technological, geophysical, or environmental qualities that is held and maintained principally for its contribution to knowledge and culture and this purpose is central to the objectives of the entity holding it.

Impairment	A reduction in the value of a non-current Asset to below its Carrying Value on the Balance Sheet. Impairment is caused by a consumption of economic benefit such as obsolescence or physical damage of an Asset.
Income	Amounts that the Authority receives or expects to receive from any source, including fees, charges, sales and grants.
Intangible Assets	<p>An intangible (non-physical) item may be defined as an identifiable non-monetary asset when it is probable that the expected future economic benefits attributable to the asset will flow to the entity, and its cost can be measured reliably. An asset meets the identification criteria when it:</p> <ul style="list-style-type: none"> (a) Is separable, i.e. capable of being separated or divided from the entity and sold, transferred, licensed, rented, or exchanged, either individually or together with a related contract, asset or liability; or (b) Arises from contractual or other legal rights, regardless of whether those rights are transferable or separable from the entity or from other rights and obligations.
Interest Cost (Pensions)	For a Defined Benefit Scheme, the expected increase during the period in the present value of the scheme liabilities because the benefits are one period closer to settlement.
International Accounting Reporting Standards (IAS)	These are accounting standards published and produced by the International Accounting Standards Board. Further detail on International Accounting Standards can be found at www.ifrs.org
Inventories	Items of raw materials and stores, the Authority has procured and holds in expectation of future use. Examples are consumable stores, raw materials and products and services in intermediate stages of completion (work in progress).
Investments	A sum invested on a long-term or continuing basis to support the activities of an organisation, or where the disposal of the investment is restricted in some way. Monies invested which do not meet these criteria are classified as current assets.
Liability	<p>A liability is where the Authority owes payment to an individual or another organisation, arising from past events.</p> <ul style="list-style-type: none"> • A current liability is an amount which will or could become payable in the next Accounting Period, e.g. creditors or cash overdrawn. • A deferred liability is an amount which by arrangement is payable beyond the next year at some point in the future or to be paid off by an annual sum over a period of time.
Long-term Contract	A contract entered into for the design, manufacture or construction of a single substantial asset or the provision

	of a service (or a combination of assets or services which together constitute a single project), where the time taken to substantially complete the contract is such that the contract activity falls into more than one Accounting Period.
Materiality	The concept that the Statement of Accounts should include all amounts which, if omitted, or misstated, could be expected to lead to a distortion of the Financial Statements and ultimately mislead a user of the Accounts.
Minimum Revenue Provision (MRP)	The minimum amount which must be charged to the revenue account each year in order to provide for the repayment of loans and other amounts borrowed by the Authority.
Net Book Value (NBV)	The amount at which non-current Assets are included in the Balance Sheet, i.e. their historical costs or current value, less the cumulative amounts provided for Depreciation and Impairment.
Net Current Replacement Cost	The estimated cost of replacing or recreating a particular asset in its existing condition and in its existing use, i.e. the cost of its direct replacement.
Net Debt	The Authority's borrowings less cash, cash equivalents and short term investments.
Net Present Value	Net Present Value (NPV) is the difference between the present value of cash inflows and the present value of cash outflows
Net Realisable Value	The open market value of an asset less the expenses to be incurred in realising the asset.
Non-current Assets	Property, Plant and Equipment held or occupied, used or consumed by the Authority in pursuit of its strategic objectives in the direct delivery of those services for which it has either a statutory or discretionary responsibility.
Non Distributed Costs (NDC)	These are the overheads for which no user now benefits and as such are not apportioned to services.
National Non Domestic Rates (NNDR)	The non-domestic rate is a levy on businesses, based on a national rate in the pound set by the Government and multiplied by the assessed rateable value of the premises they occupy. It is collected by Local Authorities on behalf of Central Government and is then redistributed back to the Authority.
Operating Lease	A lease other than a Finance Lease. The risks and rewards of ownership of a non-current asset that is leased remain with the lessor and on the lessor's Balance Sheet. The lessee accounts for the rental payments as revenue income and expenditure.
Past Service Cost (Pensions)	For a Defined Benefit Pension Scheme, the increase in the present value of the scheme liabilities related to the employee service in prior periods arising in the current

	period as a result of the introduction of, or improvement to, retirement benefits.
Pension Scheme Liabilities	The liabilities of a Defined Benefit Pension Scheme for outgoings due after the valuation date. Scheme liabilities measured using the projected unit method reflect the benefits that the employer is committed to provide for service up to that date.
Precept	The levy made by precepting authorities on billing authorities, requiring the latter to collect income from council taxpayers on their behalf.
Prior Year Adjustment	Material adjustments applicable to prior years arising from changes in accounting policies or from the correction of material errors. This does not include normal recurring corrections or adjustments of accounting estimates made in prior years.
Projected Unit Method	An assessment of the future payments that will be made in relation to retirement benefits earned to date by employees, based on assumptions about mortality rates, employee turnover rates, etc., and projections of projected earnings for current employees.
Prospective Application	Applying new accounting policies to transactions, other events and conditions occurring after (not before) the date as at which the policy is changed and recognising the effect of the change in the accounting estimate in the current and future period affected by the change.
Provision	An amount put aside in the accounts for future liabilities or losses which are certain or very likely to occur as a result of a past event, but the amounts or dates of which they will arise are uncertain.
Public Works Loan Board (PWLb)	A Central Government Agency, which provides loans for one year and above to authorities at interest rates only slightly higher than those at which the Government itself can borrow.
Related Parties	There is a detailed definition of related parties IPSAS 20. For the Authority's purposes, related parties are deemed to include the Authority's Members, Senior Officers and their close family, partners, levying bodies, other public sector bodies, the Pension Fund and Assisted Organisations.
Related Party Transactions	The Code requires the disclosure of any material transactions between the Authority and related parties to ensure that stakeholders are aware when these transactions occur and the amount and implications of such.
Remuneration	All sums paid to or receivable by an employee and sums due by way of expenses allowances (as far as those sums are chargeable to UK income tax) and the monetary value of any other benefits received other than in cash. Pension contributions payable by the employer are excluded.

Reserves	The residual interest in the Assets of the Authority after deducting all of its Liabilities. These are split into two categories, usable and unusable. Usable reserves are those reserves that contain resources that an authority can apply to fund expenditure of either a revenue or capital nature (as defined). Unusable reserves are those that an authority is not able to utilise to provide services. They hold unrealised gains and losses (for example the revaluation Reserve), where amounts would only become available to provide services if the assets are sold; and reserves that hold timing differences between expenditure being incurred and its financing e.g. Capital Adjustment Account.
Residual Value	The net realisable value of an asset at the end of its useful life.
Retirement Benefits	All forms of consideration given by an employer in exchange for services rendered by employees that are payable after the completion of employment.
Retrospective Application	Applying a new accounting policy to transactions, other events and conditions as if that policy had always been applied. Opening balances and prior year income and expenditure comparatives must be adjusted.
Revaluation Loss	A reduction in the value of a non-current Asset below its Carrying Amount in the Balance Sheet, caused by a general fall in prices across a whole class of assets.
Revenue Expenditure	The day-to-day expenses of providing services.
Revenue Support Grant	A grant paid by Central Government to authorities, contributing towards the general cost of services.
Single Entity	Refers to transactions and balances that form part of the Authority Accounts.
Statement of Accounts	The set of Statements comprising the Expenditure and Funding Analysis Statement, Movement in Reserves Statement, Comprehensive Income and Expenditure Statement, Balance Sheet, Cash Flow Statement and accompanying notes.
Temporary Borrowing	Money borrowed for a period of less than one year.
True and Fair View	The Statement of Accounts should be the faithful representation of the effects of the transactions, other events and conditions in accordance with the definitions and recognition criteria for assets, liabilities, income and expenses set out in the code. Compliance with the Code is presumed to result in financial statements that achieve a true and fair presentation.
Useful Economic Life	The period over which the Authority will derive benefits from the use of a non-current Asset.

Appendix 4

Feedback form

Humberside Fire Authority

STATEMENT OF ACCOUNTS 2022/23 FEEDBACK FORM

The Statement of Accounts evolves each year and notwithstanding a large amount of information being prescribed by the Accounting Codes of Practice, the Authority attempts to make the document as readable and user friendly as possible.

We would therefore welcome any comments from readers on the Statement of Accounts regarding improvements to the layout and readability for future years. If you could complete the following questionnaire and return it to the address below we will try to accommodate any comments received. Alternatively, if you are viewing this document on the internet, there is an on-line form which you can submit.

We will attempt to incorporate any comments received by 31 March 2024 into the 2023/24 Statement of Accounts where possible and the Authority will try to include any comments received after that date into future years' documents.

1. Please indicate in what capacity you are viewing this Statement.

Local Tax Payer

☐

Local Business

☐

Other, please specify

.....

2. Is the format and the layout of the Statement of Accounts easy to understand and follow?

Yes

☐

No

☐

If not why not?

3. Did you find the information you were looking for?

Yes

☐

No

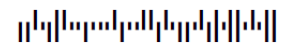
☐

If no, why?

4. Any other comments you have would be welcome:

Please return by attaching the freepost form on the next page to the front of an envelope.

Business Reply
Licence Number
RTRC-GLXU-LCJT



HUMBERSIDE
Fire & Rescue Service



2



Humberside Fire Service
Brigade Headquarters
Summergroves Way
Hull
HU4 7BB

Humberside Fire Authority

ANNUAL GOVERNANCE STATEMENT 2022/23

Scope of Responsibility

1. The Humberside Fire Authority (HFA) is responsible for ensuring that its business is conducted in accordance with the law and proper standards and that public money is safeguarded and properly accounted for, and used economically, efficiently and effectively. The HFA also has a duty under the Local Government Act 1999 to make arrangements to secure continuous improvement in the way in which its functions are exercised, having regard to a combination of economy, efficiency and effectiveness.
2. In discharging this overall responsibility, the HFA is responsible for putting in place proper arrangements for the governance of its affairs, facilitating the effective exercise of its functions, which includes arrangements for the management of risk.
3. The HFA has approved and adopted a code of corporate governance applicable to Members, which is consistent with the principles of the Chartered Institute of Public Finance and Accountancy (CIPFA)/ Society of Local Authority Chief Executives (Solace) Delivering Good Governance in Local Government Framework 2016 Edition. A copy of the code can be obtained from the Secretary to the Fire Authority.
4. The HFA has approved and adopted the National Fire Chiefs Council (NFCC) Core Code of Ethics for Fire and Rescue Services for employees to abide by.
5. This statement explains how the HFA has complied with the code of corporate governance and also meets the requirements of regulation 4(3) of the Accounts and Audit (England) Regulations 2011 in relation to the publication of an Annual Governance Statement.

The purpose of the governance framework

6. The governance framework comprises the systems and processes, culture and values, by which the HFA is directed and controlled. The framework demonstrates how the HFA accounts to, engages with and leads within the community. It enables the HFA to monitor the achievement of its strategic objectives and to consider whether those objectives have led to the delivery of appropriate, cost effective services.
7. The system of internal control is a significant part of the governance framework and is designed to manage risk to a reasonable level. It cannot eliminate all risk of failure to achieve policies, aims and objectives and can therefore only provide reasonable and not absolute assurance of effectiveness.
8. The system of internal control is based on an on-going process designed to identify and prioritise the risks to the achievement of the HFA's policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically.
9. The governance framework has been in place at the HFA for the year ending 31 March 2023 and up to the date of approval of the Statement of Accounts.

The Governance Framework 2022/23

10. The key elements of the HFA's governance framework included:

- a) The [Constitution](#) of the Authority which includes:
 - Committee Membership and Terms of Reference;
 - Scheme of Delegation to Officers;
 - Financial Procedure Rules;
 - Contract Procedure Rules;
 - Members' Code of Conduct;
 - Employees' Code of Conduct;
 - Protocol for Member and Officer relationships;
- Code of Corporate Governance.
 - b) The Governance, Audit and Scrutiny (GAS) Committee, as well as the HFA itself, received regular reports on the Service's performance arrangements.
 - c) An approved [Corporate Risk and Opportunity Policy](#).
 - d) An approved 'Local Code of Corporate Governance' in accordance with the CIPFA/SOLACE Framework for Corporate Governance.
 - e) The designation of the Chief Fire Officer as Chief Executive responsible to the HFA for all aspects of operational management.
 - f) The designation of the Executive Director of Finance and S.151 Officer (Local Government Act 1972) in accordance with Section 112 of the Local Government Finance Act 1988 and conforming with the governance requirements of the CIPFA Statement on the role of the Chief Financial Officer in Local Government (2010).
 - g) The designation of the Secretary as Monitoring Officer with the requirement to report to the full HFA if it is considered that any proposal, decision or omission would give rise to unlawfulness or maladministration.
 - h) The Executive Board has considered a strategic overview of the HFA control environment, including the response to external audit, performance management, strategic planning and scrutiny of Risk and Opportunity Management.
 - i) The production of quarterly [Management Accounts](#) which are distributed to all Members of SLT and are considered at the GAS Committee meetings and the HFA.
 - j) The Service and Finance Planning process.
 - k) In accordance with the Service Business Planning Framework the Strategic Plan and Community Risk Management Plan (CRMP) for 2021-24 ensure a three-year plan, linked to the [Medium Term Resource Strategy](#).
 - l) The Strategic Plan 2021/24 includes strategic objectives and Directorate responsibilities. The [Strategic Plan 2021-24](#) was approved by HFA in December 2020 following consultation.

- m) The [Community Risk Management Plan \(CRMP\) 2021-24](#) takes account of the requirements of the 2018 Fire and Rescue National Framework for England, providing a detailed assessment of the risks facing our communities and personnel and the measures taken to mitigate those risks. .
- n) Current [Anti-Fraud and Corruption, Anti-Bribery and Anti-Money Laundering Policies](#). We publish these and other such Policies, associated data and information on the HFRS Website under Data Transparency.
- o) The Authority is committed to the highest possible standards of integrity, openness, fairness, inclusivity, probity and accountability. HFA aims to provide a positive and supportive culture to enable employees to raise their concerns.

A [Whistleblowing Policy](#) and subscription to the services of the whistleblowing charity, Protect, are in place. Staff are informed of this service via Siren and the Whistleblowing Policy which is published on the external website.

The Authority has also introduced a 'Freedom to Speak up Guardian' role through the new Wellbeing Manager in Occupational Health, providing another independent reporting route for staff to raise concerns.

- p) A Service Improvement Plan has been developed to ensure that improvement areas across the Service, including any actions arising from His Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) Inspection, are documented, evidenced and regularly reviewed.
- q) Member and Officer Development Programmes. During 2022/23 Officers undertook facilitated supportive leadership development. Access to the T2Hub of Management and Leadership Self Development resources, Continual Professional Development through the Leadership Forum and Guest Speakers and Officers completing the Executive Leadership Programme.
- r) Six scheduled Member Days to support Member development and awareness of developing agenda for the Service and across the Sector as a whole.
- s) An approved Treasury Management Policy and Prudential Indicators.
- t) A Protective Marking Scheme (based upon the Her Majesty's Government Security Framework).
- u) Implementation of a [Public Sector Equality Duty \(PSED\) action plan](#) to implement its priorities. Actions within this plan have been fully integrated within the LGA FRS Equality Framework Self-assessment/action planning process and Priorities following consultation.
- v) Aligned service delivery with our four Local Authorities (Hull, East Riding, North Lincolnshire and North East Lincolnshire) through District management teams, is helping partnership work and assists us to be closer and more accountable to local communities.
- w) Bi-Annual Performance Reports to HFA are published on our [website](#).

- x) A Pension Board, as required under The Firefighters' Pension Scheme (Amendment) (Governance) Regulations 2015, was formed in 2015 to oversee compliance in the operation of the Firefighters' Pension Scheme (FPS). The Pension Board met twice during 2022/23.
- y) The Executive Director of People and Development chairs a Joint Consultative Committee attended by all Representative Bodies to discuss any matters relating to staff terms and conditions.
- aa) Member Champions continue to support functional areas and are invited to attend local District performance meetings and to meet with Area Managers and Executive Directors.
- bb) Consultation on our Council Tax Precept for 2022/23 drew a significant number of responses from our community (2325). This allowed Fire Authority Members to make an informed decision on this matter.
- cc) In line with legislative requirements HFRS published its [Gender, Ethnicity and Disability Pay Gap Report](#) by the end of March 2023. Any arising actions are included within the Report to HFA.
- dd) Emergency Preparedness for significant events is assured through provision of a fulltime team, established and tested Business Continuity Plans and a lead role within the Humber Local Resilience Forum (LRF).
- ee) Policies relating to compliance, management and administration of information governance, under the General Data Protection Regulation (GDPR) are published on the [website](#).

Review of Effectiveness

- 11. The HFA has responsibility for conducting, at least annually, a review of the effectiveness of its governance framework including the system of internal control. The review of effectiveness is informed by the work of the executive managers within the Authority who have responsibility for the development and maintenance of the governance environment, the head of internal audit's annual report, and also by comments made by the external auditors and other review agencies and inspectorates.
- 12. The GAS Committee has continued its scrutiny programme during 2022/23, including the scrutiny of:
 - Fire Standards
 - Procurement
 - Equality, Diversity and Inclusion (EDI) - Equality Impact Analysis
 - General Data Protection Regulation (GDPR) Compliance
 - EDI Staff Forums.
- 13. The induction of new Members and continuing training of all Members (via six Member Days and Member Champion meetings) during 2022/23 has further enabled Members to discharge the functions of the HFA.

14. During the 2022/23 financial year, the HFA and its committees met as follows:
 - HFA - nine occasions
 - GAS Committee - seven occasions
 - Pension Board - two occasions.
15. Members of the Pension Board receive reports against a number of key workstreams designed to ensure that the Board operates in compliance with the Pension Regulator's Code of Practice for Pension Boards, this encompasses three broad areas: Governance, Administration and Communication.
16. The review of the effectiveness of the system of internal control is informed by:
 - The work of Senior Officers
 - The work of Internal Audit
 - Corporate Risk and Opportunity
 - Performance information
 - The Authority's External Auditor, in their Auditor's Annual Report, Audit Completion Report, Annual Audit Letter and other reports.
17. Internal Audit has undertaken a number of reviews during 2022/23. The following areas were covered:
 - Equality Impact Analysis
 - Firewatch
 - Prevention & Protection quality assurance
 - Service collaborations
 - Secondary contracts
 - GDPR
 - Mid-year follow up
 - Key Financial Controls
 - Fire Service Rota
18. The Authority is fully compliant against the CIPFA Financial Management Code. Full compliance against the code became mandatory from 1 April 2022.
19. The overall Head of Internal Audit opinion for the period 1 April 2022 to 31 March 2023 provides Reasonable Assurance. The Authority proactively utilises Internal Audit as an effective tool to receive independent assessment and assurance in targeted areas of work as identified by the Service Improvement Framework.
20. The effectiveness of the governance framework is considered throughout the year by SLT, the GAS Committee and HFA. Much of this is discharged through internal reports such as Management Accounts and Performance Reports as well as the work of Internal and External Audit. Any significant issues are captured via the risk management system and considered by the Fire Authority where appropriate.

Governance Update 2022/23

21. There were no significant governance issues during 2022/23.
22. Members are assured that the Service has appropriate arrangements in place should use of the powers under the Regulation of Investigatory Powers Act (RIPA) 2000 be necessary. There was no use of RIPA or requests for covert surveillance during 2022/23.
23. The Police & Crime Act 2017 places a statutory duty upon Fire and Rescue, Police and Ambulance services to collaborate.
24. We continue to proactively identify collaborative opportunities with the Police, Ambulance services and other bodies. This has included:
 - A joint Emergency Service Fleet Management workshop with the Police.
 - A joint Estates (Operational and Strategic) function with Humberside Police.
 - Provision of a medical First Responder scheme in partnership with Yorkshire Ambulance (YAS), East Midlands Ambulance Service (EMAS).
 - A Hull Falls, Intervention Response, Safety Team (F.I.R.S.T) with City Health Care Partnership (CHCP), Humber, Coast and Vale Integrated Care System (ICS) and Hull City Council.
 - An agreement with Yorkshire Ambulance Service (YAS) for them to provide Service wide Clinical Governance.
 - Memorandums of Understanding with Humberside Police and Ambulance Trusts to support response activities including:
 - Fire Investigation
 - Forced Entry for Medical Rescues
 - Drone
 - Bariatric
 - An Integrated Health Centre incorporating a Full-Time fire station, in partnership with Humber, Coast and Vale ICS.
 - A Fire and Police Transformation Board continues to review collaboration opportunities where they are beneficial and practicable.
 - Shared provision of a Health and Safety function with Humberside Police, managed by HFRS.
 - HFRS providing Financial Management support to Humberside PCC.
 - 'Don't Cross the Line' campaign to support stopping attacks on Emergency Service Workers.
25. The Service was last inspected by HMICFRS at the end of 2021 into 2022 and rated the Service as 'Good' across all three pillars (Effectiveness, Efficiency and People). The findings represent an improvement on the last routine inspection in 2018, which suggested the Service needed to do more in how it developed its workforce and increase the diversity of the people it employs. The Service Improvement Plan has been refreshed to address any findings from the inspection and to prepare the Service for its next inspection, due to take place later in 2023/24. Performance monitoring against the Service Improvement Plan is undertaken through a Strategic Leadership Team performance meeting held every other month.

26. The Appointments Committee met three times during 2022/23 to appoint to the following Executive posts:
- Chief Fire Officer and Chief Executive
 - Deputy Chief Fire Officer and Executive Director of Service Delivery
 - Assistant Chief Fire Officer and Executive Director of Corporate Services
27. One Whistleblowing complaint was received internally during 2022/23 and was dealt with in accordance with the Whistleblowing Policy. An investigation is currently in progress.
28. On 18 May 2022 the Secretary of State for the Home Department (Home Secretary) published a White Paper and Consultation outlining a package of proposed reforms for fire and rescue services. The White Paper described proposed areas of reform that are intended to drive change and strengthen fire and rescue services across three principle areas: (i) People, (ii) Professionalism and (iii) Governance. The Consultation closed on 26 July 2022 and the Sector is still awaiting the outcome and Government's response.

Strategic Risk and Opportunity Register

29. The Service has in place a Strategic Risk and Opportunity Register which enables it to understand, monitor and mitigate against the Service's overall risk profile. The Service can use a range of techniques for identifying specific risks that may potentially impact on one or more objectives. The top critical Strategic Risks for 2022/23 were as follows:
- Reduction in external funding
 - Threat of Industrial Action (IA)
 - Mobile Data Terminal (MDT) Failure
 - Emergency Services Network (ESN)

Conclusions

30. This Annual Governance Statement for 2022/23 provides Members with a high level of assurance for the Authority's governance arrangements.

Signed



Chair of the Authority



Chief Fire Officer & Chief Executive



S.151 Officer



Secretary & Monitoring Officer

HUMBERSIDE FIRE AUTHORITY
REQUEST FOR DIRECTORS' DECLARATIONS

1. QUESTIONS ABOUT ARRANGEMENTS FOR PREVENTING AND DETECTING FRAUD

How does the Authority assess the risk that the financial statements may be materially misstated due to fraud?

Internal Controls are tested annually by Internal Audit, the most recent review during 2022/23 has given a 'reasonable' assurance for our systems of financial control.

Annual Governance Statement compiled annually and considered by Executive Board, GAS Committee and HFA.

Treasury Management third party assurance statement produced by Internal Audit at Hull City Council. Compliance with the CIPFA Treasury Management Code with regular reporting of Prudential Indicators to the GAS Committee and HFA.

Third party assurance from East Riding of Yorkshire Council Internal Audit with regard to payroll activity.

Third party assurance statement from West Yorkshire Pensions Authority with regard to pensions payroll.

Budget monitoring produced and tabled at Executive Board, GAS Committee and HFA on 4 occasions a year. Scheme of delegation and contract procedure rules in operation.

Is the Authority aware of management's process for identifying and responding to the risks of fraud generally and specific risks of misstatement in the financial statements and if so what are these processes?

Whistleblowing Strategy, Anti-Fraud and Corruption Strategy, Anti-Money Laundering Policy, Anti-Bribery Policy. Anti-Fraud and Corruption Statement taken to GAS Committee and HFA each year.

National Fraud Initiative (NFI) participation which matches data across public sector organisations. Monitoring Officer and Section 151 Officer roles act as a safeguard for the Authority.

Is the Authority aware of the arrangements in place for management to report about fraud to the Authority and if so what are these arrangements?

Yes – we follow the procedures set out in the Strategies and Policies listed above.

Is the Authority aware of the arrangements management have in place, if any, for communicating with employees, lay members, partners and stakeholders regarding ethical governance and standards of conduct and behaviour and if so what are these arrangements?

Whistleblowing and Anti-Fraud arrangements communicated annually in payslips. Authority's Constitution is published on our website which contains all details relating to Conduct and Probity, for example, Members' Code of Conduct and Officers' Code of Conduct. The Service's Code of Ethics is published on our website, as are all relevant policies.

Does the Authority have knowledge of actual or suspected fraud, including any entries made in the accounting records that you believe or suspect are false or intentionally misleading and if so is it aware of what actions management is taking to address it?

Reported annually through the Anti-Fraud and Corruption Statement and on an exception basis by the Monitoring Officer and the Section 151 Officer. There are no occurrences of actual or suspected fraud to report at this time.

What arrangements are in place for the Authority to oversee management arrangements for identifying and responding to the risks of fraud and the establishment of internal control?

Internal Audit reports to the GAS Committee and HFA as well as the annual reporting of the Annual Governance Statement.

2. QUESTIONS ABOUT ARRANGEMENTS FOR COMPLYING WITH LAW AND REGULATIONS RESPONSIBILITIES

Has management provided a clear statement which confirms its consideration of relevant laws and regulations and its compliance with them?

Annual Governance Statement and the Annual Anti-Fraud and Corruption Statement

How does the Authority satisfy itself that all relevant laws and regulations are being complied with?

Monitoring Officer oversight and interpretation and advice from our legal advisors, Capsticks LLP. All HFA reports and agendas are considered by the Monitoring Officer for comment before they are considered by the HFA. The Monitoring Officer attends all of the Authority's meetings (HFA/GAS Committee/Pensions Board and other ad hoc committees as required). Advice is sought from the Monitoring Officer and/or Capsticks on reports/issues that clearly have a legal content.

Is the Authority aware of any instances of non-compliance with laws or regulations?

No.

Has management provided a list of litigation and claims?

Yes, a copy has been provided separately to the Auditor. Has an assessment been made of the outcome of the litigation or claim and its estimate of the financial implications, including costs involved?

Yes, where relevant – material items will be disclosed in the Annual Accounts.

Has the reasonableness of management's assessments been considered and additional information provided to the auditor where necessary?

Yes, information will be provided as required.

3. QUESTIONS ABOUT THE APPROPRIATENESS OF THE GOING CONCERN ASSUMPTION

Has a report been received from management forming a view on going concern?

The Section 151 Officer makes a statement in the Annual Accounts that confirms the Service to be a going concern. This statement is based on the presumption that services will continue for at least 12 months from the date of the audit opinion on the 2022/23 accounts as the Authority is not aware of any plans that would prevent the continuation of services in the foreseeable future.

Are the financial assumptions in that report (e.g. future levels of income and expenditure) consistent with the strategic business plan and the financial information provided to the Authority throughout the year?

The Medium-Term Resource Strategy sets out the Service's income and expenditure assumptions over the medium-term.

If not, does the report contain a clear explanation, with supporting evidence, for the assumptions used, and are those assumptions appropriate? This should include written evidence of agreed income and expenditure for major funding streams.

Not applicable.

Are the implications of statutory or policy changes appropriately reflected in the business plan, financial forecasts and report on going concern?

Yes, based on the best information that is currently available from Government.

Have there been any significant issues raised with the Authority during the year (e.g. adverse comments raised by internal and external audit regarding financial performance or significant weaknesses in systems of financial control, or significant variances to activity levels compared to those planned), which could cast doubts on the assumptions made?

No.

Has an analysis been undertaken of the Authority's projected or actual performance against its financial plan? If so, is it robust and does it identify any areas of potential concern?

Medium-Term Resource Strategy is reviewed twice a year and includes the CIPFA Financial Resilience indicators. The in-year financial position is reviewed 4 times a year. A full risk assessment of the level of the Prudent Minimum General Reserve is undertaken each year and considered at the September HFA meeting. The MTFP shows the Authority maintaining its General Reserve at or above the PMGR level over the life of the MTFP.

Where there are potential concerns what action is being taken to address those areas of potential weakness?

No specific potential concerns but the Authority has developed an Efficiency and Productivity Plan for 2023/24 which has been submitted to the Home Office and is on the Authority's website. The Service is increasing its focus on efficiency and productivity generally and further strengthening of the Finance team structure is underway to support this work alongside the work of Corporate Assurance.

Does the organisation have sufficient staff in post, with the appropriate skills and experience, particularly at senior management level, to ensure the delivery of the organisation's objectives? If not, what action is being taken to obtain those skills?

Yes – Succession Planning arrangements in place as well as Senior Leadership development.

4. QUESTIONS ABOUT THE CONSIDERATION OF RELATED PARTIES

What controls are in place to identify, authorise, approve and account for and disclose related party transactions and relationships?

Declarations are made annually by all Members and Senior Officers as part of the Related Party Disclosure process for the Annual Accounts. The HFA Constitution includes arrangements for the declaration of officer conflicts.

Can you confirm that you have disclosed to the auditor the identity of the entity's related parties and all the related party relationships of which you are aware:

Yes.

Can you confirm that you have appropriately accounted for and disclosed such relationships and transactions in accordance with the requirements of the framework?

Any relationships and transactions that are required to be disclosed in the Annual Accounts are disclosed in accordance with the CIPFA Code of Practice on Local Authority Accounting in the United Kingdom 2022/23.

Chief Fire Officer and Chief Executive

Chair of Humberside Fire Authority

**Executive Director of Finance &
S.151 Officer**

ANNUAL STATEMENT OF ASSURANCE 2022/23

1. SUMMARY

- 1.1 The Fire and Rescue National Framework for England sets out a requirement for Fire and Rescue Authorities to provide annual assurance on financial, governance and operational matters and show they have had due regard to the expectations set out in their Community Risk Management Plan (CRMP) and the requirements included in the Framework.
- 1.2 The Statement of Assurance covers the following areas:
- financial assurance
 - governance assurance
 - operational assurance
- 1.3 The Statement of Assurance for 2022/23 is set out at Appendix 1 for Members' consideration and approval.

2. RECOMMENDATIONS

- 2.1 It is recommended that the Fire Authority approves the Annual Statement of Assurance 2022/23, as set out at Appendix 1.

3. BACKGROUND

- 3.1 The Fire and Rescue National Framework for England sets out a requirement for Fire and Rescue Authorities to provide annual assurance on financial, governance and operational matters and show they have had due regard to the expectations set out in their Community Risk Management Plan (CRMP) and the requirements included in the Framework.
- 3.2 The content of the Authority's Statement of Assurance is based upon the former Department for Communities and Local Government *Guidance on Statements of Assurance for Fire and Rescue Authorities in England (2013)*.

4. REPORT DETAIL

- 4.1 The Statement of Assurance, as set out at Appendix 1 covers the following areas:
- financial assurance
 - governance assurance
 - operational assurance
- 4.2 Due regard has been paid to the requirements placed upon the Authority through the National Framework and other governance and financial frameworks.
- 4.3 The Governance, Audit and Scrutiny (GAS) Committee considered the draft Statement of Assurance at its meeting of 12 June 2023 and endorsed its publication to the Authority.
- 4.4 Once approved, the Statement of Assurance will be published on the Authority's [website](#).

5. EQUALITY IMPLICATIONS

- 5.1 There is no requirement to carry out an equality impact analysis as this report does not relate to a policy or service delivery change.

6. CONCLUSION

- 6.1 This Statement demonstrates compliance with The Fire and Rescue National Framework for England (Revised 2018) and supports the achievement of the Authority's Strategic Plan objectives.
- 6.2 Members are requested to approve the Annual Statement of Assurance 2022/23 as set out at Appendix 1.

Matt Sutcliffe
Assistant Chief Fire Officer &
Executive Director of Corporate Services

Officer Contact

Simon Rhodes – Head of Corporate Assurance

☎ 07818 458399

✉ srhodes@humbersidefire.gov.uk

Gareth Naidoo – Senior Corporate Assurance Officer

☎ 07814 281092

✉ gnaidoo@humbersidefire.gov.uk

Background Papers

None

Glossary/Abbreviations

CRMP	Community Risk Management Plan
GAS	Governance, Audit and Scrutiny Committee

HUMBERSIDE FIRE AUTHORITY

ANNUAL STATEMENT OF ASSURANCE 2022/23

Introduction

1. The Fire and Rescue National Framework for England sets out a requirement for Fire and Rescue Authorities to provide annual assurance on financial, governance and operational matters and show they have had due regard to the expectations set out in their Community Risk Management Plan (CRMP) and the requirements included in the Framework.
2. The content of Humberside Fire Authority's (HFA) Statement of Assurance is based upon the former Department for Communities and Local Government *Guidance on Statements of Assurance for Fire and Rescue Authorities in England (2013)*.

Financial Assurance

3. The HFA places a great deal of emphasis on ensuring that its financial management arrangements meet the highest standards.
4. This is discharged through a number of key processes as follows:
 - The Annual Statement of Accounts is produced in line with accounting Codes of Practice, is scrutinised by the independent Governance, Audit and Scrutiny (GAS) Committee, approved by the Fire Authority and audited by independent external auditors prior to publication.
 - Management Accounts are distributed for consideration by the Strategic Leadership Team (SLT), the GAS Committee and the HFA.
 - An independent external audit view is given on an annual basis as to whether HFA is delivering a value for money service.

Governance Assurance

5. HFA has an approved 'Local Code of Corporate Governance' in accordance with the CIPFA/SOLACE Framework for Corporate Governance.
6. The Constitution of the HFA includes:
 - Committee Membership and Terms of Reference.
 - Scheme of Delegation to Officers.
 - Financial Procedure Rules.
 - Contract Procedure Rules.
 - Members' Code of Conduct.
 - Officers' Code of Conduct.
 - Protocol for Member and Officer Relationships.
 - Code of Corporate Governance.

The Constitution is published on the Authority's [website](#).

7. An Annual Governance Statement (AGS) is produced explaining how the HFA has complied with the Code of Corporate Governance and also meets the requirements of Regulation 4(3) of the Accounts and Audit (England) Regulations 2011. The AGS is published on the Authority's [website](#).

Operational Assurance

8. The Strategic Plan (SP) and CRMP have a three-year life cycle, reviewed annually in accordance with the Business Planning Framework. Both the SP and CRMP are published on the Authority's [website](#).
9. The SP 202-/24 includes strategic objectives across the following headings:
 - What we must do well.
 - How we support our communities.
 - We value and support the people we employ.
 - We efficiently manage the Service.
10. The CRMP 2021-24 takes account of the requirements of the National Framework, providing a detailed assessment of the risks facing our communities and firefighters and the measures taken to mitigate those risks.
11. Mutual aid arrangements are in place with other services and agencies to provide resilience for large scale or complex incidents, or events, where additional resources need to be called on. HFRS actively contributes to local and national resilience and has made its assets available to support local and national emergencies.
12. Business Continuity plans exist for generic, key functions and building asset risks and have been developed over many years in conjunction with partners. There is a coordinated approach to Business Continuity across HFA, including development, training, exercising and review. Arrangements are aligned to International Standard ISO22301.
13. A sequence of Bi-Annual Performance and Risk Reporting are provided to the HFA.

Conclusion

14. Due regard has been paid to the requirements placed upon HFA through the National Framework and other governance and financial frameworks.

Signed

.....
Councillor John Briggs
Chair of Humberside Fire Authority

.....
Phil Shillito
Chief Fire Officer and Chief Executive

ANNUAL PERFORMANCE REPORT 2022/23

1. SUMMARY

- 1.1 Humberside Fire Authority (HFA) publishes an Annual Performance Report (APR) detailing the performance of the Service for the previous year. The 2022/23 APR includes key data and information relating to prevention, protection, response, health, safety, environment and people activities, all of which are aligned to the Community Risk Management Plan (CRMP) and support the delivery of the Strategic Plan (SP)

2. RECOMMENDATIONS

- 2.1 That Members approve the draft APR, taking assurance from the methodologies and analytical approaches used to performance manage Service activities.

3. BACKGROUND

- 3.1 The draft APR (Appendix 1) provides a detailed overview of Service performance during 2022/23, pending a final process of quality assurance post HFA approval.
- 3.2 The content of the draft APR is aligned to both the CRMP and SP 2021/24, ensuring Service performance can be validated against the requirements of the Fire and Rescue National Framework for England.
- 3.3 Pending HFA approval, the APR will be published on the Services website to ensure accountability and transparency of performance.
- 3.4 Service Activity and Incident Descriptors (Appendix 2) provides a categorised reference list for Members against principle themes, topics and data detailed in the APR. This list will be published on the website alongside the approved APR.

4. REPORT DETAIL

Resourcing/financial/value for money implications

- 4.1 The report details the performance achieved in accordance with the resourcing to risk modelling used in the CRMP.

Impact on service delivery/organisation or residents and any Communication actions required.

- 4.2 The APR will provide the public with opportunity to both review and comment on the performance of HFRS. The publication of the report including accessibility and format were considered in the completed Equality Impact Analysis (Reference section 5).

Linkages to any strategic/corporate plans/policies.

- 4.3 The information in the APR can be used by Members and officers when taking decisions as to how best to mitigate strategic risks in accordance with CRMP, SP and Service Improvement Framework.

5. EQUALITY IMPLICATIONS

An equality impact analysis has been completed and there are no identified negative impacts on any protected characteristic groups.

6. CONCLUSION

- 6.1 That Members approve the draft APR, taking assurance from the methodologies and analytical approaches used to performance manage Service activities.

Steve Duffield
Area Manager Service Improvement

Officer Contact

Jamie Morris - Senior Service Improvement Officer

☎ 07970 969425

✉ jmorris@humbersidefire.gov.uk

Background Papers

Performance Reports, Strategic Plan and CRMP 2021-24 available on the [HFRS Website](#)
Home Office Fire and Rescue National Framework for England Click [here](#)

Glossary/Abbreviations

APR	Annual Performance Report
CRMP	Community Risk Management Plan
HFA	Humberside Fire Authority
HFRS	Humberside Fire and Rescue Service
SP	Strategic Plan



HUMBERSIDE FIRE AUTHORITY

ANNUAL PERFORMANCE REPORT 2022/23

ACCESS STATEMENT

If you require this information in an alternative language or format, such as Braille, audio or large print, copies can be requested via email: corporatecommunication@humbersidefire.gov.uk or Tel: 01482 565333.

إذا رغبت في الحصول على هذه المعلومات بلغة أخرى أو بشكل آخر مثل خط البريل أو معلومات صوتية أو بخط كبير يُمكنك تقديم طلب من خلال العنوان البريدي التالي:
corporatecommunication@humbersidefire.gov.uk أو الإتصال على رقم هاتف: 01482 565333

如果你欲索取此信息的别种语言或其他格式，例如点字法、语音或大型印刷字体，请以电邮的方式索取副本，电邮地址为
corporatecommunication@humbersidefire.gov.uk 或拨打这支电话 01482 565333.

如果你欲索取此資訊的別種語言或其他格式，例如點字法、語音或大型印刷字體，請以電子郵件的方式索取副本，電子郵件地址為
corporatecommunication@humbersidefire.gov.uk 或撥打這支電話 01482 565333.

ئەگەر ئەم زانیاریانەت بە زمان یان فۆرماتیکی تر، وەکۆو برەیل، دەنگ یان چاپی ئەستوور بویت، دەتوانیت لە رێگەی ئیمەیلی:
corporatecommunication@humbersidefire.gov.uk 565333 01482 داوای بکەیت.

ierakstā, lieldrukā, lūdzu rakstiet pieprasījumu e-pasta vēstulē uz šādu adresi: corporatecommunication@humbersidefire.gov.uk vai zvaniet pa tālruni 01482 565333.

Jei pageidaujate, kad ši informacija būtų pateikta kita kalba ar formatu, pvz. Brailio raštu, garso rinkmena ar stambiu šriftu, dėl tokių kopijų galite kreiptis el. pašto adresu: corporatecommunication@humbersidefire.gov.uk ar tel: 01482 565333.

Se necessitar desta informação numa outra língua ou formato, por exemplo em Braille, áudio ou letras grandes, pode solicitar cópias por email: corporatecommunication@humbersidefire.gov.uk ou Tel: 01482 565333.

Jeśli informacje te są Państwu potrzebne w innym języku lub formacie, np. w wersji alfabetu Braille'a, nagrania audio lub dużego druku, prosimy o kontakt pod adresem e-mail: corporatecommunication@humbersidefire.gov.uk lub numerem tel: 01482 565333.

Если вы хотите, чтобы эта информация была предоставлена вам на другом языке или в другом формате, например, азбукой Брейля, в звуковом варианте или большими буквами, вы можете попросить о нужном варианте по электронной почте:
corporatecommunication@humbersidefire.gov.uk или по тел: 01482 565333.

CONTENTS

1 Foreword	4	6 Response	19	9.4 Vehicle Fleet	42
2 Equality and Inclusion	5	6.1 Response Standards	19	9.5 Water and Energy Use	43
2.1 Our Communities and Workforce	5	6.2 Attendance Times	21	10 Corporate	44
2.2 Our Equality and Inclusion Commitment Statement	6	6.3 Emergency Call Handling	22	10.1 HMICFRS Round 2 Inspections	44
3 Governance	7	6.4 Availability of Fire Stations	23	10.2 Internal Audit	45
4 Key Performance Data	9	6.5 Incident Activity	24	10.3 Freedom of Information	45
4.1 Key Incident Activity	9	6.6 Rescues	26	10.4 Data Protection	46
4.2 Protection Activity	10	6.7 Road Traffic Collisions	27	10.5 Communications	48
4.3 Prevention Activity	10	7 Incident Activity by Unitary Authority	29	11 How Can You monitor Our Performance?	49
4.4 Response	11	7.1 Hull	29	12 Glossary	50
4.5 Environment	11	7.2 North East Lincolnshire	30	13 Contact Details	51
4.6 People	12	7.3 North Lincolnshire	31	14 Other Documents	53
4.7 Public Feedback	12	7.4 East Riding	32		
5 Prevention & Protection	13	7.5 Further Breakdown of Specific Sample of Special Service Categories	33		
5.1 Prevention	13	8 People	35		
5.2 Children and Young People Activities	14	8.1 Establishment	35		
5.3 Deliberate Fires	14	8.2 Sickness Absence	35		
5.4 Fire Deaths	15	9 Health, Safety and Environment	39		
5.5 Accidental Dwelling Fires	15	9.1 Health and Safety Overview	39		
5.6 Smoke Alarms	16	9.2 Accidents and Near Misses	39		
5.7 Causes of Accidental Dwelling Fires	17	9.3 Accidents by Cause	41		
5.8 Protection	18				

1. FOREWORD

by the Chief Fire Officer & Chief Executive and Chair of Humberside Fire Authority



**Chair of Humberside
Fire Authority
John Briggs**

Welcome to the Humberside Fire Authority's Annual Performance Report, which provides an overview of the Service's performance during the 2022-2023 period. Throughout this time, we have upheld our statutory duties as an emergency service and are proud to report that we have achieved a 'Good' rating across all inspection criteria by His Majesty's Inspectorate of Constabularies and Fire and Rescue Services (HMICFRS) in their independent assessment of the Service.

We are proud to report that during the 2022-2023 period, the Service exceeded our targets for responding to Dwelling Fires and Road Traffic Collisions (RTC). Our first engine arrived within the specified time frame 96% of the time (depending on the level of risk), which is well above our minimum standard of 90%. However, we did experience a 4% increase in the total number of emergency incidents attended, responding to 14,467 incidents during 2022-2023 compared to 13,918 during 2021-2022. We continued to work closely with our partner agencies to tackle any underlying issues.

At the beginning of 2022, as war broke out in Ukraine, we supported the people of Ukraine by donating thousands of pieces of fire kit and a fire engine to the charity FIRE AID as part of an emergency services convoy to our colleagues in the Ukraine Fire Service. We would like to extend our thanks to Howdens Joinery, whose staff kindly helped sort and pack the fire kit before dispatch. Our staff also gave their personal time to work with local charities to facilitate several fire stations becoming donation points for our community to donate non-perishable items that were then transported to Ukraine.



**Chief Fire Officer
and Chief Executive
Phil Shillitto**

During the summer of 2022, fire services across the country declared major incidents due to record-breaking temperatures that led to numerous outdoor fires spreading furiously across parts of the country, including the Humber region. During this period of high demand, we responded to three and a half times more than the average number of incidents. At the start of 2023, we launched a public consultation on our risk plan, known as the Community Risk Management Plan. We asked our communities to comment on how we manage risks across the Humber region and to share any concerns regarding the impact of climate change on flooding and outdoor fires that may affect the region in the years to come.

We are committed to delivering an effective and efficient service that prioritises the safety and well-being of our staff and communities. An organisation that fosters open communication, diversity, and inclusivity while maintaining the highest standards of professionalism. Through ongoing training and development, we aim to continually improve our service delivery and meet the evolving needs of our communities.

2. EQUALITY AND INCLUSION

2.1 OUR COMMUNITIES AND WORKFORCE

Humberside Fire Authority covers the four Unitary Authority areas of Kingston upon Hull, the East Riding of Yorkshire, North Lincolnshire and North East Lincolnshire. The area has a total population of approximately 936,000 and covers a geographical area of 1360 square miles.

Across the area, 5% of our community are from a black or minority ethnic background. The following table shows the population, area, gender and ethnicity of each of the Unitary Authorities according to their respective published data.

UNITARY AUTHORITY	Population	Area square miles	Gender	Ethnicity
Hull	267,013	28	Female 50.1% Male 49.9%	8.2% ethnic minority 91.8% white
East Riding of Yorkshire	342,215	930	Female 51% Male 49%	2.6% ethnic minority 97.4% white
North East Lincolnshire	156,967	74	Female 51.1% Male 48.9%	3.8% ethnic minority 96.2% white
North Lincolnshire	169,684	328	Female 50.7% Male 49.3%	5.7% ethnic minority 94.3% white

We have 31 Fire Stations, 12 are crewed by Full-Time firefighters and 19 by On-Call firefighters. Three of the Full-Time stations have mixed crewing of both Full-Time and On-Call firefighters. Our First Responder (Medical Response) teams respond to immediate life-threatening calls received from the ambulance service to provide early intervention. In the Hull area we have a Falls Intervention Response and Safety Team (Hull First), established to deal with non-life threatening fall incidents, and as emergency first responders.

Our Control Room is located at Service Headquarters in Hull. It operates 365 days a year, 24 hours a day. Support services are also based at Service Headquarters in Hull.

Emergency Services Fleet Management (Humberside) Ltd is a Jointly Controlled Local Authority Company, staffed from both Humberside Police and Humberside Fire and Rescue Service (HFRS). The Company maintains all the vehicles and operational equipment of both organisations.

Our workforce profile shows a gender split of 76% male, 22% female and 2% prefer not to say across the whole workforce, with a split of 89% male, 9% female and 2% prefer not to say for operational staff. The workforce is predominantly white male. We remain broadly proportionate to the communities we serve with regard to ethnic minority of staff employed across the whole Service. We have an ageing workforce as demonstrated by the table below.

AGE GROUP	17-24	25-35	36-45	46-55	56-65	66+
Headcount	28	185	260	302	102	13

As well as responding to emergencies, we provide preventative services to the public to help them prepare for emergencies, reduce the likelihood of emergencies happening and reduce their impact if they do happen. This work includes Home Fire Safety visits to vulnerable people and the fitting of safety equipment where needed. Work is undertaken with partners to reduce the number of Road Traffic Collisions in our area. We have a legal responsibility to enforce fire safety legislation and we provide advice to businesses to help them comply with the law.

As with many other public services, we are facing challenging financial times which will impact upon the way services are delivered. Despite this, fire engines routinely get to incidents quicker than our target times and we continue to strive to make communities safer from the risk of fire. We will continue to deliver effective and efficient prevention services targeted at the most vulnerable in the community and a highly effective response service to deal with emergencies when they do occur.

2.2 OUR EQUALITY AND INCLUSION COMMITMENT STATEMENT

We aim to continuously improve the standards of service we provide to the communities we serve. We work with our diverse communities to provide equality of access to our services for those who have a protected characteristic identified under the Equality Act 2010, in order to provide fully inclusive, accessible, effective and efficient services. We recognise the importance of, and are committed to, promoting equality and inclusion in the provision of our services and to our employees. We are committed to encouraging equality and diversity amongst our workforce and to eliminating unlawful discrimination. We continue to aim for our workforce to be representative of the communities we serve and for each of our employees to feel respected and to be able to give their best.

We recognise our legal responsibilities under the Equality Act 2010. Specifically, the Public Sector Equality Duty (PSED) to eliminate unlawful discrimination, harassment and victimisation, advance equality of opportunity, foster good community relations and have an engaged, fairly treated and motivated workforce. In particular, we oppose and are committed to eliminating all forms of unfair treatment at work based on age, disability, sex, race or national origin, religion and belief, sexual orientation, gender reassignment, marital or civil partnership status, pregnancy or maternity, political opinions, trade union activity or membership, lack of trade union activity or membership or spent criminal convictions not relevant to the post.

We aim to promote equality, fairness and respect for all of our employees. In working to protect and keep communities and individuals safe from fire and other emergencies, we recognise that people's needs may be different and that some people will be more at risk of fire and emergencies than others. We aim to target our services and resources to protect the whole community and to reduce the additional risks faced by some. In developing appropriate services, we will work to engage and involve our communities.

3. GOVERNANCE

The Fire and Rescue National Framework for England details the governance requirements of the Fire and Rescue Authority. Principal to this is that the Fire and Rescue Authority has a statutory duty to ensure provision of their core functions as required by the Fire and Rescue Services Act 2004.

To effectively manage statutory governance requirements the Service implements a 'Business Planning Framework' to review and schedule the required compliance activities to be completed annually. This includes the creation and / or review of documentation such as the Community Risk Management Plan (CRMP), Annual Statement of Assurance and Financial Plans.

The Service uses the CRMP (3 year plan reviewed annually) to detail the assessed risk in the authority area, activities used to mitigate those risks and the effective allocation of associated resources. To fulfil the intended delivery outcomes in the CRMP the Service publishes a 'Strategic Plan', which states the mission and associated objectives for the Service.

Our Mission...

Safer communities, safer firefighters.

Keeping communities in the Humber area safe, keeping our firefighters safe.

Contributing to the emergency response capabilities of the UK.



HUMBERSIDE
Fire & Rescue Service



What we must do well

- 1.1** Continue to complete planning arrangements and interventions to reduce fire related fatalities or casualties.
- 1.2** Effectively deliver activities to prevent fires and other emergency incidents.
- 1.3** Protect the public from fires and other risks by delivering fire regulation, legislation and protection activities.
- 1.4** Efficiently manage our resources to meet current risk.



How we support our communities

- 2.1** We understand our community and the risks they face.
- 2.2** We help the public and businesses to stay safe.
- 2.3** We respond quickly and effectively to emergency incidents.
- 2.4** We treat everyone in an open and fair manner.



We value and support the people we employ

- 3.1** We encourage, attract and retain a diverse range of people to help us provide the best service.
- 3.2** We develop and cultivate a highly trained, competent workforce.
- 3.3** We promote our principles and expected behaviours, and are ethical, transparent and accountable.
- 3.4** We ensure the health, safety and wellbeing of our staff.



We efficiently manage the Service

- 4.1** We deliver sound financial control and resilience.
- 4.2** We make appropriate use of public money and deliver value for money.
- 4.3** We promote good governance and ensure openness, transparency and accessibility.

**Strategic Plan
2021 - 2024**

4. KEY PERFORMANCE DATA

Where appropriate Service Performance Indicators (SPI) are performance managed against calculated thresholds to define the range between high and low performance values for each of the different incidents. Thresholds enable the Service to analyse trends more accurately and less reactionary, enabling the deployment of resources and / or intervention activities more effectively.

4.1 KEY INCIDENT ACTIVITY	Targets 2022/23	Actual 2021/22	Actual 2022/23	Within threshold
Automatic fire alarm activations in non-domestic premises.	Between 944 and 1236	1091	882	Yes*
Number of Accidental Dwelling Fires.	Between 316 and 474	395	359	Yes
Number of high severity Accidental Dwelling Fires.	Between 6 and 52	16	38	Yes
Number of other accidental fires.	Between 148 and 300	225	290	Yes
Number of deliberate small fires.	Between 1334 and 3004	2168	2721	Yes
Number of deliberate property fires. (excludes prisons).	Between 319 and 523	421	468	Yes
Number of fatalities from Accidental Dwelling Fires.	Aspirational 0	2	7	Increased by 5
Total injuries from fire related incidents.	Aspirational 0	21	29	Increased by 8

* Automatic fire alarm activations are positively below threshold.

4.2 PROTECTION ACTIVITY	Targets 2022/23	Actual 2021/22	Actual 2022/23	Target outcome
Fire safety enforcement notices issued.	No set performance targets	26	36	N/A
Prohibition notices issued.		11	15	
Alteration notices issued.		9	4	
4.3 PREVENTION ACTIVITY	Targets 2022/23	Actual 2021/22	Actual 2022/23	Target outcome
Home Fire Safety Visits.	5110	7530	7291	Above target
Arson prevention.	No set performance targets	2075	861	N/A
Fire Setter Intervention.		184	117	
School visit.		188	230	
Number of children engaged with.		14337	14266	
Youth Diversion.		54	69	
Alarm replacement/equipment delivery.		591	281	
Hotshot/Leaflet drop.		5817	1674	
Other prevention activity (including 3589 Fire Fatality Profile activity)		8888	8094	

4.4 RESPONSE	Targets 2022/23	Actual 2021/22	Actual 2022/23	Target outcome
The first fire engine mobilised to Dwelling Fires or Road Traffic Collisions (RTC) is in attendance within the specified times:				
Dwelling Fires High Risk Areas 8 minutes Medium Risk Areas 12 minutes Low Risk Area 20 minutes RTC any area 15 minutes	90%	97.71%	96.15%	Above target
Second fire engine mobilised to a Dwelling Fire or a Road Traffic Collision is in attendance within 5 minutes of the first fire engine arriving at the incident.	80%	89.27%	86.67%	Above target
Mobilising our resources to Dwelling Fires within 90 seconds of receiving an emergency call.	75%	84.68%	83.48%	Above target
Rescues from all incident types.	No set performance targets	1301	1234	N/A
4.5 ENVIRONMENT	Targets 2022/23	Actual 2021/22	Actual 2022/23	Target outcome
Electricity usage.		1,921,543 Kw/h	1,859,392 Kw/h	
Gas usage.	No set performance targets	4,588,494 M ³	3,335,364 M ³	N/A
Water usage.		9,482 M ³	13,210 M ³	
Vehicle diesel fuel usage.		274,764 ltrs	311,981 ltrs	

4.6 PEOPLE	Targets 2022/23	Actual 2021/22	Actual 2022/23	Target outcome
Average day's sickness absence per employee.	8.2	6.93	8.35	Above target
Number of work-related accidents.	Aspirational reduction to 0	53	68	N/A
Number of reported near misses.	Aspirational increase	124	139	N/A
4.7 PUBLIC FEEDBACK	Targets 2022/23	Actual 2021/22	Actual 2022/23	Target outcome
Number of Complaints.		36	37	More received than 2021/22
Number of Complaints upheld.	Aspirational decrease	18	14	
Number of Complaints not upheld.		18	23	
Number of Compliments.	Aspirational increase	69	70	More received than 2021/22

5. PREVENTION & PROTECTION

Prevention and Protection teams are centrally managed and are deployed to areas of risk. Risk is identified by an annual analysis process which sets the workstream priorities for the year ahead.

We evaluate and monitor our performance to look for smarter and more efficient ways to ensure our communities are safer places to live and work. Data plays a big part in our risk profiling. We use our data in conjunction with social segmentation, NHS, Local Authority data and open data sets such as energy performance certificates to build up matrices of risk. This allows us to access the people and businesses who are most vulnerable to the risk of fire.

Referrals from partners are an important part of being able to access the most vulnerable homes and businesses and we cultivate those relationships, training other agencies to recognise fire risk.

We are developing additional mobile capability for the efficient delivery of Prevention and Protection activities. We work within the National Fire Chiefs Council (NFCC) framework on projects such as national data collection, the Person-Centred Framework and Fire Standards. We are involved nationally and regionally with health partners, including Public Health England and NHS England, instigating several activities in partnership to improve data sharing, health and quality of life outcomes for those most at risk in our communities.

5.1 PREVENTION

We provide Home Fire Safety Visits to our communities, an important element of the preventative work carried out across our area. This service provides people with guidance and support to keep them safe from fire and other emergencies and broadly follows the principles below:

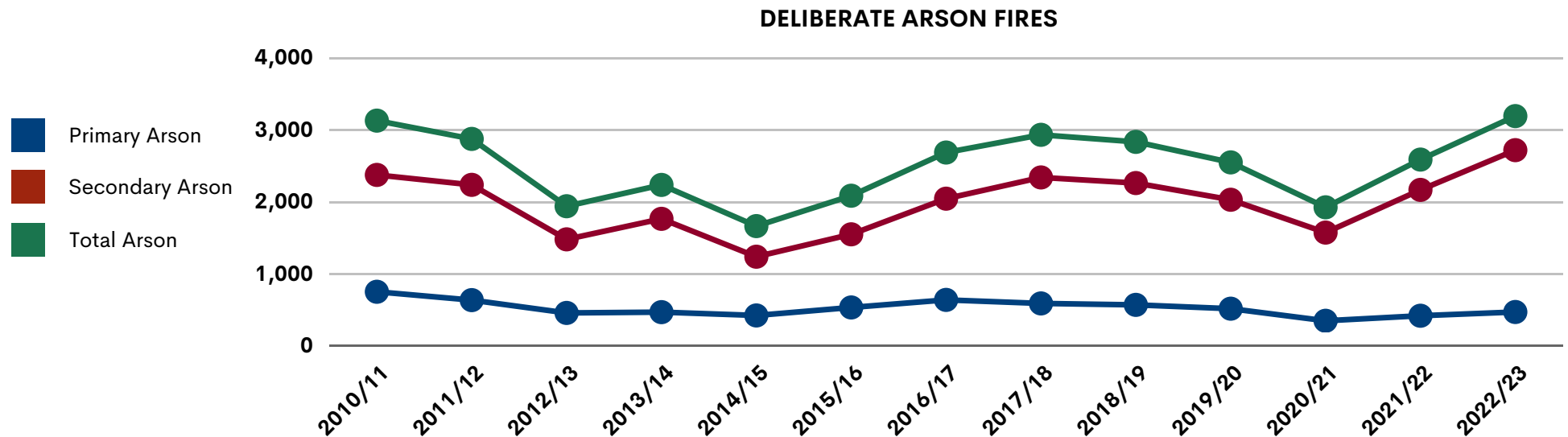
- Identification of fire risk while in the home
- Provision of safety advice
- Provision of appropriate risk reduction equipment
- Referral to specialist advice and support where appropriate
- A light touch health check for vulnerable individuals in the home

5.2 CHILDREN AND YOUNG PEOPLE ACTIVITIES

Our targeted School Education and Youth Engagement programmes form an integral part of our delivery to young people on issues around fire, road, and water safety. We target schools on a risk basis and consider themes that may be current on social media platforms to be included in our educational talks. We ensure that educational material with a strong fire safety theme is freely available to teachers and that we respond to requests for guidance or support.

5.3 DELIBERATE FIRES

Primary arson has remained very stable for a long period of time, whilst secondary arson has shown more variation and in the last two years, has increased. The two most frequently ignited property types in deliberate fires during 2022/23 were loose refuse and vegetation accounting for 65% of all the deliberate fires. Compared to 2021/22, there have been 604 more arson incidents, which equates to an increase of 23%. During 2022/23 we have reacted to an increase in incidents and anti-social behaviour in pockets of Humberside, particularly in Hull. We have worked closely with partners such as Humberside Police to reduce these incidents. We saw a significant increase in incidents when the country faced intense and prolonged heatwaves during July and August. This included some notable outdoor and vegetation fires in our area.



5.4 FIRE DEATHS

Sadly, during 2022/23, seven people died in Accidental Dwelling Fires in our Service area and this is five more than the previous year. We know that there are large numbers of vulnerable people within our communities, and this continues to present the Service with some significant challenges. The number of people injured in Accidental Dwelling Fires was 24, which, whilst a low number, is 41% higher than the previous year. We strive to reach the people who are most likely to be injured or die in a fire using data science models, with relevant data in conjunction with the NFCC home fire safety check online system, which has been specifically tailored for self and partner referral.

5.5 ACCIDENTAL DWELLING FIRES (ADF)

ADFs are the main cause of preventable fire deaths and injuries. In 2022/23, we attended 359 ADFs; this is a decrease of 9% from the previous year's total of 395 incidents.



5.6 SMOKE ALARMS

You are four times more likely to die in a fire at home if you haven't got a working smoke alarm and escape plan (www.gov.uk/firekills). For this reason, we invest a large amount of our time in ensuring residents have a working smoke alarm and an escape plan. During 2022/23 we found that 78% (282) of the homes where an accidental fire occurred had a smoke alarm fitted and 85% of the smoke alarms activated during the fire. Typical reasons for not activating included missing or defective batteries and the smoke alarms being in a different room from where the fire started.

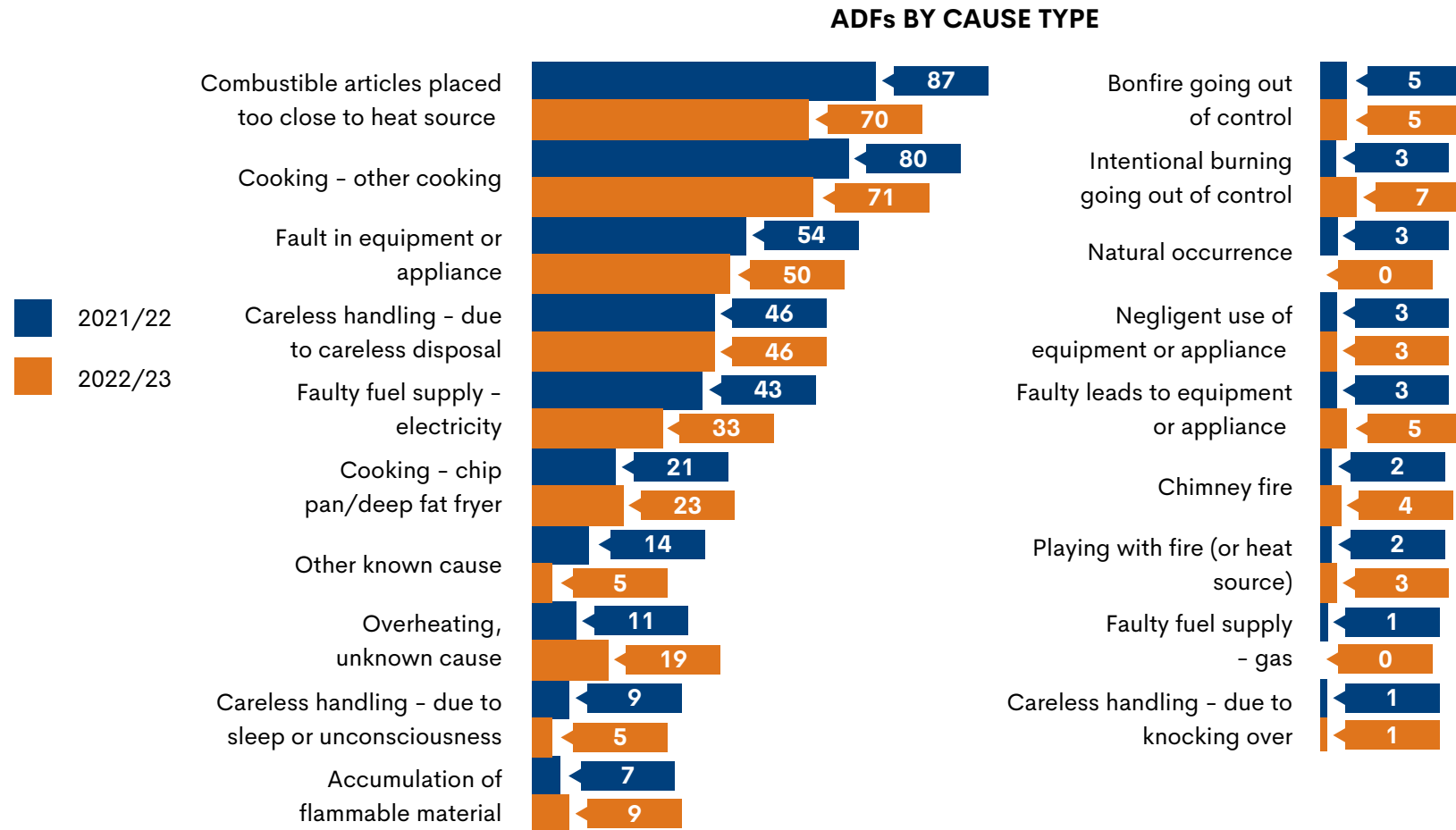
During 2022/23, 2321 alarms were fitted in the Service area by our employees. This figure is a combination of smoke and sensory alarms. 2108 of these alarms were fitted at Home Fire Safety Visits*, based upon occupant risk and vulnerability.

*The remaining alarms were fitted during re-visits to properties that have already had alarms fitted and from post incident attendances.



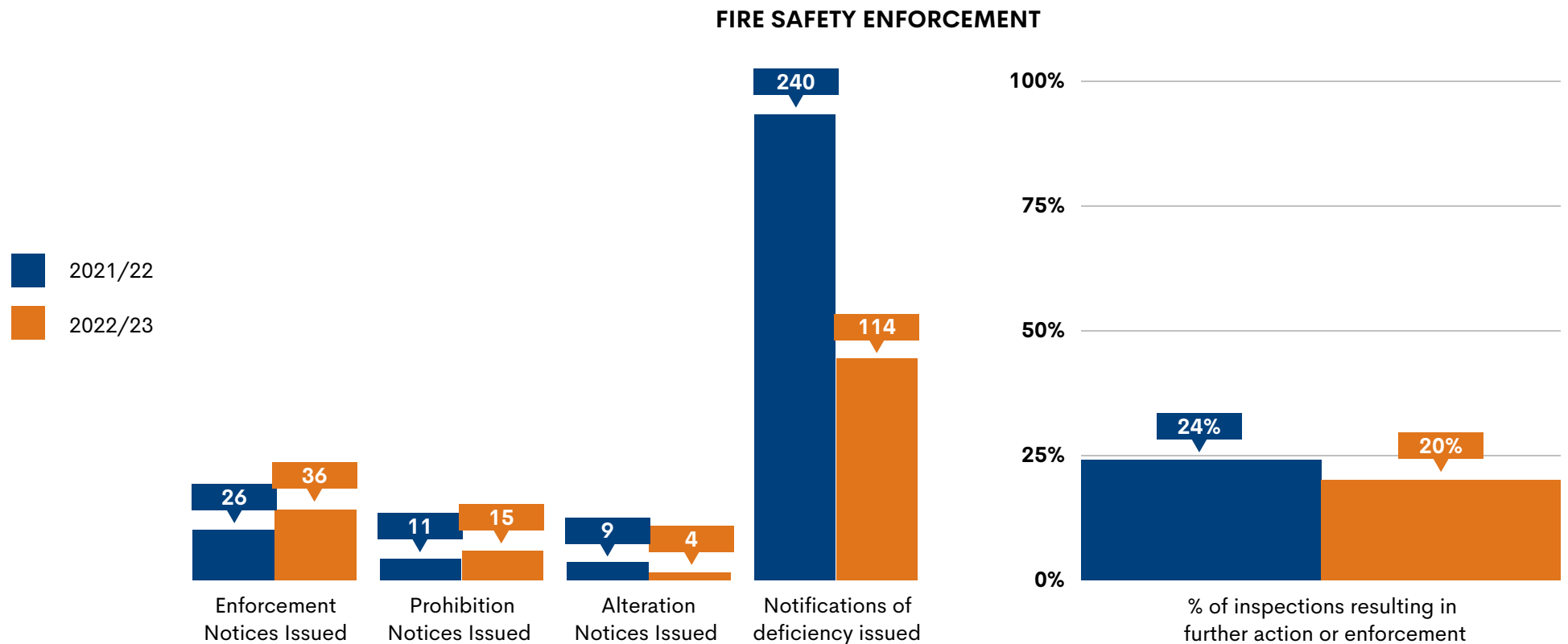
5.7 CAUSES OF ACCIDENTAL DWELLING FIRES

The chart below shows that 26% of the ADFs that we attended in 2022/23 involved cooking. The kitchen is the place most fires start with 40% of the ADFs involving a cooking appliance as the source of ignition.



5.8 PROTECTION

HFRS has implemented a data science model to ensure we carry out inspections at those premises which pose the greatest risk from fire; our inspections will continue to target premises to reduce that risk. Our crews also carry out engagement visits with lower risk premises to advise on fire safety, referring any problems to our inspectors who will then carry out an audit where necessary. For any fire safety deficiencies found, we will take informal or formal action to ensure that such premises are made safer for our communities. 20% of our audits found premises that required an enforcement of varying types. 66% of the crews' engagement visits raised a fire safety problem requiring referral, further action, or specific advice to the occupier.



6.

RESPONSE



The Service operates under a Service Delivery Structure with four districts that are divided by the physical boundary of the Humber estuary and river into North (Hull and East Riding) and South (North Lincolnshire and North East Lincolnshire). The respective Service Delivery Teams have the responsibility for all operational and safety matters in their area.

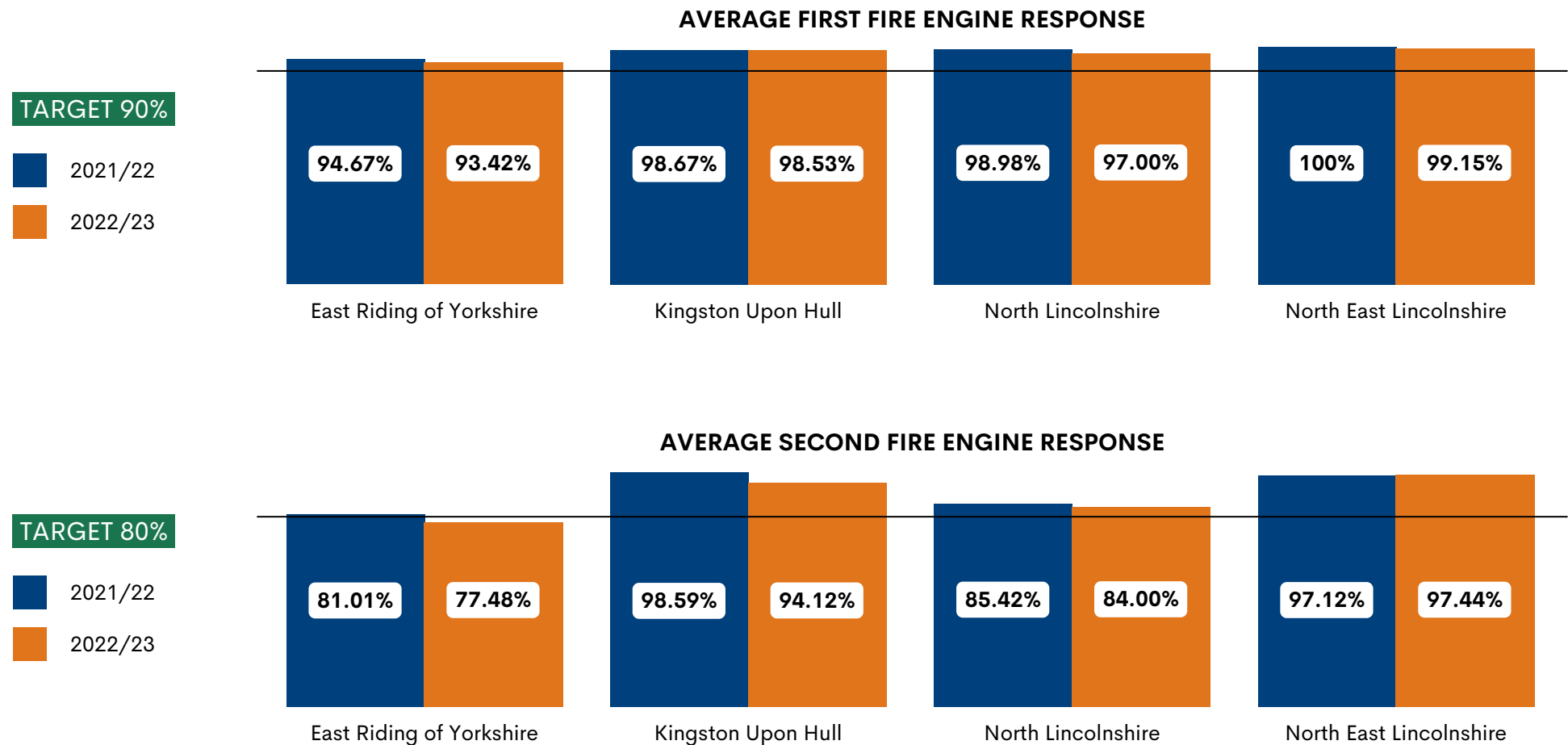
6.1 RESPONSE STANDARDS

Our Response Standards tell how quickly we aim to have a fire engine in attendance at an incident. They are based on (Domestic) Risk Areas, assessed as High, Medium or Low. To enable us to assess the dwelling risk within our communities, our area is divided into 41 groupings of around 20,000 residents, we call these 'Risk Regions' that vary in geographical size. The Dwelling Risk rating is based upon the casualty and fatality rate per head of population within each Risk Region.

Two fire engines will be mobilised to Dwelling Fires and Road Traffic Collisions. The first aims to be in attendance within the following times, on a minimum of 90% of occasions.

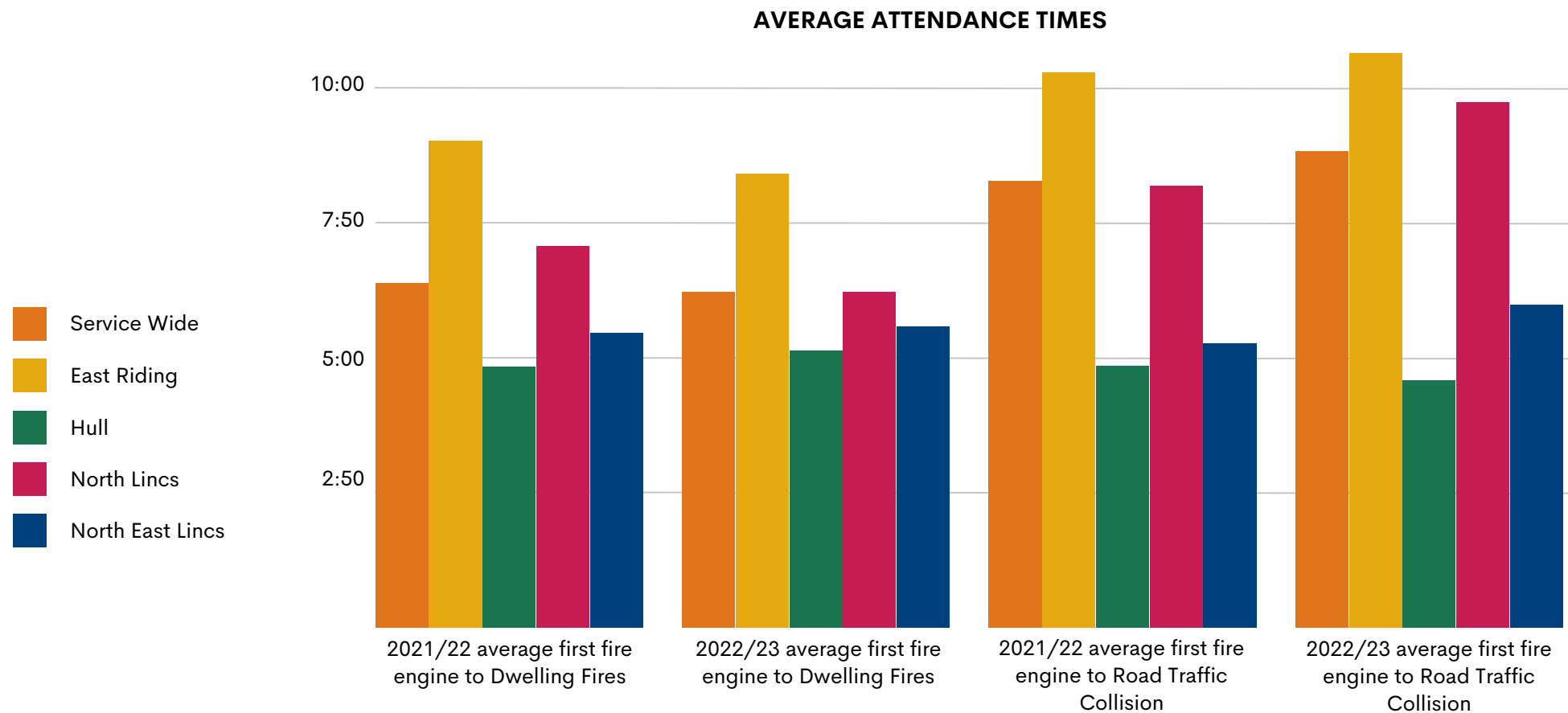
High Risk Area	8 Minutes
Medium Risk Area	12 Minutes
Low Risk Area	20 Minutes
Road Traffic Collision in any Risk Area	15 Minutes

The second fire engine mobilised to a Dwelling Fire or a Road Traffic Collision, aims to be in attendance within five minutes of the first fire engine arriving at the incident, on a minimum of 80% of occasions. Despite the standards we set for attending incidents across the Service area being some of the most challenging, given the geographical size encompassing a diversity of rural and urban landscapes, we continue to exceed our target for average first engine response.



6.2 ATTENDANCE TIMES

Across the Service our average attendance time to Dwelling Fires is 6 minutes and 13 seconds for the year 2022/23. This is a decrease of 10 seconds from our previous average of 6 minutes and 23 seconds in 2021/22. The time taken to attend a Road Traffic Collision has increased to 8 minutes and 49 seconds, from 8 minutes and 17 seconds in 2021/22. Attendance times in the East Riding of Yorkshire and North Lincolnshire are slower than other areas that we cover. The reason for this, is the rural landscape, and these areas have a higher percentage of On-Call duty system Fire Stations, compared to our more urban areas.

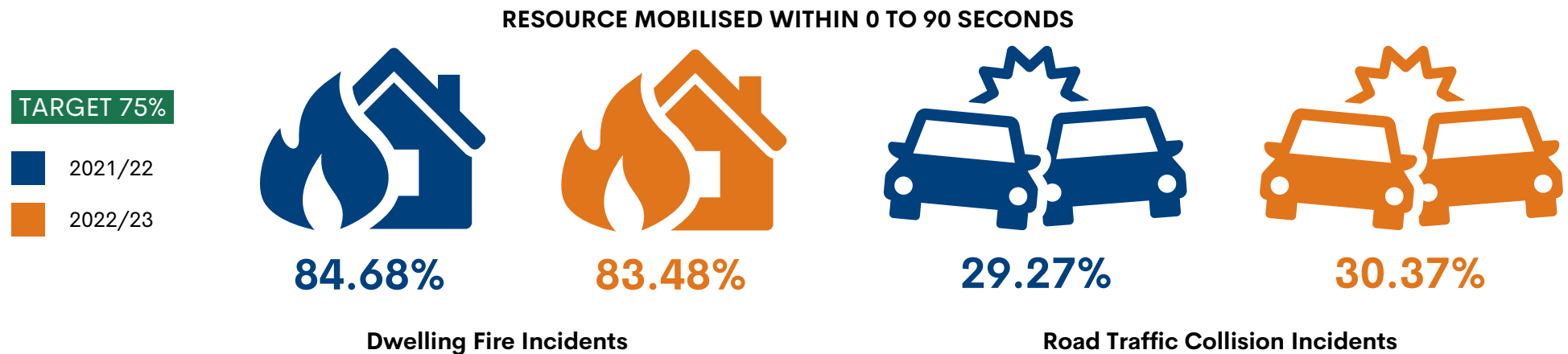


6.3 EMERGENCY CALL HANDLING

Our response to an emergency starts with our Control Room; this is where our emergency calls are received and assessed before an appropriate initial response is mobilised. Our performance standard requires that emergency calls to all incidents have a response mobilised within 90 seconds on 75% of occasions. Mobilisations to Road Traffic Collision incidents are generally slower due to the need to establish accurate location details. This is particularly relevant in our rural communities, where street names and house numbers are not always as easily available or identifiable to the caller.

Ensuring that the fastest and most appropriate response is mobilised to an incident is our key priority during emergency call handling. We have accepted that it may take our Control Room staff a little longer to extract quality information from 999 callers, however, this further assists our dynamic approach to mobilising and provides our responding crews with further insight to the incident they are attending. The Control Room have the capability to use 'what3words' downloadable application to support people in communicating their location when not fully known.

During events such as extreme flooding and large incidents, emergency Control Rooms can become inundated with a high volume of emergency calls. The consortium arrangements between Humberside, Lincolnshire, Hertfordshire and Norfolk Fire and Rescue Services deliver an integrated call handling and mobilising solution, with significantly improved resilience and partnership working.

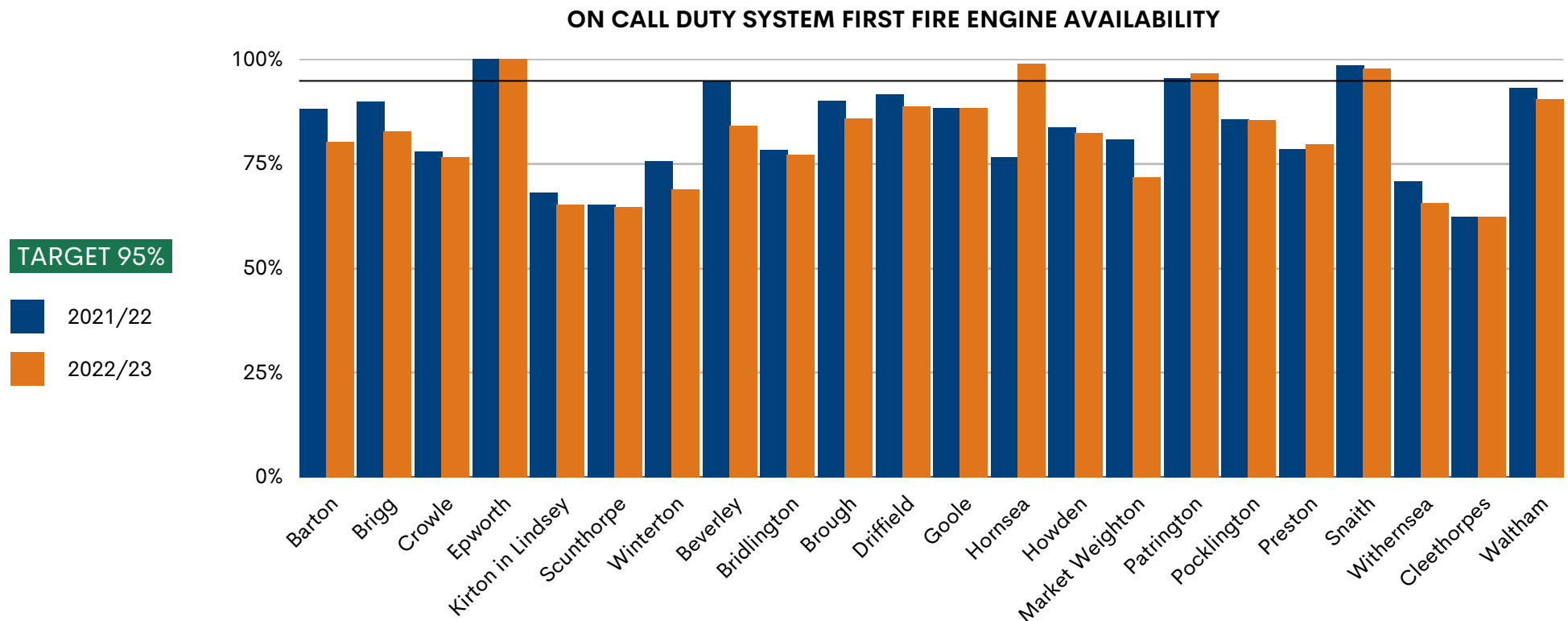


6.4 AVAILABILITY OF FIRE STATIONS

Optimum Crewing Model – Our optimum crewing availability model is informed and managed against Service response standards which are: 100% Full-Time, 95% On-Call (First Fire Engine) and 80% On-Call (Second Fire Engine).

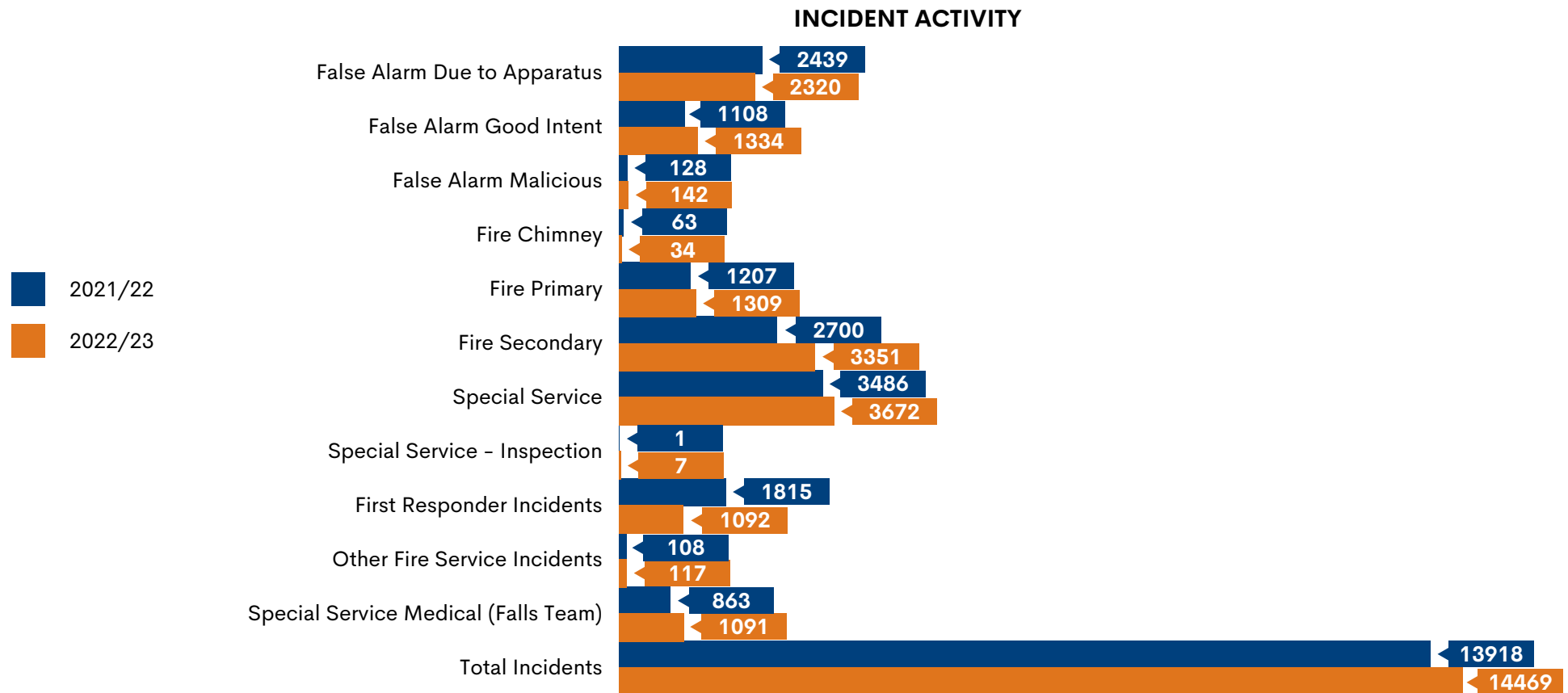
On-Call Duty System Fire Stations – Our 22 On-Call Duty System Fire Stations are crewed by individuals living and often working within the local communities around the Fire Station. The performance standard for the first fire engine (some Fire Stations have two fire engines) is 95% availability, this has been achieved by 18% of our Fire Stations in 2022/2023.

Full-Time Duty System – Stations are crewed 24/7 by Full-Time firefighters. Availability for first and second fire engines is consistently achieved by all Fire Stations.



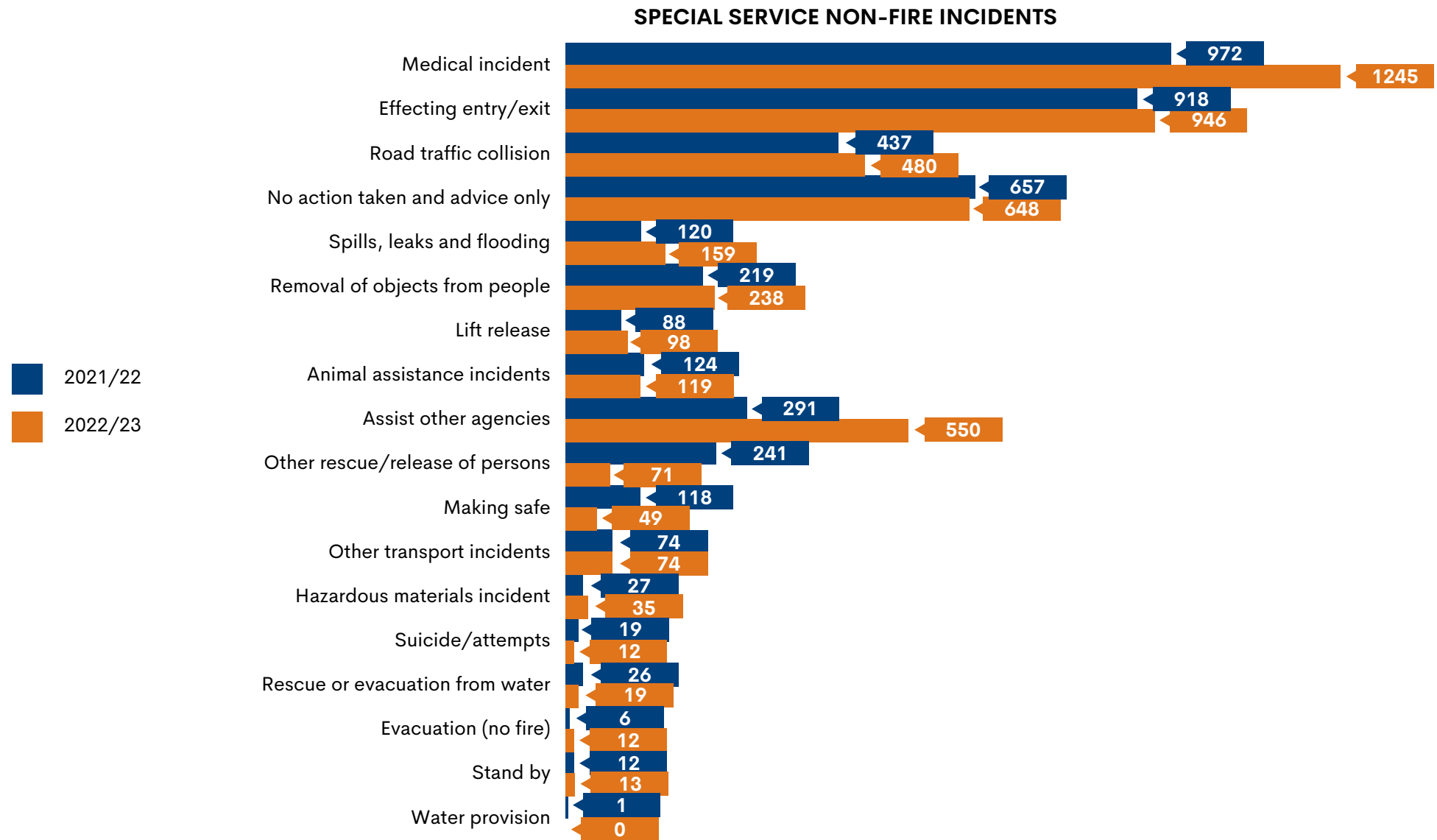
6.5 INCIDENT ACTIVITY

Data identifies we have attended 551 more incidents, resulting in a total increase of 102 primary fires and a total increase of 651 secondary fires in 2022/23 compared to 2021/22. There has been a total increase of 185 Special Service incidents in 2022/23 compared to 2021/22. Overall, there has been a 4% increase in total number of incidents in 2022/23 compared to 2021/22.



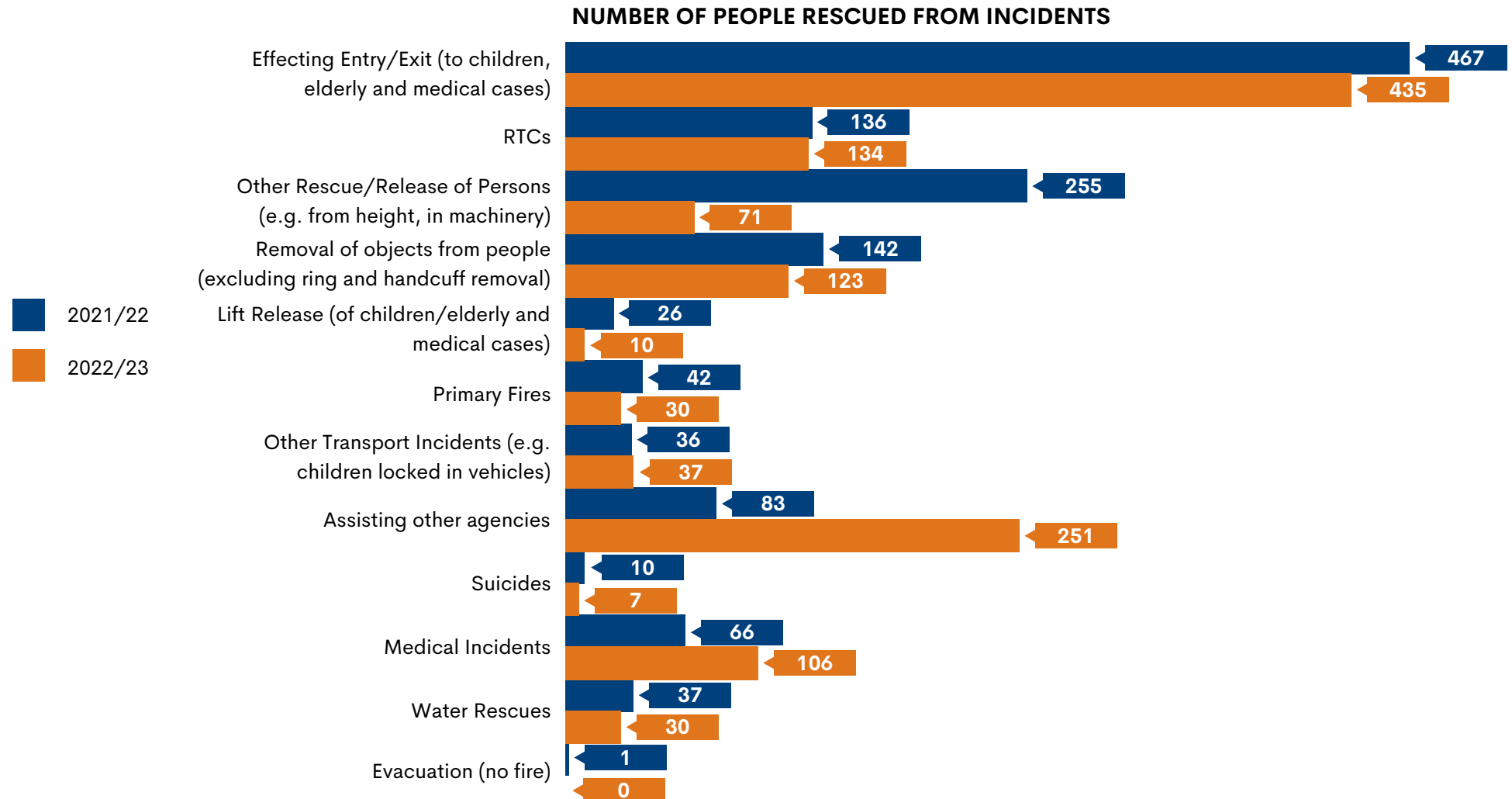
All the incident types stated above are expressed in terminology used by the Ministry of Housing, Communities and Local Government (MHCLG) to collate national statistics through our Incident Recording System (IRS). For a definition of these incident types please refer to the glossary section of this report.

Of the incidents we attended in 2022/23, 4768 were Special Service non-fire incidents. The highest percentage of these were medical incidents; the following graph shows the variety of non-fire incidents that we attend in our communities.



6.6 RESCUES

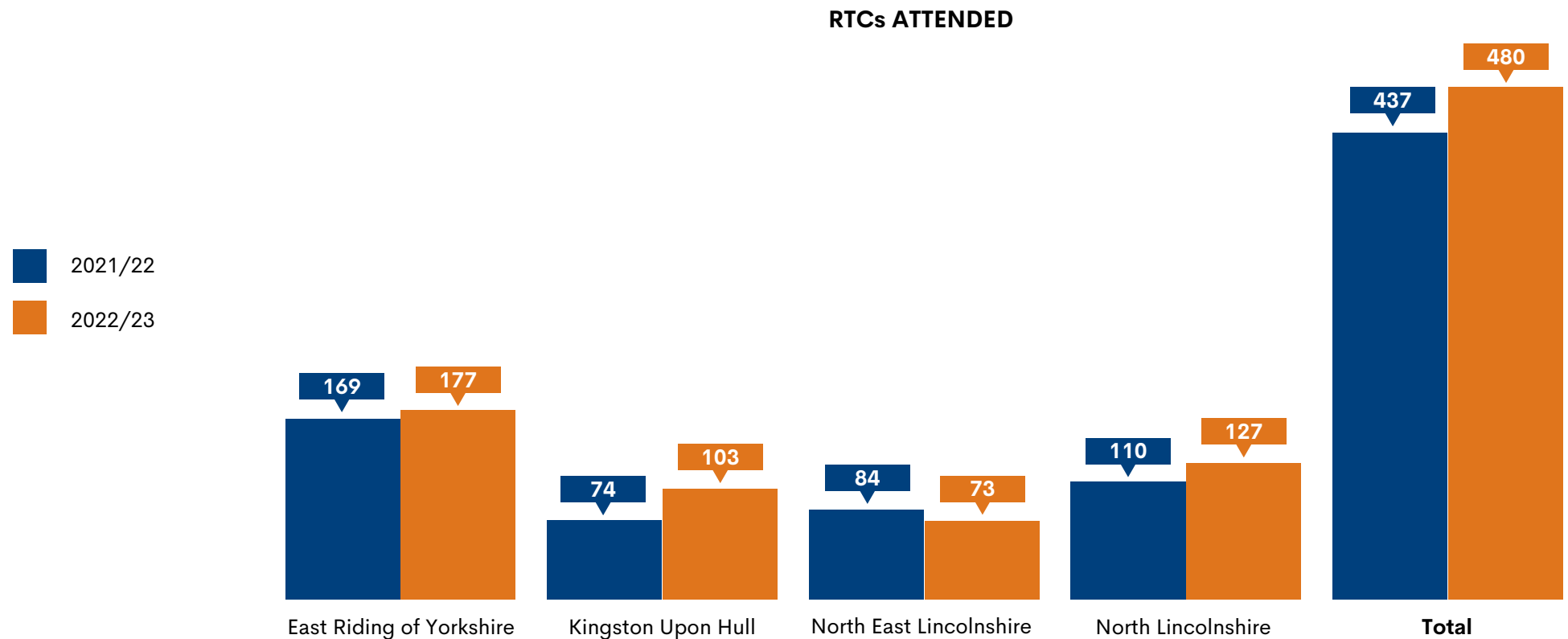
During 2022/23 we rescued 1234 people, with effecting entry / exit incidents accounting for 35% of the overall total. Assisting other agencies showed a increase of 168 rescues with 251 in 2022/23 compared to 83 in 2021/22.



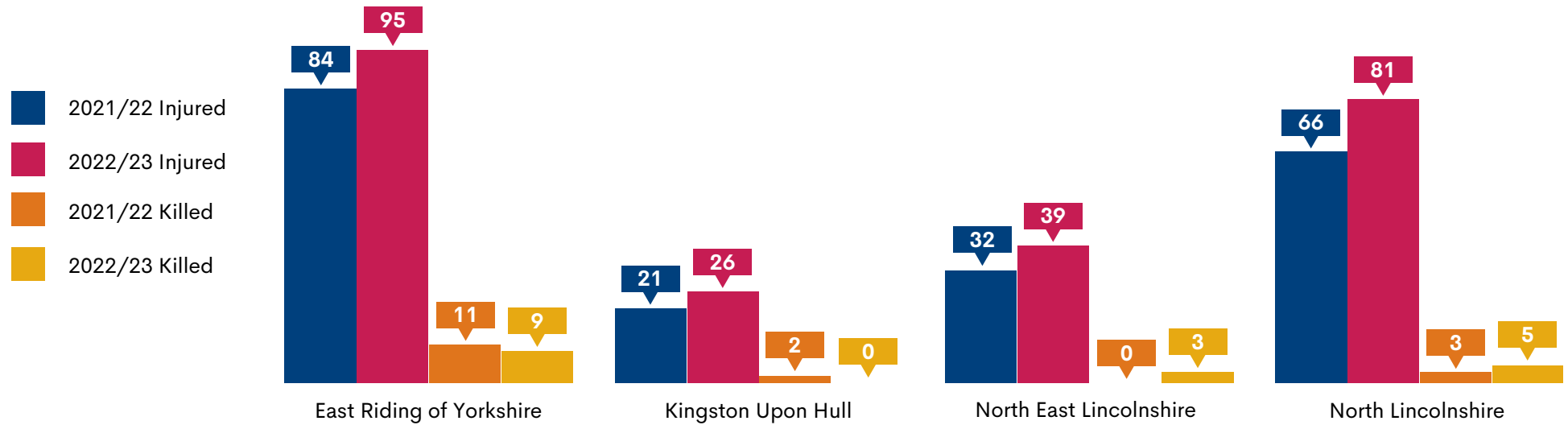
6.7 ROAD TRAFFIC COLLISIONS (RTC)

We work in partnership with Safer Roads Humber to try and reduce the number of RTCs, and the number of people killed or seriously injured. In 2022/23 the number of RTCs we attended was 480, which is an increase of 43 compared to the 437 we attended in 2021/22.

Sadly, the number of people killed in RTCs we attended in 2022/23 was 17, an increase of 1 compared to 2021/22. The total number of people injured increased from 203 in 2021/22 to 241 in 2022/23 (18%). We are not called upon to attend all RTCs, only those requiring our specialist intervention.

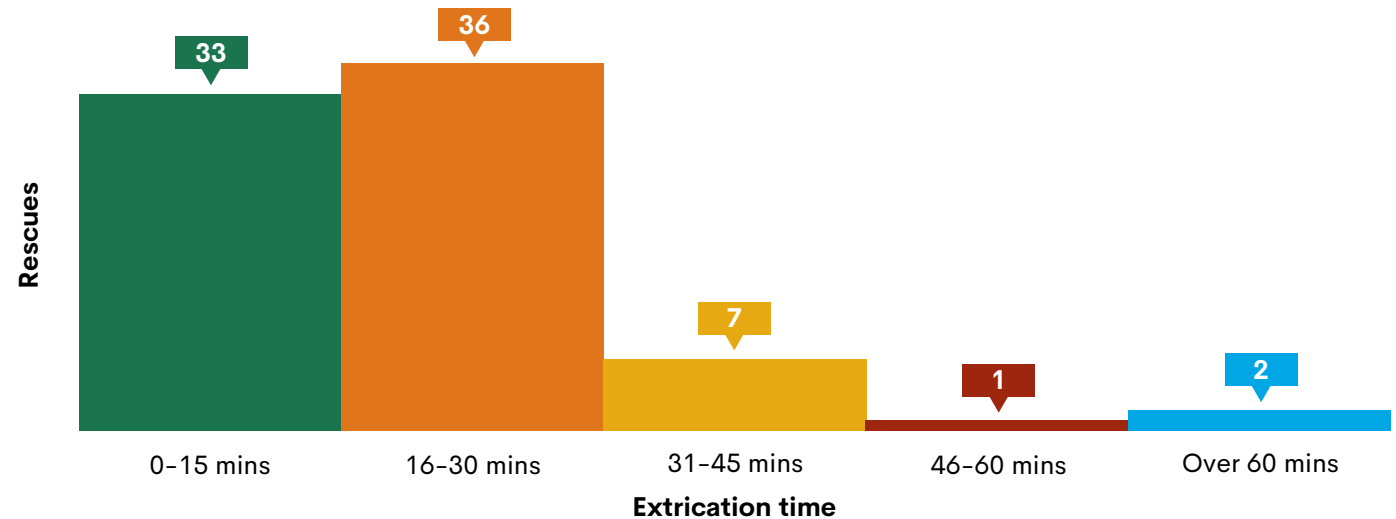


KILLED OR SERIOUSLY INJURED IN RTCs ATTENDED



RTCs PERSONS TRAPPED

We employ a range of techniques using the specialist equipment for RTCs to rescue trapped persons, with a total of 69 people freed from their vehicles within 30 minutes or less from our arrival at the incident during 2022/23.



7. INCIDENT ACTIVITY BY UNITARY AUTHORITY

The following tables show the number of times a station has been recorded as in attendance at an incident and do not directly relate to the number of incidents that occur in and around our Service area; i.e. a single incident could be attended by multiple stations. Attendances at False Alarm due to Apparatus includes both domestic and non domestic properties.

7.1 HULL

	False Alarm due to Apparatus	False Alarm Good Intent	False Alarm Malicious	Chimney Fire	Primary Fire	Secondary Fire	Special Service (including medical incidents)	Incidents in other Service Area	Total Incidents Attended
HULL CENTRAL	419	95	18	2	167	214	344	0	1259
HULL NORTH	308	203	17	1	202	631	359	0	1721
HULL WEST	427	154	14	3	190	421	418	0	1627
HULL EAST	229	96	22	2	135	376	261	0	1121
BRANSHOLME	167	97	14	0	116	381	1277	0	2052
TOTALS	1550	645	85	8	810	2023	2659	0	7211

7.2 NORTH EAST LINCOLNSHIRE

	False Alarm due to Apparatus	False Alarm Good Intent	False Alarm Malicious	Chimney Fire	Primary Fire	Secondary Fire	Special Service (including medical incidents)	Incidents in other Service Area	Total Incidents Attended
PEAKS LANE	220	208	22	0	252	497	546	35	1780
CLEETHORPES	1	31	5	0	22	74	24	0	157
IMMINGHAM EAST	56	41	1	1	85	53	113	6	356
WALTHAM	1	14	3	0	12	35	12	0	77
TOTALS	278	294	31	1	371	659	695	41	2370

7.3 NORTH LINCOLNSHIRE

	False Alarm due to Apparatus	False Alarm Good Intent	False Alarm Malicious	Chimney Fire	Primary Fire	Secondary Fire	Special Service (including medical incidents)	Incidents in other Service Area	Total Incidents Attended
BARTON	11	19	4	0	27	34	53	1	149
SCUNTHORPE	198	128	22	0	165	292	401	9	1215
CROWLE	2	4	0	0	15	8	23	3	55
EPWORTH	8	17	2	0	28	43	330	8	436
KIRTON IN LINDSEY	6	5	1	1	5	10	37	10	75
WINTERTON	12	4	0	1	16	11	19	0	63
BRIGG	33	13	0	1	35	19	62	7	170
TOTALS	270	190	29	3	291	417	925	38	2163

7.4 EAST RIDING

	False Alarm due to Apparatus	False Alarm Good Intent	False Alarm Malicious	Chimney Fire	Primary Fire	Secondary Fire	Special Service (including medical incidents)	Incidents in other Service Area	Total Incidents Attended
BEVERLEY	166	61	1	2	53	65	117	1	466
BROUGH	38	40	0	2	46	34	48	0	208
MARKET WEIGHTON	48	14	2	6	41	10	58	0	179
POCKLINGTON	56	16	6	3	34	22	54	0	191
BRIDLINGTON	135	78	0	4	76	85	249	2	629
DRIFFIELD	52	19	0	3	39	24	101	3	241
HORNSEA	33	14	0	3	29	24	47	0	150
WITHERNSEA	56	5	3	1	16	13	76	0	170
PATRINGTON	41	6	0	1	13	2	19	0	82
PRESTON	17	12	1	1	23	46	39	0	139
GOOLE	92	42	0	1	62	45	120	17	379
SNAITH	11	9	0	0	16	15	398	12	461
HOWDEN	20	9	0	1	30	10	330	1	401
TOTALS	765	325	13	28	478	395	1656	36	3696

7.5 FURTHER BREAKDOWN OF SPECIFIC SAMPLE OF SPECIAL SERVICE CATEGORIES

HULL	Effecting Entry/Exit	No action taken (not false alarm)	Road Traffic Collision
HULL CENTRAL	87	49	44
HULL NORTH	80	39	79
HULL WEST	125	61	57
HULL EAST	72	39	37
BRANSHOLME	43	28	28
TOTALS	407	216	245

NORTH EAST LINCOLNSHIRE	Effecting Entry/Exit	No action taken (not false alarm)	Road Traffic Collision
PEAKS LANE	142	97	55
CLEETHORPES	11	11	1
IMMINGHAM EAST	16	13	29
WALTHAM	4	2	2
TOTALS	173	123	87

NORTH LINCOLNSHIRE	Effecting Entry/Exit	No action taken (not false alarm)	Road Traffic Collision
BARTON	14	5	15
SCUNTHORPE	97	62	84
CROWLE	1	6	8
EPWORTH	5	4	25
KIRTON IN LINDSEY	2	1	5
WINTERTON	5	0	4
BRIGG	12	4	20
TOTALS	136	82	161

EAST RIDING	Effecting Entry/Exit	No action taken (not false alarm)	Road Traffic Collision
BEVERLEY	29	14	15
BROUGH	10	1	15
MARKET WEIGHTON	9	1	19
POCKLINGTON	19	5	16
BRIDLINGTON	69	39	21
DRIFFIELD	21	6	23
HORNSEA	12	5	10
WITHERNSEA	15	5	6
PATRINGTON	5	1	6
PRESTON	9	1	12
GOOLE	30	15	25
SNAITH	2	1	5
HOWDEN	13	2	7
TOTALS	243	96	180

8.

PEOPLE

8.1 ESTABLISHMENT

During 2022/23 our workforce by contract group is broken down in the table below. (The figures below total 1027 accounting for payments made to individuals of differing contract types, which exceeds the headcount figure of 890: 122 Full-Time duty staff, six Fire Staff, and two Control staff member also fulfil On-Call duties. seven other Fire Staff also have dual contracts).

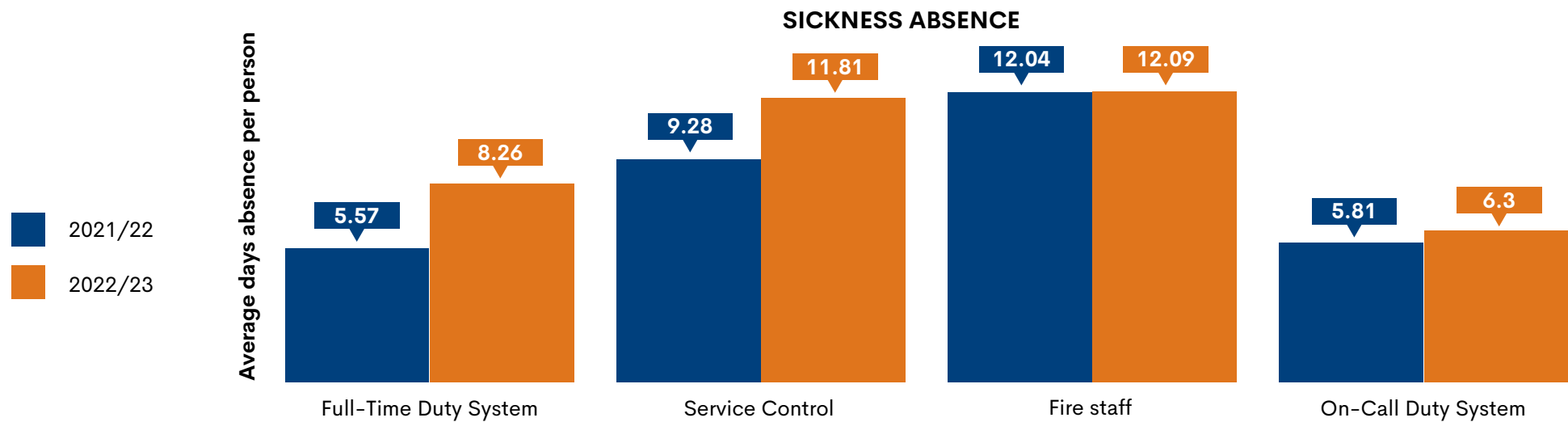
Full-Time Duty System	On-Call Duty System	Control Room	Fire Staff
438	343	28	218

8.2 SICKNESS ABSENCE

(figures exclude secondments, career breaks and casual contracts)

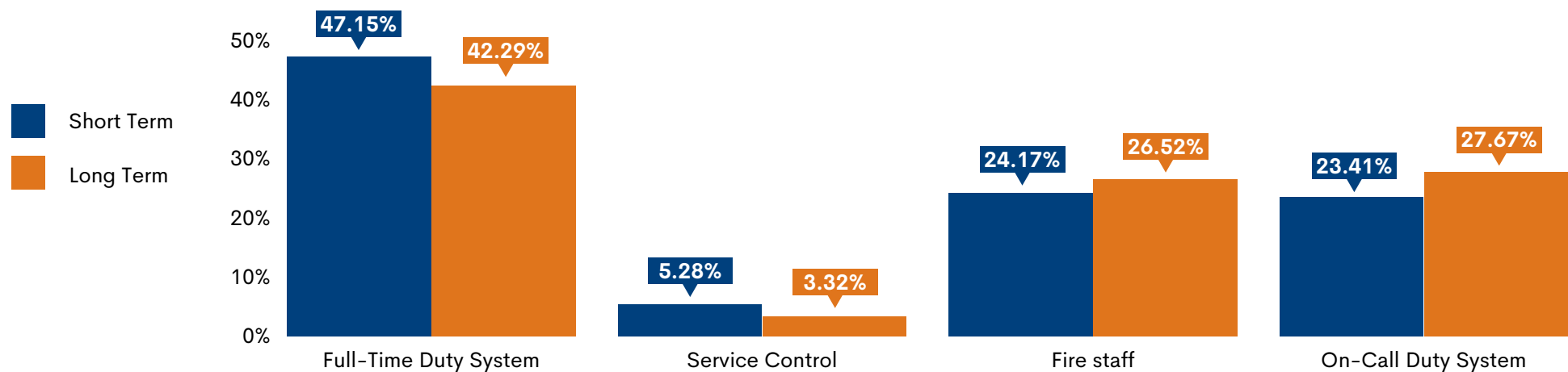
There has been an increase in the average number of days absent across all contract groups in 2022/23 compared to 2021/22. Our HR partners work closely with line managers to support and promote employee wellbeing at work and effectively manage unreasonable absence.





Represented below is the percentage split of the total number of duty days for short and long-term absence by contract group.

2022/23 % SICKNESS – BY CONTRACT GROUP



The top five reasons for absence across the Service during 2022/23 in order were, Mental Health Anxiety/Depression, Muscular skeletal Lower Limb, Respiratory Other, Other, and Musculoskeletal Shoulders.

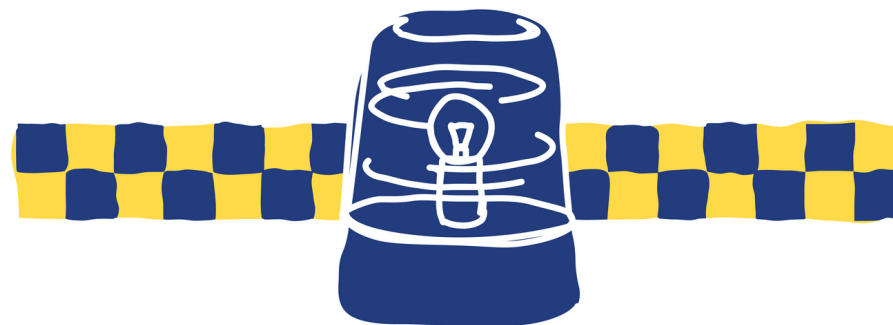
The Absence Management Policy was reviewed in 2021 and continues to provide the framework and guidance to address absence issues across the organisation in a consistent and supportive manner. The case review process has been embedded for long term and modified absence, taking place on a more local level with line managers, supported by Human Resources Service Partners (HRSPs) and the Head of Human Resources (HR), again to discuss absence concerns and address them at an earlier stage.

Short term absence continues to be addressed locally via managers, supported by HRSPs, and has recently been subject to increased focus to provide more robust and timely intervention and support.

Both long and short term absence has increased during 2022/23, with 286 more days lost in long term absence (7.21%) and 1041 more days lost in short term absence (75.19%). These latest absence percentages reflect a return to a more 'normal' absence profile.

The largest increases in absences attributed to the groups of Respiratory Other, Other, Muscular skeletal Lower Limb, and Cardiovascular other health issues. Whilst Mental Health absence levels are concerning, this does indicate that we have been successful as a Service in breaking down the stigma attached to this important health issue, with more staff being prepared to declare and seek help for their issues.

Blue Light Champions



The profile and importance of mental health has also been raised within the Service prompting more staff to seek help through the Blue Light Mental Health Champions scheme, and with the launch of the Zero Tolerance to Bullying campaign which aims to address the source of some stressful workplace issues.

Given the level of absence attributed to mental health issues, this important concern will remain a high-profile matter and will be subject to further review via the Health and Wellbeing Steering Group and via targeted services provided by Occupational Health. The Occupational Health and Wellbeing Team recognise the importance of promoting wellbeing and supporting staff during periods of sickness absence and on their return to work. The team is currently developing the wellbeing input into the sickness absence policy which covers ill-health prevention, health promotion, infection control and supporting staff welfare.

In order to ensure continued, appropriate, and timely management of both long term and short term absences, the Service continues to utilise a multi-party approach via local/line managers, Human Resources, Occupational Health and Senior Management, all of whom have a significant part to play in the support of staff and resolution of absence issues. This approach ensures focus and consistency are maintained and provides clarity for all parties on the way forward for their individual cases or trends that may occur.



9.

HEALTH, SAFETY AND ENVIRONMENT



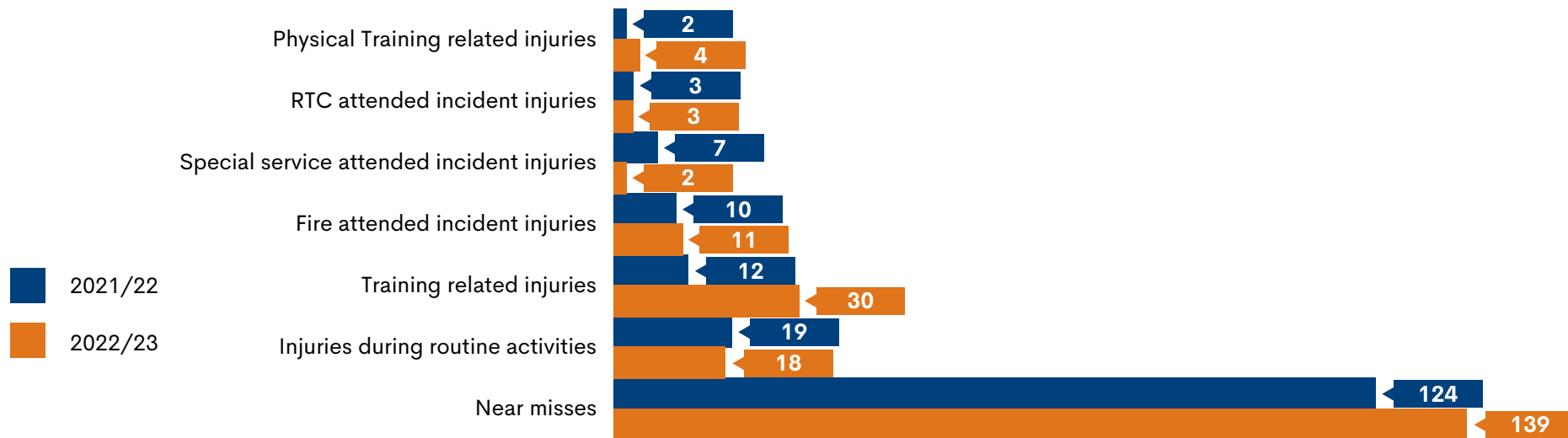
9.1 HEALTH AND SAFETY OVERVIEW

As a Fire and Rescue Service we sometimes must operate in hazardous environments, however, our incidents and injuries typically reflect most other industries. As may be expected, we also have other less common injury/incident types due to the nature of some of the emergency work undertaken, such as exposure to fire or heat. Every reported accident is appropriately investigated to allow lessons to be learnt for future improvement towards a safer working environment for all staff.

9.2 ACCIDENTS AND NEAR MISSES

The number of overall accidents reported has increased in 2022/2023 when compared to last year's data; this has been driven by a significant rise in accidents during training activities. The rise is concerning but is reflective of the increased amount of courses run by training due to additional demand in the recruitment and training of contingency crewing. This initiative although increasing the demand in training enables the Service to strengthen our response resource, aligned with the CRMP, for periods of high demand and business continuity requirements. Alongside this BA refresher training and water rescue revalidation had to be scheduled and delivered.

ACCIDENTS AND NEAR MISSES

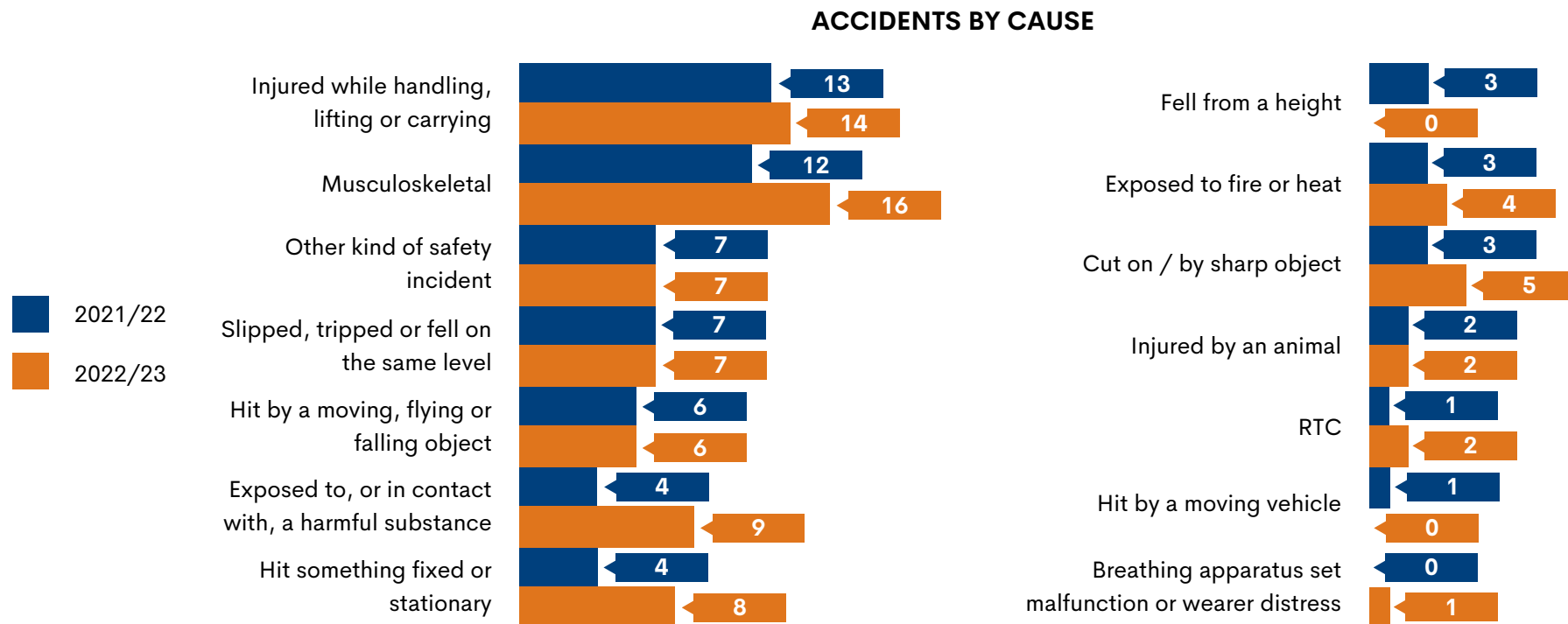


Near miss reports have increased by 13% in comparison to last year. This is a continuous rise over the last two years identifying that the Service has a positive reporting culture for safety related incidents. There are more than double the amount of near miss reports compared to accidents for the year; this supports the Heinrich safety triangle theory which identifies that near miss reports prevent accidents occurring.

9.3 ACCIDENTS BY CAUSE

The top two reported accident causes in 2022/2023 were the same as last year "Injured whilst handling, lifting or carrying" and "Musculoskeletal" related, most of these occurred due to manual handling activities either in training or operational environments. For comparison this is in line with the latest published HSE statistics which show manual handling being responsible for 27% of all reported incident type to cause injury to a worker, the highest after Stress, Anxiety and Depression (51%).

The "Other kind of incident" includes (or comprises of) any type of incident which cannot be categorised in the criteria below, an example being an individual getting plaster dust into their eye whilst fitting a smoke alarm. "Exposed to, or in contact with, a harmful substance" has reduced back to a level of less concern following a large spike in reports due to workplace Covid-19 transmissions last year and a suspected food poisoning occurrence at Bridlington Fire Station. Staff are still reporting appropriate exposures in line with our reporting mechanisms for exposure to harmful substances.



9.4 VEHICLE FLEET

The Service fleet of vehicles continues to be used for a wide variety of purposes including responding to emergency incidents, training, prevention and protection activities. The fleet has positively procured three hybrid vehicles, with further plans to introduce electric vehicles.

The Service vehicle telematics system is utilised to support and review fleet numbers to ensure all vehicles are used efficiently and effectively, with the supporting aim to reduce the number of fleet vehicles required.

Where it is necessary to procure vehicles for the Service fleet they now come with blue technology (AdBlue), to help reduce damage to the environment from Nitrogen Oxide (NOx) including Nitrogen Dioxide (NO₂).

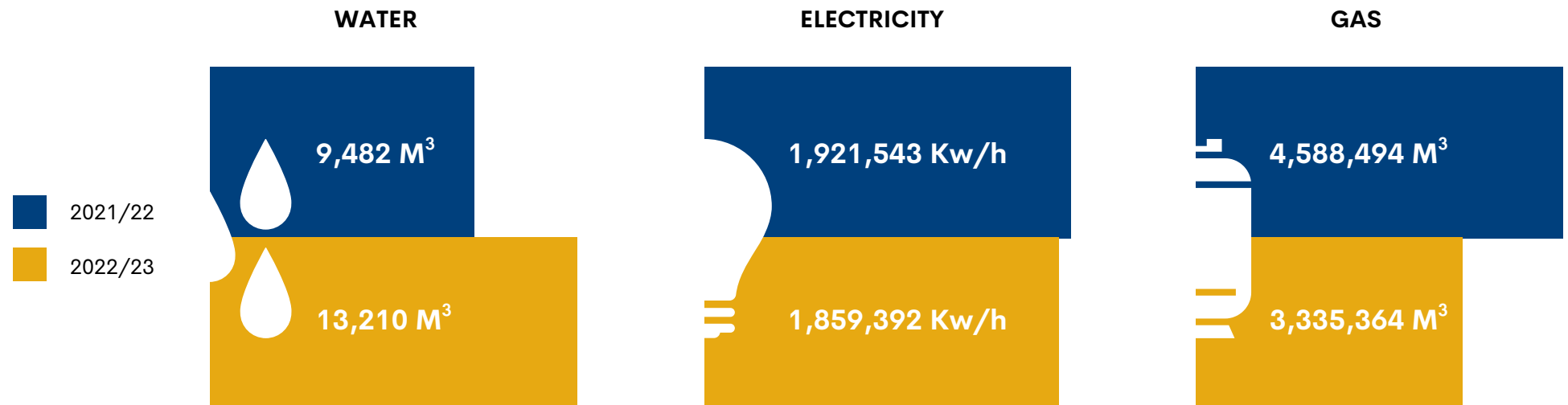
Service stock levels of diesel fuel continue to be held and managed at strategic locations, primarily to ensure a high level of response and resilience. With many of the vehicles fuelled locally this supports a reduction in the Services carbon footprint.

	2021/22	2022/23	Change
Litres of fuel drawn externally	86,434	106,859	24%
Total litres of fuel used	274,764	311,981	14%
Total fleet mileage	1,004,618	1,129,240	12%



9.5 WATER AND ENERGY USE

The Service continues to operate through a Joint Estates Team, in partnership with the Police, and it remains a Service objective to drive down energy consumption through education and planned replacement programmes. Such an approach has positively resulted in a decrease for both gas and electricity usage during 2022/23.



10. CORPORATE

10.1 HMICFRS

The Service are proud to report that having received our HMICFRS Round 2 inspection report we achieved 'Good' ratings for each of the three pillars of effectiveness, efficiency, and people, and also individually across each of 11 judgement criteria.

Effectiveness – Good

- Understanding fires and other risks
- Preventing Fires and other risks
- Protecting the public through fire regulation
- Responding to fires and other emergencies
- Responding to major and multi-agency

Efficiency – Good

- Making best use of resources
- Future affordability

People – Good

- Promoting the right values and culture
- Getting the right people with the right skills
- Ensuring fairness and promoting diversity
- Managing performance and developing leaders

Roy Wilsher, HM Inspector of Fire and Rescue Services identified and summarised the following regarding HFRS performance during their inspection.

“I am pleased with the performance of Humberside Fire and Rescue Service in keeping the people safe and secure from fires and other risks. It created a service improvement plan using the areas for improvement highlighted in our 2018 inspection with the aim of improving the service it provides to the public. It was clear throughout our inspection that this has worked.”

10.2 INTERNAL AUDIT

The role of internal audit is to provide independent assurance that an organisations risk management, governance, and internal control processes are operating effectively. For 2022/2023 the Service commissioned TIAA to conduct the internal audit programme, agreed and approved by the Fire Authority, against the following subject areas:

- Equality Impact Analysis
- Firewatch (systems based)
- Prevention & Protection Quality Assurance
- Evaluation of Collaborations
- Secondary Contracts
- GDPR
- Key Financial Controls
- Fire Service Rota (ICT System)
- Mid and end of year reviews

10.3 FREEDOM OF INFORMATION

The Freedom of Information Act 2000 provides access to information held by public authorities.

It does this in two ways:

- public authorities are obliged to publish certain information about their activities; and
- members of the public are entitled to request information from public authorities.

Summary of freedom of information applications

Number of Requests	108
Number Processed Within Statutory Deadline	105
Number Requiring Extended Deadline	*3
Information Granted in Full	81
Exemption Applied in Full	4
Information Accessible Elsewhere	*10
Information Partly Exempted	6
Information Not Held	*7
Number of Requests Referred for Internal Review	1

*A technical issue caused a delay or we were unable to provide some information.

All FOI requests are available to view on the 'Access to Information' area of the Service website here.

www.humbersidefire.gov.uk/about-us/access-to-information/freedom-of-information

10.4 DATA PROTECTION

The Data Protection Act 2018 and UK General Data Protection Regulations (UK GDPR) place responsibilities on all organisations who control and process information about people to do so in a way that protects the rights and freedoms of those individuals. The Service takes these data protection responsibilities seriously and makes every effort to ensure technical and organisational measures are taken to protect the information about individuals.

The Service has access to and processes a large amount of personal data, not only that of our employees, but also information about members of the public with whom we come into contact.

The regulations require that where a controller is processing personal data, they must assess the impact of the processing activity to identify and highlight risks to the rights and freedoms of the data subjects. This is called a data protection impact assessment (DPIA).

Summary of Data Protection Impact Assessments			
In progress	Completed at stage 1	Completed at stage 2	TOTAL
18	12	12	42

The rights of individuals outlined in the UK GDPR includes the Right to be Informed. To comply with this regulation, the Service publish a number of Privacy Notices which describe, for a particular activity, what personal information we have and how we use that information.

The regulations also provide individuals with the right to ask the Service if it is processing their data and to provide a copy of all the personal data about them which the Service holds. This is known as a Subject Access Request (SAR). In the last year, the Service has received a number of such requests, and responded to them within the one month timeframe, as follows:

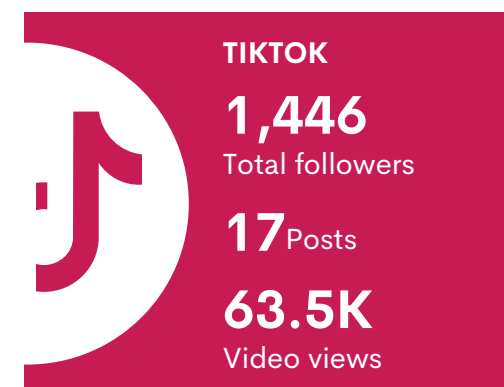
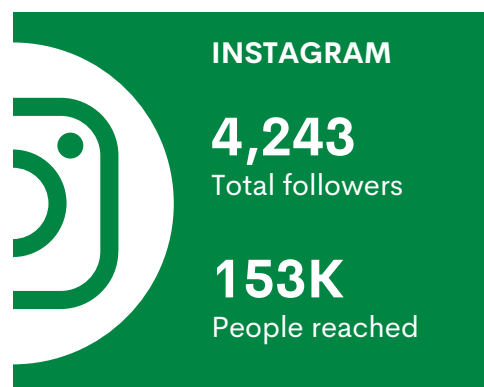
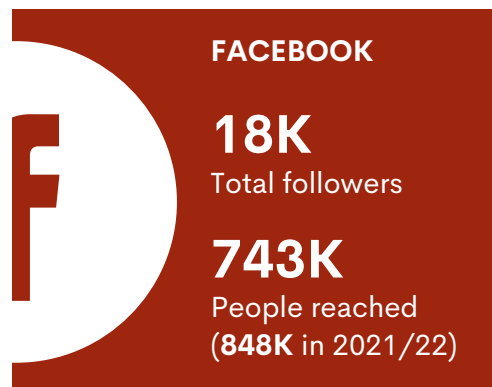
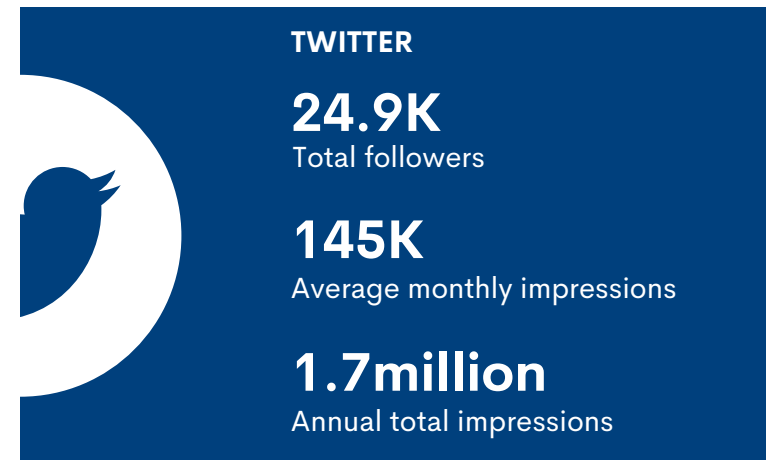
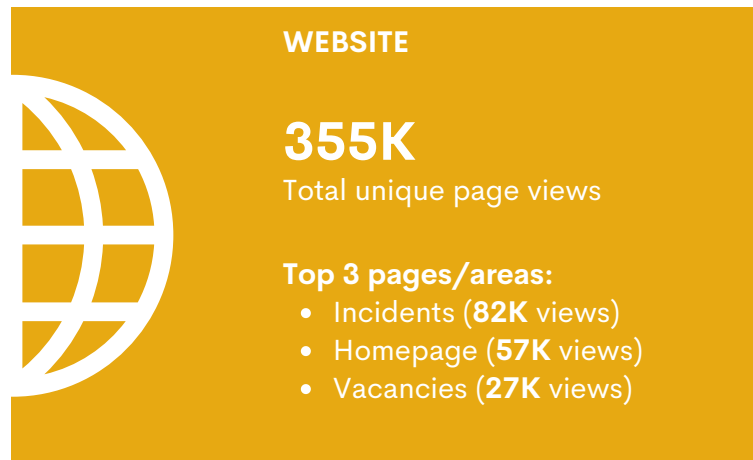
Summary of SAR requests	Requests received	Responded to within timescale
Total number of SARs received	10	10
Total number of exemptions (eg. Police, HMRC)	60	60

From time to time events take place which mean information may not have been managed in full compliance with the legislation. When this occurs, it is called a Personal Data Breach. Each reported incident is investigated, evaluated and actions implemented to prevent a recurrence. Any confirmed breach which presents a risk to the rights and freedoms of data subjects must be reported to the ICO.

Summary of Personal Data Breaches					
Reported	Investigated	Confirmed	Unconfirmed / no breach	Actions	Reported to ICO
14	14	9	5	46	1

10.5 COMMUNICATIONS

The Service uses a range of communication methods to engage with local communities. The diversity in approaches, using different digital communication tools, enables the Service to provide information in suitable and accessible formats, to meet with individual and collective requirements.



**Reach is the total number of people who see your content. Impressions are the number of times your content is displayed, no matter if it was clicked or not. Think of reach as the number of unique people who see your content.*

11. HOW CAN YOU MONITOR OUR PERFORMANCE?

We report our performance to Humberside Fire Authority for scrutiny on a bi-annual basis, this includes the Annual Performance Report. The 'Bi-Annual Performance and Risk Reports' are published, with any other non-exempt Humberside Fire Authority meeting papers, on our website.

12. GLOSSARY

ADF	Accidental Dwelling Fire.	MHCLG	Ministry of Housing, Communities and Local Government.
Co / First Responder	A firefighter trained in emergency medical care who responds to medical emergencies in a bespoke vehicle.	Near Miss	An event not causing harm, but has the potential to cause injury or ill health.
Falls Team / Hull First	An early response falls pick up team provided by competent firefighters in Hull.	NFCC	National Fire Chief's Council – is the professional voice of the UK fire and rescue service.
FOI	Freedom of Information.	On-Call	Responds/crewed when required.
Fire Staff	Non operational staff.	Open Data Set	Data that is openly accessible and can be freely used.
Full-Time	Always crewed.	Property / Primary Fire	A fire involving property of high value or life risk i.e. dwelling, building or car.
GDPR	General Data Protection Regulation.	SAR	Subject Access Request.
HFRS	Humberside Fire and Rescue Service.	Small / Secondary Fire	A fire involving property of lesser value i.e. wheelie bin, rubbish or tree.
HMICFRS	Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services.	Social Segmentation	Social, cultural, economic or lifestyle traits which can be determined by location, education, age and sex.
HR	Human Resources.	Special Service	Non-fire incident i.e. Lift Rescue, Road Traffic Collision or Water Rescue.
HRSP	HR Service Provider – provides dedicated HR support for Districts and teams within Humberside Fire and Rescue Service.	What3 Words	A system that is designed to identify any location with a resolution of about 3 metres (9.8 ft).
HSE	Health and Safety Executive.		
ICT	Information and Communication Technology.		
CRMP	Community Risk Management Plan – identifies and assesses all foreseeable fire and rescue related risks and sets out how we plan to mitigate them.		
IRS	Incident Recording System.		

13.

CONTACT DETAILS

ONLINE:

www.humbersidefire.gov.uk

EMAIL US AT:

consultation@humbersidefire.gov.uk



www.twitter.com/humbersidefire



www.facebook.com/humbersidefireandrescue



www.instagram.com/humbersidefire



www.linkedin.com/company/humbersidefire-rescue-service



www.youtube.com/user/HumbersideFRS



www.tiktok.com/@humbersidefirerescue

POSTAL ADDRESS

Service Headquarters

Summergroves Way
Kingston upon Hull
HU4 7BB

Tel: 01482 565333

FREEDOM OF INFORMATION (FOI)

If you cannot find the information you require on our website, please email foi@humbersidefire.gov.uk or write to the address below. The Freedom of Information Act 2000 gives 'general right of access' to information held by public authorities.

Head of Corporate Assurance

Humberside Fire and Rescue Service, Summergroves Way
Kingston Upon Hull
HU4 7BB

SAFETY ENQUIRIES

All safety enquiries should be made in the first instance to the Public Safety Centre Email: publicsafetycentre@humbersidefire.gov.uk or by calling 0300 303 8242.

COMPLAINTS PROCEDURE

Any complaints against the Service or the services we provide can be made it writing to:

The Complaints Manager, Corporate Assurance

Service Headquarters Summergroves Way
Kingston Upon Hull
HU4 7BB

By email to **complaints@humbersidefire.gov.uk** or by telephone on (01482) 565333 and asking for the Complaints Manager.

LOCAL GOVERNMENT OMBUDSMAN

We endeavour to deal with all our complaints in a satisfactory manner, however, where this is not achieved you should seek independent advice or contact:

The Local Government Ombudsman

Beverley House, 17 Shipton Road
York
YO30 5FZ
Tel: 01904 380200

DATA PROTECTION PROCEDURES

To discuss a data protection issue, submit a Subject Access Request or report a Personal Data Breach, write to:

Information Governance Officer

Service Headquarters, Summergroves Way
Kingston Upon
Hull
HU4 7BB

By email to **dataprotection@humbersidefire.gov.uk** or by telephone on (01482) 565333 and asking for the Information Governance Officer.

14.

OTHER DOCUMENTS

We provide links to other relevant planning documents via our website at: www.humbersidefire.gov.uk.

Alternatively, we welcome requests via any of the contact details provided in the previous section. You may be interested in the following documents that relate to this Annual Performance Report:

- Bi-Annual Performance Reports
- Strategic Plan
- Community Risk Management Plan (formally named the Integrated Risk Management Plan)
- Medium Term Financial Plan
- Productivity and Efficiency Plan

We welcome your questions regarding our performance; contact details are provided in section 14 of this Report.

Humberside Fire and Rescue Service

Service Headquarters
Summergroves Way
Kingston upon Hull
HU4 7BB

Tel: 01482 565333

www.humbersidefire.gov.uk

Follow us



Front cover photo by R&R Photography

Service Activity and Incident Descriptors

Automatic Fire Alarms (Distinction between domestic and non-domestic premises)

- The activation of an alarm on a system which alerts the fire service. More common in commercial premises and have seen reductions in attendance lately due to call challenging - calling up to confirm if we are required.

False Alarms (Categorisations)

- **False Alarm Due to Apparatus (FADA):** No incident occurring but an alarm has activated. Possible reasons including a fault on the alarm, cooking (cooking fumes) and smoking.
- **False Alarm Good Intent (FAGI):** No incident occurring, and no alarm activated. A person requests Fire Service attendance believing there was an incident with possible reasons including smell of burning, mistaken identity, and controlled burning.
- **False Alarm Malicious (FAM):** Nuisance calls. No incident, a person calls for our attendance knowing there is no incident.

Dwelling Fires (Categorisations)

- **Fires in the Home:** House, Bungalow, Flat, House In Multiply Occupants (HIMO), and Sheltered Housing.
- **Accidental:** Unintentional or without malicious motive.
- **High Severity** (measure for accidental dwelling fire only): a calculation based on factors of the fire, such as the number of fire engines attending, length of time at the incident, method of extinction, injuries/fatalities and fire spread.

Deliberate Fires

- Fire started with malicious intent such as arson.

Primary Fire

- Fires involving property of value such as vehicles, buildings or a person been injured by fire.

Secondary Fire

- Fires involving items of unspecified or no monetary value such as outdoor rubbish fires, wheelie bins, trees or shrubs. Derelict primary properties such as buildings or vehicles.

Chimney Fire

- Fires that are confined to a chimney structure and not spreading beyond it. If fire spreads such as to loft space, the incident becomes primary fire or if someone was injured.

Special Service (Non-Fire incident, medical types)

- **Falls Team:** 24/7 response for falls patients.

Service Activity and Incident Descriptors

- **Co Responder:** 24/7 response for patients experiencing breathing difficulties, chest pain/cardiac arrest, unconscious / fitting / unresponsive, choking, shock / anaphylactic shock, and collapse.

Effecting Entry

- Person locked in/out of properties such as children, medical need, person in distress, and able-bodied person not in distress.

Water Rescue (Types and parameters)

- **Person in Water** or in immediate risk of entering water such as a river / canal / lake / sea or estuary / fallen through ice.
- **Person Stranded** and trapped by rising tide, person in vehicle surrounded by water, person in sinking vessel.
- **Person not in Immediate Risk** of entering water such as person assisted from property surrounded by water.

Other Rescues (Types)

- Rescue of person from height, below ground, confined space, mud, and machinery.

Animal Assistance (Including various types)

- Rescues of animals from height, water, below ground including lifting heavy animals, farm animals such as horses / cows, domestic animals such as cats, dogs or other pets and wild animals such as birds.

Stand by (Definitions)

- **Standby Incident:** A fire crew standing by at a potential incident such as the Police requested attendance or aircraft landing.
- **Standby Non-Incident** – A fire crew standing by at a station due to another ongoing incident to provide fire cover and resilience.

Road Traffic Collision (RTC) (Categorisations)

- **RTC Only:** If the RTC results in fire, incident is recorded as fire caused by RTC.
- **RTC Types:** Extrication / release of person, making vehicle safe / washing down road / scene safety.
- **RTC Injuries:** Categorised as fatalities, injuries including rescued with injury and rescues without injury.
- **RTC Injury Severity Categorisation**
 - Serious: Hospital attendance serious injury
 - Slight: Hospital attendance slight injury
 - Slight: First aid at scene
 - Slight: Precautionary check recommended

Service Activity and Incident Descriptors

Assisting Other Agencies

- **Police Assistance:** Missing person searches, pre-arranged use of drone, and use of other Fire Service equipment (salvage sheets and cordons).
- **Ambulance Assistance:** Moving patients (not bariatric).

Home Fire Safety Visits (HFSV)

- A fire safety assessment to a vulnerable person where advice and guidance is given on how to stay safe from fire.

Fire Fatality Profile

- Informs and directs HFSV provision / delivery. The profile is built from datasets available to the Service and calculates the assumed risk of a person becoming a fire fatality. Risks are based on factors such as advanced age, living alone, smoking, gender, restricted mobility, alcohol / drug / medication use, tenure of residence (social rented housing) and how far the residence is from a fire station.

Arson Prevention

- Working closely with partner agencies such as the Police, Council and the communities to reduce deliberate / malicious fires (arson) and share information with relevant organisations and working with young people through educational prevention activities.

Fire Safety

- **Enforcement Notice:** Matters that need attention to comply with legislation. Used when the matters do not pose an imminent/immediate risk of death or injury but need to be addressed to comply with the law and make the property safe.
- **Prohibition Notice:** Used when the continued use of a building involved imminent risk to life or serious injury.
- **Alteration Notice:** Used if, due to the layout/features and use or hazards at the location, a serious risk exists or may exist if changes to the building are made such as an office changed to sleeping accommodation without suitable additional changes (detection equipment and escape routes).
- **Notifications of Deficiency:** Non-legally binding actions / informal notifications resulting from an unsatisfactory audit

Thresholds

Where appropriate Service Performance Indicators (SPI) are managed against calculated thresholds to define the range between high and low performance values for each of the different incidents. Thresholds enable the Service to analyse trends more accurately and less reactionary, enabling the deployment of resources and / or intervention activities more effectively.

Red	Performance that is a concern and needs addressing (Above the upper threshold limits).
Green	Performance is positive and should be replicated. (Below the lower threshold limits)
Blank	Performance is stable between upper and lower thresholds.

**OCCUPATIONAL HEALTH AND WELLBEING REPORT
(OCTOBER 2022 - MARCH 2023)**

1. SUMMARY

- 1.1 Humberside Fire Authority (HFA) publishes a bi-annual Occupational Health and Wellbeing Report detailing what performance, projects and feedback has been received on the service between October 2022 and March 2023, as set out at Appendix 1.

2. RECOMMENDATIONS

- 2.1 It is recommended that the Fire Authority receives the report and take assurance from the Service's approach to supporting its staff through the Occupational Health and Wellbeing team.

3. BACKGROUND

- 3.1 The biannual approach to performance reporting intends to provide members with a meaningful analysis of Occupational Health & Wellbeing performance, trends, and the resulting impact of activities / interventions.

4. REPORT DETAIL & OPTIONS/PROPOSALS

- 4.1 HFA publishes a bi-annual Occupational Health and Wellbeing Report detailing what performance, projects and feedback has been received on the service between December 2022 and March 2023, as set out at Appendix 1.

5. EQUALITY IMPLICATIONS

- 5.1 There is no requirement to carry out an equality impact analysis as this report does not relate to a policy or service delivery change.

6. CONCLUSION

- 6.1 Members are asked to note the content of the report and take assurance from the Service's approach to supporting its staff through the Occupational Health and Wellbeing team.

Christine Cooper
Executive Director of People and Development

Officer Contact

Kevin Hill – Workplace Wellbeing Manager
☎ 07973 933085
✉ khill@humbersidefire.gov.uk

Background Papers

None

Glossary/Abbreviations

HFA	Humberside Fire Authority
-----	---------------------------

OCCUPATIONAL HEALTH AND WELLBEING REPORT

Christine Cooper
Executive Director of People and Development

Humberside Fire and Rescue Service
Summergroves Way
Hull
HU4 7BB

☎ 01482 565333



HUMBERSIDE
Fire & Rescue Service

BI-ANNUAL | OCTOBER – MARCH 2022/23



CONTENTS

		Page
1	SUMMARY	3
2	PERFORMANCE	4
3	PROJECTS	6

1.

SUMMARY



During the period September to December the Occupational Health and Wellbeing (OH) department experienced staffing changes, with a new Fitness Manager being appointed in January 2023 and Occupational Health Advisor recruited in February to replace existing posts. This has been well supported across the organisation and resulted in managing more referrals inhouse rather than using an external private provider. Fitness testing and full medicals were managed in house.

The Wellbeing Manager was appointed in January 2023 and has started work to implement the HFRS Mental Health Plan & Guidance, Menopause Accreditation and Healthy Workplace scheme.

The Head of Occupational Health & Wellbeing left the organisation in February 2023. Interim arrangements were made to manage the department during the recruitment and appointment of a new Head of Function.

The NFCC maturity model for health & wellbeing was reviewed and forms part of the tactical plan for the Occupational Health & Wellbeing department.

We have continued to work on implementing aspects of the Mental Health at Work action plan, which has included senior managers attending MIND training on dealing with stress and mental health.

The Occupational Health and Wellbeing Team have been working with Directorate colleagues to write the new People Strategy and continues to work closely with Human Resources (HR) to manage sickness and absence.

2. PERFORMANCE

The table below gives figures for the main Occupational Health activity for the two quarters.

Activity	October to December	January to March
Management referrals	40	55
Self-Referrals	9	17
Discharges	16	18
Open Cases	15	32
IHER (Ill Health Early Retirement)	1	1
CISM Defusing/Debriefing (Critical Incident Stress Management)	6	5
Physio Referrals	11	17
Counselling Referrals	3	9
CiC Contacts	12	26
DNA (Did Not Attend)	6	15
Health Surveillance	76	97
Return to Work Fitness Tests	8	14
Fitness Tests	408	

There has been an increase in referrals into Occupational Health both from Managers and 'Self' and the department has responded positively to this increase. The increase demonstrates the collaborative working of Occupational Health with other departments and the increased trust and awareness in staff through self-referrals.

The data from the last report indicated large increase in activity in the period July–September and it is expected that the volume will level out as the new staff embed into the department.

Our Employee Assistance Programme (EAP) use has maintained at similar levels to the first six months of the reporting period. This is a decrease from the previous year and there is an expectation that the numbers will increase due to planned activities relating to Mental Health & Menopause Accreditation.

The volume of Critical Incident Stress Management (CISM) has increased, partially in response to incidents of which we have no control but also from an increased awareness and buy-in from operational crews.

Health Surveillance activity increased again as we work through a legacy backlog from the pandemic and with the new Occupational Health Advisor being embedded in the department we can shift to business as usual with surveillance

3.

PROJECTS

For the purpose of this report, the projects have been categorised as general health and wellbeing work, services and resources, which apply to all personnel in the Service, as the team continuously develop services to target particular staff groups identified as requiring additional wellbeing support.

The 'projects' listed below are over and above our standard 'business as usual' work which includes all our Occupational Health appointments, doctors' clinics, fitness testing and health surveillance work.

- The CISM programme continues to offer support to staff who have attended incidents, the team have expanded including green book and 'on-call' staff members giving more variety and experience to the team. Most of the new cohort trained in 2022 have delivered CISM's ensuring we have adequate resource to meet demand in a timely manner.
- Healthy Workplace Awards Scheme – With the support of North Lincolnshire Public Health HFRS achieved the bronze entry level in 2022 and in Q3 of 2022/23 achieved the silver level which will be awarded at the annual ceremony in September 2023. The 'health champions' continue to support all staff with signposting and support for general wellbeing.
- Mandatory e-learning for Suicide Prevention awareness was introduced in January 2023, the first module of a planned suite of learning linked to Mental Health.
- The HFRS Mental Health Plan and Guidance was approved by the Health & Wellbeing board in February 2023 and will be introduced during 2023.





- Further mandatory mental health awareness training have been delivered by MIND and further courses for middle managers are planned as part of the Mental Health Plan & Guidance.
- Informal 'walk & talk' sessions are organised by fitness and wellbeing advisors on a regular basis.
- Emergency First Responder support has continued with peer support wellbeing meetings.
- Assessment towards 'Menopause Friendly Employer' scheme has commenced with the relevant activities and evidence collection underway.

**COMMUNITY RISK MANAGEMENT PLAN (CRMP) CONSULTATION
& STRATEGIC PLAN (SP) 2021-24**

1. SUMMARY

- 1.1 The CRMP is produced in accordance with section 4.6 of the Fire and Rescue National Framework for England with the responsibility for each Fire and Rescue Authority to produce an Integrated Risk Management Plan (NB terminology in the Framework still to be updated to CRMP).
- 1.2 The CRMP describes in detail the risks that are prevalent in our community, alongside the methods and resources we apply to mitigate those risks, with the SP providing the focus for effectively and efficiently delivering our services.
- 1.3 The CRMP 'Consultation Report' (Appendix 1) provides Members with information and analysis gathered through the CRMP public consultation (Approved by Members December 2022) which opened 30.01.2023 and closed 02.06.2023.
- 1.4 Accompanying the report is 'Respondent Comments' (Appendix 2) and 'Respondent Demographics' (Appendix 3) both of which provide data analysis of individuals who completed consultation.
- 1.5 The Service received 1,351 consultation responses, gathered from a range of different engagement activities.
- 1.6 The Service managed the consultation in accordance with the Consultation Charter Best Practice Principles, The Gunning Principles and Government Consultation Principles 2018 (Appendix 4).
- 1.7 A full evaluation of the CRMP consultation will be completed which will examine the effectiveness and efficiency of the process, with learning used to inform future practices.
- 1.8 Data and information gathered through the public consultation will be used to inform the content of the CRMP with icons used to highlight where feedback has been incorporated. Any data and information used in the CRMP is subject to a rigorous process of analysis and validation before publication.

2. RECOMMENDATIONS

- 2.1 It is recommended that Members take assurance:
 - (i) That Consultation Best Practice Principles were followed and applied.
 - (ii) That an evaluation of the consultation will be completed for the identification of learning and best practice.
 - (iii) That data and information gathered from the consultation will be subject to rigorous analysis and validation prior to publication.
 - (iv) That evolving revision(s) to the CRMP will be managed against the NFCC CRMP Strategic Framework and the Community Risk Planning Fire Standard criteria.
 - (v) The Service has reviewed our Strategic Plan objectives and are confident that they remain valid.

3. BACKGROUND

- 3.1 It is important to note, in addition to the formal public consultation, the CRMP is a live document subject to revision, regarding emerging risk(s) informed by political (sector reforms), economic, social, technological, legal, environmental and / or geographical changes.
- 3.2 Members receive an annual update regarding any amendments made to the CRMP and SP each December, throughout the life cycle of the plans, currently 2021-2024. The annual process of reporting relevant changes provides an assurance to Members that compliance with the National Framework is regularly reviewed.
- 3.3 The CRMP was subject to a 2-day desktop review conducted by His Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) inspectors in 2021/22, producing positive feedback and assessment, which referenced the practices of the previous consultation.

"The service has identified and assessed a range of fire and rescue-related risks that could affect its communities. It has used a range of information and has consulted widely and well to produce a comprehensive integrated risk management plan (IRMP). The information in the plan allows the service to continually review its promise to the public and assess whether its resources are aligned to risk. The plan highlights the most important risks and links seamlessly with the service's prevention, protection and response strategies." (Roy Wilsher, Her Majesty's Inspector of Fire and Rescue Services)

4. REPORT DETAIL

- 4.1 The National Fire Chiefs Council (NFCC) launched a CRMP Strategic Framework which categorises the data and business intelligence approaches to inform and direct the content of the CRMP aligned to the Fire and Rescue Services National Framework for England.
- 4.2 In the absence of nationally agreed CRMP template the following categories in the NFCC Strategic Framework provide the sector with a best practice approach:
- Defining Scope (Operating Context and Strategic Objectives)
 - Hazard Identification (Hazard, Hazardous Events, Risk Groups)
 - Risk Analysis (Likelihood, Consequence, Risk metrics)
 - Decision Making (Risk Evaluation / Decision Criteria, Decide and Plan Deployment of Further Controls)
 - Evaluation (Evaluation Process)
 - Equality Impact Analysis
 - Stakeholder and Public Engagement
- 4.3 It is important to note the Service already had such processes in operation prior to the publication of the NFCC CRMP Strategic Framework and will continue to formally evolve this alignment.
- 4.4 In managing the Fire Standards Board (FSB), Community Risk Planning Fire Standard criteria, the Service provides information and data in the CRMP that is relevant and valid to ensure it can be appropriately used to evidence compliance. Criteria in the Community Risk Planning Fire Standard will also be used to inform section information within the CRMP.
- 4.5 Both the NFCC Framework and the Community Risk Planning Fire Standard detail the key requirement to undertake public consultation in regard of the CRMP to raise awareness, provide transparency and ensure compliance.

- 4.6 Furthermore HMICFRS judgment criteria will assess the Service on the ability to formally consult and have open dialogue with the public regarding community risk(s) which the CRMP consultation enables.
- 4.7 There are two corresponding CRMP Equality Impact Assessments which inform the consultation and publication of the document respectively, detailed in the proceeding equality implications section of this report.
- 4.8 We have reviewed our SP objectives and are confident that they remain valid. Our objectives describe what we want to achieve over the life of our plan, to deliver the CRMP, providing focus for the planning and delivery of services.
- 4.9 The website version of our SP includes descriptions and performance measures of the outcomes we expect to achieve for each of the objectives.
- 4.10 There are no planned changes to the SP at this stage as they continue to align with the strategic direction of the Service in accordance with the CRMP.

Financial Implications

- 4.11 Effective financial planning arrangements are an enabler for efficiency in service delivery and support in alignment with the CRMP and SP in line with the Services Medium Term Financial Strategy.

5. EQUALITY IMPLICATIONS

- 5.1 An equality impact analysis (Ref No. EIA/CA/14&15) has been completed and there are no identified negative impacts on any protected characteristic groups.

6. CONCLUSION

- 6.1 That Members take assurance that the recommendations align with the management and progression of the CRMP and SP, informed by the information provided in this report.

Steve Duffield
Area Manager of Service Improvement

Officer Contact

Jamie Morris - Senior Service Improvement Officer

☎ 07970969425

✉ jmorris@humbersidefire.gov.uk

Background Papers

The Strategic Plan and CRMP 2021-24 are available on the [HFRS Website](#)
Home Office Fire and Rescue National Framework for England Click [here](#)

Glossary/Abbreviations

CRMP	Community Risk Management Plan
IRMP	Integrated Risk Management Plan
NFCC	National Fire Chiefs Council
FSB	Fire Standards Board
HMICFRS	His Majesty's Inspectorate of Constabulary and Fire & Rescue Services
SP	Strategic Plan

Community Risk Management Plan (CRMP) Consultation Report 2023

Contents

Overview	1
Consultation methods.....	1
Overview of results and themes	Error! Bookmark not defined.

Overview

A public consultation ran from 30 January to 2 June 2023. It was extended from the original closing date of 21 April, to allow more time to reach communities influenced and informed by national industrial action discussions and to be involved in more springtime community events.

Total responses received are 1362, a 79% increase from the previous consultation in 2020, which received a total of 759 responses.

In underrepresented groups we have had an increase of 165% in responses from those who declared they are from an ethnic minority (from 17 to 45), and a 163% increase (from 93 to 245) of those who have said they have a disability.

Key themes that emerged are a desire for our staff to continue to be seen more in public spaces, attending events or hosting events such as open days. As well as working with and visiting schools and colleges, alongside promoting messages through traditional media methods leaflet drops, posters and local newsletters.

People who don't follow us on any form of social media increased in age based, determined by the age bracket they selected, with the majority being 55 years old or over. However, 29% of this age group are signed up to MyCommunityAlert.

On average, people were slightly more concerned on the future threats of flooding over fires as a result of heatwaves across the region, this is likely because the region has had more historic major flooding in both rural and urban areas.

Consultation methods

- Online survey
- Press release
- Consultation area on the website
- News story on the website
- Promoted through internal communication routes: Siren, SharePoint Portal, morning briefings
- Promoted on social media channels: Facebook, Twitter, Instagram, LinkedIn, Nextdoor and MyCommunityAlert
- Shared with Districts and Prevention teams to deliver to local contacts, including Local Authority contacts
- Details of the consultation were sent to the following organisations as part of a local engagement group and as part of engagement events and meeting face to face:
 - Crown Prosecution Service (Yorkshire and Humberside)
 - Hull City Council departments through local engages group
 - Timebank
 - Tigers Trust
 - Humber Teaching NHS Foundation Trust

- Hull and East Yorkshire Mind
- Local The Prince's Trust
- Neighbourhood Networks
- Age UK Hull
- ReNew
- Two Ridings Community Foundation
- Hull Food Partnership - Rooted in Hull
- Yorkshire Water (Living with Water)
- University of Hull
- Hull Food Partnership
- The Warren Youth Project
- Humber Learning Consortium
- SmokeFree Hull
- HEY Smile Foundation
- Hull University Student Union
- Hull CVS
- Armed Forces Community Hub
- Healthwatch
- Hull Community and Voluntary Services
- Health Captains
- Alzheimer's Society
- Living with Water
- Sight Support Charity
- Humberside Police via PCC communications
- NHS, including Health newsletters
- Humber Emergency Planning Service & Humber Chemical Focus (Commah sites)
- HFR Solutions
- ERVAS
- Smile Foundation
- Face to face presence at Local Authority Leisure Centres
- Hull University and local college events
- Safer Roads Humber events
- Offploy
- British Aerospace
- Smith and Nephew
- TransHull
- Face to face at local businesses such as Heron Foods
- Attending events and sending emails to Friendship at Home Community Group, Hull Womens Centre and The Warren

Overview of results and themes

Do you work at Humberside Fire and Rescue Service?

Yes = 185, 25% increase of staff responses from previous consultation (148)

Which county do you live in?

County	2020 consultation	2023 consultation
East Riding of Yorkshire	351	517
Kingston Upon Hull	244	470
North Lincolnshire	94	189
North East Lincolnshire	58	159
Outside Humber region	12	27

Section 1: Knowing what we must do well as an effect and efficient Service.

1. How well do you feel informed about what Humberside Fire and Rescue Service does in the community? (1 = not very informed to 5 = very informed)

Average rating = 3

Rating	Total response
1	207
2	262
3	418
4	270
5	205

2. Do you follow any of our social media channels?

Rating	Total response
Facebook	456
Instagram	186
LinkedIn	49
TikTok	70
Twitter	162
YouTube	107
None	784

3. We promote the work we do through:

- Social media
- Our website
- MyCommunityAlert
- Local Press
- Direct to community groups

Are there any other routes you would like us to use to reach our communities?

Themes:

- We received an overwhelming response to being more present and visible in the community and engage with people face to face at events and in public spaces.
- Requests to using traditional methods of communication like distributing leaflets and putting up posters in public spaces, as well as sharing information in local papers and newsletters.
- People strongly expressed that we should be working with and visiting schools more and host more events such as station open days.

4. How familiar are you with the following fire safety messages?

Themes in Other:

- People recognised the importance of having an escape plan in the instance of a fire and prevention messages linked to electrically fire safety.

Message	Total response
Check your smoke alarm (Test it Tuesday)	1066
Get out, stay out, call 999	1199

Avoid overloading electrical sockets	1185
Stand by your pan (Do not leave pans unattended)	964
Other	88

Section 2: How we support our communities.

5. How concerned are you about the increased chance of fires caused during heatwaves in the Humber region? (1 = not very concerned to 5 = very concerned)

Average rating = 3.16

Rating	Total response
1	153
2	235
3	437
4	315
5	222

6. How concerned are you about the increased chance of flooding in the Humber region? (1 = not very concerned to 5 = very concerned)

Average rating = 3.47

Rating	Total response
1	98
2	166
3	384
4	431
5	283

7. How can we build awareness on the impacts of climate change?

Themes from Other:

- The majority highlighted the significance of education through various means, such as school visits, face-to-face events, and distributing educational leaflets.
- There was a recognition that this issue is not confined to a local level and should not be solely the responsibility of the fire service. It was widely felt that it is a national and global concern, and there should be increased dissemination of information through television and radio platforms.

Messages:	Total response
Share more information about environmental topics on social media	811
Include advice in our safety messages to reduce the impact on climate change	846
Share how fire setting behaviours can impact the environment	1004
Other	170

8. Please select which of the following alerts you are signed up to.

Themes in Other:

- The most common alternative for alerts involved notifications from the National Grid and the local energy suppliers, such as Northern Power.

Rating	Total response
Environment Agency flood warnings	453
MyCommunityAlert	494
Met Office	346
Humberside Fire and Rescue Service social media accounts	266
Other	28

Section 3: Impact of climate change - what are we doing about it.

9. Having read through the above, do you have any comments on the third resourcing option?

Themes:

- The survey question did not have a simple Yes/No response, and based on the feedback received, there was a slight majority in favour, with 55% (316 individuals) expressing agreement and 45% (263 individuals) expressing disagreement.
- Some concerns were raised regarding the financial aspects and the potential impact on Full-Time and On-Call staff.
- Suggestions were made regarding the possibility of recalling existing staff or using volunteers, similar to how the RNLI operates.

Section 4: Supporting our communities and the people we employ.

10. We want to be more proactive with our communities, what else should we do to reach our communities, especially those who may not know of the support we can provide?

Themes:

- Overwhelming suggestion to being more visible in the community and participation in local events, station open days, and public spaces.
- Strong suggestion to work with schools and colleges through visits and presentations.
- Using local advertisements in public areas, including posters, flyers, and leaflet drops Increasing advertisement efforts on local radio and television platforms.

11. In the next few years, we plan to recruit a further 150 firefighters. Is it a career that interests you?

Total response = 169 Yes and 1193 No

Themes for Yes: Wanting to help people and serving the community.

Themes for No: Age related or already have a career, a number of people stated 'Not for me' but unsure of the real reason behind this.

12. How can we encourage people working and living within the communities of an On-Call fire station to apply to become an On-Call Firefighter?

Themes:

- The majority of responses highlighted the importance of better pay, more flexible contracts, and manageable traveling distances to make the profession more attractive.
- Targeting younger audiences by engaging with schools and colleagues, increasing advertising efforts in the local area and across social media platforms, and organising station open days to attract potential future firefighters.

13. Any other comments?

Total comments = 224

Themes:

- Suggestions on launching campaigns to promote the ban of fireworks and disposable BBQs.
- Increasing awareness about the detrimental effects of deliberate secondary fires on the community and the resulting damage.
- Enhancing engagement with young people through school visits to deliver prevention messages, raise awareness about the risks and dangers of setting fires, and promote recruitment opportunities.
- Raising awareness about the fire risks associated with electric vehicles, e-bikes/scooters, and lithium batteries.

Respondent Comments

Below is a breakdown of comments received, any inappropriate words or personal information has been redacted.

3. Are there any other routes you would like us to use to reach our communities?

Advertisements - local Community magazines. Maybe promote by sending out a free magazine every so many months.
Advertising / face to face contact.
Advertising boards, radio
Adverts on bill boards/other info for those not on social media/internet and elderly people
Adverts through the door
Anything that works but doesn't waste money
Arrange City Centre talks in complexes / coffee morning talks
Articles in local papers Barrow Village News for example
As I am not on any social media sites or the internet I would prefer a leaflet through my door or on the radio.
As long as you answer 999 when needed, I am happy with that
Attend more community events - even car shows.
Banners, events, face to face
Be in the community more.
Be more in our communities
Be seen more in the community.
Been in the community
Being seen
Being visible in the community
Bill boards
Billboards
Blimps
By telephone or radio.
By visiting communities and promoting in person.
Can't think of any but I have never seen any promotions in my local area.
Commercial advertising / on bulletin boards.
Communication appears adequate apart from schools!
Community
Community alert
Community Alerts
Community engagement
Community events
Community events
Community events
community events and school visits - cadets working with scouts/brownies
Community Events.
Community magazines.
Community radio
Community radio.
Community to see you more.
Council news letters

Creating our own community advisory groups
Didn't know you report on these platforms
Direct communication via phone
Direct face to face opportunities.
Direct to taxpayers
Do more face to face events.
Door to door
Door to door visits.
E mail
Education of young people
Education, talks
Email
EMAIL
Email
Email
Email
Email
Email
email & or text
Email (direct to community groups?)
Email groups.
Email newsletter
email newsletter
Email only
Emails
Emails
Emails
Emails
ERYC employee intranet
Events, car shows, link more with Safer Roads Humber, deliver more education.
Events, station visits
Face book
Face to face
Face to face
Face to face
Face to face
Face to face
Face to face and arrange Open Station Days.
Face to face events
Face to face group gatherings / meetings.
Face to face in community
Face to face in supermarkets where there's more foot traffic. Not every household has access to the internet or knows how to use a mobile phone. Some people need one on one help especially the elderly. Also the library is a good point of contact.
Face to face in the community.
Face to face interactions / door calling.
Face to face is always the best way
Face to face talk with youngsters early to reduce anti-social behaviour.
Face to face, maybe the local radio stations

Face to face, talk to people
Facebook
Facebook
Facebook groups.
Fetes / Open days.
Fire station open days
Flyers, leaflets, newsletters.
Free papers
Give Schools more presentations on Prevention.
Giving talks in Schools and Colleges.
go to neighbourhood watch pages on facebook
Happy with how I find out what's happening.
happy with My Community Alert
Happy with my community alert
Hard copies of information delivered regularly enough so doesn't become 'spam' - maybe bi-monthly.
Have more regular meetings with your community.
Have quarterly meetings to discuss progress in each community area.
Hendron mews area
I am happy with MyCommunityAlert and the local press.
I am happy with the level of information I receive.
I am satisfied with MyCommunityAlert
I feel that you are doing a fantastic job already.
I have never seen anything about the fire service on those forums.
I have never seen anything in my local community groups, so maybe more of that.
I think you have covered it very well.
I think you have it well covered.
I use Facebook but was unaware of your fb page
I wasn't aware of any
I'd suggest less emphasis on social media and more on mainstream communication methods. What possible use is TikTok to the fire service?
In gyms, at events
In our community, more visible
In person engagement beats everything.
In person events
In schools
In schools. Bring up the next generation to be people for whom safety is something they are concerned about
In the 'your East Riding' council leaflet which is sent out to every household
In the Community
In the community
In the community more - like today.
In the community more, not everyone, especially older people use social media or the internet.
In the community more.
In the community more. Face to face with people. Leaflets posted.
In the community, face to face works best
In the community, posters, flyers, door to door
Information in Job Centre's / Other Websites
Information leaflets
Information on News and Radio.

Interaction with the public at shopping centres, shows, fairs etc.
Joint television campaigns. Leaflets to the housebound where known, not all of us can get out to community groups without help and help these days isn't often there.
Just more Social Media information.
Keep going in schools.
Leaflet / letter / newsletter drop.
Leaflet / letter / newsletter drops.
Leaflet / letter drop.
Leaflet / letter drop. (I am not on Social Media and I'm sure I'm not the only one)
Leaflet / letter drops as not everyone is on Social Media.
Leaflet / letter drops.
Leaflet and letter drop. Door to door visits.
Leaflet drop
Leaflet drop
Leaflet drop - door to door not everyone is on Social Media.
Leaflet drop to catch anyone missed via above methods (Not everyone can afford IT in their own home)
Leaflet drop.
Leaflet Drops
Leaflet drops.
Leaflet drops.
Leaflet drops.
Leaflet through the door please
Leaflets
Leaflets
Leaflets
Leaflets
Leaflets / letter drops. Put information in local newsletters / magazines etc.
Leaflets door to door
Leaflets for those who don't have internet.
Leaflets through door
Leaflets through doors
Leaflets through the door
Leaflets through the post
Leaflets/fliers
Letter or leaflet
Letter / leaflet drop. Advertise on local TV and radio.
Letter / Leaflet drops.
Letter / Leaflet drops. TV / Radio adverts.
Letter as I don't have social media
Letterbox posting sometimes
libraries..
Library talks
Like this event.
Like today, good to speak to someone.
LKocal doorstep delivery
Local Authority magazines (ie YourEastRiding)
Local briefings/events
local events

Local events
Local events and magazines
Local magazine, The Link in our area
Local magazines / newsletters / local newspapers / local radio.
Local magazines, newspapers, radio.
Local news and radio.
Local news, radio, leaflets in my door please.
Local newsletter
local newspapers
Local Newspapers.
Local papers.
Local press is the best one for me
Local Press, social media
Local publications eg Village Voice in Hibaldstow
Local radio
Local Radio
Local radio
Local radio
local radio,
Local radio, newsletters
Local radio, professional sports clubs (local professional teams)
Local radio, TV, local events, sports events, sponsorships.
Local radio.
Local radio.
Local shops
local television & radio
Local television and radio.
Local tv
Local TV
Local TV / radio / newspapers: local community magazines
Local TV and Radio.
local tv?
Local/National radio and television
Mail
Mail
Mail drops
Mail shot
Mail shot and radio
Mailshots
Mailshots / posters in schools.
Mailshots.
Make sure it's the fire service highlighted
Mastodon, Telegram.
Maybe Facebook
maybe newsletters for those who have no computers
Maybe some older residents homes
Messages given out on the radio

Monthly newsletters
More Advertising
More community activities, less cold calling
More community activities.
More community engagement
More community events, I don't have social media or internet so flyers, radio, local news.
More events in the community, face to face like today, it has been really good.
More face to face
More interaction with groups from schools / colleges and the elderly.
More interaction with the More direct interaction with Communities. School visits / organised groups visits. Give out more local information on TV. radio etc.
More media / local news and radio.
More open days for communities
More open days on Stations.
More physical media
More School visits.
More TV involvement
More visits to community groups
More visits to Schools.
more visits with schools
More work in the community, days for the kids.
My community alert
My community alert
My community Alert
My community alert
My Community Alert - Local Press
My community alerts
MyCommunityAlert
MyCommunityAlert is fine
Neighbours
news letter
News letters out to villages
Newsletter
newsletter
Newsletter but it would be too expensive
Newsletter drops.
Newsletter online and the post for older people who don't use the internet.
Newsletter, leaflets
Newsletter, radio
Newsletters
Newsletters posted
Newsletters, events
Newsletters, leaflets, especially for older people.
Newsletters, leaflets, I don't have internet.
Newsletters, radio, local tv.
Newspaper / leaflets (for older community members)
Next door
nextdoor

NextDoor
next-door newsfeed
No more than there are now.
No my community alerts are finep
No. Very happy with communication
No. All is okay.
No. I only use Facebook but will follow for future information
None that I don't already follow
None that I would use
Not all pensioners are on line.
Not really - it's not something I would follow
not sure how i would see it. I get My community alerts but can't say I've noticed any updates etc
Not sure maybe more like today, in person
Not sure, but visiting our chat shop was a good idea.
Not sure, I have never considered it before now. Maybe through the flyers that come through everyones doors regularly.
Not sure, maybe more events
occasional home visit on request
Online, face to face
Open days
Open Days / get involved in community fetes/events. Visits to schools and colleges and also if they have fetes or open days get involved with them.
Open Days / Visits
Open days and events with the public.
Open days on Stations with a range of internal stakeholders (Recruitment/Prevention/Corp Assurance)
Open days on Stations.
Open days, events
Open days, events
Open events at local stations would be a good idea
Opens days, I used to take children to Beverley Fire Station - not seen this recently.
Operational crews and support staff
Organise a meeting in sports centres or something like that on a monthly basis.
Organise Open Days.
Other community organisations
Papers through the door
Perhaps regular reports to the town and parish councils like the police do.
Police my community
Possibly email
Post
Post
post
postal leaflets
Postal leaflets, newsletters, course information leaflets, ads.
Posters / local radio and TV.
Posters /flyers
Posters in supermarkets
Posters/booklets for those with no access to media
Posts on Lakeside Neighbourhood Watch Facebook page would definitely get to me.
Presence at events / Markets

presence at local events eg garden parties, shows, feasts, football matches etc.
Printed and delivered material would be great, but I can imagine the cost is prohibitive.
Promoting within other services. E.g. social services, NHS
Public events at the fire station so people can see first hand how they work
Put more information out on Social Media especially Facebook and Instagram.
Put outside of stations as not everyone reads or has access to above information
Put up posters in shopping centres / relevant places.
Radio
Radio
Radio
Radio
Radio
radio
Radio
Radio
Radio
Radio
Radio
Radio
Radio
Radio
Radio
Radio
Radio
Radio
Radio
Radio
Radio and local TV.
Radio and newspapers, tv
Radio Humberside
Radio Humberside
Radio Humberside
Radio Humberside
Radio Humberside would be good
Radio, local TV.
Radio, look north
Radio, newspaper
Radio, TV
Radio. Parish Council/village newsletter. Council newsletter
Radio?
Remember not everyone is on social media or the internet, especially old people.
Roadshows
Roadshows - arranging them in town centres etc.
Routes to engage with older people who don't use social media/internet
School
School and College visits.
School safety
School visits

School visits / school assemblies
School visits along with behavioural Schools.
School visits, combine with the police to show that you work together.
School visits, station visits
School visits, talks
School visits.
School visits.
Schools
schools
Schools
Schools
Schools
Schools
Schools
Schools
Schools
Schools Education
Schools, colleges
Schools, colleges
Schools, colleges, events
Schools.
Section in local parish newsletter
Seeing you, face to face
Seminars, campaigns
Short info shots with local TV news
Site visit
Social
Social media
Social media
Social media
Social media
Social media
Social media is very good, although some mistakes have appeared on occasions
Speaking to people in the communities.
Station open days
Talk face to face / events.
Talk to people, events
Talking to people
Talks
Talks at our chat shop, in the community, not seen you before today.
Talks like today
Talks, coffee mornings, events in the city centre.
Talks, events, station visits.
Targeted leaflet drops.
Telephone
Television
text
Text

Text messages / WhatsApp specific to local areas if applicable.
Text, radio
That looks o.k. to me
The Humberston local newsletter
The Local Town Council / ERYC CSC
There are enough for me
Things like today, events etc.
Things like today, talking to us
Through community Council leaders.
Through council newsletters\notice boards
Through schools
Through schools
Through schools, - information can go out with school kids to take home. School education.
Through Town and Parish Councils and by demonstrations/presentations at shows/galas/gatherings &C
Through Twitter.
Tik Tok
Tv
TV ads, radio
TV adverts
TV adverts - if cost effective
TV adverts and Parish council newsletters
TV adverts or newspaper
tv and radio
TV Look North, Radio
TV or Radio
TV or Radio
TV Public Information
TV, radio
Unaware of any
Unknown
Unsure
unsure
Unsure
Update the driver training truck
Use 'Bill Boards' for information - More coverage on local Tv and radio.
Use of billboards so that more people can see.
Use of posters.
Use Snapchat to promote the work.
Use the local press / radio.
Visit communities and talk face to face.
Visit community groups etc.
Visit elderly or disabled complex homes
Visit more groups, leaflets through the door
Visit schools, events and open days.
Visit the communities more / by the radio
Visit to community events.
Visit to local / community clubs.

Visit to Schools and Colleges.
Visit to Schools.
Visit to Schools.
Visiting groups like ours, chat shop. More community work.
Visiting Schools and large bossiness
Visits / events.
Visits to check home safety
Visits to Community Centre's / Shopping Centre's
Visits to community centres / shopping centres / anywhere possible to have a personal face to face visit.
Visits to schools
Visits to schools / colleges.
Visits to schools / colleges.
Visits to schools / colleges.
Visits to schools /colleges.
Visits to schools and after talks give them information leaflets to take home. Leaflet drop / door to door visits.
Visits to Schools and Colleges.
Visits to Schools and Colleges.
Visits to Schools and Colleges.
Visits to schools and colleges.
Visits to Schools.
Visits to Schools/Colleges/Universities. Bus Posters. More TV coverage.
Visits to us - elderly groups, in the community more.
Voluntary Groups - Brownies, Guides, Scouts
we have a ladies group and are looking for speakers from September onwards
Website
Well informed through various channels.
What about the older person who does not use internet or do not have the money for newspapers
Whatsapp
Whatsapp
Why not direct to the public i mean any member of the public, not just community groups where you have to be a member of that group to be allowed to a meeting/session etc, an example maybe a village show , or just visit a village where anyone can come for preventative advice, not everyone has their own transport
Word of mouth. Spend less of your limited budget on advertising and more on funding operational staff to actually do the work
Work in schools
Workshops - face to face contact with communities.
You could do talks in the community (visiting social groups for example).
You do a good enough already.
Your website

4. How familiar are you with the following fire safety messages? (Other comments)

Be careful
Don't clutter up doorways!
check on your neighbours, many people are still living in isolation since covid
Close doors to prevent spread
Disposal of cigarettes
dont stand next to fires in nightclothes

Don't throw water on an electrical fire
Fire plan for escape
Have an escape plan in case of fire
Keep all entrance and exits clear
MECC
never leave a tumble dryer unattended
Never leave phones/tablets on charge
Reminders at Christmas/ bonfire night
Road safety
use a BS fireguard, fastened to the wall
common sense!
Ensure all in your house holder or in your community building that you are aware of the fire procedures

7. How can we build awareness on the impacts of climate change? (Other comments)

advertise nationally on TV (as a whole);
all the above but bill boards/social media alternatives;
Articles in free community Newspapers etc?;
But don't treat us like children as some TV programmes do
by post ;
By school visits.;
CLIMATE CHANGE IS A GOOD THING FOR US;
'climate change' is overblown and just a means of controlling the population ;
Collaboration with Environment Agency/Forestry Commission/NFU with Social media ;
Community events targeting this subject ;
consider putting less information out;
Cover the other pillars of engagement too road safety and water safety messages these are also impacted by climate change,
Dedicated lesson in schools.;
direct to community groups, schools etc;
do some work being seen;
Don't believe in climate change it's weather ;
Don't waste your time with this and divert your resources where they can be more effective ;
educate wherever and whenever you can;
Education in Schools.;
Education.;
Empowering adverts on the TV to make people aware;
Encourage a more green way of living (walking instead of driving etc...);
Face to face;
Face to face;
Find a better way to spend your time;
Fire advice doesn't require political agendas ;
Get local authority to take more consideration of sea level rise, local flooding due to intense rainfall and precautions with bonfires etc in times of drought when they provide information to the public or when planning house building etc. Stop building on flood plains. ;
Get the message to corporate and government climate change deniers in the area;
Go into schools and workplaces and explain what's going wrong. ;
Go into Schools.;
Group visits to nearby sea resort ;Share more information about environmental topics on social media ;Include advice in our safety messages to reduce the impact on climate change;Share how fire setting behaviours can impact the environment;

have community based roadshows with education on impacts;
Hear and read about 'climate change' all the time;
Higher tax band for properties at risk with no mitigation;
hold surgeries like the police do and share info;
I believe there should be more visibility in this area including water initiatives ;
In HSVs;
In schools;
Include in info to schools ;
Include in news letter;
Is it the responsibility of the Fire Brigade to promote the theory of climate change?;
Is it the responsibility of the Fire Service to discuss climate change?;
Is there climate change?;
It doesn't matter ;
Leaflet drop.;
Leaflets delivered to homes;
Leaflets through doors;
leaflets through every door about dropped litter causing verge fires (glass in the sun) or thrown cigarette ends. Know where your children are playing, keep them off farmlands.;
Leave it to politicians;
Link in with national / local media stories about the subject e.g give specialist advice in an interview format to support stories on TV
Local community centres;
Local news;
Local TV.;
Local TV/Radio/Media;
Make aware different communities by holding seminars in there community places ;
More Community events;
More coverage of advice on local TV.;
more through the post as a lot of older people are not on the pc much;
more tv commercials on climate change and what we can do to help our environment;
Most people have no idea how rapidly a fire can spread - they need to experience it in person.;
Never really thought about the FS having a problem with climate change.;
No climate change;
Not sure its your primary task;
Not yet proven what is the cause, it could be a natural changing of weather patterns our planet has always gone through.;
Nothing was selected / no comments were given.;
Notice boards, radio;
Over rated;
People and Councils are not interested;
People and the council do not seem interested. lots of apathy at the moment. ;
Police must Enforce drivers discarding cigarette butts;
Post;
Posters around the village;
Provide advice on flood damage minimisation;
Public awareness meetings ;
publicise risk of barbecues outside;
Radio adverts.;
Radio, TV ads, talks;
Risk analysis for industry, i.e. Croda Wind Turbine;

School education. Better website information. Targeted campaigns to the specific groups. ;
School visits.;
School visits;
schools
Schools and supermarkets ;
Schools;
Schools;
see what other countries do because they do it better;
Share in local village newspapers;
share info on news chnnels;
Share less alerts, too much information pushed out unnecessary ;
Share on local TV and radio.;
show the consequences of all these;
Some people will never learn;
Speak to people more.;
Speak to school assemblies.;
Speak to youth groups
Start teaching the school age children about the necessity for change, changing behaviour towards wasteful behaviours, using technology to help, using less resources ;
Station open days/ events;
Stop being so woke I take responsibility for myself ;
Stop polluting waterways.;
Stop scaremongering. ;
Support promotion of flood awareness plans for households
Switch to hydrogen combustion engine;
Take the message into Schools;
Targeted campaigns in schools and groups to prevent accidental or intentional fires
teach it to children (school environment);
teach the youth about safety hazards of fire.;
Teach this in schools;
Tell people we do it - we dont know!;
The climate has been changing for millions of years and will continue to do so. This current climate emergency is just a scam.;
The public are not fully aware of the role of the fire service in cases of flood, should the fire service renamed to emergency service and explain more to the pubic there role;
The use of local TV and radio.;
There are no small fires! They're all big ones starting.;
There has always (and always will be) climate change and I so no relevance to the fire and rescue service ;
There is no climate change ;
there is no climate change, variation is normal.;
Topics covered adequately on TV/News/Documentaries;
Training Seminars;
TV adverts as some people do not use Social Media.;
Tv and radio campaigns;
TV and visits to schools;
Use climate researchers within the service as guests;
Videos / short film;
Visit schools so as you can teach children the gravity of climate change from a young age.;
Weather has patterns Fire service does not have to add to the plethora of climate information. Focus on the job. ;

Written media on the side of emergency vehicles?;

8. Please select which of the following alerts you are signed up to. (Other comments)

BBC weather forecasts;
Electricity Power Cut warnings.;
Electricity power cut warnings;
Facebook;
Power cuts and water supplies ;
NOAA;
Priority electric customer;
National Grid;
National Powergrid Alert;
Northern PowerGrid;
PowerGen weather alerts re possible power cuts
Your East Park Neighbours;
Northern Power Grid;
Marine Safety - MCA;
Anglian water ;
Northern Powergrid ;
National Grid.;
Thank you - I didn't know you could sign up to alerts and I will now sign up.
The plethora of news reports provides good info;
Unfortunately I'm not on the internet so I think there should be another way of informing people.;

9. Having read through the above, do you have any comments on the third resourcing option?

3 extra engines doesn't seem enough if we had another flood like in 2007.
A better solution would be to replace the trv's at on call stations with appliances. They don't have to be brand new, just use service spare appliances. This would in turn encourage more applicants to apply for on call posts, which seem to be dwindling due to trv limitations, whilst giving better cover during spate conditions.
A decision left best to the experts. Finances are bound to be stretched - if you believe that is the most efficient use then that's fine
A good idea
A good idea
A good idea and increasingly relevant due to the climate emergency.
A good idea, but why not more full time recruitment
A good idea.
A logical way ahead when budgets are tight to cover very low frequency events
A sensible and resilient option with importance on ensuring the third crewing model is adequately trained and resourced.
A third resourcing option would be a good idea
A very good idea
A very good additional resource.
A very good idea.
A very good idea.
A very good idea.
A Very good option but would it work
A WASTE OF TIME, MONEY AND EFFORT
Absolutely go with the third option

Additional resource in the way you describe seems like a good idea.
agree
agree
Agree that additional three engines would provide valuable resilience support.
Agree with it good idea
Agree with the statement and good idea.
Agree, seems sensible
All crews should be fulltime
Alternatively obtain funding and train more staff. Resilience means having the right response available for Business Continuity and if you can forecast shortfalls due to high demand then you could clearly make the case of need for extra resources. One potential area that could cheaply yield results could be in training and equipping members of the public in specific incidents only (eg moorland fires) who can volunteer to work alongside full time firefighters to increase the number of staff available. If such volunteers were seeded amongst crews you could add or subtract more trained and equipped staff to respond to other incidents (eg RTC, Major Incidents) as required?
Although I understand budget difficulties, I have concerns about where these staff would come from, if only required occasionally?
Any well managed additional resources are welcome consistent with adequate funding
Anything that can increase capability as and when needed as got to be a positive step after years of reduction of serving firefighters and reducing people on rigs.
Anything that maintains safety.
Anything that provides a better response is a good thing.
Appears to be a good idea to add resource when needed
Are there still reserve fire officers or a volunteer support setup. We see ads on TV for the RNLI. Is there anything like this for the fire service, or is this impractical?
Are they adequately trained, and vetted
Are we considering using on-call spare crews to crew these engines, and off duty full time?
If so, then the option is a good idea. If we are training new staff, this could be seen as a waste of resources from a training perspective, and a competency maintenance.
As a call-off contract this option should enable the most cost efficient method of manning fire appliances. Once appliance's have been procured or allocated from vehicles towards the end of front line service and instead of being decommissioned then this should have a cost effective method. In Germany they have a volunteer force who can help the emergency services in the event of major incidents, I believe this is a very good idea/ model.
As an ex Senior Fire Officer:- Employ more Full Time Firefighters. We will then receive the protection we deserve. Reduce drastically the number of Senior and Support Staff, who DO NOT attend incidents.
As experts you will have thought this through, and therefore, know which other resources are required.
As far as I can understand it from the above description, an additional on-call contract for 3 fire engines seems prudent.
As long as firefighters are not reduced.
As long as it does not reduce workforce.
As long as it doesn't impact the contracted workforce that is now employed I think it's a brilliant idea.
As long as it works
As long as the 3rd Engine are fully trained.
As long as the additional crew members are not deployed to shore up other services eg first responders in medical situations. Call -off contracts? Does this mean taking fire officers of other duties? The service should concentrate on the training to deal with these very real new challenges. Budgets are always going to be an issue. This is not a reason not to source the best training available worldwide. I also think that fire training officers should be involved in instructing other services i.e NHS Police, construction industry, care home staff. I appreciate this exists at present, but the training needs to be more robust and relevant to these challenges rather than generic.
As long as the interview process is robust to ensure that people wanting to join as a resilience firefighter, are doing it for the right reasons.
As long as there was no major impact on existing services it should be good.
As long as they are as well trained it would be good
as long as they are not treated as third rate firefighters .
As long as this does not increase the precept I believe this would be a good extra resource which could be called upon.
As the incidents of fires is lower due to building regulations - do we really need more resources sitting in stations for the majority of the time? I feel other blue light services need reinvestment
Ask FF on time off to come in.

Ask 'Off Duty' personnel - they are already fully trained at little extra cost.
Be available for spate conditions.
Be really good to have extra resources on standby.
Before answering this I would like to know the cost of on call crew as they may not always be needed, plus on an average year how many times is it called open and it's yearly cost.
Being prepared seems a sensible option
Believe its an excellent proposal
Best to be prepared. On call, part time firefighters are a resource that was used in the past when the siren went off in Brid.
Better inter action with other emergency services can result in better coordination of resources, it as always being my beliefs the the services are not communicating well.
By post
can you not have 'Specials' like the police do, volunteers?
Can't fund permanent resources to combat large scale fires / flooding events - maximise back up plans Army/Volunteers
Careful balance in funding so that service levels of the established full time and on call crewing models are maintained and developed
Climate change has been happening for milliondof years untill the green lobby started the fear tactics.
Consider utilising off duty firefighters paid at overtime rate.
Considering the increase demand and challenges due to climate change, this maybe needed to keep our community safe.
Contingency crew is a good idea
Contractors are generally paid more than employees
Costing do other regions have this ?
Costing issues.
Could be a bit like RNLI lifeboat crew model although I suspect yours has similarities already
Could this be accounted for in the budget for Council Tax increase so that other areas aren't reduced?
Create more efficient means for officers and operational staff on day duty rosters to be released crew engines.
Crew current engines correctly instead of making more cuts.
Definitely a good idea
Depends on how much it costs
Depends upon proper training and resources being in built.
Difficult to judge without approximate data showing how much this resource would be used.
Disagree with it.
Do it
Do it. The more help out there the better. You cannot put a coat on lives
Do what you need to do
educate more people on climate change and the impacts its having to the planet
Effectiveness would greatly depend on where these thee pumps were stationed and the ability of the crews to be to be kept up speed with regard to training and incident assessment
Electric fleet
Employ more Firefighters and get more resources.
employing a few more wholetime firefighters instead would be best however as you say budget will affect this, shame funding comes before public safety really.
Engage operational staff to work on their days off.
Enjoyed the day
Excellent idea
Excellent idea
Excellent idea
Excellent idea and could be funded perhaps by local schemes or wind farm
Excellent idea but at what cost.
Excellent idea I would support that, just as I would support extra funding via council tax, parish taxes and a fire and rescue donation schemes, safe communities are a must and should be funded correctly

Excellent idea!
Fantastic to know the Fire Service is forward planning for these future issues, which I believe are becoming more frequent.
Another vital service to expand the fantastic work already provided by the Fire Service to keep communities safe - thank you.
Excellent idea.
Explain this arrangement and how you want to to work
Explain what call-off contract means
Extra costs must be given serious consideration in view of ever increasing costs elsewhere.
Extra shifts e.g. overtime available for crews.
Fantastic idea
Fantastic idea.
Feel it is necessary and therefore a good idea.
Fell it's a bad idea.
Financial support from government to help councils in providing extra support to help keep our communities & environment we live in safe.
Following the spate conditions last summer the Service was shown to be at 'breaking point' so additional support in these times would be beneficial.
For spate conditions, a good idea, however, we have firefighters available on rest days.
Fully support the idea of full/part-time staff for these causes.
Fully crew all appliances not accounting for temporary moves and see if it eases the strain.
Fully supportive of this third resourcing option, I feel it should not affect the budget and this could be achieved by an slight increase to the Council Tax precept for this.
Get yourselves a local lottery or regular raffle
Give full time and oncall staff the option to be contacted at short notice for a recall purpose. For example, have an internal watts app message sent out to people who are available at that immediate time to attend an agreed meeting point and utilise them for action in the event of extreme times. Flooding, heat, crew shortage. This can also be used for excess personelle on call. For example. There may be 10 available at the initial time of call and only 6 people utilised as the appliance can only allow 6. The other 4 people could be re directed to again another station or an agreed meeting point and be utilised to crew an extra appliance.
Given the increased risk, additional standby capability would be useful
Go ahead if it keeps more people safe.
Go ahead whit it, please.
good
Good but would worry about costs and effects on establishment
Good ide
good idea
Good idea
Good idea
Good idea
Good idea
Good idea
Good idea
Good idea
Good idea
Good idea
Good Idea
Good idea
good idea
Good idea
Good idea
Good idea

Good idea
Good idea
Good idea
Good idea
Good idea
Good idea
Good idea
Good idea
Good idea
Good idea
Good idea
Good Idea
Good idea
Good idea
Good idea
Good idea
Good idea
Good idea
Good idea
Good idea
Good idea
Good idea
Good idea
Good idea and seems very helpul.
Good idea and should be funded Speer by the government and therefore not affect your budget.
Good idea as long as fire fighters are not cut
Good idea as long as firefighters already doing the job are not lost.
Good idea as long as it does not effect firefighters already in work
Good idea as long as no firefighter cuts.
Good idea as long as they receive adequate training and support.
Good idea as long as we don't lose firefighter jobs.
Good idea as you need to be prepared for all eventualities
Good idea but how do you ensure they keep their skills/ knowledge current when not regularly being called upon?
Good idea but skills decay and Competence need to be kept on top of for these crews
good idea however the central government should and must properly fund our emergency services and stop lo0king to cut budgets and passing on to local councils the funding problems through abdicating their responsibility to provide and protect our communities
Good idea if engines were not being cut.
Good idea if it frees up a service for normal day to day operations.
good idea saving a life outway the cost
good idea to protect the communities
Good idea, almost a necessity with increasingly hot, dry summers.
Good idea, as long as firefighters are not reduced.
Good idea, during busy periods to help support crews and communities.
Good idea, I would gladly pay extra on council tax to fund it.
Good idea, if it can be funded.
Good idea.
Good idea.
Good idea.
Good idea.
Good idea.

Good idea.
Good idea.
Good idea.
Good Idea.
Good idea.
Good idea.
Good idea.
Good idea.
Good idea.
Good idea.
Good idea.
Good idea.
Good idea.
Good idea. Look at zero hours contracts for Wholetime on days off.
Good idea. Use 'Off Duty' WDS FF's.
good ider
Good plan
Good theory
good viable option
great idea
Great idea - I wonder if answer is in past...so you have trained community volunteers like the lifeboat people
Great idea as long as the current workforce is not affected
Great idea but where would the funding come from as our government currently want to cut everything that isn't about money making?
Great idea, provides safety fast and effectively and provides job opportunities.
Great idea. I think a station is required in Cottingham due to the increasing housing and congestion from the nearest station
Has a recall to duty for current trained staff been considered as a viable potential additional resource for spate conditions
Have other return to duties options been considered as an alternative to this?
Have you considered approaching the Freemasons for funding as they do with the Air Ambulances?
Having just seen one of your engines decorated in pride colours how much extra does this take from your budget? This money would pay towards another fire fighter ,
HFRS Solutions should be available to cover.
Hope you manage to acquire the 3 new vehicles - good luck
How would it be financed?
How would you apportion these 3 additional fire engines across the existing fleets stations ?
I agree and think they do as much as they can
I agree with additional resources is a good idea.
I agree with it
I agree with the above.
I agree with the plan
I agree with your third option, and I wondered if a volunteer system would work and also having regular training sessions for the public to teach people about hiw to react in different diverse and emergency situations.
I am happy to pay higher council tax to enable this resource
I am in agreement with the third resourcing unit and think it would be money well spent
I back the option.
I believe everyone has a responsibility to both protect our resources and this has to be addressed through goverment and contributions from all sectors . You are only able to get out what you are prepared to put in.
I believe this is a good idea as long as there is the correct level of training & their use is strictly controlled.
I believe this is a good option, however why is it only a crewing model staffed by On Call as these may well be stretched during spate conditions, would an additional model of off duty Full Time crewing enhance this resilience model

I believe this would be a useful resource providing said contingency crews are fully trained to the same standard as current operational staff, along with a continued training schedule even when resilience is not required. A slight concern would be if not engaged in continuous operational duties it may impact of their experience and knowledge.
I belong a community group with my neighbours at the local residential Lodge, we have Police coming along for a chat now & again so I'm sure a visit from the Fire Service would be welcome.
I can imagine in times of heat with the threat of fire to crops etc. and in times of flood the extra resources would be useful.
I didn't read it
I do not like any contracted out service.
I don't care
I don't feel I understand it enough to comment.
I don't feel this is necessary as we did not need any additional support during floods of 2007, heat wave 2022 or the recent Covid global pandemic.
I don't know enough to comment in terms of workforce but do think anything we can do to keep us safe is important and we should do it. I think the budget that is available should be increased so that the fire service can operate properly and take pride in their work.
I don't think any public money should be channelled into private companies. There has been too much syphoning off public money by the Tories over the last 13 years already.
I don't think it's a good idea.
I don't understand what that means. I do not know what a 'call off contract arrangement' is; nor do I have any understanding of what a 'resilience asset' is. I am a degree educated professional but you are speaking in your own technical language; if you want people outside of that to understand what you mean you need to explain yourselves more clearly.
I feel a bit concerned that it may create a big increase in the Council Tax.
I feel it is a good idea
I feel it is a really good idea and a contingency in case of unprecedented circumstances and will ensure that other emergencies are able to be attended at the same time as addended unprecedented ones so secures business continuity.
I feel it would more beneficial to have kept our additional fire engines available and crewing these with already contracted fire personnel instead of using an outside contract thus stretching an already stretched budget
I feel reassured that you have considered possible risks in the future and have a plan in place.
I feel that those people who are support staff in various roles could provide additional people power to assist the service. Where appropriate operating at a reduced, but specific skill training (by that I mean that they may not need to be as highly trained as current FF's) to assist with fire in the open or flooding. Also support staff who work out in the community could be beneficial to crew EFR vehicles, certainly where they are under crewed by stations and 'off the run a lot'.
I have evey confidence in your service and would support extra funding to NE Lincs Fire and Rescue
I support the third option.
I think any additional services would help.
I think education starts young and working with schools and young people can help spread the message across families households
I think having additional resources on hand if necessary is a good thing given the increase in demand and climate events. Better to have it than not have it and end up unable to respond in a catastrophic event.
I think it is a good idea.
I think it is a good idea. Although it will be a strain on budgets, the increasing risks of climate change will mean it will provide a vital service.
I think it is a great idea to have a 3rd arm which would be a resilience style model
I think it is a useful resource to have to support spate conditions in times of high demand.
I think it is important to keep people up to date with what is required to help with the environment etc.
I think it should be keep in house. but if it help keep people safe I'm all for it.
I think it would be a risk to employ under experienced part-time staff.
I think it would be a good idea
I think it would be a great benefit
I think it's a good idea
I think it's a fantastic bolstering idea.
I think it's a good idea
I think it's a good idea
I think it's a good idea, the more help and quick response is vital
I think it's a really good idea if the budget can be sourced for it.
I think it's a very good idea, these resources will be needed more and more over the coming years.

I think its being blown out of all proportions.
I think that this would make people feel more at ease and appreciate the effort that you are going to to try and keep us safe.
I think the Government / Council should fully resource the Fire Service to provide their needs they should not have to rely on a Call-Off contract system. But if that's not possible it seems like the next best thing.
I think the more support you can offer the local community the better.
I think the option is worth trying
I think the service needs to invest in two water bowzers crewed by two firefighters, one on the north bank and one on the south. When an incident is a make pumps for water the bowser can be mobile rather than loads of fire engines. this would take the strain off the service
I think the third resource is a good idea
I think there needs to be an emergency response group, similar to the old Civil Defence. This fits with that concept.
I think this is a good idea but Service needs to ensure they can keep their interest and engaged
I think this is a great idea and I can't imagine too many people within my area would oppose a slight increase in their council tax precipt to cover the increased cost and have the added peace of mind.
I think this is a great idea, and demonstrates innovation and continuous improvements of our FRS has looking at ways to provide an excellent service to its communities, having the right people in the right place at the right time
I think this is a really good idea
I think this is an excellent idea, I am concerned where the funding will come from?
I think this is the best option. In my personal opinion these crews should be given specific training in dealing with wildfire/rural fire and flooding incidents. Those that are identified as BA wearers should have a specific focus on BA for use during IA. This would reduce the impact on the training section as training on wildfires and flooding will take up significantly less time. This also allows the training section to spend more time focusing on BA for those that are expected to be BA wearers, this is obviously important due to its risk critical nature. I understand that this could cause issues in terms of whether there are enough BA wearers during industrial action, however, for the safety of the IA crews I think more time needs to spent in this area
I think this would add additional strain on the Incident commanders
I think this would be a valuable resource.
I thought this was already in place
I wonder how reliable this sort of contract would be with it only being an occasional (hopefully!) event. Would be nice to see the local authorities step up and perhaps territorial army staff being used instead? Just a thought
I wonder how this would be funded
I would agree with a third engine.
I would be on board with this
I would embrace any extra resources to this service.
I would imagine it would be expensive, can't army be called out?
I would just be worried where the cuts might end up if your saying it will provide an additional strain on your budget.
I would like more detail on the third resourcing model to be able to comment, although fundamentally it seems like a reasonable option. Cost would be a concern, perhaps increased investment in existing crewing models may be more cost effective then establishing a third?
I would prefer more whole-time and on call Firefighters rather than another drain on resources.
I would prefer that the funding available be concentrated on the established crewing models for the foreseeable future without placing additional strains on already stretched budgets, with the proposed third option only taken up once new challenges arise and occur on a more regular basis.
I would support it.
I would support this in theory, but residents dont have any spare income to finance this
I would want the most qualified staff to be directed to the highest risk emergencies, and those with risk to life, and avoid risking a lower service in those emergencies
I'd welcome additional units, I would prefer extra full time firefighters but aware of the cuts imposed by this government on public services so if zero hour contracts are suitable for the firefighters then I would support this.
I'm confident the fire service know how to manage themselves to provide the required service.
I'm not sure, did the ER area suffer fires last year as a result of the heat wave? Wouldn't it be prudent to have hydrants and otter fire fighting options closer to areas that may become fire risks such as heathland, agricultural land and perhaps managed land such a fire breaks?
I'd replace the current utilities with up to date equipment instead.
I'd worry about extra rise in taxes.
If extra fire engines would be essential to get to high emergency situations yes we do need them
If it keeps us safe and can be done safely then I think it's a good idea

If it provides the much needed assistance then I feel it is a good idea. You need to know that there is sufficient assistance when and if needed.
If it's necessary u tilt fulltime recruitmentncan increase to cover the void
If more money is needed to help resolve the situation. Then do what is necessary to do so. Those that have the resources need to step up to the mark. After all it will benefit one and all
If the additional resources are the resilience crews then it makes sense.
If the call off contract is given to a company who make a profit from the contract I think this is wrong. The fire service, like other important services shouldn't be there to make a profit, they should be state owned and not for profit.
If the risk is high enough do it
If there is a need for further crew and response vehicles then that needs to be campaigned for not a call - off contract arrangement. you clearly know this extra is required so trin more firemen and get more vehicles rather than trying to stretch and compromise existing minimal services.
If they can be deployed, help, assist all is good. Sometimes budget restraints have to be increased but it's time the government realised this in all departments and upped finances
If this is required as an option then we must be on top of it. We now the environment is going to change due to climate changes. Get the staffing in place to meet your needs.
If you believe the personnel are available a logical step
If you can evidence a need and can secure the budget required then do it.
If you need the extra resource then it makes sense!
I'm happy re the 3rd option
I'm happy to have this as an additional resource but not to have it take the place of what is already a small and very reduced service.
I'm not totally sure of what you mean by call-off contact. Anything that can add to the availability is worth having, it's not always about costs and the govt soon need to realise this. Every service is on it's knees now. I also think where people are caught exarcerbating fires, that some form of repence is needed in community service at the least.
I'm okay with anything that will help in a bad situation but I don't know what a call - off contract is.
I'm sure it would be a good idea.
I'm sure you look at things thoroughly and make the correct decisions.
Improve and increase the number of Fulltime FF's.
In an ideal world, you would always have enough resource. This suggestion would certainly offer some additional capacity in extreme cases and might even offer a further route to recruitment of permanent staff.
In areas of higher fire risk and a greater population, I think extra manned engines would be a huge advantage.
In my opinion every cooking area should at least have a fire blanket and near to an exit a suitable fire extinguisher
In principle sounds a good idea.
In use ie HFRS solutions started at British Steel
Increase help is a good idea
Increase resource within Isle of Axholme as I believe the majority of fire crews and part time and relief
Introduce a 'Zero Hour' contract so as WDS FF's would probably provide additional 'On-Call' cover.
Is fine
Is it really necessary?
Is the private companies response exclusive to Humberside? I imagine not? If not, when there are climatic incidents such as forest fires or flooding (which normally occur in more than one area at a time) how can you be sure that you will get any service if they are already deployed to a neighbouring county? Personally I'd rather the budget was spent on dedicated Humberside Fire & Rescue resources.
It is a good idea to have more fire engines, but why 3? Can't you start with one only and see how it goes? The cost of life is expensive enough, nobody wants to pay more council tax.
it is a very good idea
It might work.
It seem ok
It seems like a reasonable answer as long as regular training is maintained.
It seems like a sensible option even inspite of the extra strain on the budget in emergency situations.
It should not be funded using current budgets as they stand.
It sounds a good idea. Staff would not need to be employed on a full-time basis so it wouldn't affect the budget as much as if additional full-time staff were employed.
It sounds like a good idea, however it would be a massive additional cost to the services for a possible one of situation.

It sounds like a good idea.
It sounds like a good plan provided that those three fire engines are crewed with enough resources in the shape of suitable equipment and suitably qualified operators
It sounds like a smoke screen to increase resilience after the recent threat of strike action. Effective utilisation of existing resources if properly managed would solve the issue.
It would be an excellent idea should the finances be available
It's a good idea
It's a good idea
It's an excellent option providing it doesn't replace existing crews.
It's better to be prepared by having resources available rather than recognise afterwards deficits.
It's a good idea if it is effective regardless of the budget.
It's a great idea.
It's a very good idea but what type of training would be given bearing in mind the abilities of regular fire persons ie first aid skills as well as fire fighting training. Where would these 3rd party resources be sourced?
It's been used well in certain areas of counties to supplement with non retained but properly trained units. It's an excellent idea if enough come forward to get to the station from for eg work, home to the station.
Keep communities informed with updates
Let people see you out in your local area, not just when the press are out. put on local events so the locals can come and see you, like back in the day.
Lives are more important than money.
Local groups would perhaps benefit from visits to older residents schemes via LHP
Look it's not flooded here ever and I know of one arson attack on a tree and a house fire neither caused by global warming, I think you should concentrate more on stopping arson than worry about climate change which is just a tiny weeny change to risk really despite all the hype, I still don't expect to get flooded or the house go up on a puff of smoke if the average yearly temperature rises a miniscule amount. I don't think you should have a special stand by team to jump into action for a grass fire every ten years!
Looks good in theory.
Looks good to me
make people more alert when there maybe a flood from the Humber
Makes sense to have crews you can call on at the highest state of demand
More boots on the ground can only help in an emergency and increase safety.
More open days at local fire stations to make people aware of the call off arrangement scheme might help
More people that are trained the better
More recruitments and less cuts.
More work to be done in school, etc to educate young people around fire derelict building and the danger around ice on ponds lakes etc before the event and not after it.
My concern is that during heatwaves people need to use common sense. No picnic bbqs in parks, no discarding cigarette butt's at any time needs enforcement by police. Garden bonfires. For flooding, farmers and landowners need to maintain land drains and ditches or don't be surprised when it floods! Only then adopt the Third Resourcing Option! Enforce common sense and what we already have to the letter.
my concern would be the funding of this extra resource, if this is to be through increase in council tax then this will cause further strain on households with the current cost of living increases
Need to know more about this.
Needed
Needs doing
nice idea
No
No
no
No
No
No
No
No
No

no
No
no
No
No
No
No
no
no
No
No
No
No
No
No
no
no
no
No
no
no
No
No
No
No
no
no
No
No
no
No
No
No
No
no
No
No
No
No
no
No
no
No
No
No
No
No

No
No
No
No
No
No
No
no
no
No
No
No
no
No
No
No
no
No
No
No
no
No
No
no
No
NO
no
No
No
no
No
No
No
No
No
No
No
no
no
no
No
No
No
no
No
No
No
No
No
No
No
No

[illegible]

[illegible]

No.
No.
No.
No. Keep up the good work
No. Sounds ok
Not a good idea, use existing crews.
Not a good idea, use firefighters on days, not on shift etc on a zero hour contract.
Not at the moment
Not keen on this idea I think it should somehow be resourced in a different way.
Not necessarily for reason stated BUT IMPERATIVE to support the huge increase in housing in this area.
Not needed if you use existing firefighters who are already trained.
Not needed.
not really as any comment from myself would, I'm sure, be irrelevant to your thinking unless it corresponded with it.
Not really at the moment
Not really. The government always calls in HMForces. !!!! Sometime ago, when I was involved with neighbourhood watch, I was supposed to be given a document to help if families were to be removed from their homes in case of emergency, it never happened. My faith in being promised things is rather sceptical....
Not required.
Not sure about this, is it something that will occasionally be used but need funding all year round
Not sure really
Not sure, will it affect firefighters already in?
Not sure, will it effect firefighters in the job?
Not to use contingency. Ask WDS or 'On-Call' if they could 'man' the other engines.
Ok idea
On paper sounds plausible, but funding may be questionable.
Over rated, listening to the wrong people. Who shouts the loudest, with no common sense.
People have to be accountable for helping the areas they live in become more resilient. Sensible disposal of ignited mediums, saving water through catchment at home, keeping their gardens damp in hot weather, keeping their gardens clear and tidy to alleviate the possibility of fire risks, storing fuel correctly etc, it's all about taking responsibility!
Perhaps more information on Humberside & Fire access details.
Please provide the evidence that climate change is what you say it is, have you done your research or are following what you are told to do?
Poor idea
Presume that private funding options via larger commercial organisations will be explored. I would personally hope that a wide sense of 'community' in more rural areas that any vacancies would be reliably filled?
Put more infrastructures in place before building more homes.
Rather than providing 3 crews of inexperienced Firefighters, utilise spare on call personnel with a delayed turn out. They could report to SHQ at short notice, as long as pumps remain on the run at their home station. Alternatively offer overtime to WDS employees to crew extra appliances, therefore no need for extra training/kit/enhanced payments.
Really good idea and willing to pay more council tax as long as allocated to correct resources.
Safety first for our community so I great option to explore
See my previous comments
Seems a good idea
seems a good idea but funding would be required in these financially difficult times
Seems a sensible idea.
Seems a very good option
Seems like a good plan. Any additionall help will be welcome and should have a positive effect
Seems like a good idea
Seems like a good idea if it fits in with the budget.
Seems like a good idea.
Seems like a good idea.

Seems like a good idea.
Seems like a good idea.
Seems like a good idea. Good luck!
Seems like a good option.
Seems like a good resource.
Seems like a great idea 💡
Seems like a really good idea.
Seems like a sensible cost effective option.
seems like they using RNLI methods, hopefully they are not too far from the station and have means to get there quickly, With traffic problems at peak times this will not work
Seems pointless as they may never be used, why not pay staff on days off to provide extra shifts , no further training or kit required
Seems sensible
Seems sensible but as you say, it could be problematic in budgetary terms. Something else would have to give; your social media activities?
Seems to be a good idea whilst accepting the effect on budgets
Seems you have a plan.
Sensible option given the world we now live in.
Sensible way forward.
Should be a separate organisation delving this as i don't believe its part of the fire service remit.
Should be backed by the government and not individuals
Should have an allowance from council taxes to help fund this
Shouldn't be necessary
So how much more is this going to cost everyone?
So long as it is in addition and does not detract from your core role
So long as the core services don't suffer you must do what you feel is right, on call only staff could be a huge asset
So the third option would not be full-time fire fighters which would be the option (to increase number of fire crews) but would be people called in as & when required (like RNLI volunteers).
I think the Fire Bridgade need to be employing more crews and lobbying the goverment for higher budgets.
Sound like a good plan for modern times when flexibility is required
Sounds a good idea
Sounds a good idea even if it means asking for increasing the precept on council tax.
Sounds a good idea if necessary
Sounds a good idea to try and see what the outcomes are
Sounds a good idea.
Sounds a good strategy to hopefully deal with local issues of flooding / fire etc.
Sounds a very practical idea
Sounds beneficial.
Sounds cost effective
sounds good
sounds good
sounds good
Sounds good
Sounds good
sounds good if it is adequately funded without detriment to the other resourcing options
Sounds good in theory
Sounds good to have a back up. It would also be beneficial to campaign for smokers, litter droppers, bbq picnickers etc to take care of the environment. Ban disposable bbqs!
Sounds good to me
Sounds good to me provided that the necessary assets are available to call on when needed.
Sounds good to me.

Sounds good, everything comes at a cost.
Sounds good, going forward with the Climate change that we are encountering these days
Sounds good.
Sounds like good resource to have
Sounds like a cost saving initiative
sounds like a good idea
Sounds like a good idea
Sounds like a good idea and worth the resources.
Sounds like a good idea as long as it doesn't end up being three additional fire engines lying idle for most of the time, using valuable resources that you need elsewhere. Do you have the space to house them, the resources to man them (presume on-call staff?), the resources to maintain them?
Sounds like a good idea in theory, but how would it work in practice. Also who would man the tenders and then their is the cost of manpower and the ongoing training.
Sounds like a good idea to help tackle new challenges
Sounds like a good idea 👍
Sounds like a good idea.
Sounds like a good idea.
Sounds like a good idea.
Sounds like a good idea.
Sounds like a good option
Sounds like a good plan to have extra cover.
Sounds like a good scheme
Sounds like a good use of resources.
Sounds like a great resource that would help the community and current crews.
Sounds like a prudent option
Sounds like a resource that we cant afford at this time
Sounds like a very expensive option
Sounds like a very practical and viable "Plan B"
Sounds like a viable plan
Sounds like an interesting approach, similar to the specials for the police, and Territorials for the army. As long as it adds to and provides flexibility rather than takes away, and training is of a high quality.
Sounds like it could work. Perhaps funding could be sort from Lottery??
Sounds like it may be a good option
Sounds like it would be a great benefit to the community - I don't understand the call off contract arrangment and how it might affect staff and their work life balances
Sounds like perfect sense - although have you considered volunteers ?
Sounds OK to me. Thank You.
Sounds reasonable.
Sounds sensible
Sounds very positive.
Spend the entirety of your budget/income on ability to fight fires and carry-out rescues!
Spot on idea and very proactive
Suggestion sounds reasonable
Tell the government to stop chemtrails.
That is a good idea. I seem to recall that there used to be a volunteer fire service that could be called up for big emergencies, is that no longer an option.
The option seems like a good plan.
The extra resources are needed and the public have to realise they need fundibg
The impact of climate change is not significantly any different now compared with any time in the last few hundred years

The money used to fund this would be better spent on improving our carbon footprint and being pro active rather than reactive
The more available service the better as long as fully trained
The more the better.
The option is necessary but if the government managed their budget more effectively then surely the emergency services could have sufficient personnel administrative employees.
The option makes sense to me. If I have understood correctly you will have on call crews and an additional three engines available for them to use when there are times of high demand. Challenge as pointed out is how this is paid for. Further challenge is ensuring 'on call' crews maintain full training and are given experience outside peak demand times
the question needs to be asked.... why did we get rid of engines if we now need them again?
The resilience posts you advertised previously were extremely highly paid. You should follow the NHS of having bank staff, often those that have retired, to utilise their expertise and knowledge.
The resource deals with the symptoms of burning fossil fuels, which is causing climate change. Dealing with the symptoms will not prevent the worst of climate change in the future. To prevent the worst of climate change in the future the root cause, burning fossil fuels must be tackled now. No problem is ever resolved by just dealing with the symptoms and ignoring the root cause. Climate change is no different.
The Service is already stretched and this could potentially do more harm.
The Service provides fully skilled experienced firefighters and could provide further cover on their days off and earn extra for this.
The services try provide the best service they can on small budgets provided by government and local councils
The support the third resource will bring may bring additional strain on the budget but will provide an essential service in keeping our communities safe.
The third resourcing option sounds great, in theory it would work depending on how much standby resources you have available immediately. East Riding of Yorkshire is beautiful and scenic however there are a lot of wide open fields and the moors to govern. Permanent yearly funding would have to be in place as well as adequate training for the third option. Additionally, a review should be carried out to determine in the event of a fire, which streets in Bridlington or any other area that fire engines can or cannot fit down to get to a fire. Some streets are very narrow.
The whole thing needs more funding to be consistent
There is insufficient information in this passage to enable comment.
There is not enough information in the statement for me to comment.
Think it is a great idea.
Think that's a good idea
Third party contracts never seem to work as well and never seem to have the same levels of commitment.
Third resourcing could be promoted through people volunteering to work on this resource
Third resourcing seems like a waste of money.
This could be done by 'off duty' personnel saving time and costs of training up and equipping more staff who may never be needed.
This is a good idea
This is a good idea if you can persuade the public that extra funds will be required to keep us all safe!
This is an excellent idea and would benefit the service and the community.
This seems important enough to merit being a fully integrated resource not a call off contract arrangement (assuming I know what this actually means).
This seems like a sensible and efficient way of maintaining additional resources to deploy as and when required
This sounds perfect apart from the additional strain on the budget. Please don't ask us for more money. I understand things have to be paid for but some of us have no income at all, never mind a well paid job.
This will be an expensive and time consuming resourcing issue. The fiscal reductions and reduced workforce that has been the consequence have affected the resilience of the service and is now left diminished significantly. Make a case for funding to provide the additional staff and service required on a full time basis if not locally then regionally/ nationally so that other diminished emergency services are not impacted and our armed forces, also largely depleted can be retained appropriately for their true functions. Providing this piece meal will not be an effective and efficient resource.
This would provide resilience in times of need.
Thoroughly support it.
to effectively resource to those risks a call-off contract arrangement a valuable resilience asset Do you mean part-time firefighters?

To ensure cost efficiency perhaps the use of the asset could be monitored and the outcomes reviewed, times it was required and benefits.
Use a 'Recall to Duty System' as they are already trained.
Use crews already trained to do this cover. They are fully trained, competent and need no further training or courses.
Use current staff on their days off to cover shortfall using their skills and competence.
Use existing crews that are off duty.
Use existing off duty crews.
Use existing personnel / FF's and pay them overtime on days off.
Use existing personnel from a 'pool' of volunteers.
Use 'Off Duty' personnel as they are already trained.
Use 'Off Duty' trained personnel.
Use the money to fund more effective equipment. Pay current FF's overtime as they're current and competent in role which reduces training costs. Work alongside other Services to share information for a holistic approach.
Use the personnel from on call stations that are already on call either extra to a pump crew or make up a crew from stations where the pump is not available
Use the 'Recall to Duty System' - use surplus 'On-Call' FF's - pay overtime for 'Full-Time' personnel.
Use the 'Recall to Duty System' and 'On-Call FF's'
Use the 'Recall to Duty System' so fully trained crews are available when required - or surplus 'On-Call' crews.
Use the 'Recall to Duty System' with existing staff and having sufficient staff numbers.
Use WDS on Rota Days.
Using partnerships to increase workforce tackling issue
Utilise fully trained crews.
Very good idea
Very good idea
Very good idea.
Very good idea.
Very good to have back up and more fire engine will help the community
Volunteer crews
We already have crews that are at home that could be used.
We have heard and seen in other services the promises that they would not be used in place of resources already being used but they always do.
we need all the cover that is available during times of disaster.
weneed to do lots more people need educating
What does call off contract mean? Why can't you bring in off duty whole time fire fighters on overtime?
What is a 'call-off contract arrangement'?
What these follow the same standards. How would you ensure they are as experienced if they arent attending incidents regularly
Whatever you think would help
What's a call-off contract?
Whats wrong with getting fully qualified staff on their days off on overtime to provide an extra response for these short term periods. At least then you will be getting already highly qualified staff with no additional training costs
Why can't we have them not on 3rd party. Surely the end cost must be greater than enrolled personnel. Have these costs been compared. Obvs could be difficult to maintain but a simple spreadsheet would suffice. If you think you're going to need 3rd party, what is that based upon?
Will it effect firefighters already in the job? If yes, then no.
Will it impact on firefighters doing the job?
Will the Fire Service be training the Service Personnel who are increasingly being drafted in to cover strikes and working to rule.
Will this affect firefighters already doing the job? If so, then no, if not then good idea.
Will you be utilising crews that are already trained for example recall to duty like fds officers are. This didn't happen at all in the last heatwave when it could have been done.
With the costs of maintaining competency for these call-off firefighters and a retainer to keep them interested it can't be much cheaper than existing on-call firefighters. Why not employ them as on call and relax the cover hours rules? They give cover when they can and boost retained cover.

would it not be more efficient to look at water supply options, tankers etc. It would seem to me that people on a call off contract would cost more
Would need to do further research before I comment.
Would the staff be volunteers?
Would these crews be used as resilience in the event of strike action?
Would these just be general pumps or are you considering having the additional resources as environmental response specialist units? ie 4x4 off road vehicles or flood (not white-water) rescue/response.
Would this be CFC crew? If so, yes I would be in full agreement to use this group of staff for these purposes.
Would vehicles be electric or fossil fuel driven? Has the environmental impact versus the benefit been looked at . What specific model would this third resourcing use ?
Wouldn't this be re-inventing the "retained firefighter" system & a back door access to privatisation of emergency services?
Yes
Yes
Yes
Yes
Yes
Yes
Yes a good idea
Yes a good idea
Yes and NA
Yes as long as it does not reduce firefighters who already do the job.
Yes good idea
Yes good idea
Yes good idea
Yes good idea
Yes good idea
Yes good idea
Yes good idea
Yes good idea
Yes good idea
Yes good idea
Yes it would be nice to have trained community volunteer when fire service is fully stretched
Yes I've read through the recourses I'm ok with them
Yes push for on call would be great
Yes with proper training
Yes,allow farmers to dredge rivers and streams to reduce the chance of the bank's bursting, don't just move the flood water elsewhere,use the streams,dykes and rivers to get rid of water by allowing dredging
you can only do your best
You do a really great job.
You dont really explain what that means. Will they be firefighters? Volunteers?
you dont spend any money in Driffield
You have not explained what this is, how it would work and the implications.

10. We want to be more proactive with our communities, what else should we do to reach our communities, especially those who may not know of the support we can provide?

A letter / mailshot.
A lot of new the communities working in factories we need to engage them through there work places
A regular column in the local press to keep us informed would be useful. You could outline what you are doing as well as what you have done.

Accept that the fire service is a reactive service in all but it's business enforcement and focus much greater emphasis on this abandoning the unproven safe and well program
Accessing wider community eg via mosque, women's groups (not all Muslim women will routinely attend mosque)
Add it on to a flyer with the wheelie bin info. Make people aware as many people check that.
Advertise locally ; attend markets with an information van
advertised times to go into certain areas for the public to meet you for advice / smoke detectors etc.
Advertising / Talks / Visits
Advertising in detail
Advertising in library or gp surgery
Advertising in local free publications.
Advertising in prominent areas
Adverts in newspapers (for the older generation) / radio
adverts on local tv and radio
Again - need to be more visible in the area - most older people dont know what we do because they dont have social media - they may not leave their homes very often and with the cost of living crisis wont be able to afford it!! Education via leaflet drop (again drawback effect on the environment:::(of paper use.
All seems okay.
area visits for questions/answers
Arrange targetted events and targetted open days at the fire station
Arrange to visit multiple occupied buildings eg blocks of flats to test evacuation procedures
Arrange visits to village halls, send out flyers
As I would like to be able to provide more support to those in need. maybe work more closely with charities and local authorities.
Ask community policing to put forward known elderly or disabled or vulnerable younger owned homes on their patches for a visit.
Ask for volunteer communicators in villages to spread the word
At publicity events, talk to people rather than have piles of leaflets. Make some short videos and have the public involved.
Attend local training providers.
Attend markets
Attend Messingham Show if not already doing so
ATTEND MORE COMMUNITY AVENTS, ATTEND LOCAL GROUP MEETS, ENGAGE MORE WITH OTHER COMMUNITY GROUPS, OPEN THE FIRE STATIONS UP MORE TO THE PUBLIC TO SEE WHAT WE DO AND HELP WE CAN OFFER
Attend more community engagement events.
attend more community events, get into schools, however this is difficult for operational crews to do as the "targets" placed upon them are deemed more important than time spent in schools or at community events and this is not recorded anywhere
Attend parish meetings and provide info/updates
Attend schools and other stakeholders . Face to face is very effective
Attend schools giving talks on what to do if fire at home
Attend schools to get fire safety over to pupils and what they should do in the event of a fire. Perhaps pop in to Council surgeries or meetings now and then.
Attend the busier local markets. Local event days etd
Attention community events
Awareness days, city centre and stations open days
Be a more active presence on Social Media / more visits
Be in the community more.
Be in the community more.
Be in the community more. Work with the kids who are causing chaos in our communities to show them positive role models.
Be in the community, more face to face. Work with the young kids, they are getting involved in more anti social stuff and need role models.
Be in the community.
Be more visible like today
Be seen in the community more.
Be seen out in the local community

Be visible, face to face
Bearing in mind not everyone uses social media suggest better use of Local radio stations i.e. radio Humberside, it's easy to tune into for most folk
But what support do you provide other than Fire and rescue
Cadets / educate.
Can't think of anything else. You appear, to me, to be covering the "job" very well.
Catch a younger audience
Coffee mornings/open mornings for the community at the fire stations.
Come & talk to Local Groups, e.g. Town & Parish Councils; the WI; etc.
Come back out into the community Fetes etc be more visible
Come round to community hubs more - like today, it was really nice.
communicate direct with the people that pay for your service - I don't use social media or read a local newspaper so know nothing about you.
Community engagement is key
Community events, station visits, schools
Community talks
Community visits and drop ins
Community visits and talks.
Community visits.
Community work
Community?county shows that you don't already attend. School visits
Continue multi agency work which will help reach vulnerable people.
Difficult I know but try to include outlying areas rather than just major population areas
direct mailing
Directly approach the elders in the different communities and seek opportunities through them to reach out.
Do talks in schools and community centres
Doing ok
Door to door engagement with hard to reach groups
Door to Door knocking - leaflet dropping especially for those people who cannot get out of the house much
Drop in events at libraries, village halls
Educate children early, be in the community, regular slots on radios etc.
Educate in school, youth groups, WI, elderly groups, Scouts etc
Engage further with partner agencies
Engage in existing local community groups and build and maintain relationships with colleges and schools
Engage with school communities
Ensure all schools are visited bi-annually to get any messages to children who will be able to also influence their family's behaviour.
Events / face to face with.
events at local school - involving both the children and parents
Events in the community more
Events like this
Events, talks, station open days
Events, visits to station, schools
Explore more co responding opportunities
Face book
Face book. Engaging public in busy places or at community events
Face to face
Face to face
Face to face and visits
Face to face engagement

face to face meetings
Face to face talks.
Face to face talks.
Face to face with communities / radio
Face to face with people
Face to face with the public.
Face to face, education in schools
Face to face, visits
Facebook
Fire service attendance at summer season events & Station open Days
Flyers
Flyers, face to face work
follow Patrington's example. they have a very high profile in the village, attending all community events (christmas light switch on etc etc). They also have barbecues at the fire station to which locals are invited.
Fund the nhs
Get more for anti social behaviours
Get out of the office and talk to people.
getting out into communities, and listening, before informing. recruiting members of communities to introduce/facilitate conversations and engagement. Using the organisations already in communities.
Give talks to local community groups again.
Go into school and colleges
Go into school assemblies
Go into the community and hold events! Not rocket science
Go out into the community more
Go out into the community more.
Go to schools
Going in to schools and public areas.
Going into schools and colleges and supermarkets, to give interactive talks etc
greater engagemnt with partners, this has dropped off since the pandemic
Have a team that can attend Stations and invite the community to pop in and see them.
Have better source of data to target those at risk.
Have face to face talks and meeting in different complexes.
Hold charity events in the community
Hold open days. Wherever possible, be present at public events. Hold specific information days.
Home visits to review potential fire hazards
Hospital and GP referrals
I am a Business Manager in a large Primary Academy and we welcome the current visits from your service - the children benefit so much from seeing how the engine and hoses work and learn valuable lessons to keep them safe. Maybe visit schools to deliver assemblies to children before they break up for Summer more - to warn them about field fires, etc. Think one has been carried out here in the past but it would be good annually.
I do not have a dorect suggestion
I do not have internet, so door to door, letters, flyers or radio.
I don't know.
I live quite remote, still I haven't seen a fire engine since before covid, a good thing maybe!1
I think again visiting local schools, door visits to the elderly and promoting the service through a cooperate setting.
I think many disabled people may not be aware of what you provide as on your web site there is no information aimed at disabled people. For example, how to deaf people contact you, escape for wheelchair users. etc?
I think that we are already engaging as much as is possible given the stakeholder contacts we have. Horizon scanning for trends and opportunities would be beneficial, focus groups led by those with an age based, cultural or economic association would help. As a 50 year old I can't presume to know what an unemployed teen is thinking, so how can I be sure I'm asking the right questions!

If anyone has an emergency they will call you ,no need to be more proactive use the resources to make fire fighters safer
IF we adjust the level of simple statistics, and focus on quality, we will reach the right part of our community.
In my experience its about right, but aware can never do to much!
In the community, we want to see you. The same goes for the police.
Internet
Is there a way of developing & using volunteers?
It may be 'old hat' but school visits and open days can still work wonders.
Keep being a presence at events, educate the young.
Keep doing what you do without risk of being undermanned in an emergency
Keep putting messages on the vehicles you use. Everyone looks at vehicles with blue lights flashing. Attending community gathering from all backgrounds remains key. Maybe helping to deliver food to food banks and take the opportunity to say what services you provide at the same time?
Keep using all forms of media to remind everyone of the the precautions we must all take
Leaflet drop
Leaflet drop to show what you can provide to individual households. Hold a street event, so each street could be visited for an hour for residents to pop and see the crews and obtain advice / alarms etc.
Leaflets
Leaflets / face to face with people / 1 to 1 sessions with disabled people in the community.
Leaflets adverts
Leaflets and Local Advertisements
Leaflets door to door
Leaflets from time to time should help.
Leaflets in the post
Leaflets through doors.
Leaflets, and maybe a junior fire brigade, same as police and the forces
Leaflets, newsletter, community events.
Leaflets, TV
Letter box sheets
Letters /more Social Media.
Lincolnshire housing partnership
Include iformation in the eryc newsletter
Local events
Local free ads type leaflets that are already posted through doors
Local meetings in local venues; leaflets through doors; fire station open days; visibility at local events
Local news
Local press
local radio
Local radio, TV
Local radio, tv, more in the community.
Local surgeries
Local visits opening days
Make courses available.
Make it more easy to access the fire station in Barton for any help on smoke alarms
Market stall once a month
Maybe consider a flyer in areas where older people live, who may not be IT literate or on Social Media
Maybe go door to door or post leaflets
Maybe go into local schools to discuss things with children
Monthly meetings/ surgeries at different venues in North Lincolnshire

More accessibility
More active work / door to door.
More advertising.
More adverts on socials
More attendance at events like this
More community engagement in schools, colleges, parks etc.
More community engagement to be actively involved and visible within the community. Early intervention through school engagement.
more drop in call to the elderly and disabled
More engagement/ open days/ at Stations.
more events and visits.
More events in the Community.
More face to face contact
More face to face contact in the community.
More fire brigade road shows.....take over one of the empty shops in Freshney Place
more fire station open days
More in the community
More in the community.
More input in schools.
More interaction with Communities.
More involvement with school age children.
More like today - face to face
More open days
More open days
More presence at events / markets
More presence in the Community. More Community engagements.
More School visits and events.
More social media
More social media, more information, flyers
More talks in the Community.
More visibility
More visible mobilise to more diverse range of incidents
More visible presence within the community. Visits to schools etc with fire appliances
more visits to older people possibly meeting in the community i.e. whist, bowling and other indoor activities
More visits to schools
More visits to schools.
More visits.
More work within schools.
More work/visits to schools (both primary and secondary) and promoting the service at large scale community events (ie looking ahead to the King's Coronation, get out and about in the communities where events are taking place).
Newsletters
Newsletters, leaflets, school education
None that aren't already been pursued (community events, school visits etc)
Not everyone is on line or using the internet. Radio and more face to face work.
Notice boards, face to face, it was good today.
Occasional items on local TV news
On the news.
On the radio
Open days

Open days and invitation to speaker meetings within the community. Better education in the workplace , schools etc. Use of on call stations for this if possible .
Open days and station community events
Open days could be very informative.
Open days, community centre visits
Open Days.
Open Days.
Open workshop in local areas
Pensioners and disabled people who live alone
Please see q.16
Possibly by posting info local shops village notice boards.
Posters
Posters in libraries and community centres.
Posting leaflets, encouraging children at schools to participate and learning all the great jobs they can do as a firefighter and supporting community
Promote the road safety team
Promoting the Service via local events rather than rely on Social Media - have a more physical presence
Provide free CPR courses to the public and community groups, amateur sports clubs, etc. This not only builds up a valuable resource of members of the public with some basic first aid training but gives you the opportunity to engage with them about the fire service during the training session.
Provide more info at specific high footfall areas -e.g supermarkets, shopping centres, markets, school pick up, drop off
Provide more open days to raise awareness of fire/etc. safety issues, and have more presence (i.e. lectures, assemblies, info tables) in secondary and higher education environments.
Provide resources such as smoke alarms, fire extinguishers etc to help people protect their own properties from fire, flooding etc
Public open day?
Publish a single simple paper / pamphlet on what the service provides, but trim this to what the fire service is responsible for "Emergency rescue and fire fighting" Providing information that gets put in the bin is futile. Start with schools and education at an early age and bring back fire certificating if you want to ensure prevention.
Push road safety
Put it in the East Riding News circular that goes to all homes.
Put leaflets through people's doors.
Put up posters in local areas.
Radio Ads on regional channels'
Radio, face to face in the community.
Radio, face to face with the public you serve
Radio.
Reach out more to young people ...
Reach out to landlords for tenants piling rubbish up in back garden at risk of fire waiting to happen I got life threatening condition and I would not be able to get out in time when the fire spreads .The next door neighbor's garden is bad and it needs addressing
Reach out to schools
Regular bulletins on the radio to collect up a wider audience
Regular community engagement, like today, stands and information in the high street.
Regular local radio and/or television slots?
Residents groups
Robust and relevant training. Communities should be the responsibility of local councils, who should cascade information to their constituents instead of training personnel spending valuable time and resources on trying to reach individuals who have a responsibility to keep updated and informed
school and college visits
School and community centre visits/talks
School education
School involvement

School talks / visits / events.
School talks, door to door leaflets
School talks, events, community groups, colleges
School visits
School visits
School visits / events.
School visits / more information about the job.
School visits, get in contact with religious groups
School visits.
School visits.
Schools - kids talk to parents
Schools visits
Schools visits.
Schools, involve kids early, open days
Seminars - Community talks.
Send information through the post.
Send out leaflets / Presentations / Commercial
social media
Social media
Social Media / Facebook / Tik Tok / Instagram
Social Media adverts
Social Media adverts.
Social media or other means that incur no cost to taxpayers.
Speak to children, they are the adults for the future.
Speak to our young ones.
Spend more time in the community at fairs and local markets etc.
Sporting events, schools
Start in schools.
station visits and attending community events
Stop having the monthly fire safety test chap interfering with council tenants that live in communal flats in Beverley area, stating that all communal areas ie: hallway window sills to be clear of items including plants, this is ridiculous stating its a fire hazard, plants are full of water n moisture. stating we cant have door mats too, esp when the communal mat that sits next to all exit doors is an accident waiting to happen with the built in metal frame tripping people up. Also the patronising fire exit signs stuck all over the brick walls, erh... we all know how to escape a fire n find a door thankyou! Its not a oaps home or hospital-clinic, its a property that houses normal people who do not need education in how to exit our flats.
Talk to kids so they know things early
Talk to parents at the school gates? Captive audience
Talk to people face to face.
talk to real people.
Talk to young children
Talk with kids at school, usually a good way to transmit a message to their parents.
Talks at events / Community Centres.
Talks at schools/colleges, attend local events or hand out leaflets at events, schools, social media campaigns
Talks in school
talks in schools
Talks in the community.
Talks to school students in school to educate the next generation of adults on fire safety and potentially promote the fire service as a career choice
Talks, events like this

Teach children young about the fire service and keeping safe.
Text message
The East Riding newsletter goes to every household
The fire brigade doesn't need to reach out, they need to be there when you need them. They are for emergencies not advertising.
The news.
The police have regular coffee mornings in my village during which concerns can be discussed and people can become familiar with their local officers.
There are a lot of small villages in the East Riding area. Possibly informal meetings could be organised in their village halls.
Things like this, in the community more
try and target certain areas ,may do a walk about in the areas,handing out leaflets,checking for assces for appliances'talking to residents.
Try to make as many people aware of the support you provide.
TV adverts would reach most people
TV or radio
TV Radio advertising
Use recent Office of National Statistics to target groups with leaflets (those who don't have social media)
Usually interaction with those communities alluded to are seen as patronising (I haven't seen any fire service action in this area though) it is important the communities are consulted to see what would work for them
Utilise other channels for information
Utilise VCSE communication channels and be available to support events from this sector
villages and smaller communities always seem to miss out, not everyone has their own transport to get to the nearest town or shopping centre. Also not everyone is free during the day, maybe an early evening event woul attack different variety of people, possibly older school or college age students, for recruitment purposes these are the people you need to encourage and show them that you don't just put out fires
Visit communities more.
Visit groups / talk to people.
Visit people
Visit schools
Visit schools
Visit Schools / Open Days.
Visit Secondary schools and colleges
Visit to Schools
Visiting elderly and vulnerable
Visiting over 55+ clubs and giving talks and information to the more vunerable. I believe this would also make people more aware and cared for in the wider community
Visiting schools more often, get the messages started from a young age!
Visits to Community Groups and Schools / Colleges etc.
Visits to schools / events.
Visits to Schools / Youth Centre's / Gyms
Visits to schools and other events like this.
Visits to Schools.
walk/drive around estates handing out leaflets talking to the public
Weekend open days at the station where possible. Visits to local villages/village halls to engage with those unable to get to the station.
What happened to the mobile information unit, this is a great tool for all ages to get information on the service, it could be parked at local shops and schools.
What we are doing now, face to face
What you. are doing today - speaking to the community
When local recruitment is an option, maybe use current staff and engines in the community to draw applicants in
Where possible locate a fire engine so communities could ask questions regarding all things to do with the fire and rescue services ie career opportunities.
Work closer and have a more personal contact with other agencies and not just contact when needed, being continually involved with other agencies will enhance our community engagement, promote work we do and be a constantly visible presence in our community.
Work in schools

Working with others
Written or local tv - most elderly don't use internet for news
You already seem to have it covered. The International Games in Hull City Centre were a big hit as usual.
You do a great job already.
young people more informed
Youth engagement: School / College visits.

11. In the next few years, we plan to recruit a further 150 firefighters. Is it a career that interests you? (Yes)

Already a Firefighter
Already firefighter
Already in the career I love doing.
Already work for HFRS and I love my job.
Already work for HFRS and it's the best job in the world.
Already work for HFRS and love it.
Already work for HFRS and love the job.
Already work for HFRS but it is a really good and worthwhile career.
Already work for HFRS.
Already work for HFRS.
Already work for HFRS.
Already work for HFRS.
Already work for HFRS. If I was coming to the Service for the first time I would be interested but would not see it as a full career choice at 40 years of age.
Already working for HFRS
Already working for HFRS and it is an excellent career choice.
Already working for HFRS and loving it.
Already working for HFRS.
Already working for HFRS.
Always something I've been interested in
As the emergency services do an amazing job and are vital
Because I have been a youth worker for 25 years and would like to educated young people in schools
Because I wouldn't have already had a career as a professional full time firefighter if it didn't interest me. I'm 68 BTW
Feel like I would be helping the Community.
For grandchildren's careers
Good to helpcommunity
Had a long-time interest.
Helping people makes me happy.
I already do it
I already work for HFRS as WDS but am extremely interested in future colleagues.
I am 60 years of age though consider myself fit and walk 70 miles per week however I think the force should be looking for younger people.
I am a firefighter in a different service
I enjoy helping people.
I enjoy the idea of the role given the fitness standards and working with different equipment
I have applied but heard nothing back, no response. (2 months ago)
I have so much respect for what fire fighters do. I couldn't do it.
I imagine it would be an interesting career
I know I'm to old but would like to be community' volunteer when service fully stretch

I know some firefighters and it encourages me to be one. Very interested.
I want to help the community
I would have really liked to have joined the fire service, applied a few years ago but fitness was a big hurdle
I would like to help people.
I've always wanted to work in the fire brigade
I'd love to but always thought you needed special requirements for training.
If I were fitter, it would be a great job. Unionised and helping people
I'm already an operational member of HFRS
I'm interested but too old. It is a great career choice.
Interests me.
Interested
Interested
Interested
Interested in this line of work.
Interested.
interesting job
interesting job
Interesting job
It's a career I would take great pride in pursuing
It's a job to be proud of
It's my dream career
It's my dream, I will be a firefighter one day
Job stability and would love to be able to help people in the community.
Lifelong dream
Maybe, in the future
More people are retiring, so not enough.
my children like the idea of blue light services and would be interested in knowing how you liaise with education providers in the region
My uncle was a hardworking firefighter who gave everything to the role and has inspired me to do the same.
Passionate about serving the local community
Rewarding career
Rota system. Operational crews have far more career opportunities than green book.
sounds exciting; have to keep fit; team work provides camaraderie
Sure it would be better than retirement !!!
The fire service inspires me to make a positive difference to our community and the diverse role of a firefighter appeals to me
The role of firefighter is all I've ever wanted to do
The variety and support you give is excellent, I'm too old now though!
There's more to it than just firefighting, interested in medicine
To serve the community and provide essential rescue response and use my military and ambulance experience in a rescue environment.
Want to be able to help others.
Want to be part of the team
Want to help people.
why
Work life balance and helping people
Working for emergency services would be a great way to help the community and learn valuable skills
Working for HFRS (W/T)
Working to be the best person I can be for others.
Working within the community is very rewarding

Yes

11. In the next few years, we plan to recruit a further 150 firefighters. Is it a career that interests you? (No)

73 years old and retired.
75 years old, and completed my 30 years service.
79 years of age
Afraid of heights
Age
Age
Age
age
Age
Age
Age
Age
Age and Disability
Age, fire fighting was a secondary role I did in the RN for 22 years
Age.
Already a firefighter
Already a firefighter, this number should be more with the retirement profile.
Already a firefighter.
Already a member of the service
Already employed
Already employed in control
Already employed in the Health Service
Already for HFRS.
Already in a different career.
Already in employment. It's not something that appeals to me.
Already training in another emergency response service.
Already work for HFRS
Already work for HFRS
Already work for the HFRS.
Am 74 - 75 next month
Am 75, years young .
Apparently 24 hour shifts, too long, does not appeal to me to be a good home life balance
At 75 years of age I am not looking for a new career
At university
Because of age.
Because of my age. I retired several years ago.
Been there. Done that 🌀 (I'm sure you guessed from my response to the 3rd option)
Being a Firefighter is not of interest to me.
being a Firefighter is of no interest to me.
Content in the area of work I am currently in
Dangerous
Dangerous and I am not fit enough
Dangerous and i love my job as a teacher

Disabled
Do not think it is a good career.
Doesn't interest me.
Don't like shifts
Don't think a 74 year old would be very good for the service
Don't think I have the physical attributes needed at 82 years old. Let's say willing but not able.
Due to age
Due to age
Due to age - but I would like to say it would be a fantastic career.
Due to age - but thought about it when younger
Due to age and retirement
Due to age.
Due to age.
Due to age.
Due to age.
Due to age.
Due to age.
Due to age.
Due to age.
Due to age.
Due to age.
Due to age.
Due to age.
Due to age.
Due to age.
Due to age.
Due to age.
Due to age.
Due to age.
Due to age.
Due to age.
Due to age.
Due to age.
Due to age.
Due to health.
Due to health.
Due to hearing loss
Due to my age 50+
Due to my disability
Due to pay and conditions.
Due to previous injuries unable to
Due yo age.
employed by the service
Existing staff member
Feel as though I am not fit enough

Full time mum
Getting too old to start a career like that.
Happy with current career
have a different career
Have a nursing career and approaching retirement
Heading towards retirement
Health reasons.
Hours and pay of work
I already have good career and I am approaching retirement age.
I already work for HFRS
I already work for HFRS
I am 68yrs of age and retired.
I am 70 years old, it would be a waste of money to train me 😊
I am 73
I am 73 years old.....
I am 80 years old.
I am a full time carer to my child
I am a headteacher. My son might be interested.
I am a pensioner.
I am already well established in my chosen career
I am disabled
I am disabled and would not be able to carry out the tasks required; I can only work in office based roles.
I am getting abit older and I don't think I'd be suited for the role.
I am not eligible
I am past the suitable age
I am physically unable to do this job
I am retired
I am retired
I am retired and have difficulty with stairs...climbing a ladder would be problematic 😊
I am satosfied with my currebt career and could not change but greatly appreciate the work of those who commit to this serious and important path of service.
I am too old
I am too old to be a female fire fighter in what is unfortunately tainted with masoginist behaviour.
I aspire to study law.
I can't handle a ladder in my tights never mind climbing one which is against a burning building! :-)
I do not want to change career
I don't know
I enjoy what I do as I am a teacher.
I feel I am too old to swap careers
I feel that i would not be much help because of my age and fitness. Plus it will do another person out who needs a job.
I have a career already
I have a career path chosen already, had this been available as an apprenticeship at school it may have been an option.
i have a rewarding career already
I have another career path I am going to follow.
I like my office job
I think I'm a bit old for climbing ladders 😊
I want to go into the medical field.
I was a firefighter previously

I work for civil service and I'm not fit!
I work in education.
I would love to but certain medical issues would prevent me to carry out certain things...i would love to help in any other ways
I would not be able to pass a fitness test and am too easily distracted to concentrate on such hefty responsibilities such as firefighting.
I would not work for HFRS
I'm 77 so think I could be more of a hindrance than a help, although I would be prepared to have a go
I'm already retired but I'm flattered to be asked.
I'm deaf
I'm nearly 74!
I'm not physically fit enough!
I'm retired
I'm retired and to old
I'm retired early due to ill health and nearly 50 years young.
I'm to old
I'm too old, unless you've increased your recruitment age to over 60's!
I've retired
I'll health advertise more and but it all on media
I'm 37 and already have a job
I'm 61!
I'm 72.
I'm 80 yes of age!!
I'm a bit too old
I'm a pensioner
I'm a retired firefighter.
I'm happy with my career choice.
I'm in my 40
I'm nearly 54 years old and not planning a career change at this time of life
I'm not brave enough!
I'm old and wouldn't be fit enough :)
I'm on my third and very rewarding career
I'm retired
I'm retired
I'm retired!
I'm to old at 62
im to old at 76
I'm too old
I'm too old
I'm too old - might well have been on it if I were in my 20s!
I'm too old mate at 61 but I wouldn't have considered it even when you get because I could never attend road accidents like you do, you're heroes, I was with a friend on our motorbikes when he came off and had a compound fracture of his leg, that's enough bone and blood and agony I can stand, like I say you're heros dealing with that regularly, pat on the back from me!,
Im too old thats all.
Im too old!
I'm too old!
I'm too old!!
I'm well into retirement
I'm well over weight to be an officer. We love the force. End off. 🙏🙏
In nursing

In October this year (2023) will be my 80th birthday.
It is something I have thought about.
It's not for me
It's a scary job.
It's very poorly paid
Just doesn't appeal to me on any level.
Just not for me
Lacking the skills necessary for the job.
Medical reasons
My age
My age
My age
my age 58
My age is well over 65
My age.
My age.
My eyesight would fail me
Nearly retired but son may be interested
not a career i am interested in
Not a company I would want to work for
Not able
Not an employer that appeals to me
Not brave enough to do this type of work
Not fit enough. Have 2 young kids
Not for me.
Not for me.
Not for me
Not for me
Not for me
Not for me
Not for me
Not for me
Not for me
Not for me
Not for me
not for me
Not for me
Not for me and too old
Not for me as I have decided on another career.
not for me!
Not for me.
Not for me.
Not for me.
Not for me.
Not for me.
Not for me.
Not for me.

Not for me.
Not for me.
Not for me.
Not for me.
Not for me.
Not for me.
Not for me.
Not for me.
Not for me.
Not for me.
Not for me.
Not for me.
Not for me.
Not for me.
Not for me.
Not for me.
Not for me.
Not for me.
Not for me.
Not for me.
Not for me. - - not brave enough.
Not for me.S
not good with combined spaces
Not interested
Not interested / not for me.
Not my area of interest.
Not my career option
Not really interested.
Not something im capable of doing
Not suitable
Not suitable for me
Of no interest to me becoming a Firefighter.
Old
Over 65
Past it at 77 years young.
Pay does not justify the job.
Pay too low for the danger of the job.
Pensioner
Personal reasons.
Physical fitness
Poor pay for risk involved
poorly paid and no in role development opportunity
retied passed it
Retired
Retired
Retired
Retired
Retired
Retired

Retired
Retired
Retired
Retired
Retired
Retired
Retired
Retired
Retired
Retired
Retired
Retired
Retired
Retired
Retired
Retired
Retired
Retired
Retired
Retired
Retired
Retired
retired and not at 50 like firefighters
Retired but would happily be a volunteer!
Retired otherwise I would.
Retired, too old.
Retired.
Retired.
Retired.
Retired.
Retired.
Retired.
Retired.
Retired.
Retirement
Retirement
Retirerd
retiring
Risk element and shift pattern of work.
Sadly too old
sadly too old!!
Salary not high enough
Scared of what you turn up to really, pros and can must be scary and rewarding at the same time depending on situations
Settled in a career, life doesn't currently support this (two young children, myself and my partner working full time and on-call shifts so childcare would be an issue)
The lack of a decent pay increase and a continuous undermining of the professionalism of the job and enforced changes by both local managers and government mean this job is no longer worth doing
The pay is poor and the risk of cancer is very high
Thinking about retirement not a new career
To old
to old

to old
to old
To old
to old
TO OLD
To old
To old
To old
To old
To old
To old
to old and out of shape
To old and unfit
To old but if I wasn't there are better paid jobs that don't involve seeing people mangled in crashes and me going into an environment where I am likely to get hurt or die.
To old. I may have considered it to dangerous!
To. Old
Too dangerous
Too fat and old
Too late
Too old
Too old
Too old
too old
Too old
Too old
too old
too old
Too old
Too old
too old
too old
Too old
Too old
Too old
Too old
Too old
too old
Too old
too old
TOO OLD
Too old
Too old
Too old
Too old
Too old
Too old
Too old
Too old
Too old
too old
Too old

Too old
Too old
Too old
too old
Too old
Too old
Too old
Too old
Too Old - I think.
TOO OLD :) PENSIONER
Too old and disabled
Too old and if not would probably fail to meet the requirements of your woke agenda and positive discrimination to meet targets rather than best suited for the role.
Too old and medical issues otherwise yes
Too old and not enough free hours
too old and unfit
Too old and unfit
Too old and unfit.
too old i am 60
Too old I was in the works fire team.
too old now
Too old unfortunately
Too old!
Too old!
too old!
Too old!
Too old!
Too old!
Too old!
Too old!
Too old, but my son would be interested
Too old, I think.
Too old.
Too old.
Too old.
Too old.
Too old.
Too old.
Too old.
Too old.
Too old.
Too old. (62).
Too old?
Too oldPay
Too scary
Unable to apply due to health issues.
Unable to swim
Unable to work due to disability. But trained as a volunteer fire fighter in motorsport but had to retire
Unfortunately I suffer from a medical condition that impacts my day to day abilities otherwise I would have considered the fire service when younger.

Work
Would not be a career for me.
Wouldn't work around my family life
You won't take on a 60yr old wheelchair user.

12. How can we encourage people working and living within the communities of an On-Call fire station to apply to become an On-Call Firefighter?

0 hrs contracts
<p>1. Be honest with them</p> <p>2. Widen the catchment area around retained stations. This might mean looking at alternate methods of crew turnout in order to meet mandatory attendance times. I'm thinking possibly of reduced crew appliances meeting up with the other crew members either at the incident site or at designated points en-route, depending on the direction of travel. I'm sure this could be facilitated by mobile phone apps or radio services. Another alternative would be to provide lightly kitted out 'first attendance' vans to be kept in areas where higher concentrations of crew members live or work further from the retained station - possibly at the home of a crew member or a central point such as a community centre or church. I'm sure you can come up with a number of tailored solutions if you look at your actual requirements rather than the usual way of doing things.</p> <p>3. Look at the type of people that are actually available and design the roles around them, rather than hope for miracles. For instance many of these areas have populations of retired firefighters, retired ambulance crew, retired fishermen etc who all have useful skills and experience but are currently barred from applying because of age and physical fitness requirements. These people could be used to train and supervise much younger and fitter but less skilled and experienced crew members. I know from personal experience that only the biggest jobs have more than three or four people at the sharp end, at any one time while everybody else in attendance is making it safe and possible for them to be there. In the case of a huge weather-related disaster, these people are going to be there trying to help out anyway. Much better to have them there in an official capacity and under some sort of coordinated control than getting in each other's way.</p> <p>4. Consider providing 'warm' community facilities at retained stations for crew members and possibly other members of local communities such as family and friends. That way potential crew members who don't live in the catchment area could attend from the station. They could book in attendance on arrival, or possibly some sort of location registering device could be used to automatically register them as available. What I'm saying is make the stations a community centre, a place where people want to spend time. This will not only increase people's awareness of the stations but make it easier to identify potential recruits. Make overnight sleeping facilities also available for crew members and you can potentially recruit from a much wider pool regardless of where they live. Is there some way that dormitory-style accommodation could be offered to single homeless people in return for a willingness to train and attend incidents?</p>
A basic pay and then a rate if called out
A lot of people no longer work close to their home and so cannot commit to being able to be on-call during the working day. In rural areas there are also fewer farm workers nowadays, which were part of the on-call workforce in the past. Maybe try to appeal to those who are maybe now working from home??
a more flexible approach to hourly contract would help. The standards should in no way be dropped as they are in my opinion already at the minimum we should be looking at, but the contractual side of it could be more flexible
Advertise
Advertise it more
Advertise more around the On-Call areas.
advertise more, I never see any for on call fire fighter.
Advertise on job sites, social media and tv
Advertise on social media, leaflet drop in the community including schools, shops and residents.
Advertise on village social media pages
Advertise through there community places and on line
Advertising
advertising on social media
Advertising.
Again promotions, fetes etc...
Age?
Appeal on Social media platforms.
Appeals through work places, posters in community, open days, events e.g. at the marina , parks / playing fields
Are on-call crew attached to specific stations? So if I live in Hull but work in Withernsea, for example, could I be on-call at both stations? I'm sure you have FAQs info but maybe focus on a few key points to break down perceived difficulties for potential recruits.

Articles on social media. Posters in libraries and community centres.
Ask people's who want to join
Ask them and pay them and recompense employers if let away from work to assist.
Attend college and school fairs and events
Attend colleges and schools to promote the work
Attend senior schools, businesses.
Attractive salaries, hands-on interviews as not everyone is academic.
Be more accessible within that community
Be more active in the local community.
Better contracts - at present very restrictive and not rewarding
Better media information
Better money
Better pay
Better pay
Better pay
Better pay / more advertising.
Better pay / Speak to young people early about what the job entails
Better pay and career options
Better pay and incentives. Let people know it is a good career option.
Better pay and incentives. Promote career to young people.
Better pay model
Better pay, more incentives
Better pay.
Better pay.
Better pay.
Better pay.
Better pay.
Better pay.
Better pay.
Better pay.
Better pay.
Better pay.
Better pay.
Better pay.
Better salary maybe.
better terms and conditions
Billboard posters
By championing their local crews as being just like them, give realistic expectations required in terms of fitness, juggling other employment/commitments
By saying it helps.
By visiting schools
Careers talks. More information available about hours, pay and expectations.
Communication with businesses and colleges to interest younger people.
Consider whether a formal pathway from On Call to Full Time would be feasible.
Continue with social media advertising. Perhaps have "open days" for career opportunities. Or, for anyone who shows an interest, perhaps they could be invited to see how the fire service operates.
Cost of living would be a major factor. Im not sure there is a fire cadets as you have with the army and police. Fire cadets from 14 or 15 years old upwards would be a good insight for school leavers to make a decision to join the fire brigade.

Decent wages.
Do a job fair at the stations.
Do some door to door leaflet drops
Don't know as people need a regular income so they can plan their future. I can only see this working if it is a path way into full time employment
Don't know really. Talks to young people to encourage them.
Don't really know although there has always seemed to be more applicants than available positions despite the dangers and pay levels.
Door to door leaflets and taster days
Educate and better pay.
Educate children in school about what the job entails, how to become a firefighter, career opportunities etc..
emphasise the positives
Employ more people to communicate the message.
Encourage more women - I have a female firefighter friend.
Engage with a tv production company to produce a short tv series highlighting the fantastic difference On-Call Firefighters can make to the safety of their communities. A bit like the Saving Lives at Sea series.
ensure it is flexible
Ensure there is a good financial package available for any On-Call Firefighters and that by law employers are required to facilitate On-Call Firefighters.
Explain the benefits
Facebook
Financial incentives
Fire station open days; attending recruitment events; visiting colleges and schools (get the idea in early!) Attending local community events
Free bacon sandwiches
Get information in schools to young people.
Get into schools and local community centres, showcasing what you do and what the job entails
Get into schools, promote it as a career option.
Better pay.
Advertise in the areas you need to get more interest.
Get out and about and talk to people.
Get people interested early, more information.
Get to speak to children in the schools, when I was a chair of governors at a school a young boy spoke to the fire service when they came to the school and now he is a firefighter. They need to see positive role models. I remember seeing the fire service when I was at school and you don't forget.
Give a better working package / perks
Give out further information.
Go into colleges
Go into schools and collages
Go out and communicate with the public.
Go to job fairs advertise do a recruitment drive. Go to schools and colleges. Career events.
Go to schools
Good pay
Good pay/ chances of promotion
Great question school children used to dream about having a fireman's job but do to the internet and the lack of hands on participation in games ect. You will after offer More incentives ie more money.
Had fitting around family with small children
have a place to go to learn mors
Have a recruitment team that can show a presence in areas requiring recruitment. The onus is currently almost entirely on the station requiring recruitment to go out and engage with the community, this is not always possible due to primary employment and family commitments. There should be a bespoke central recruitment team that can be mustered when needed to visit areas en-masse and assist the local crew.
Have more open evenings.

Have on-call stations closer to where people work. Push recruitment drives with large, local employers. Get employers on board. Have a word with foreign retained (actually unpaid volunteers) through twinning associations. See how they do it.
Have open days at fire station for drop ins and enquiries, link with youth groups and schools/colleges with visible presence talking about opportunities available. Have named ambassador fire crew linked to villages or areas, schools and colleges that people can contact and ask questions and the fire brigade can have as a route for info sharing.
Have recruitment days at a fire station so people can look round and ask questions about the job etc
Have recruitment open days
Help with travel costs and promote that this role can help with career possibilities.
Higher profile in community
Higher wages
Hold local events at clubs, sports events, shopping centres, pubs etc.
Hold open days at schools to get them at leaving age.
Hold try it out days, let people come and have a go (in a safe way obviously) spend time with on call firefighters and understand the role better
I also feel that your permanent crew!! Are not very welcoming to these people!! to me these people should be truly valued as a member of your team! When this work is voluntary and giving their time to help other's!!
I believe that the on call model is coming to the end of its lifespan due to societal changes. it would be difficult to source a new model
I don't know. The average age in this village is rising as younger people have to go elsewhere to find work.
I don't think many people are cut out to be firemen, it takes a lot of courage and guts, it's like a mission not a job, just call and the ones God has provided for the job will come forward. Look maybe let them work with a rescue dog and have the opportunity to go to places like Turkey like you did.
I remember being at school and being told by teachers that it was extremely difficult to become a fire fighter. I had several friends who wanted to pursue a career in this field but have not for whatever reason. It comes across as a career that requires a lot of skill, strength and training and I think the 'unknown' on how to pave a pathway into this career puts people off as they are unsure of the route into it. Maybe promoting a pathway to fire fighting will help with this? We used to have career advisors at College and Schools and now we do not, so most of the younger generations have to go out there themselves to find and pave their career path. I think that visiting schools to do talks, taking part in jobs fairs, career days etc. will improve this. I did a short presentation at a secondary school regarding my career and by the end of my talk the children had a lot of questions to ask and some of them have gone on to study criminology as a result.
I set alarms off by accident, waste of money by me 😞
I think if I did live such I would have! Not sure what you can do - it's mostly a do stuff for your community vs fit with my career thing.
I think the on-call role will be harder to fill nationwide and will ultimately fail, unless substantial Government finances are put in to it. It needs to be really substantial if people are willing to sacrifice other wages and precious free time. The service may have to look at other crewing models to provide a service, for instance more back up from increased Wholetime personnel, making some on-call areas crewed at specific times, moving additional pumps.
I was a Chair of Governors for a local school and a young boy there always wanted to be a footballer until the Fire Service visited the school and once he saw the Fire Engine he changed his mind and is now a Firefighter and driving a Fire Engine himself.
I would like to do on call but I am too far from my nearest on call station(10minutes)
I wouldn't know any on-call firefighters, but perhaps improved pay and a wider recruitment range across the Humberside area for placement in these stations may help.
I'm sure the fire service employ very well paid staff to do this .
If you want to attract younger people, social media is the only way.
Improve the relationships with businesses left in those areas so they support HFRS in allowing staff to respond to emergencies.
Improving pay and conditions, it's such a challenging and vital role, it should be paid excellently to reflect this.
Incentive and reward schemes
Increase distance allowance to station.
Increase interaction with local businesses to encourage them to allow their staff to be involved. Crews and Protection advisors could discuss this when visiting businesses.
Increase pay, reduce the contracted hours, some people can promise 100 hours. Just too much.
Increase the travel time allowance
increase wages to make the job more attractive
Increased support and family support in case of loss of life
Inform of the benefits to others and yourself.
Information on the benefits, more information
Inspire the young ones. Talk to them early. Work with our young ones and be good role models.

Interact with Schools more / Use retired Firefighters to set up mini competitions based on national Firefighters events
Interaction at Community events.
Internet plus posters were more fire fighters are needed
Introduce greater flexibility
Invite targeted (employable) groups on "Ride-A-Longs" to see firsthand the job
Inviting posters in the local village shops & village halls maybe. Features on local radio.
Is it possible to recruit volunteers to promote this role in the community?
Its very difficult due to low pay
it's very hard as more people are moving away from these areas, possibly looking to widen the area and perhaps work with schools more and groups like young farmers
I've looked at the application form and it's a 'nightmare'. Do you want College Graduates or Firefighters.
Just ask - people are probably queuing up to volunteer for nothing, adding some recognition (Which does not have to be financial) i.e training, uniform etc would be sufficient for lots of people. Communities are generally good at providing support to those in need so why not encourage it.
just keep engaging with the communities, however I agree that with fewer younger persons living and working in remote areas you do have a hard task ahead. You could try getting teenagers engaged in maybe a sea cadet style? which may follow onto them having an adult interest in the Service, this would also give some of them an interest/hobby?
Keep a high profile in the community then tell them you are recruiting. Tell them it is exciting; have to keep fit; team work provides camaraderie
Keep on promoting on social media by describing how appealing the role is of a firefighter
Leaflets
Leaflets and door to door talking
Leaflets in the area
let the stations get out to local firms to engage with them and talk to them, on-call know where is suitable to turn in from and where is too far
Local employers need to be more aware and allow/encourage workers to join
Local outreach. Attending local events sporting and music events. Posters and flyers in local businesses, sports centres, community groups, etc. Speaking with students at schools.
Look at advertising in local businesses especially larger ones, local sports/fitness clubs, apprenticeship & training schemes, local colleges
make it attractive- hours, pay, pension, leave etc
Make it known more - more advertising.
Make it more accessible
Make it more known in the community.
make sure advertised well in community
Make the pay more attractive. Who realistically wants to give up a large proportion of their life for very little pay.
Make the tests to get in a little more realistic.
Make the training more accessible, weekends on a night. I want to be on call but with work I'm unable to get the time off unpaid so I can't be on call
Make them aware of what the job entails and the benefits
Maybe do a poster campaign, until 2020 i didn't know you had this opportunity until I was accidently redirected to the fire and rescue service careers available page. Physical posters in work places, colleges, the job centre, community hubs, libraries, but think outside the box, even try putting a poster up the toilets of a pub or club, anywhere where people may go. As to attracting the younger generation as I see it some younger people want everything dropped in their laps these days so social media is probably your best bet, but as I don't have any social media I will leave specific suggestions to those in the know. Maybe when you go out to colleges or work places to do your inspections stay and talk to the workforce or students, a good idea would be to take an on call staff member with you so they can tell of, and answer questions about, their own experiences. Also a thought about those that leave due to relocation say, do other fire services have this opportunity there for them to transfer too? Or could others moving here transfer to you? I don't know how it works so could be way off here. Do an open evening or drop in session, or an evening recruitment zoom meeting, most students and working people are not available during the day to attend these sorts of things. Sorry my ideas aren't very inspiring, I hope you achieve your goals. Thank you.
Maybe get more information out there, leaflets as well as social media
meet with communities, go into workplaces to discuss the role
Money
Money
Money and incentives

more active recruitment in schools and through business engagement
More advertising
More advertising
More advertising especially were young people go to.
More advertising, speak to the kids, tell them about it as a career.
More advertising.
More advertising.
More advertising.
More advertising.
More advertising.
More awareness of role and the benefits including personal development etc.
More awareness, talks, open days
More community days where people can come along and speak to fighters about jobs
More engagement in Village life.
More face to face talks at events / phone calls.
More information
More information
More information
More money, better conditions
More Open Days and Evening Taster Sessions.
More open evenings / events.
More pay
More pay and change hours to be more user friendly.
More pay, advertising, train young people, education
More pay, better incentives.
More pay.
More publicity, TV
more suport
More visible recruiting near fire stations
More visits to communities . arrange Fundays.
More work with local employers to identify dynamic ways of crewing rural area fire stations.
My son found an open evening, went along and loved it. Need to makes sure younger peolle know about it - 6th form at school and local colleges for example.
Nearly all the young people now like to be working with computers and in nice warm offices
Need to attract from a young age, I think more involvement with schools would lead to this.
Never heard of it so better promotion
Not able to think of anything, other than a lot "youngsters" don't appear, nowadays, to want to get involved in anything other than "enjoying" themselves. I think I'm turning into a grumpy old man !
Not for me.
Not sure about that one. Younger generation have no motivation. Tricky.
Not sure, it's very difficult.
Obviously Initial training is provided and the necessary qualifications to be an on call firefighter is to be achieved. Following this if its a voluntary exercise without pay a minimum wage should be provided .
Offer better terms and conditions, Contracts allow Fire fighters to get all their hours in before the weekend then they all book off duty, leaving the appliance off the run. More help for Officers at On Call stations.
Offer it as a stepping stone to wholetime , offer other jobs to coincide with the oncall role to boost the pay offer
Offer it as an extra income, especially in times of cost of living crises, high inflation and mortgage rates
Open day and people like me that could help out in some way

Open days
Open days
Open days at local fire stations.
Open days for finding out about joining
Open days, videos on how on-call firefighter can help benefit the community. Talks to communities, could it lead to becoming a full time firefighter?
Open up the Fire Station and invite people to visit and see at first hand what goes on - Even actual fire fighting demonstrations would be excellent.
Opens days, engagement, tik tok stories
Outreach days, open days, targeting specific groups perhaps
Pay
Pay a decent wage - Fire/Police/Health Service all underfunded!
Pay a fair wage for a dangerous job.
Pay and benefits
Pay and conditions. Do career talks in schools and colleges in the areas you need them.
Pay incentives
Pay more
Pay more
Pay more
Pay more and not out of tax payers money and putting council tax bills up
Pay more money
Pay more money, tell the young ones about the job early.
Pay more money.
Pay more.
Pay them for all the hours they are available.
Pay them more for their time,
Pay, talk to children, careers talks.
Perhaps advertise more. I have never seen an advert. Why not try , for example Royal Mail; as they are trying hard to downsize. There will be plenty of people looking for a career change
Perhaps more open days for those interested
Possibly a better pay/more flexibility/better links with current employer.
Post more on social media with the reasons why you should join as an on call firefighter. Let people know that they will be constantly helping the community and giving back as well.
Potentially promoting this option better and raising awareness and transparency in the entry requirements could decrease the number of 'I should not apply as I would not qualify' type of missed opportunities.
pre-recruitment training sessions so that people know what is expected of them and how to achieve it.
Will on call firefighters be first in line for full time jobs that come up? That would encourage people.
Presentations at colleges and work places - people are more likely to respond if they see a representative rather than seeing things on social media, etc.
Presentations in Scholl sand Colleges.
Promote and show how great the work you do is.
Promote benefits of becoming a Firefighter.
promote benefits to them and the community and that you can and do work with employers to make it work
PROMOTE ON CALL BETTER WITHIN THE COMMUNITY, BETTER RETAINER PAY FOR ON CALL TO MAKE IT WORTH WHILE AS BEING ON CALL AT LESS BUSY STATIONS DOESNT PAY WELL AND IT CAN BE HARDER TO GET FULL TIME EMPLOYMENT AND BEING ABLE TO RESPOND AS A ON CALL FIREFIGHTER . BETTER LESS RESTRICTIVE CONTRACTS AS ON CALL HAS BECOME LESS FLEXIBLE OVER THE YEARS WHICH DOES PUT PEOPLE OFF.
Promote opportunities on-line / more Social media.
Promote the potential of the job and have other on call fire fighters volunteer to promote.
Promote work and job opportunities.

Promotion of benefits (pay, training)
Outline what the job involves
Speak with Army/RAF Cadets/Scouts for future recruits
Provide as much support as possible to on-call call stations promoting vacancies.
Provide more information early to young people.
Public open days, work experience
Publicise it helps people.
Publicity; Open Days; attend local events.
Put more advertising on media and put information about if people now hopefully there will get interest
radio - facebook
Radio, councils in the areas
raise awareness, advertise more increase pay???
Raise profile
reach them early, engage more with schools/youth clubs
Recruit on social media. How about "saving lives on land" tv program? Appeal to the 'hero' in young men and women. Zero tolerance of bullying, sexism, racism etc.
recruiting at fairs - possibly a Tv series like saving lives at sea
Recruitment and retention will be an issue until the service becomes more prominent in ensuring their recruitment criteria is such that people are made aware of the enormous benefits and skills they can learn. This applies to aspects of daily living as well as in life saving situations.
Recruitment drives at local fairs and fetes. Tv advertising
Recruitment needs to be both positive , a need to want to do the work before the incentive of monies. A good salary has to be earnt and apprentices should be an option in schools, recruiting at 6th form level.
regular campaign in towncentres
Remove the watch management team from the process as bias stops some applications being processed, engage and integrate better with our communities through sports centres, sports clubs, local shops A5 flyers at the till, builders merchants etc.
Reverses the contracts to fit lifestyles rather than be so prescriptive in their application. We are ensuring we do not get people to volunteer rather than walk up to the door.
Review the current on call system, determine if it is appropriate for the target market we are hoping to recruit from and provide more flexibility in the existing shift pattern.
School and college education. Talk to them young.
School and colleges
School visits
Schools colleges
Show how valuable they are in the Community.
Show people how having On-Call Firefighters makes a difference to Communities when emergencies arise.
Show people the positive impact of such a role. Do careers talks.
Show the 'pros' of the job.
Show what benetifts you offer
Social Media channels and promote it on your Open Days
Somehow get the businesses they work for to benefit or see the benefit from having retained fire fighters in their employment.
Sponsorship for firefighters on uniforms?
All theatres/events spaces in area to have messaging on their stage curtains in foyers
Speak to employers ensure workers aren't penalised for signing up
Spread the word in tv and radio plus leaflet drops
Talk in schools
Talk to the young ones.
Better pay.
Talks in college and schools
Talks in secondary school
Talks in the areas
Talk to young people, our future firefighters.
Better pay.
Talks in the local communities - with interpreters if necessary

Talks/visits to schools during year 11 and also sixth forms .Banners around the respective stations. team up with the Job Centres/employment providers. Make use of visiting Partners with young people. Taster Days - gives opportunity to try it and decide if its something they might like. Shadow a firefighter day??
Target 6th form school leavers and more open days at on call stations.
Target gyms, health clubs etc
Target local online platforms facebook etc.
Targeted marketing- large firms - council - events
the over to you your get paid for supposedly thinking
The recent recruitment drive featured females only in the campaign - is it not best to be inclusive to everyone.
Through schools
to old
Too many people have gotten used to the Government (i.e. we tax payers) being there to pay their bills and 'keep them safe' that they don't want to do paid work let alone volunteer for something that doesn't pay. No easy answers I'm afraid
Transport support to rural communities? Involvement in careers events in secondary schools
Treat the trainee fire fighters with respect
Try and impress on employers the value of allowing their staff to enrol
Try more open days
Try to emphasise the importance of looking after family, friends and neighbours.
Try visiting schools and colleges to try to teach youngsters about the service
TV adverts.
TV Social Media
Unsure, all depends on the individuals full time employment.
Use local businesses and their staff close to the Stations.
use of social media, careers events & trade stands at large events Possibly even a national tv advertising campaign.
Use social media and local publications like Belton Arrow
Very little communication received around this, I would consider more frequent and diverse comms around this, as well as lived experience stories by those that undertake the role
Village halls, supermarket and gym outreach stands. Go into schools, colleges and universities. Increase awareness.
Visit Colleges, Universities, Sports Clubs etc
Visit individual houses or call meetings in respective community areas.
Visits to Schools and Colleges
Wage should reflect the role
Where I live, the person in charge wasn't very approachable, was very bullish and he definitely put me off.
Work experience? Cadet schemes?
Work more with local business to allow people to leave to attend incidents
Work with schools, sell the community value and personal reward - feel-good factor - of being a firefighter. Pay well, have good working conditions and support for staff. (not saying you don't do this already)
You'd probably get better answers by asking these sort of questions internally? Look at what you offer as an employer, pensions and benefits etc?
Your decision

13. Any other comments?

I have a pony paddock to the rear of my house and beyond the flood storage area there is farmland which has been set alight on several occasions, most recently last year, can emphasis be place on sorting out the idiots who think it is fun. The danger to homes close by is terrifying !
Increase in practical training and development, especially around BA, Fire Development and Ventilation (the things that are going to and have seriously harmed Firefighters), HFRS is way behind some FRS. Contaminants risk to Firefighters requires more work, particularly cancer screening and BA set washing machines. We need safe and healthy Firefighters to enable safer communities.
Adopt the Armed Forces and Police and Prison Officers ethos of no strikes. Make the Fire Brigade Unions do the job they are meant to do and negotiate a suitable pay Packet without being unreasonable as to how it is going to be paid forr.

Advice visits to the elderly. Smoke alarms, extension leads, electrical equipment etc.
Animal infestation causing fires eg squirrels in attics and out houses damaging electrical wiring.
Anti social behaviour
Anti social behaviour in our communities.
Anti social behaviour reduction - more activities for young people.
Anti social behaviour, no aspirations in young ones, lack of community pride.
As previous, more involvement with schools.
At this moment in time i don't think so! I just wish I new more and then i could pass it on to other's thank you
Basic awareness during the recent cost of living situation
Be careful
Be careful there are a lot of weird people out there.
Be honest not political. Tell the truth. Not what government or councillors want you to say.
Be in the community more.
Be more involved in bldg fire regulations and be party to testing of materials. We can't trust developers to design and build
Be more visible in the community
Being a old person as I said earlier home visits to check and reassure would be of benefit
Better education for young people.
Campaigning to ban fireworks, chinese lanterns, disposable barbecues. Highlighting the risks from littering (glass bottles and flammable plastics all over the place).
Can't think of anything. Maybe doing a focussed bit of work on road traffic accidents and how poor driving affects your staff and the community?
checking houses for alarms when you can
Children and young people who start fires or damage property through boredom, restorative justice working with the Fire service to understand, give back and maybe become a new recruit
Coming in to school to promote fire safety and the life of a Fireman.
Communicate more actively and regularly about the service demographic. The majority of current staff would be unaware of their communities current and changing makeup. Staff from all areas of the service need to be aware of when potential opportunities to engage with the community present themselves, and how to signpost and engage in the most encompassing way. I think our staff need more cultural awareness.
Community alerts. Current risks of flooding, fires. Let kids know their impact
Consider staff retention and the impact of turn over of personnel on future recruitment and training plans
Continual fires being set by teenagers in bins.woods and on fields near me especially in summer
Continue to raise awareness of risks and aim to reduce pressure on the service.
Continue working with other organisations around road safety etc.
covered everything
Danger of electricity, overhead power lines & sub stations
Do not make the consultation questions a must answer.
Driving related issues
Eaderly people need support, just a friendly chat to high light risks and dangers in the home
Educate young people, these are the firefighters of the future.
Education about disability and ,ore adverts in relation to recruitment of disabled staff
Education is key for reducing anti social behaviour, educating to reduce risk, encouraging people join the service as a career.
Electric car/bike/scooter fires are going to become more frequent
Encourage more on call applicants by replacing trv's with fire appliances.
Encourage sensible parking so that fire appliances can reach their destinations easily
Encourage the community to be aware of fire prevention.

Ensuring clear traffic routes for emergency vehicles in built up areas.
Environmental issues - Flooding / Grass fires in drought etc. - are more likely to be an issue in the future. Maybe there are things we can do now.
Everything you do is good
Expand community fire safety ie make local fire stations more inclusive and part of the community hub.
Fire station open days, events
Fire works how to secure your home and garden during bonfire season
Firefighters don't just fight fires they attend road traffic accidents you need to say that
Fireworks need to ban them
Flag up incidents where the Fire Brigade have been called out. This will not only reassure the public of your necessary work to keep us all safe, but might encourage more people to take an active part.should encourage
Flood defences along the River Hull Corridor vulnerable areas to the City boundary
get out there and let us see you.
Get out there to the general public, give those with interest a belief in themselves, they will think they haven't got what it takes... make them believe they may well have prospective
getting the local authority to do something about fly-tipping (fire loading)
Go into primary and secondary schools more
Good role models make for better communities. Young people need to see that.
have a more diverse workforce, you state that you employ people that "Display our values" the problem is you only employ people same, of the same mindset so you are unable to implement change at any level. You do not want anyone to question the norms and the result is a single mindset. Diversity means difference , not just in colour but from different backgrounds with different abilities.
Have not seen any material about fire the firebrigade's invaluable help in car crashes recently.
Health and safety issues
Help low income families with smoke alarms and check batteries
Help to reduce anti social behaviour in our community.
Help with understanding applications to fire service and interview technique
HFRS wider services are not advertised enough and communities often aren't aware of all that we do
Highlight the problem of flammable litter and rubbish accumulating in under-stairs cupboards where meters are
home fire safety checks
Home risk assessments especially the elderly
How about trying visits to youth clubs, centres and try put across the effects certain things have on a whole spectrum basis, for what seems like a bit of fun or a dare to them. From the costs to the firebrigade and wasting valuable resources, lives you may have saved while answering the call, to farmers if it's bale stacks including local habitat damage, loss of fodder for the winter etc. Make it hard hitting and eye opening as possible. I wish you luck.
How prepared are the fire service for possible nuclear, radiological, chemical, biological emergencies?
I am not aware of any.
I am particularly interested in flooding because in 2007 we had 3" of water through the downstairs of our house. People who weren't flooded sometimes don't realise the havoc that even 3" of water causes. I now live alone and hope I never have to deal with the aftermath of this kind of problem. Does the Fire Service approach local councils to make sure that streams, ditches, drains etc. are regularly inspected and cleared of debris? If not, perhaps you could consider doing so?
I do get concerned when reading that rubbish bins are deliberately set on fire and wish that everyone would put them out of sight in their back gardens/yards.
I have always wondered why you don't have a car sent at the same time as the engine to a fire with the boss in it? He or she should get there first and will be able to assess the situation whilst firemen get kitted up for the job?
I have personal experience of flooding in our area and realise how dependent we are on our professional fire and rescue teams. Thank you for the job you do.
I live in Skipsea, which is a 'rat run' for nearby towns, and so suffers from speeding vehicles. We have tried for years to get speed restrictions enforced, without success. We recruited volunteers to be 'speed watch wardens' but East Riding Council wouldn't allow it. Could the Fire Brigade do anything to encourage the council to let us try and do something about speeding vehicles, before there is a major accident which would, of course, involve the fire brigade's help. Thank you

I think a great job is been done, i cannot add anything at this time.
I think if you start at schools, reminding children to be aware of risks of leaving devices switched on, planning escape routes should the the be a fire in the home, encouraging people to be sensible when cooking using oil and fats on gas hobs, keeping a fire blanket handy if you cook using a fryer, (and businesses) using guards with open fires, and sorting fuel away from fires. All sensible solutions to remind people.
I think the fire service comes under attack from the public. Until it is safer to operate I don't think you can reduce the risk. There is no respect any more.
I think the perception of may people is that the fire service only put our fires, cut people from crashed cars and rescue cats out of trees. So maybe being seen doing other things is the way to go. Possibly do some general fire safety sessions in community hubs, or village halls, include small villages as well as towns. Is it worth going door to door, especially in a neighbourhood where there is an older population, i know that won't help with recruitment as such but older people would tell their families you had been round and younger members hear more than you'd think
I think this survey was a great idea, it has made me think about how I would find out about climate change risks. I have joined our local fire services and community alert to keep up to date with info and alerts.
I think you do a fantastic job and on the odd occasion that we've had to call you out to our school, I have been extremely impressed with how professional your workforce are. Thank you.
I think you do a sterling job already, thank you.
I think you do an amazing job and have covered about everything. Thank you for what you do 🙌
I will be honest, there are times when things are decided on that don't always work on the ground, ask us first, it could save time and money.
I would love to have been fire officer but not had the opportunity but will encourage others very rewarding profession
I'm sure it's being done at top tables, but get that stupid legislation that facilitated incidents like Grenfell revised. If not already initiated, have Fire Safety staff trained in and carry out fire stopping surveys.
In light of recent National press coverage regarding misogyny etc. Reassurance that you have effective measures, training and whistle-blowing procedures will help. I accept it may well be few rather than many, but we must all challenge bad behaviour.
Invest in your existing staff. Be sure everyone is behaving in accordance with your policies and your ethos.
Is it possible to have an open day. I understand you can't cancel callous. A film would give an over view.... 30 years ago I would have jumped at the chance to be an administrator support worker for the fire service.
It is tragic that Fire Fighters come under attack and receive abuse and I think the only way to approach this problem is deep community engagement, although this is very difficult to achieve.
It's against being economic with paper resources but I'd like to see reminders about the service in say something like the free booklet that comes round, I do look at that but only look at social media if prompted.
It's time to address sleeping on station. Ambulance and police work waking 12 hour shifts. It is not acceptable nor efficient for firefighters to sleep at work. Or reduce their overnight payment to the £30 payment care home workers get when they sleep in at work.
Just more interactions with kids/teens in areas where they steal and burn vehicles near parks
Just to say a big thank you for all the service provide to keep the community safe.
Just to say, how valuable this service is..The press is giving the police and fire services some negative press, so maybe promoting fairness and equality is paramount in the role.
Kids setting fires on the fields and in bins near it especially in summer
Lectures at the middle school
Less lip service, more action. Concerns regarding culture and evidence that we talk a good talk but many, including management do not demonstrate the code of ethics. Improve the website with information that is useful to the members of the public. Educational videos for different topics would be useful for the public and improve signposting.
Link with professionals, health service, easier access for advice.
Locally we have many road accidents. Info on what to do if involved/ happening upon a crash might be useful
Lose the Humberside name and get better East Riding management - AND TAKE THOSE SILLY STICKERS OFF THE FIRESTATION DOORS
Make between service transfers more open and accessible perhaps a waiting list for vacancies rather than a small transferee batch occasionally.
Make more use of recruiting the RN personnel leaving as they often cover the fire brigade during strikes and are already trained fire fighters
Make more visual shows
Make sure those new poles being put up by Connexion etc are safely erected & not blocking any access to properties c
Many people are unaware of the on call crews maybe more info around the areas
May be good attending site visits, and try to attend jobs Fairs in Goole, as navy and army attended, but you I guess were otherwise engaged!
Maybe fire risk of smokers deaf people 🙏

More visits to schools, scouts/guides and similar organisations, local fun days etc. Maybe have teams competing at 'bucket chains etc - kids would love that on a hot summer day.
More active community engagement.
More awareness campaigns and training course for the public
More details about what the role involves, and are there different roles, what's the fitness requirements, career progression, positive impact on communities, schools/college/uni outreach.
More emphasis on training staff properly ,it seems operational training is not important anymore
More engagement within local schools
More information about the dangers of burning things at home - ie Muck heaps, waste, farm waste etc
More input into building regulations and building inspections during new builds
More local station days
More medical response
More school visits.
More vulnerable people of all ages are becoming housebound forgotten behind their own doors, invisible and missing out on community awareness sessions.
More warning about different ways fires start and ways to avoid.
No - I will check out your FB page so that I can keep up to date.
No - keep up the good work, thank you
No you are doing a great job
No, you are doing a grandjob
Not sure about this! At one time you installed fire alarms but don't think you do now. If there was a charge would you return to this service?
Not sure to be honest, but anti social behaviour needs reducing.
Not that I can think of. You do a remarkable job with what you do already
Nothing else, however it would be good for the relevant communities to know when they get brand new fire engines (i.e. Brough, Patrington, Epworth, which were not announced through the main Humberside channels)
Nothing I can think of ! However I would like to say you all do a great job and you are all appreciated
Older people not on social media so don't get all the messages and information
One particular thing that persons should be made aware of are flammable household products. Many of our cleaning products contain elements added that can flare up if the user is unaware of this. An example is a scented disinfectant which ignites if a light comes into contact or heat. Not everyone reads labels. Also being insurance trained, scented candles in glass containers can become very hot if on for long periods of time and can explode thus igniting something. Putting such items on a surface that cannot ignite if such an incident occurred. I have had experience of the item exploding throwing hot glass sharkskin all directions plus hot wax. Candles should never be an option but people don't realise the dangers entirely. Sorry to go on but personal experience of seeing people, particularly the elderly, using them for whatever reason.
Only previously mentioned non emergency number. If a home owner puts their own fire out, it is not an emergency, but will still require some sort of assessment for insurance purposes.
Only that people need to be aware of using the correct phone/tablet charger, and never leaving it on charge unattended.
Only that this service is vital and I appreciate those who work in this service.
Open day visits to the fire stations to encourage new recruits. Online classes to outline the requirements needed to be a firefighter.This should be followed by an induction day where the next stage of a physical/ medical test is completed to see if you have reached the required criteria to pass the test.
Open days where families can meet the fire staff and see what goes on
Open days, fire engines at fairs etc to promote the need to protect the environment
Open water risks. Many people are attracted to dangerous open water. Rail safety, watch the trains go by, but don't get too close or cross the line.
Operational Crews doing careers events and schools visits in their districts
Parking of vehicles in narrow residential streets inhibiting other vehicle movements.
People cutting costs with cheap electronics due to cost of living crisis e.g. cheap imported air dryers that may have electrical faults.
Perhaps have an open day - pull people in and let the younger generation have a feel of the place and what you do.

Perhaps visit town centres and outdoor events
Possibly more open days at the stations.
Possibly needs a renewed national fire awareness campaign using central government resources to aid the message locally across all communities
Possibly, but not any that I can think of.
Presume there are reviews on the continued expansion of electric cars? More charging points connected to lamp posts in some areas to me just exposes cabling that youths/gangs etc may decide to interfere with - surely risking potential fires and electrocution
Prevent cars parking both sides of narrow residential streets preventing enough space for fire appliances to pass through! Enforce enforce enforce!!!
Private landlords do not maintain there houses/ flats or appliances therefore the likelihood will accidents will occur. Plus because of the cost of heating your dwelling people don't behave as they should. Hope this helps.
Probably more training in dealing with Electric Vehicles (or maybe you have taken this under your wing already
Promote all staff to the public more and show how each section of the service provides a benefit to the public
Promote All the good work the fire service does and make the public and potential recruits aware of all your activities.
Promote fire safety visits to all homes and premises
Promote more of the services you can help with in the community eg smoke/carbon monoxide alarms fitting
Promote more than just fire fighters
Promote safe disposal of lithium batteries and associated things, try to stop the use of "chinese lanterns" and disposable BBQ's.s
Provide full-time cover outside the cities. Response times in rural areas will never be acceptable whilst reliant on response from Hull/Grimsby or part-time response..
Provide more information/education on the fire hazards of lithium batteries in E-scooters and E-bikes, ie where they should/should not be charged.
Public awareness of electric car fires and do's and don'ts if it happens near you
Publicise contact method for residents needing advice
Publicly
Raise local awareness of your sometimes unseen work by perhaps going into shopping areas/main streets
Raise your profile so we are as familiar with you as police and paramedics.
reaching out with information. a lot of the things mentioned in this questionnaire I had not heard of such as "my community alert" I shall be looking them up and hopefully be better informed going forward.
Realise covid was an issue but we rarely interact with schools, clubs etc
Reduce cost of fire service during cost of living crisis.
Remember the old ones who don't use the internet.
Review crewing arrangements. The current situation of crews sleeping at night is not really acceptable when compared to other emergency services. Losing 7 hours out of 24 of possible productive time is not sustainable.
risk being seen as bums, who don't do anything all day, then go noisey neh nor when some randy housewife throws one of her many cats in a tree.
Risk of air fryer fires and best way to store and use
See people
Share the links between the emergency services and the broader civil service. Show haw agencies work in collaboration.
Smoke alarms, carbon monoxide alarms to be encouraged perhaps by offering discounts and free fitting.
Some public are unaware of all the work you do, some think you just put fires out, more awareness is to share with the public's all the other duties you do, accidents, flood, rescue etc. this may encourage more recruitment
Speeding motorists, especially in urban areas. I realise this is a policing issue but motorists need to be taught that there's a massive difference between an urban dual carriageway and a motorway. Too many see a central reservation as an invitation to put their foot down. Motorists need to be more aware of the risks to which they are exposing themselves by driving dangerously and focus on reducing this and not simply the risk of prosecution.
Stop knocking on peoples doors like sales people. My neighbour was visited 4 times in the space of a week or so she thought she was being scammed. I told her to report it to the police. Not a good look fire service not professional.
Stop telling people what you lot think let us make our own minds up we are getting to much involved in paying for rubbish like this spend it on what you do best ...and I disagree with paying extra for you lot it should come out of council tax not extra tax

Streets that fire engines can not fit down due to the age and width of roads.
Teenagers starting fires
Tell your story, achievements, successes, adventures, charitable work and fund raising, get and keep in the public eye and tell the tale!
Thank you for all the work you do to keep us safe.
Thank you for doing a good job :)
Thank you. Aim at educating children who will hopefully take it home to parents. Thank you for all you do.
The biggest risks, both to the firefighting crews and the public, arise from the continual government budget cuts. If you don't fight these you are going to end up with most of the country being reduced to a US-style, voluntary, charity status fire and rescue service. Once you let that happen in any shape or form, no matter how small the initial implementation, there is no going back.
the danger of back yard fires getting out of control
The fire service lead the way in all aspects of safety,recruitment and community work
The only risks are from careless or mindless people. Tougher sentencing for arson, higher praise for communities that are proactive.
The risks appear to be well known, there are different ways of mitigating and responding to those risks though that should be explored. The Service needs to be reassured it has the right resources, financial, human and technical to carry out its function efficiently and effectively
The safe storage of fuel for garden tools and equipment.
The service as a whole, people don't realise how much fire do.
There are probably other risks, but I don't know about them either
There is no substitute for a visit by a uniformed fire officer checking on fire safety.
This survey is quite comprehensive.
Very difficult to answer some of these questions.
Village & rural areas are growing yet services are reducing
Visibly checking hydrants and making home visits to elderly and vulnerable
Visit disabled people
Visit schools
Visit schools to communicate fire risks to children.
Visiting schools
Visits to schools
Volunteer opportunities, scrutiny panels that kind of thing
Vulnerable people and students need education more than most
We all need to know HOW MUCH will all these so called improvements cost through our Rates?
we need more officers or volunteers
What happened to the 7 Lakes event? That was a great source of education
When there has been a flooding incident in an area, make sure that a Fire Brigade person talks about the role they are performing as well as the Environment Agency.
With the help of the fire service which hopefully can help residents to keep on at council for fire in back alleys the alley way between Edward Street and henage road is a fire hazard it would be a gd idea if we all work to get her and reduce the incidents before there happen
Women in the service
wonder if there would be more opportunities to engage with young people in the communities eg over 14 to attend on-call stations similar to Police cadets
work better with other agencies and private companies to minimise assist other agencies gain entry and identify vulnrnerable individuals prior to operational crew interventions, reduces impacts of individual and the prolonged harm to health
Work more closely with young people in the community and in schools about the dangers of open water.
Work within the community is essential. Time must be given to frontline delivery staff to be able to do effective community engagement. Also, if we want to be an employer of choice, we should commit resources into a meaningful work experience programme.
Yes - Building on flood plains is not a good idea - So local councils need to get their Act together.
You are doing a great job but there is always room for improvement. I have total confidence in what you do.
You could go into high schools to talk about a career in the fire service

You guys are experts at assessing a situation in double quick time, I will leave it your more than capable hands.
You know this risk which could have an impact on our service, how vehicles park, allowing access to emergencies
Young people setting fire to various objects on playing fields
Young people want to effect the environment , my children are always coming home with information. I would like to see firefighters helping out with projects and an example is River cleaning eg.
Your main problem is lack of communication with the general public. Twice-yearly mail shots would be a start.
Your website more user friendly and make it easier for people to see what you do

Respondent Demographics

The questions within this section were not mandatory and the breakdown below provides comparison from the previous consultation in 2020.

We saw a 79% increase in the consultation survey completions compared to the previous consultation in 2020. In underrepresented groups such as race, we have had an increase of 165% in responses from ethnic minorities, and a 163% increase from those who have said they have a disability.

	2020	2023
Total responses	759	1362
Man	359	641
Non-binary	7	11
Other	2	3
Prefer not to say	24	38
Woman	230	647
Disability: No	484	1053
Disability: Prefer not to say	33	45
Disability: Yes	93	245
Asian or Asian British – Bangladeshi	0	3
Asian or Asian British – Indian	1	5
Asian or Asian British – Pakistani	0	4
Asian British – Other Asian Background	1	8
Black or Black British – African	0	6
Black or Black British – Caribbean	1	4
Black or Black British – Other Black Background	4	3
Chinese	1	3
Mixed – Other Dual Heritage	0	0
Mixed – White & Asian	6	2
Mixed – White & Black African	1	4
Mixed – White & Black Caribbean	2	3
Other	3	3
Prefer not to say	18	35
White – British	528	1206
White – Irish	12	9
White – Other	16	28
Under 18	8	79
18-24	18	49
25-34	61	144

35-44	116	193
45-54	152	211
55-64	129	256
65+	102	378
Prefer not to say	25	38

BEST PRACTICE PRINCIPLES

For consultation to yield its true benefits and to assist in the process of evidence-based decision making, it needs to consider the seven Best Practice Principles from The Consultation Charter.

Principle 1: The INTEGRITY of Consultation

The process must have an honest intention. The *Consultor* must be willing to listen to the views advanced by consultees and be prepared to be influenced when making subsequent decisions.

Principle 2: The VISIBILITY of Consultation

All those who have a justifiable right to participate in a consultation should reasonably be made aware of the exercise.

Visibility is also important for decision makers who should have full awareness of any consultation exercise which is relevant to decisions they are about to take.

Principle 3: The ACCESSIBILITY of Consultation

Consultees must be able to have reasonable access to the exercise. This means that the methods chosen must be appropriate for the intended audience, and that effective means are used to cater for the special needs of hard-to-reach groups and others with special requirements.

New technology offers an ever-wider choice of consultation mechanism, but consultors must always ensure that the Digital Divide does not disenfranchise citizens or stakeholders.

Principle 4: The TRANSPARENCY of Consultation

Many consultations are highly public, and rightly so. Indeed the principle of Transparency and the Freedom of Information Act 2000, requires that stakeholder's invitation lists, consultee responses and consultation results be published. But this should only occur with express or implied consent of participants. **Consultors who intend to publish details of respondents and their responses have a duty to ensure that this is understood by all participants.**

Consultation submissions will be publicised unless specific exemptions apply. Freedom of Information Act requests can now be used to disclose data previously kept hidden.

Principle 5: The DISCLOSURE Obligations in Consultation

For consultation to succeed, and to encourage a measure of trust between parties, it is important to provide for reasonable disclosure of relevant information.

Consultors are under a duty to disclose information which could materially influence the nature and extent of *consultees'* responses. In particular, areas where decisions have effectively been taken already, and where *consultee* views cannot influence the situation, should be disclosed.

Consultees are also under duty to disclose certain information. If a representative body expresses a view on behalf of its members, it should inform the consultor of the presence of any significant minority opinion within its membership and be prepared to estimate the extent to which it is help.

Principle 6: The FAIR INTERPRETATION of Consultation

Information and viewpoints gathered through consultation exercises have to be collated and assessed, and this task must be undertaken objectively.

Only in exceptional circumstances should the decision makers themselves be involved with primary assessment of the data, and the use of external assessors has many advantages.

Where consultors use weighting methods to assist in the assessment process, this must be disclosed to participants and to decision makers relying on the consultation output.

Principle 7: The PUBLICATION of Consultation

Participants in a consultation exercise have a proper expectation that they will see both the output and the outcome of the process. Except in certain closed or internal consultations, the assumption should be that publication in a form accessible to the consultee will follow within a reasonable time after the conclusion of the exercise.

Where no publication is intended, it is the duty of the consultor to disclose this when initially inviting stakeholders or the public to participate.

(Source: The Consultation Charter – The Consultation Institute)

THE GUNNING PRINCIPLES

Consultations must adhere to The Gunning Principles:

1. When proposals are still at a **formative** stage
2. Sufficient information to **intelligent conversations**
3. **Adequate time** for consideration and response
4. Must be **conscientiously** taken into account

GOVERNMENT CONSULTATION PRINCIPLES 2018

Consultations should be clear and concise

Use plain English and avoid acronyms. Be clear what questions you are asking and limit the number of questions to those that are necessary. Make them easy to understand and easy to answer. Avoid lengthy documents when possible and consider merging those on related topics.

Consultations should have a purpose

Do not consult for the sake of it. Ask departmental lawyers whether you have a legal duty to consult. Take consultation responses into account when taking policy forward. Consult about policies or implementation plans when the development of the policies or plans is at a formative stage. Do not ask questions about issues on which you already have a final view.

Consultations should be informative

Give enough information to ensure that those consulted understand the issues and can give informed responses. Include validated assessments of the costs and benefits of the options being considered when possible; this might be required where proposals have an impact on business or the voluntary sector.

Consultations are only part of a process of engagement

Consider whether informal iterative consultation is appropriate, using new digital tools and open, collaborative approaches. Consultation is not just about formal documents and responses; it is an on-going process.

Consultations should last for a proportionate amount of time

Judge the length of the consultation on the basis of legal advice and taking into account the nature and impact of the proposal. Consulting for too long will unnecessarily delay policy development. Consulting too quickly will not give enough time for consideration and will reduce the quality of responses.

Consultations should be targeted

Consider the full range of people, business and voluntary bodies affected by the policy, and whether representative groups exist. Consider targeting specific groups if appropriate. Ensure they are aware of the consultation and can access it. Consider how to tailor consultation to the needs and preferences of particular groups, such as older people, younger people or people with disabilities that may not respond to traditional consultation methods.

Consultations should take account of the groups being consulted

Consult stakeholders in a way that suits them. Charities may need more time to respond than businesses, for example. When the consultation spans all or part of a holiday period, consider how this may affect consultation and take appropriate mitigating action.

Consultations should be agreed before publication

Seek collective agreement before publishing a written consultation, particularly when consulting on new policy proposals. Consultations should be published on gov.uk.

Consultation should facilitate scrutiny

Publish any response on the same page on gov.uk as the original consultation, and ensure it is clear when the government has responded to the consultation. Explain the responses that have been received from consultees and how these have informed the policy. State how many responses have been received.

Government responses to consultations should be published in a timely fashion

Publish responses within 12 weeks of the consultation or provide an explanation why this is not possible. Where consultation concerns a statutory instrument publish responses before or at the same time as the instrument is laid, except in exceptional circumstances. Allow appropriate time between closing the consultation and implementing policy or legislation.

Consultation exercises should not generally be launched during local or national election periods.

If exceptional circumstances make a consultation absolutely essential (for example, for safeguarding public health), departments should seek advice from the Propriety and Ethics team in the Cabinet Office.

(Source: Cabinet Office)

If you require any further information regarding this policy, please contact the Corporate Communication and Events team.

WORKFORCE PLAN

1. SUMMARY

- 1.1 In March 2023 the Workforce Plan was updated reflecting current staffing levels and the retirement profile. It also reflects how the Service meets its obligations under the Community Risk Management Plan (CRMP) and optimises the use of the 24-hour shift system.
- 1.2 This Workforce Plan lays out the detail of the Service's position as at 31 March 2023 in relation to the Establishment, our vacancies and recruitment plan, with consideration for the potential retirement and subsequent resulting recruitment. The document is designed to be a "working document" to enable continual evolution as the Service progresses.

2. RECOMMENDATIONS

- 2.1 It is recommended that the Fire Authority approves the updated Workforce Plan 2022-25, as set out at Appendix 1.

3. BACKGROUND

- 3.1 A Workforce Planning meeting is held every quarter attended by all Heads of Function to review local planned and unplanned attrition rates and local context and developments. The Tactical Leadership Team (TLT) meets on a monthly basis and, if necessary, is also able to consider workforce planning matters which are occurring dynamically and ensure timely responses to addressing shortfalls and redistributing resources, should this be necessary.
- 3.2 The Postings and Transfers Board also meets monthly to consider and implement movements around the Service in accordance with Service delivery needs. Again, this forum is able to respond dynamically to any emerging needs and potential shortfalls, etc. During this reporting period, the Postings and Transfers policy has also been updated to better reflect the needs of the organisation.
- 3.3 All information is triangulated with station and section profiles, the retirement profile and financial budgeting information.

4. REPORT DETAIL

- 4.1 Progress over 1 April 2022 to 31 March 2023 includes:
 - Intake of 20 On-Call to Full Time Firefighters - April 2022 – direct to Station vacancies
 - Intake of 9 On-Call and external Firefighters - direct to Full Time Station vacancies - April 2023, with Individual Development Plans as necessary
 - On Call – 10 Temporary Full Time Firefighters (to provide cover for long term sickness and modified duties)
 - Intake of 15 external Full Time Firefighters into Training School - 16 May 2022 – assigned to Stations August 2022
 - Intake of 13 external Full Time Firefighters into Training School April 2023 – assigned to stations July 2023
 - Intake of 5 On Call to Full Time Firefighters direct to station vacancies 16 May 2022 with Individual Development Plans as necessary

- Additional Full Time Firefighter recruitment campaign launched February 2023 for training course in September 2023
- Recruitment and Promotion Processes during 2022/23 include:
 - Deputy Chief Fire Officer (DCFO) Process – Advertised June 2022 – 1 appointed
 - Assistant Chief Fire Officer (ACFO) Process – Advertised August 2022 – 1 appointed
 - Area Manager (AM) Process – Advertised May 2022 – 4 appointed
 - Group Manager (GM) Pipeline – Advertised February 2023 - 2 appointed
 - Station Manager (SM) Pipeline – Advertised February 2023 – 3 appointed
 - Watch Manager (WM) Pipeline – Advertised March 2023 – 9 appointed
 - Crew Manager (CM) Pipeline – Advertised April 2023 - ongoing
- Implementation of positive action initiative to collect electronic expressions of interest enabling the Service to target applications from all under-represented groups.
- Implementation of positive action programme (Rookie Reds) to equip female applicants to undertake the selection process with more confidence.
- Use of the expressions of interest data to target individuals regarding the option to apply to become an On Call Firefighter in rural areas where it is more geographically challenging to recruit in accordance with the five minute response time.
- Talent Pipeline processes are well established and provide a steady supply of individuals ready for promotion to Group Manager, Station Manager, Watch Manager and Crew Manager
- The introduction of development portfolios as a lead into promotion has been successfully trialled across several watches and will be rolled out across the Service in the summer of 2023 to provide a more detailed framework as well as guidance and support to those individuals seeking promotion.
- The Postings and Transfers Board meets every month to review vacancies, consider areas where additional cover is required, implement transfer applications where appropriate and implement promotions to backfill vacancies.
- Promotion and recruitment cycles are planned throughout the year to align with retirement profiles and actual leavers to better anticipate skills and capacity gaps.
- All operational roles are advertised internally and externally to allow for improved diversity balance and the intake of fresh talent.
- All roles are advertised via the Asian Fire Service Association (AFSA) and Women in the Fire Service (WFS) to encourage applications from under-represented groups.
- The joint Health & Safety provision, lead by the Service, is well established with Humberside Police.
- The joint Finance Provision is well established with Humberside Police.
- Provision of 24/7 critical incident media and communications and critical ICT support for resilience from police to fire and provision of 24/7 aerial support via drone and Hazmat response from fire to police.

Financial Implications

- 4.2. The effective establishment control and detailed understanding of our biggest asset; our workforce, is essential in the effective management of our financial resources, ensuring value for money for local communities.

Legal Implications

- 4.3. Effective workforce planning gives a better understanding of the workforce position, which better enables the Service to manage its legal obligations, in this context, with

particular regard to our Public Sector Equality Duty and employment legislation. We will also be better equipped to ensure we meet our statutory obligations and CRMP to the communities we serve in providing a safe and effective Fire and Rescue Service.

Risk Implications

- 4.4 The lack of effective workforce planning can present significant corporate risks if we do not have the right staff in the right place with the right skills at the right time. The development of this Plan presents mitigation to that risk.

5. EQUALITY IMPLICATIONS

- 5.1 There is no requirement to carry out an equality impact analysis as this report does not relate to a policy or service delivery change.
- 5.2 The development and regular reviews of the Workforce Plan has given us a more detailed understanding of the make-up of our workforce and enabled greater focus on ensuring that our organisation is broadly representative of all the communities we serve.

6. CONCLUSION

- 6.1 Members are requested to approve the updated Workforce Plan 2022-25.

Christine Cooper
Executive Director of People & Development

Contact Officer

Anne Stott – Head of HR
☎ 01482 567444
✉ astott@humbersidefire.gov.uk

Background Papers

None

Abbreviations

AFSA	Asian Fire Service Association
CRMP	Community Risk Management Plan
TLT	Tactical Leadership Team
WFS	Women in the Fire Service



HUMBERSIDE

Fire & Rescue Service

WORKFORCE PLAN

2022-2025

INTRODUCTION

To achieve our priorities and aims we need to manage, plan and develop our workforce effectively. Under our 'Value Our People' strategic objectives, we are clear that we should plan for all workforce issues. This workforce plan forms part of our approach in doing so.

We recognise our responsibility for keeping communities in the Humber area safe, keeping our firefighters safe, and contributing to the firefighting and rescue capabilities of the United Kingdom. This workforce plan is supported and underpinned by local plans that are developed with local line managers and driven by Heads of Service in their respective areas. We continue to develop our vision of "*Safer Communities, Safer Firefighters*".

Our Strategic Plan 2021-2024 ([click here to access](#)) is clear on our priorities, i.e. 'what we want to achieve'. These priorities are that through everything we do, we want to inspire community confidence and prevent the loss of life, injuries and impact on communities caused by emergency incidents.

Our strategic aims 'what we need to do well' are to:

- Help the community to be safe at home, at work or in public places.
- Advise businesses on their fire safety responsibilities and enforce when needed.
- Safeguard the vulnerable.
- Have the capability to respond to any risk in the area.
- Work seamlessly with other emergency responders.
- Have the capacity to handle emergency calls and arrive on scene quickly.

Our Community Risk Management Plan (CRMP) 2021/24 ([click here to access](#)) identifies how our analysis and reduction informs our planning and decision making to help us determine how we allocate our resources and support, across our four Districts. Our service delivery areas are aligned to the political boundaries of the four Unitary Authorities that combine to form our Fire Authority. The East Riding of Yorkshire and Kingston upon Hull make up the northern service delivery area, whilst North Lincolnshire and North East Lincolnshire constitute the southern service delivery area. Each District management team works closely with the partner organisations and local partnerships/forums within its area, enabling our resources to be more effectively and efficiently targeted into.

WHAT IS WORKFORCE PLANNING?

According to the CIPD, workforce planning is a process of analysing the current workforce, determining future workforce needs, identifying the gap between the present and the future, and implementing solutions so that an organisation can accomplish its mission, goals, and strategic plan. It's about getting the right number of people with the right skills, employed in the right place, at the right time, at the right cost and on the right contract to deliver an organisation's short and long-term objectives.

A key aim of HFRS's workforce plan, business continuity and resilience planning is to ensure plans are in place for sustainable, fit for purpose, effective leadership and that workforce capacity and capabilities are able to deliver the Service's Strategic Plan.



Ref: CIPD – Workforce Planning Factsheet 5 June 2020

ORGANISATIONAL OVERVIEW

Humberside Fire Authority covers the four Unitary Authority areas of Kingston upon Hull, the East Riding of Yorkshire, North Lincolnshire and North-East Lincolnshire. The area has a total population of approximately 936,866 and covers a geographical area of 1,360 square miles.

We have 31 Fire Stations, 12 are crewed by Full-Time firefighters and 19 by On-Call firefighters. 3 of the full-time stations have mixed crewing of both Full-Time and On-Call firefighters.

This workforce plan will be updated periodically according to service need, establishment data and the retirement profile.

ANALYSING THE WORKFORCE

The following definitions should be referred to when considering the figures provided in this report:

‘Establishment’ means posts which are funded

‘Strength’ means number of staff employed

‘Vacancy’ means funded post which is not filled

‘Supernumerary’ means over and above agreed established posts

The agreed establishment numbers and the current establishment structure for the Service are detailed in Appendix 1 attached. These figures are correct as at 1 April 2023, bearing in mind that this is dynamic information and subject to change. The agreed funded figure includes external secondments and funded services, for example the Falls Team.

Updated chart – April 2023 (10 temporary On-Call contracts not included in current strength numbers):

	AGREED ESTABLISHMENT	CURRENT STRENGTH (number of staff employed)
Full Time Operational Staff	450	446
On-Call Operational Staff	340*	341
Support Staff	239	243
Control Room Staff	30	30
Falls Team	19	19
Contingency Fire Crew	56	49
Contingency Control Crew	9	9
Total	1143	1137

*see On-Call crewing section below

A further breakdown of staff in each work area is provided in Appendix A and B.

Full-Time Operational Staff

Full-Time Operational roles range from Firefighter through to Chief Fire Officer. Firefighter to Group Manager Roles are employed on Grey book Terms and Conditions and have the option to join the Firefighter Pension Scheme: they work an average of 42 hours per week. Roles at Area Manager to Chief Fire Officer roles are employed subject to Gold Book Terms and Conditions and can also join the Firefighters Pension Scheme. Firefighter, Crew Manager and Watch Manager roles are predominantly based at fire Stations however, a number of day-based Watch Manager positions exist in support departments. Station Manager and Group Manager roles are middle management positions responsible for managing groups of fire stations or running and leading support departments.

The CRMP identifies our optimum crewing availability model for fire stations which is informed and managed against Service intervention standards which are: 100% Full-Time, 95% On-Call (first fire engine) and 80% On-Call (second fire engine). In order to achieve the 100% Full-Time availability, we have determined that we need 40 Watch Managers, 60 Crew Managers and 268 Firefighters spread across four shifts, this equates to 92 personnel per shift, with a minimum crewing level of 67 (after leave, courses etc.) in line with our Locally Determined Shift system.

Worst case scenario planning and the CRMP inform our Incident Command requirements which are regularly reviewed. Incident Command requirements determine that we need 8 Flexible Day Duty Watch Managers, 8 42 hour Day Based Station Managers, 16 Flexible Duty System Station Managers, 8 Flexible Duty System Group Managers, 3 Gold Book Area Managers and 3 Gold Book Principal Officers at Assistant, Deputy and Chief Fire Officer roles.

In addition, we have 28 Operational roles at Crew and Watch Manager Levels aligned to support departments across the Service in sections such as Training, Organisational Development, Health & Safety and Emergency Preparedness.

Current Full-Time staff levels are detailed at Appendix C.

On-Call Operational Staff

On-Call stations are crewed by staff who provide emergency cover on an On-Call basis and generally have primary employment in addition to their Fire and Rescue Service role. We currently have On-Call staff at Firefighter, Crew Manager and Watch Manager levels with all roles based at On-Call Stations. On-Call Staff are subject to Grey Book Terms and Conditions and have the option to join the Firefighters Pension Scheme.

The CRMP identifies our optimum crewing availability model for fire stations which is informed and managed against Service intervention standards which are: 100% Full-Time, 95% On-Call (First Fire Engine) and 80% On-Call (Second Fire Engine. To achieve 95% and 80% availability (first and second pump respectively) we require staff to provide various levels of cover per week depending on their circumstances and availability as well as a requirement to live or work within 5 minutes travelling distance from the fire station. Contracts are banded by overall hours per week and specified hours where cover must be provided within specific periods. A variety of contracts are available to suit the needs of individuals and the Service to provide sufficient emergency cover at each station.

The following core hours bands are available:

- 100+ core hours band with 70 hours specified
- 85 core hours band with 60 hours specified
- 70 core hours band with 50 hours specified

The core hour bands are then broken down further by contract efficiency and designated as either A, B, C or Prime; with Prime contracts being the most efficient (based upon the need at each particular station), for the actual figure for On-Call staff is 340; which is a flexible and fluid figure to accommodate the needs of the individuals and the Service as identified above. Our headcount for On-Call currently is 341 including 120 full-time operational staff undertaking dual contract arrangements. 7 Support Staff and 2 Control Staff also have On-Call contracts. Our current, maximum On-Call establishment is 424, which is based on our traditional approach to calculating On-Call establishment which is 15 personnel on a one pump station and 28 personnel on a two-pump station. However, the way HFRS manages its contracts with On-Call staff is dependent upon the blend of availability profiles at each station.

Current On-Call Crewing levels are detailed at Appendix C.

Support Staff

Support staff roles vary and operate to Green Book Terms and Conditions, they have an option to join the Local Government Pension Scheme and work 37 hours a week (full time), predominantly Monday to Friday. They have representation across all Support departments, ranging from junior administration roles right through to Executive Director roles and are mainly based at Service Headquarters.

Control Room Staff

Control Room roles range from Firefighter Control to Station Manager Control and are all based within our Control Room function at Service Headquarters. These roles are subject to Grey Book Terms and Conditions, they work on average a 42 hour week and have the option to join the Local Government Pension Scheme. Other than the Station Manager Control role and a small number of support roles, the majority of staff follow a 2 day, 2 night, 4 off shift pattern.

Our Control function is part of the East Coast and Hertfordshire Control Room Consortium which provides a high level of resilience and fall-back arrangements for this critical function levels. Staffing levels have been determined by the Service and are aligned with the wider provision across the consortium based on Service size and risk.

Falls Team

This team is currently staffed by 2 full time Firefighters and 28 on-call Hull F.I.R.S.T responders on temporary contracts (the 2 full-time Firefighters are also on the on-call falls team as their secondary role). Hull F.I.R.S.T provide both day and night-time cover 24/7. All responders are under Grey book terms and conditions whilst carrying out this role. The team are lead/managed by a Prevention Manager.

All posts are funded by City Health Care Partnership (CHCP), who are commissioned by the NHS Integrated Care Board (ICB) to provide a falls response service in Hull. The CHCP have recently funded this service for a further year and an addendum to the contract has been made to cover agreed post-codes, Cottingham HU16, Hedon HU12, South Cave and Brough HU15 and Hessle HU13. Should the Hull F.I.R.S.T service cease to exist, the 2 full-time Firefighters will return to normal deployment within the Service and the secondary temporary role for the 28 Hull F.I.R.S.T on-call falls responders will cease.

Contingency Crew

The current number of Contingency Crew (operational and Control) staff is 58 as at the beginning of April 2023. This level of cover, including training and competency, is currently being reviewed and addressed to ensure it is fit for purpose in the short to medium term. Further recruitment is ongoing and a programme of monthly engagement is in place to ensure refreshing and retention of skills.

EQUALITY INFORMATION

Sex/Gender

Our workforce profile as at 31 March 2023, shows a gender split of 76% male, 22% female, and 2% preferring not to say (not including contingency crew), across the whole workforce. Of the 22% female staff (234 in number), 142 worked in Green Book roles, 25 in Control and 67 in operational roles. Of the 76% male staff (822 in number), 95 worked in Green Book roles, 4 in Control and 723 work in operational roles. The workforce is predominantly white. The workforce ethnicity profile is 95% white, 5% other ethnicity groups. The 2021 census data shows an increase in ethnic minority groups in the Humber region, with an average mean of 10%.

Age

Of the staff who told us their age within the ranges below as at 31 March 2023 shows as:

Age Range	Numbers and %
18-29	119 - 11%
30-49	623 - 58%
50-69	311 - 29%
70+	3 – 0.25%

Just over 87% of the workforce who declared their age range are over 30 and 29.25% of those are over 50.

ATTRITION: LEAVERS OF THE SERVICE AND REASONS

The workforce plan takes account of the attrition rate and reasons for staff exiting the Service, its absence rates, and any key risks such as the age of the workforce, the skills of individuals and for HFRS if, when and how many firefighters need to be recruited into the Service. Relevant data has been analysed and reported as follows in the following table:

ATTRITION REASON	2021-22	2022-23
Retirement	36	31
Resignation	50	39
Early retirement	1	0
Ill Health	4	3
Dismissed	3	0
Deceased	1	0
Total	95	73

The work areas of leavers during the same periods are categorised by professional groups in the table below.

WORK AREA	2021-22	2022-23
Control	3	2
On-Call	33	18
Support Staff	26	16
Full Time	33	37
Total	95	73

Resource Allocation, Skillsets and Competencies

Our CRMP 2021-24 identifies the resources needed to meet the risk in each area of the Service across our 31 fire stations (9 Full-Time, 3 Full-Time/On-Call, 19 On-Call).

East Riding of Yorkshire



Resources					
Station	Fire Engines	Water Rescue	Specialist Response Capabilities	Medical	Prevention and Protection
Bridlington	3	2 Flood Rafts	1 Aerial Ladder Platform	Yes	Prevention and Protection Teams
Goole	2	1 Boat		Yes	
Hornsea	2		Rapid Intervention Vehicle		
Driffield	2			Yes	
Pocklington	2				
Market Weighton	2			Yes	
Beverley	2		High Volume Pump	Yes	
Howden	1			Yes	
Snath	1			Yes	
Brough	2		Incident Command Support Unit		
Withernsea	2		Rapid Intervention Vehicle	Yes	
Preston	1				
Patrington	1				

HULL



Resources					
Station	Fire Engines	Water Rescue	Further Response Capabilities	Medical	Prevention and Protection
Bransholme	1	Boats, 2 Flood Rafts		Yes	Prevention and Protection Teams
Clough Road Calvert Lane	2		Rescue Support Unit, 1 Tactical Response Vehicle Aerial Ladder Platform		
East Hull	1				
Central	1		Detection, Identification & Monitoring Vehicle (National Asset)		

North Lincolnshire



Resources					
Station	Fire Engines	Water Rescue	Further Response Capabilities	Medical	Prevention and Protection
Southorpe	3	1 Boat, 2 Flood Rafts	1 Aerial Ladder Platform, 1 Rescue Support Unit		Prevention and Protection Teams
Immingham West	Training centre for operational staff				
Barton Upon Humber	1	Water Support Unit			
Winterton	1			Yes	
Crowle	1				
Epworth	1			Yes	
Brigg	1				
Kirton in Lindsey	1		Drone	Yes	

North East Lincolnshire



Resources					
Station	Fire Engines	Water Rescue	Further Response Capabilities	Medical	Prevention and Protection
Peaks Lane	3	1 Boat, 2 Flood Rafts	1 Hydraulic Platform		Prevention and Protection Teams
Immingham East	2		2 Foam Delivery Sleds, 1 Technical Rescue Unit 1 Environmental Pod, 1 Mass Decontamination Unit (National Asset), Animal Rescue Unit (ARU)		
Cromwell Road	Training centre and Operational Fire Station in the evening				
Cleethorpes			1 Tactical Response Vehicle		
Waltham			1 Tactical Response Vehicle		

Utilising data from the CRMP allows us to identify the staffing requirements, associated competencies and skill sets required. We have developed a dashboard through which those requirements are monitored. The dashboards along with our Training Needs Analysis and needs identified through Personal Development Reviews, then feed into to our Annual Training plans overseen and administered by our Training and OD sections.

Our Service Improvement Plan, Tactical Plans, Strategies and Annual/Bi-annual/quarterly reporting ensure the ongoing delivery, maintenance and review of staff, resources, training and development (competencies/skills) required to focus our service delivery on keeping communities in the Humber area safe, keeping our firefighters safe, and contributing to the firefighting and rescue capabilities of the United Kingdom in line with our Statutory responsibilities and duties under the Fire and Rescue Act 2004.

WHAT DOES OUR WORKFORCE DATA TELL US?

Service wide/specific areas of risk

We have an ageing workforce, and potential specific areas of risk should staff choose to retire at their earliest opportunity. These potential retirement risks are detailed in the retirement profile information and specific station/directorate profiles.

Retirement Profile*

	Immediate	2022	2023	2024	2025
Firefighter	14	11	16	17	18
Crew Manager	6	3	2	4	6
Watch Manager	10	1	5	12	5
Station Manager	3	2	1	2	2
Group Manager	0	0	4	1	2

**Post McCloud ruling*

	Immediate	Forecasted 2022	Actual 2022	Forecasted 2023	Actual 31/3/2023
Firefighter	14	11	12	16	4
Crew Manager	6	3	4	2	0
Watch Manager	10	1	5	5	1
Station Manager	3	2	4	1	1
Group Manager	0	0	2	4	2
Total	33	17	27	28	8

Further detail of the retirement profile is provided at Appendix D.

DETERMINING FUTURE WORKFORCE NEEDS

Based on the earliest possible retirement date of the individuals concerned, and assuming they actually elect to retire, it is estimated that we will need to recruit additional Full-Time staff at all ranks, as above. Plans have been implemented and are already in operation for the temporary re-engagement of retired firefighters, temporary full time FF contracts for On-Call staff, permanent Full Time Firefighter contracts for On-Call staff and external advertisement to the general public and other Fire Services.

Recruitment gives us the opportunity to address the diversity of our workforce, particularly in terms of gaps with sex, ethnicity and age which are the focus of our positive attraction campaigns and positive action, such as the Rookie Red programme. One measure of success of recruitment and promotion processes is demonstrated through the Pay Gap reports (HFRS voluntary report on gender, ethnicity and disability). Annual reports demonstrate we have halved our mean hourly pay rate gap in six years of Pay Gap reporting, with a significant reduction by nearly 4% from 2021 to 2022 alone. This is largely due to more women successfully appointed at senior levels within the organisation during that reporting period, and an increase of women joining the Service overall.

ADDRESSING WORKFORCE NEEDS/REQUIREMENTS

Succession Planning and Talent Management

Succession planning processes take account of the Services Strategic Plan requirements and horizon scanning of future external and internal challenges. Outcomes of these processes are translated into timely interventions to ensure the Authority continues to meet workforce capacity requirements whilst maintaining and building skills and capability.

The Talent Pipeline process which is now well embedded as the process for operational succession planning and career development within the Service. It aims to provide transparency to the whole workforce about how they can develop and progress at every level and to support the promotion of all role levels throughout the organisation.

Further development of this process will see the introduction this year of a portfolio development process for Crew Manager, Watch Manager and Station Manager roles to enable continuous development and a natural lead into the promotion selection process.

There will be a succession planning framework introduced for identified key business/specialist posts (Green Book roles), following the successful pilot of this framework in Corporate Assurance.

Retire and Return

Staff who are preparing for retirement are permitted to apply to retire and return on temporary contracts once they have left the Service, either full or part time/job share in order to address specialised skills gaps or vacancies that may be more challenging to recruit to.

The Service's Pay Policy Statement does not prohibit employees who have left employment being re-employed.

Promotion Pipelines for 2023

- Group Manager Talent Pipeline – February to March 2023
- Station Manager Talent Pipeline – February to April 2023
- Watch Manager Talent Pipeline – March to May 2023
- Crew Manager Talent Pipeline – April to June 2023

Process	Appointable	Temporary Appointable	Unsuccessful
Group Manager	2	1	4
Station Manager	3	3	4
Watch Manager	9	4	1

At the point of writing, the 2023 Crew Manager Talent Pipeline has not yet concluded.

Note - All recruitment and pipelines are open to external candidates.

Firefighter Recruitment for 2022/3

- Intake of 20 On-Call to FT FF April 2022 – direct to station vacancies
- Intake of 15 external FT FF into Training School 16 May 2022 – assigned to stations August 2022
- Intake of 5 On-Call to FT FF direct to station vacancies 16 May 2022 with IDPs as necessary
- On Call – 10 Temporary FT FF (LTS/Modified cover)
- Re-engaged 3 Firefighters and 2 Watch Manager to temporary Full Time roles on a part time basis to address vacancies.
- Intake of 13 external FT FF into Training School April 2023 – assigned to stations July 2023
- Intake of 9 On-Call and external FFs direct to FT station vacancies April 2023 with IDPs as necessary
- Additional FT campaign launched February 2023 for Training Course in September 2023

It is important to note that, under the Authority's Constitution, the Chief Fire Officer/Chief Executive has the authority to increase or decrease the establishment by 10 Full-Time Equivalent (FTE) posts in any given financial year. Any such change to the establishment must therefore be approved by the CFO/CEO before such changes are implemented.

MONITORING AND EVALUATE ACTION PLANS AND SOLUTIONS

For each stage of the processes above, outcomes and learning points will be evaluated to ensure continual improvement and workforce planning requirements are met.

SUMMARY/CONCLUSION

The Service's Strategic Leadership Team remain accountable for this workforce plan and local workforce plans that follow. Directors and Heads of Service are responsible for the delivery of these plans within their respective areas of responsibility. The HR Service Partner model continues to ensure that managers have support to facilitate the delivery of local workforce plans. The revised workforce plan was agreed by SLT in 31 March 2023.

Operational Establishment and Strength

	Establishment				Actual				Variance				Actual Vacancies	Narrative
	WM	CM	FF	Total	WM	CM	FF	Total	WM	CM	FF	Total		
Bransholme	4	4	16	24	5	4	16	25	1	0	0	1	1 FF	
Red	1	1	4	6	1	1	4	6	0	0	0	0	0	x2 Part Time WMs job share - no actual variance
White	1	1	4	6	1	1	4	6	0	0	0	0	0	
Blue	1	1	4	6	1	1	4	5	0	0	0	0	0	
Green	1	1	4	6	2	1	4	6	1	0	0	1	0	
Calvert Lane	4	8	32	44	4	8	32	44	0	0	0	0	0	
Red	1	2	8	11	1	2	8	11	0	0	0	0	0	
White	1	2	8	11	1	2	8	11	0	0	0	0	0	
Blue	1	2	8	11	1	2	8	11	0	0	0	0	0	
Green	1	2	8	11	1	2	8	11	0	0	0	0	0	
Central	4	4	16	24	4	4	16	24	0	0	0	0	0	
Red	1	1	4	6	1	1	4	6	0	0	0	0	0	
White	1	1	4	6	1	1	4	6	0	0	0	0	0	
Blue	1	1	4	6	1	1	4	6	0	0	0	0	0	
Green	1	1	4	6	1	1	4	6	0	0	0	0	0	
Clough Road	4	4	24	32	4	4	24	32	0	0	0	0	0	
Red	1	1	6	8	1	1	6	8	0	0	0	0	0	
White	1	1	6	8	1	1	6	8	0	0	0	0	0	
Blue	1	1	6	8	1	1	6	8	0	0	0	0	0	
Green	1	1	6	8	1	1	6	8	0	0	0	0	0	
East Hull	4	4	16	24	4	4	16	24	0	0	0	0	0	
Red	1	1	4	6	1	1	4	6	0	0	0	0	0	
White	1	1	4	6	1	1	4	6	0	0	0	0	0	
Blue	1	1	4	6	1	1	4	6	0	0	0	0	0	
Green	1	1	4	6	1	1	4	6	0	0	0	0	0	
Bridlington	4	4	20	28	4	4	20	28	0	0	0	0	0	
Red	1	1	5	7	1	1	5	7	0	0	0	0	0	
White	1	1	5	7	1	1	5	7	0	0	0	0	0	
Blue	1	1	5	7	1	1	5	7	0	0	0	0	0	
Green	1	1	5	7	1	1	5	7	0	0	0	0	0	
Goole	4	4	20	28	4	4	20	28	0	0	0	0	0	
Red	1	1	5	7	1	1	5	7	0	0	0	0	0	
White	1	1	5	7	1	1	5	7	0	0	0	0	0	
Blue	1	1	5	7	1	1	5	7	0	0	0	0	0	
Green	1	1	5	7	1	1	5	7	0	0	0	0	0	
Scunthorpe	4	8	36	48	3	8	36	47	-1	0	0	-1	1 WM	
Red	1	2	9	12	1	2	9	12	0	0	0	0	0	H23WWM01
White	1	2	9	12	0	2	9	11	-1	0	0	-1	1 WM	
Blue	1	2	9	12	1	2	9	11	0	0	0	0	0	
Green	1	2	9	12	1	2	9	11	0	0	0	0	0	
Immingham	4	8	36	48	4	8	38	50	0	0	2	2	0	
Red	1	2	9	12	1	2	9	12	0	0	0	0	0	x2 Part Time FFs job share - no actual variance x2 Part Time FFs job share - no actual variance
White	1	2	9	12	1	2	10	13	0	0	1	1	0	
Blue	1	2	9	12	1	2	10	13	0	0	1	1	0	
Green	1	2	9	12	1	2	9	12	0	0	0	0	0	
Peaks Lane	4	12	52	68	4	11	52	67	0	-1	0	-1	1 CM 1 FF	
Red	1	3	13	17	1	2	12	15	0	-1	-1	-2	1 CM & 1 FF	H17RCM02 & H17RFF08
White	1	3	13	17	1	3	13	17	0	0	0	0	0	
Blue	1	3	13	17	1	3	13	17	0	0	0	0	0	
Green	1	3	13	17	1	3	14	18	0	0	1	1	0	
Total	40	60	268	368	40	59	270	369	0	-1	2	1	1 WM 1 CM 1 FF	

Group Managers	Funded Establishment	Current Strength	Vacancies
Service Delivery GMs	4	4	0
Specialist Dept GMs	5	5	0
Total	9	9	0

Station Managers	Funded Establishment	Current Strength	Vacancies
Training	2	2	0
Emergency Preparedness	3	2	1
Fleet & Estates	1	1	0
Protection	3	3	0
Health and Safety	1	1	0
OD	2	2	0
Service Delivery	11	11	0
Control	1	1	0
On-Call Support	1	0	1
Total	25	23	2

SLT, Control and Support Areas

Strategic Leadership Team

	Agreed establishment	Current strength	Vacancies
Strategic Leadership Team	8	8	0

Control

	Agreed establishment	Current strength	Vacancies
Control	30	28	2

Support Services

	Agreed establishment	Current Strength	Vacancies
HR	12	9	3
OH	11	8	3
OD	10	10	0
Emergency Preparedness	3 (+8 Grey Book)	2 (+7 Grey Book)	1 (+1 Grey Book)
Fleet & Estates	16 (+3 Grey Book)	15 (+2 Grey Book)	1 (+1 Grey Book)
Finance/Procurement	12	12	0
Corporate Assurance	18 (+1 Grey Book)	17 (+1 Grey Book)	1
Internal Services			
- H&S	7 (+2 Grey Book)	7 (+2 Grey Book)	0
- SSC	11	10	1
- GM	(+1 Grey Book)	(+1 Grey Book)	
- SMs	(+1 Grey Book)	(+1 Grey Book)	
ICT	23	20 (inc. 1 temporary contract)	3
Training	15 (+17 Grey Book)	10 (inc. 2 temporary contracts) (+14 Grey Book)	7 (+3 Grey Book)
Cleaners			
- Stations	31	29	2 (Patrington & Winterton)
Prevention	27	27	0
Protection	16 (+8 Grey Book)	16 (+6 Grey Book)	0 (+2 Grey Book)
Risk & Intelligence	20	19	1

On-Call Strength

Station	One or two pump	No of Watch Managers	No of Crew Managers	No of Firefighters
Barton	1	1	2	12
Beverley	2	1	3	22
Bridlington	2	1	3	15
Brigg	1	1	2	10
Brough	2	1	3	15
Cleethorpes	TRV	1	0	5
Crowle	1	1	1	9
Driffield	2	1	2	21
Epworth	1	1	3	13
Goole	1	1	2	11
Hornsea	2	1	3	17
Howden	1	1	1	14
Kirton	1	1	1	9
Market Weighton	2	1	3	17
Patrington	1	0	3	10
Pocklington	2	1	3	16
Preston	1	1	2	8
Scunthorpe	1	0	1	11
Snaith	1	1	1	12
Waltham	TRV	1	1	4
Winterton	1	1	2	12
Withernsea	2	1	2	10

Current Pension Scheme Retirement Profile 2022

Retirement Profile 2022	FF	CM	WM	SM	GM	AM	DCFO/CFO
Can go now	14	6	10	3	0		
April							
May	2						
June	2	1		1			
July	3			1			
August	11						
September	2						
October	10	1	1				
November							
December		1					
Grand Total	25	9	11	5	0	0	0

Retirement Profile 2023	FF	CM	WM	SM	GM	AM
January	3				3	
February	1					
March	1					
April	1					
May						
June			2			
July						
August	1		1	1		
September	1				1	
October						
November	2					
December	3		1			
Grand Total	14	0	4	1		

Retirement Profile	FF	CM	WM	SM	GM	DCFO
2024	13	2	11	4	1	
2025	15	3	2	2	2	1

UNWANTED FIRE SIGNALS UPDATE

1. SUMMARY

- 1.1 HFA members approved the implementation of the Unwanted Fire Signal (UWFS) reduction policy which began on 1st October 2019. This involved two aspects, firstly a non-attendance approach to low life risk premises, between the hours of 0800-1800 Monday to Friday, unless it is confirmed that there is a fire at the premises. Secondly, a mechanism was introduced for cost recovery for those commercial premises which have more than 3 unwanted fire signals within a rolling 12-month period. The policy has undergone several reviews, with feedback presented to HFA members.
- 1.2 Overall, the policy has seen a decrease in unwanted fire signals of 25% from a baseline year of 2018/19 to 2021/22.
- 1.3 In September 2022 HFA members were presented with a proposal to extend the non-attendance aspect of the policy to cover the full 24 hour period, 7 days a week for low life risk premises.
- 1.4 This policy extension came into force on 1st December 2022, and has led to a further reduction of 19% from 2021/22 to 2022/23, with a continued improved performance into 2023/24.
- 1.5 This reduction in unwanted fire signal attendance has also led to HFRS being required to recover costs on fewer occasions. In 2022/23 the paid invoices to HFRS totalled £15,352.50.
- 1.6 The policy extension has further increased the time available for operational crews to proactively engage with businesses and vulnerable people as well as maintain competence for operational preparedness.

2. RECOMMENDATIONS

- 2.1 It is recommended that the Fire Authority note the content and detail of this report on the continued success of the Unwanted Fire Signals policy.

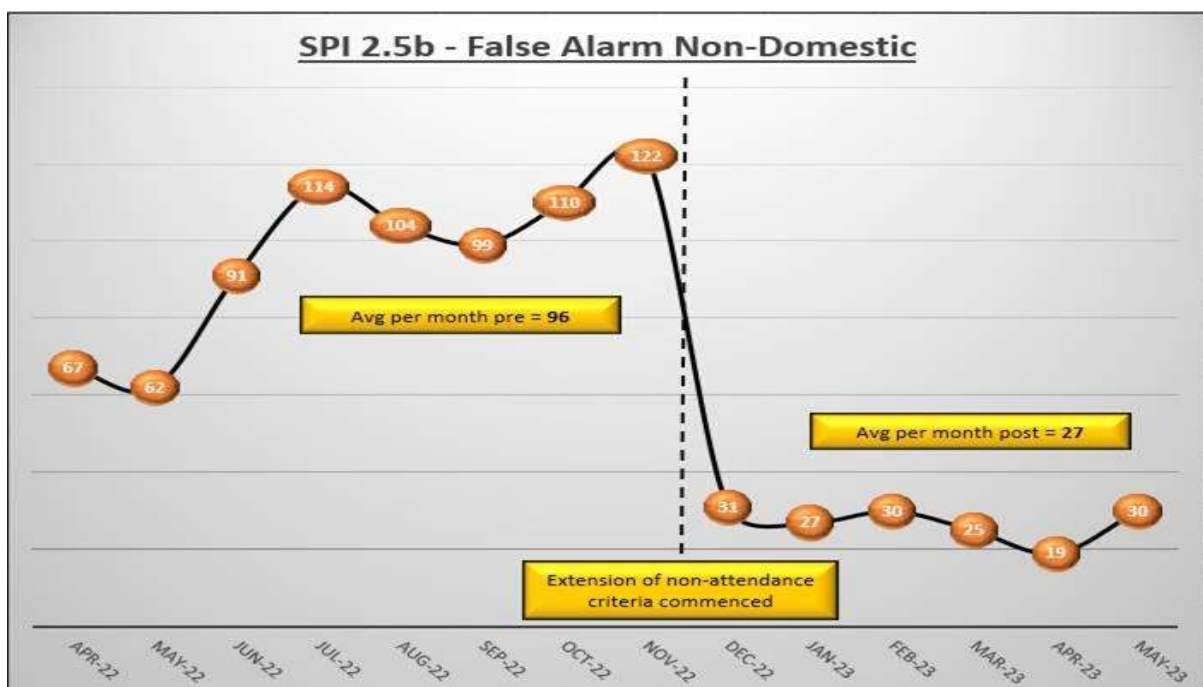
3. BACKGROUND

- 3.1 Whilst the benefits of an automatic fire alarm system within a building are clear, responding to UWFS as a result of these systems impacts upon our resources and finances. Mobilising appliances to each of these calls has the following impacts on the service;
 - Appliances are not available for genuine emergency calls
 - Responding under blue light conditions increases the risk to staff and other road users
 - Crews are disrupted from undertaking other core tasks such as public safety work
 - On call firefighters require payment for being alerted and are unnecessarily disrupted from their primary employment
 - Financial costs are incurred for fuel and there is an environmental impact caused by unnecessary appliance movements.
- 3.2 To reduce the burden caused by UWFS, HFRS use a combination of engagement, non-attendance and cost recovery charging. We will, within defined parameters:

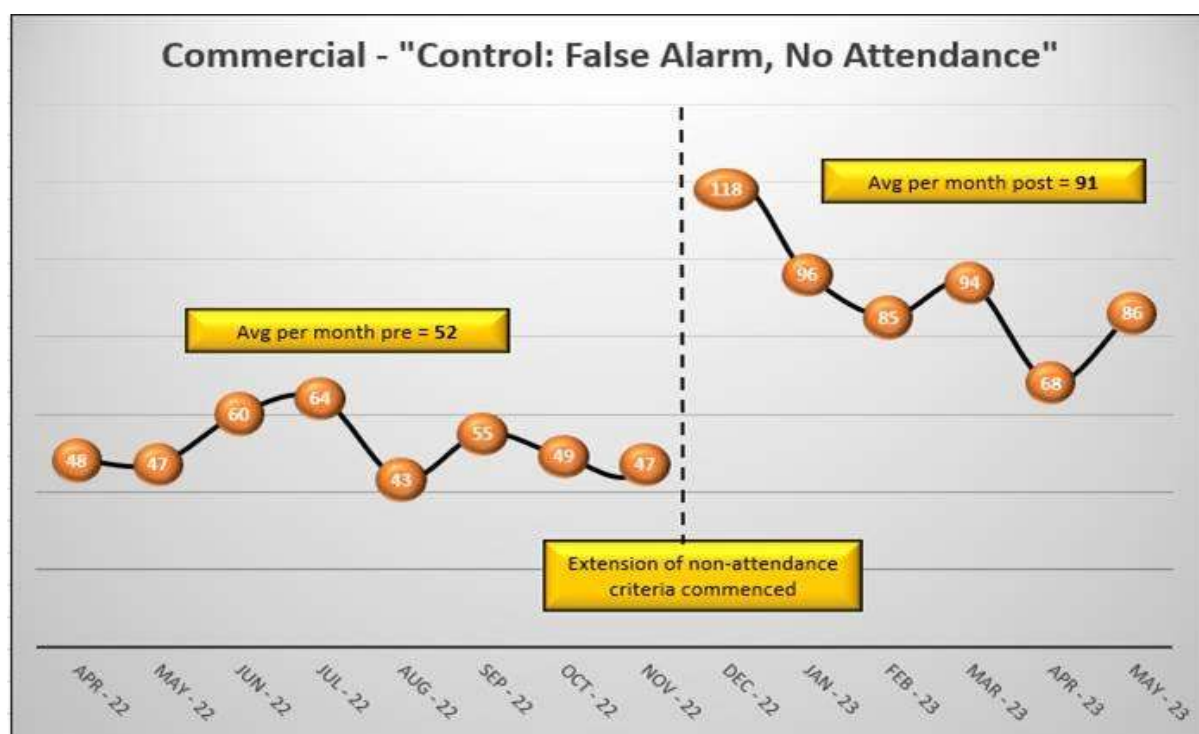
- Not attend automated fire alarm signals in non-sleeping premises unless confirmed as a genuine fire;
- Where we deem it appropriate charge the responsible person for persistent false alarms originating from their fire alarm system.

4. REPORT DETAIL & OPTIONS/PROPOSALS

- 4.1 In April 2019, HFA members approved the implementation of measures to reduce Unwanted Fire Signals. In October 2019, HFRS introduced a position statement and procedures, detailing a call challenge by fire control operators for fire alarm signals, with a non-attendance strategy when appropriate. In addition, a charging capability for premises with repeat occurrences of false alarms was introduced.
- 4.2 Following 2 full financial years of implementation a review of the policy was carried out, with a further opportunity identified to further reduce the burden of UWFS.
- 4.3 The original non-attendance aspect of the policy focused on those premises which presented the lowest risk to life, namely those where people would not be sleeping on the premises. This included premises such as factories, offices, shops etc. The policy contained a parameter that we would not attend such premises between the hours of 0800-1800 Monday to Friday.
- 4.4 Subsequent analysis of the data identified that we were still attending a number of UWFS at these low life risk premises, outside of our specified hours i.e during the evening or at a weekend.
- 4.5 As a result, a proposal was made to HFA members in autumn 2022 to extend the provision of non-attendance to 24 hours every day, maintaining the position that we would continue to attend those premises where people sleep and present the highest risk to life. This was accepted by members and this became policy on 1st December 2022.
- 4.6 A request was made by HFA members to provide a further update 6 months following the extended non-attendance policy.
- 4.7 Performance in relation to attendance at UWFS has significantly improved since the extension of the non-attendance policy in December 2022. The chart below gives a visual indication of the impact.



- 4.8 As can be seen from the chart above, prior to December 2022 HFRS were attending an average of 96 UWFS a month to commercial premises, peaking in November 2022 with 122 calls to UWFS.
- 4.9 The extension of the timeframe to 24 hours 7 days a week in December can be seen to have made an immediate impact. The monthly average for the 6 months following the change was just 27 calls a month, a reduction of 71.8%.
- 4.10 This correlates further with the chart below which evidences an increased number of calls received, but not attended following a call challenge from our fire control operators.
- 4.11 Again, as can be seen on the chart, the average number of calls received into fire control as a result of an automatic fire alarm system, which are subsequently call challenged by fire control operators resulting in non-attendance, has increased from an average of 52 per month to 91 per month.



- 4.12 HFRS are within a performance improvement family group with 15 other Fire & Rescue Services across the country. We are now ranked 4th out of 16 Services in terms of reducing our attendance at UWFS for the reporting year 2022/23. Given that the extension of our non-attendance policy started towards the end of that reporting period, it is expected that we will see continued positive performance within our family group for the period 2023/24.
- 4.13 There has been no change in relation to the cost recovery aspect of our UWFS policy. We continue to engage with our business community whenever we attend an UWFS, but should we attend a 4th time within a rolling 12 month period then we will issue an invoice to recover our costs.
- 4.14 This invoice is based on 1 fire engine with a crew of 4 attending and is currently £393.75 per call out for the current financial year. As we attend fewer UWFS, it is expected that we should see a fall in the requirement to issue such invoices, and this has been the case.
- 4.15 In the year 2021/22 we received paid invoices totalling £53,021. For the year 2022/23 this had fallen to £15,352. Members should note that the cyber incident impacted the issuing of invoices between June and October 2022. For the current year 2023/24 we have so far issued invoices for £3,150.

5. EQUALITY IMPLICATIONS

- 5.1 There is no requirement to carry out an equality impact analysis as this report does not relate to a proposed policy or service delivery change.

6. CONCLUSION

- 6.1 The continued reduction in the amount of time spent attending UWFS allows our operational crews to further reduce the risk within our communities by carrying both prevention and protection activities.

Jon Henderson
Area Manager of Prevention, Protection, Fleet and Estates

Officer Contact

Dominic Purchon – Head of Protection
☎ 07580 700 079
✉ dpurchon@humbersidefire.gov.uk

Background Papers

[HFRS UWFS Position Statement](#)

Glossary/Abbreviations

UWFS	Unwanted Fire Signal - A fire alarm activation resulting from a cause other than a fire which results in a call been made to, and subsequent attendance of, the Fire & Rescue Service.
------	--

VALUES AND CULTURE IN FIRE AND RESCUE SERVICES

1. SUMMARY

- 1.1 On Thursday 30 March 2023 His Majesty's Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS) published their report 'Values and culture in fire and rescue services'. The report was an outcome of a spotlight review of inspection findings across all 44 English Fire and Rescue Services.
- 1.2 The report makes 35 recommendations across 9 themes. Chief Fire Officers have accountability for 19 of the recommendations, with the Home Office and the National Fire Chief's Council (NFCC) having accountability for the other recommendations.
- 1.3 Our response to the recommendations is being managed by the Executive Director of Corporate Services Matt Sutcliffe and the Executive Director of People and Development Christine Cooper.
- 1.4 A Gap Analysis and Action Plan, for the actions with direct CFO accountability, has been produced and a cross representative task and finish group has met on three occasions to ensure our compliance with recommended actions, required by 1 June 2023. This work will continue, to ensure compliance with the remaining recommended actions. The Action Plan is attached at Appendix A.
- 1.5 In addition to the recommended actions from HMICFRS, a Strategic Risk has been added to the Strategic Risk and Opportunity Register regarding 'Public Confidence in Working Culture'. Actions have also been incorporated into the Service Improvement Plan (SIP), to ensure they are effectively managed.
- 1.6 HMICFRS have been informed of our compliance with their initial recommendations and our approach to managing other actions.
- 1.7 Independent advice has been obtained from our Legal Advisors (Capsticks), in relation to the recommendations.

2. RECOMMENDATIONS

- 2.1 It is recommended that the Fire Authority takes assurance from the pro-active actions taken and receive further updates on a quarterly basis.

3. BACKGROUND

- 3.1 HMICFRS independently assesses and reports on the effectiveness and efficiency of police forces and fire and rescue services – in the public interest. The Inspectorate commenced inspections of Fire and Rescue Services in 2017, graded judgements from Inadequate to Outstanding are awarded based upon assessments of Effectiveness, Efficiency and People.
- 3.2 HMICFRS have no role in inspecting Fire Authorities but have inspected Humberside Fire and Rescue Service (HFRS) on three occasions since 2018. Our next inspection will take place in 2024, date to be confirmed.
- 3.3 The first inspection for HFRS took place in 2018/19, our gradings were:

- Good for Effectiveness
- Good for Efficiency

- Requires Improvement for People

A Service Improvement Plan (SIP) was put in place to address areas for improvement identified by the Inspectorate. In 2020 HMICFRS carried out a focussed inspection of our response to the Covid Pandemic, which was ungraded, but very positive.

3.4 In 2021/22 we had our second full inspection, our gradings were:

- Good for Effectiveness
- Good for Efficiency
- Good for People

During each inspection an assessment is made of organisational culture, against the following areas, all assessed as Good in our 2022/23 Inspection:

- Promoting the right values and culture
- Getting the right people with the right skills
- Ensuring fairness and promoting diversity
- Managing performance and developing leaders

3.5 In November 2022 London Fire Brigade (LFB) published an independent culture review of their organisation, established by the London Fire Commissioner in response to the tragic death of firefighter Jaden Matthew Francois-Esprit, who took his own life in August 2020. His family were concerned that he had been bullied because of his race. The review found that 'cultural problems have long dogged LFB. Jaden's death came after a period of sustained criticism and accusations that the Brigade has a problem with racism and struggles with a culture of bullying and discrimination. An inspection by HMICFRS in 2019 showed that some staff reported a "toxic" and "pack like" culture'.

3.4 Other examples of unacceptable values and cultural behaviours have arisen in national media in several other Fire and Rescue Services, notably South Wales, Gloucestershire, London and Dorset and Wiltshire.

3.5 The Minister of State for Crime, Policing and Fire subsequently commissioned HMICFRS to conduct a spotlight assessment of Values and Culture across all 44 English Fire and Rescue Services, based upon evidence within their inspection reports since 2018. The report was published in March 2023.

3.6 The Chief Fire Officer (CFO) and other Strategic Leadership Team (SLT) members have communicated regularly and openly with all colleagues within the organisation and HFA Members regarding our values, cultural behaviour expectations and professional standards. Open discussions have also taken place regarding the unacceptable behaviours that have come to light in some other Services and the support and wellbeing contacts/policies and processes that are accessible in the event of witnessing or experiencing unacceptable behaviour in HFRS.

3.7 Pleasingly, to date, no issues in relation to these matters have been raised.

4. REPORT DETAIL

4.1 Our response to the recommendations is being managed by the Executive Director of Corporate Services Matt Sutcliffe and the Executive Director of People and Development Christine Cooper.

4.2 A Gap Analysis and Action Plan, for the actions with direct CFO accountability, has been produced and a cross representative task and finish group has met on three occasions to ensure our compliance with recommended actions, required by 1 June 2023. This work will continue, to ensure compliance with the remaining recommended actions. The Action Plan is attached at Appendix A.

5. EQUALITY IMPLICATIONS

- 5.1 There is no requirement to carry out an equality impact analysis as this report does not relate to a policy or service delivery change. Members should be assured, however, that relevant equality impact analyses has already been undertaken for policies and working practices underpinning our responses to the recommended actions.

6. CONCLUSION

- 6.1 HFRS welcomed the spotlight report into values and culture within Fire and Rescue Services and have actively engaged in a self-assessment of our organisation, against the recommended actions. We are committed to ensure the values and culture of our organisation remain as something we, and our communities are all proud of, and that we provide a safe and supportive working environment for all colleagues and visitors.
- 6.2 It is recommended that the Fire Authority take assurance from the pro-active actions taken and receive further updates on a quarterly basis.

Matt Sutcliffe
Assistant Chief Fire Officer &
Executive Director of Corporate Services

Christine Cooper
Executive Director of People and Development

Officer Contact

Steve Duffield – Area Manager of Service Improvement
☎ 07896 804933
sduffield@humbersidefire.gov.uk

Simon Rhodes – Head of Corporate Assurance
☎ 07818 458399
✉ srhodes@humbersidefire.gov.uk

Background Papers

HMICFRS Values and Culture in Fire and Rescue Services Report
[Values and culture in fire and rescue services - His Majesty's Inspectorate of Constabulary and Fire & Rescue Services \(justiceinspectorates.gov.uk\)](#).

Independent Cultural Review of London Fire Brigade
[Independent Culture Review | London Fire Brigade \(london-fire.gov.uk\)](#)

HMICFRS Inspection Report HFRS 2021/22
[Humberside - His Majesty's Inspectorate of Constabulary and Fire & Rescue Services \(justiceinspectorates.gov.uk\)](#)

Glossary/Abbreviations

HFRS	Humberside Fire and Rescue Service
HFA	Humberside Fire Authority
HMICFRS	His Majesty's Inspectorate of Constabulary and Fire and Rescue Services
SIP	Service Improvement Plan
NFCC	National Fire Chiefs Council

Recommendations for 1 June 2023									
3	4	5	20	21	23	27	28	32	34
Compliant	Compliant	Compliant	Compliant	Compliant	Partial compliance	Compliant	Compliant	Compliant	Compliant

LATEST COMPLIANCE DATE	REQUIRED ACTION	GAP ANALYSIS	EVIDENCE OF COMPLIANCE
31 May 2023	<p>(3) Review the support available for those who have raised concerns and take any action needed to make sure these provisions are suitable.</p> <p>Capsticks:</p> <p><i>Any whistleblowing policy should set out the protection available to whistleblowers and should make it clear that victimisation of whistleblowers will not be tolerated. We suggest specifying sources of support for workers who raise concerns within the policy and associated internal messaging. This might involve an external counselling hotline (for example via any existing Employee Assistance Programme), an "employee supporter" in the HR Department, or an existing staff representative.</i></p>	<p>Compliant</p> <p>Additional Actions</p> <ol style="list-style-type: none"> 1. Review the need for FTSU Guardian. If required FTSU Policy is required - KH 2. Contracted Independent Organisational Review Contract – MS/CC 3. Siren Reminder of support available and the options for reporting, including Posters – SR 4. Grievance and Discipline Policy to include Employee Relations Tracker detail - AS 5. Incorporate Exit Interview and Mediation into Tracker and Dashboard – AS 6. Crime Stoppers – Independent Support – MS/CC 	<ul style="list-style-type: none"> • HR Bullying Case File Records • Dignity at Work Policy (anti Bullying and Harassment) • Corporate Assurance Complaint Case File Records • Complaints Policy • HR Discipline Case File Records • Disciplinary Policy • HR Exit Interview Case Files • Exits From the Service Policy • OD EDI Case File Records • Equality and Inclusion Policy • HR Grievance Case File Records • Grievance Policy • HS&E Safety Event Case File Records • Safety Event Reporting Recording and Investigation Arrangements Policy

LATEST COMPLIANCE DATE	REQUIRED ACTION	GAP ANALYSIS	EVIDENCE OF COMPLIANCE
			<ul style="list-style-type: none"> • Corporate Assurance Whistleblowing Case File Records • Whistleblowing Policy • HR Mediation Case File Records • Mediation Policy • HR Menopause Case File Records • Menopause Policy • Anti-Fraud and Corruption Policy • FTSU Guardian • Employee Relations Tracker and Dashboard – HR • HMICFRS Reporting Line • Blue Light Champions • Staff Forums • Employee Assistance Programme
31 May 2023	<p>(4) Updates on how concerns are being handled are shared with those who raise them.</p> <p>Updates should be given in an accessible way that encourages trust and confidence in the service response.</p>	Compliant	<ul style="list-style-type: none"> • HR Case File Records • Employee Relations Tracker and Dashboard • Corporate Assurance Case File Records
		<p>Compliant</p> <p>Additional Actions</p> <ol style="list-style-type: none"> 1. Review how Lessons Learned from relevant cases and Organisational Learning is/can be captured and shared/reported – SR/AS 	

LATEST COMPLIANCE DATE	REQUIRED ACTION	GAP ANALYSIS	EVIDENCE OF COMPLIANCE
	<p>Consideration should be given to creating a Professional Standards Function to handle conduct concerns in service (or from an external service) to have oversight of cases, to make sure they are conducted in a fair and transparent way and to act as a point of contact for all staff involved.</p> <p>Capsticks:</p> <p><i>This is a sensible recommendation that will ensure greater accountability for ensuring concerns are handled in a timely and effective manner. We suggest reviewing HFRS' current practice under both the grievance and misconduct / discipline procedures to ensure appropriate updates and support are given to the complainants.</i></p>	<p>Compliant</p> <p>Additional Actions/Considerations</p> <ol style="list-style-type: none"> 1. Assign a formal Standards role to HoHR and HoCA. MS/CC 2. Align relevant policies under a 'Professional Standards' Header. SR 3. Consider contracting out the investigation role to an independent body. CC 	<ul style="list-style-type: none"> • Currently already managed across HR and Corporate Assurance functions managing External Complaints, Whistleblowing, Internal Grievance and Disciplinary cases. • Relevant Policies aligned under Professional Standards 'Professional Standards' • Cases involving Exec Directors may be independently investigated. • HR Case File Records • Employee Relations Tracker and Dashboard • Corporate Assurance Case File Records
31 May 2023	<p>(5) Provide accessible information for all staff and members of the public on how they can raise concerns and access confidential support (including through external agencies).</p> <p>Capsticks:</p> <p><i>Internal and external sources of information should be reviewed and, where necessary, revised to implement this recommendation.</i></p>	<p>Compliant</p> <p>Action</p> <p>Review confidential reporting lines accessibility and communications plan - SR</p>	<ul style="list-style-type: none"> • Relevant Policies of the Fire Authority are accessible via the HFRS Website Our policies Humberside Fire • Signposting to relevant policies is listed within the Data Transparency area of the HFRS Website • Contact details for raising concerns are signposted within Complaints, Whistleblowing, Bullying and Harassment, Grievance, Mediation, Anti-Fraud and Corruption Policy.

LATEST COMPLIANCE DATE	REQUIRED ACTION	GAP ANALYSIS	EVIDENCE OF COMPLIANCE
			<ul style="list-style-type: none"> • Internal and External contact details are provided. • Clearly signposted 'Contact Us' link on HFRS Website for Complaints, Whistleblowing, Concerns, Compliments etc. Contact Us Humberside Fire • Free text search function on HFRS Website. • HMICFRS hotline. • Safeguarding Policy and website signposting. • Employee Assistance Programme. • Blue Light Champions. • Bullying Hotline – HR • Crimestoppers.
	Make sure accessible information is provided on how concerns and allegations will be investigated in a way that ensures confidentiality and is independent of the alleged perpetrator.	Compliant	<ul style="list-style-type: none"> • Detailed within relevant policies: • Dignity at Work Policy (anti Bullying and Harassment) • Grievance Policy • Complaints Policy • Equality and Inclusion Policy • Whistleblowing Policy
	(20) Have plans in place to ensure we meet Fire Standards: <ul style="list-style-type: none"> • Leading the Service • Leading and Developing People 	Compliant	<ul style="list-style-type: none"> • Fire Standard self-assessments completed. Filed on the Portal.
31 May 2023	(21) A full, 360-degree feedback process is in place for Senior Leaders - Assistant Chief Fire Officer, or equivalent, and above.	Compliant	

LATEST COMPLIANCE DATE	REQUIRED ACTION	GAP ANALYSIS	EVIDENCE OF COMPLIANCE
	<p>Capsticks:</p> <p><i>We consider these recommendations to be important foundations of ensuring there is visible and effective leadership within HFRS. The short timescales for implementing recommendations 20, 21 and 22, reflect their significance and/or that these things are already in place. We suggest that questions posed to staff should focus on whether leadership is visible, transparent and fair and if leaders model and maintain service values; these are qualities / approaches that the Report identifies as creating a positive culture.</i></p>	<p>Actions/Considerations</p> <ul style="list-style-type: none"> • NFCC are engaging potential suppliers of 360 feedback – outline timetable: Early Market engagement is underway until 12 May 2023. Speak to interested suppliers during this period and gather feedback on their deliverable models and costs. Provide a briefing paper to services by the end of May 2023. • 360 Feedback process introduced for SLT prior to an NFCC solution for all Leaders/ Managers via Saville Assessment - (Recommendation 22 - By 1 Sept 2023). 	<p>Not formal 360 processes but some relevance prior to a process being in place:</p> <ul style="list-style-type: none"> • SLT visits and response to raised issues. • Visibility • Exec Director 1-1 sessions • PDR Process • SLT Engagement Days – working from other locations.
	<p>(23) Chief Fire Officers should seek regular feedback from staff about values, culture, fairness and diversity, with due regard to the Leading and Developing People standard. They should show how they act on this feedback.</p>	<p>Partial Compliance</p> <p>Action</p> <ol style="list-style-type: none"> 1. Independent Staff Engagement and Consultancy Review commission MS/CC: <ul style="list-style-type: none"> • Return of Tenders 19 May 2023 • Award of Contract by 12 June 2023 • Sentiment Analysis to be developed. JM 	<ul style="list-style-type: none"> • SLT visits and response to raised issues. • Quarterly On-Call Meetings • Fire Standard • Q&A engagement with SLT members • EDI Staff Groups • PDRs

LATEST COMPLIANCE DATE	REQUIRED ACTION	GAP ANALYSIS	EVIDENCE OF COMPLIANCE
31 May 2023	(27) Chief fire officers should make sure their equality impact assessments are fit for purpose and, as a minimum, meet the requirements of the National Fire Chiefs Council equality impact assessment toolkit.	Compliant	<ul style="list-style-type: none"> • NFCC Model has been adopted and training delivered. • Internal Audit 2022/23 • GAS Scrutiny 2022/23
	(28) Review how we gather and use equality and diversity data to improve understanding of staff demographics.	Compliant	<ul style="list-style-type: none"> • Gender Pay Gap Report • Workforce Profiling • Community Profiling • Workforce Planning • PSED Compliance • EDI Annual Report – HFA • Recruitment and Selection Data Reports • Personal Data Forms • NFCC EDI Data Toolkit • Local Insight System
	Apply and meet the requirements of the NFCC Equality, Diversity and Inclusion Data Toolkit.	Compliant	<ul style="list-style-type: none"> • EDI Annual Report • PSED Compliance • Equality and Inclusion Policy • GAS Scrutiny Topic 2022/23

LATEST COMPLIANCE DATE	REQUIRED ACTION	GAP ANALYSIS	EVIDENCE OF COMPLIANCE
31 May 2023	<p>(32) As a priority, specify in succession plans how we intend to improve diversity across all levels of the service. This should include offering increased direct-entry opportunities.</p> <p>Capsticks</p> <p><i>The Report finds that poor promotion processes and succession planning can lead to unfairness, whether perceived or real. Whilst not recommended by HMICFRS, HFRS may find it helpful to review its promotion policy /procedure to ensure it is transparent, objective and fair.</i></p>	<p>Compliant Action</p> <ol style="list-style-type: none"> NFCC Direct Entry Pilot Scheme launched 3 April. HFRS are not an early adopter and will await feedback on the outcome of the Pilot. Talent Management Strategy and Succession Plan 	<ul style="list-style-type: none"> Positive Action Framework 2021-24 Workforce Planning PSD - EDI Priority 2 – Increase diversity throughout our workforce. Strategic Plan Objective 3.1 Annual Pay Gap Report Draft Talent Management Strategy and Implementation Plan awaiting approval. Draft Succession Plan awaiting approval. Recruitment and Selection Policy People Strategy Promotion Process Guidance
	<p>(34) With immediate effect, review the implementation of the Core Code of Ethics and make sure it is being applied across the service.</p> <p>Capsticks</p> <p><i>The Report is clear that adopting the Core Code of Ethics and ensuring it is understood and its principles and standards of behaviour are carried out is fundamental to improving the values and culture of FRSs. We can act as a critical friend to HFRS in reviewing its implementation.</i></p>	<p>Compliant Consideration</p> <ul style="list-style-type: none"> Review the application of the CCoE through the Independent Staff Engagement and Consultancy Review commission MS/CC: 	<ul style="list-style-type: none"> Fire Standard Embedded across Policy and relevant processes. Review of application through following: PDR Dip Sample Staff Focus Groups? Staff Feedback? Complaints, Grievance and Disciplinary case files. GAS Scrutiny Topic 2021/22 Promotion Process Recruitment and Selection Policy Induction Programmes HFA Constitution

LATEST COMPLIANCE DATE	REQUIRED ACTION	GAP ANALYSIS	EVIDENCE OF COMPLIANCE
1 August 2023	By 1 August 2023, chief fire officers should provide assurances to HMICFRS that all parties are supported in relation to ongoing investigations.	<p>Compliant Action</p> <p>July - Assurance to be provided to HMI by GM Rhodes either in response to correspondence from HMI requesting specific information, or pro-actively providing details of compliance and supporting evidence.</p>	<ul style="list-style-type: none"> • HR Bullying Case File Records • Dignity at Work Policy (anti Bullying and Harassment) • Corporate Assurance Complaint Case File Records • Complaints Policy • HR Discipline Case File Records • Disciplinary Policy • HR Exit Interview Case Files • Exits From the Service Policy • OD EDI Case File Records • Equality and Inclusion Policy • HR Grievance Case File Records • Grievance Policy • HS&E Safety Event Case File Records <ul style="list-style-type: none"> • Safety Event Reporting Recording and Investigation Arrangements Policy • Corporate Assurance Whistleblowing Case File Records • Whistleblowing Policy • HR Mediation Case File Records • Mediation Policy • HR Menopause Case File Records • Menopause Policy

LATEST COMPLIANCE DATE	REQUIRED ACTION	GAP ANALYSIS	EVIDENCE OF COMPLIANCE
			<ul style="list-style-type: none"> • Anti-Fraud and Corruption Policy • FTSU Guardian • Employee Relations Tracker and Dashboard – HR • HMICFRS Reporting Line • Blue Light Champions • Staff Forums • Employee Assistance Programme
	By 1 August 2023, chief fire officers should develop plans to promote progression paths for existing staff in non-operational roles and put plans in place to reduce any inequalities of opportunity.	Partial Compliance Action <ol style="list-style-type: none"> 1. Approval and implementation of Succession Plan Framework. SO 2. Review Career Ladders with Heads of Function. SO 3. Review EDI Data Male/Female development. SO 	<ul style="list-style-type: none"> • Draft Succession Plan Framework • Career Ladders • PDR Process • Role Specific Training Outlines • Core Skills Framework • Professionalisation of Roles • Draft Talent Management Strategy

LATEST COMPLIANCE DATE	REQUIRED ACTION	GAP ANALYSIS	EVIDENCE OF COMPLIANCE
1 September 2023	By 1 September 2023, chief fire officers should make sure there is a full, 360-degree feedback process in place for all other leaders and managers in service. The process should include gathering feedback from a wide range of sources including colleagues and direct reports.	<p>Not Compliant</p> <p>Actions/Considerations</p> <ul style="list-style-type: none"> • NFCC are engaging potential suppliers of 360 feedback – outline timetable: <ul style="list-style-type: none"> • Early Market engagement is underway until 12 May 2023. • Speak to interested suppliers during this period and gather feedback on their deliverable models and costs. • Provide a briefing paper to services by the end of May 2023. 	
1 October 2023	By 1 October 2023, chief fire officers should make sure their services provide a confidential way for staff to raise concerns and that staff are aware of whistleblowing processes.	<p>Compliant</p> <p>Action</p> <ol style="list-style-type: none"> 1. Improve resilience for Bullying Hotline 24/7. AS 2. Whistleblowing reminder on pay slips. SR 	<ul style="list-style-type: none"> • Relevant Policies of the Fire Authority are accessible via the HFRS Website Our policies Humberside Fire • Signposting to relevant policies is listed within the Data Transparency area of the HFRS Website • Contact details for raising concerns are signposted within Complaints, Whistleblowing, Bullying and Harassment, Grievance, Mediation, Anti-

LATEST COMPLIANCE DATE	REQUIRED ACTION	GAP ANALYSIS	EVIDENCE OF COMPLIANCE
			Fraud and Corruption Policy. <ul style="list-style-type: none"> • Internal and External contact details are provided. • Clearly signposted 'Contact Us' link on HFRS Website for Complaints, Whistleblowing, Concerns, Compliments etc. Contact Us Humberside Fire • Free text search function on HFRS Website. • HMICFRS hotline. • Safeguarding Policy and website signposting. • Employee Assistance Programme. • Blue Light Champions. • Bullying Hotline – HR • Crimestoppers
	By 1 October 2023, chief fire officers should put plans in place to monitor, including through the gathering and analysis of staff feedback, watch and team cultures and provide prompt remedial action for any issues they identify.	Partial Compliance Action <ol style="list-style-type: none"> 1. Independent Staff Engagement and Consultancy Review commission MS/CC 2. Cyclical Staff Engagement Review 3. Develop Code of Conduct Policy 4. SLT attendance at exercises 5. Appropriate regular data gathering 6. Cultural Dashboard 	<ul style="list-style-type: none"> • Employee Relations Tracker • SLT Visits
	By 1 October 2023, as a precursor to the development of the College of Fire and Rescue, chief fire officers and the National Fire Chiefs Council should work with		

LATEST COMPLIANCE DATE	REQUIRED ACTION	GAP ANALYSIS	EVIDENCE OF COMPLIANCE
	the Home Office to consider how they can improve the training and support they offer to staff in management and leadership development. This should include authority members in respect of their assurance leadership roles and should ensure that opportunities are offered fairly across all staff groups.		
1 January 2024	By 1 January 2024, chief fire officers should: <ul style="list-style-type: none"> • immediately review their current background checks arrangements, and make sure that suitable and sufficient background checks are in place to safeguard their staff and communities they serve; and • make sure that appropriate DBS check requests have been submitted for all existing, new staff, and volunteers, according to their roles as identified by the Fire Standards Board. 		
1 March 2024	By 1 March 2024, chief fire officers should provide assurances to HMICFRS that they have implemented the standard on staff disclosure, complaint and grievance handling		
	By 1 March 2024, chief fire officers should provide assurances to HMICFRS that they have implemented the standard on misconduct allegations and outcomes handling.		

STAFF PAY UPDATE

1. SUMMARY

- 1.1 This report is intended to give Humberside Fire Authority an update report outlining the pay position of Grey and Gold book staff following the recent pay awards.
- 1.2 It is considered important that the HFA have a transparent and detailed view of staff pay and how that is changing over time in order that they may contextualise other reports to the HFA in respect of efficiencies and new ways of working and be able to better place the Service in the wider public sector service providers, in terms of their own and/or home Authority experience.

2. RECOMMENDATIONS

- 2.1 It is recommended that the Fire Authority approves the custom and practice that pay parity should exist between Gold and Grey book staff by implementing the 'twin track' approach when pay awards between the two staff groups are not aligned.

3. BACKGROUND

- 3.1 The Fire Authority were previously advised at the April 2023 Fire Authority of the pay award agreed for Grey book employees and that at that time negotiations were still ongoing for the Gold book pay award.
- 3.2 This report provides a further update now that the Gold book pay award has been agreed.

4. REPORT DETAIL

- 4.1 As detailed in the table below, pay parity has existed between Grey and Gold book employees until the recent 2022/23 and 2023/24 pay award.

Staff Group/Pay Award	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24
Grey Book	1%	2%	2%	2%	1.5%	7%	5%
Gold Book	1%	2%	2%	2%	1.5%	4%	3.5%

- 4.2 Gold Book staff have within their terms and conditions, negotiated a mechanism to address pay described as the 'twin track' approach which states: *"There is a twin-track approach for determining levels of pay for Brigade Manager roles (Area Managers and Executive Directors (including non-operational roles). At national level, the NJC shall review annually the level of pay increase applicable to all those covered by this agreement. In doing so, the NJC will consider affordability, other relevant pay deals and the rate of inflation at the appropriate date. Any increase agreed by the NJC will be communicated to fire authorities by circular."*
- 4.3 The 'twin-track' approach allows Gold Book staff to negotiate pay awards locally with their employing authorities, in addition to and/or separately from the national arrangements. This mechanism was originally introduced to allow for an opportunity to even out the wide variance in Brigade Manager pay around the country which often disadvantaged those at the lower **206** the pay scales when accepting nationally

negotiated, annual percentage increments. It also ensures that differentials are maintained between senior operational roles which encourages progression and keeps the Service competitive when recruiting for vacancies externally.

- 4.4 There has not previously been the need to make a local pay claim to HFA under the 'twin track' approach due to the custom and practice of parity between Gold and Grey book staff in terms of NJC annual pay awards; the assumption of parity is a long standing one and as such this is fully budgeted for. A general principle of the Gold book is that staff terms and conditions should at least be no worse off than those of Grey book staff, however this is no longer the case.
- 4.5 It is also worthy of note that a number of Services, including regionally West Yorkshire Fire and Rescue Service and North Yorkshire Fire and Rescue Service have locked Gold and Grey book pay together to negate the need to implement the 'twin track' approach and maintain pay award parity for operational staff.

Financial Implications

- 4.6 A 1% pay increase across all staff groups equates to a cost to the Service of £366k, assumptions for pay awards are informing the current development of the Medium-Term Resource Strategy. The assumption was made in the MTRS that the Gold book pay offer would be comparative to the Grey book offer and has been accounted for in the plan.
- 4.7 The Authority's budget is kept under continuous review and the effects of any pay offers/awards that are made that adversely affect the Authority's budget position will be reported in a timely manner and also through the quarterly Management Accounts that are considered by the Governance, Audit and Scrutiny Committee and the HFA throughout the financial year.

5. EQUALITY IMPLICATIONS

- 5.1 There is no requirement to carry out an equality impact analysis as this report does not relate to a policy or service delivery change.

6. CONCLUSION

- 6.1 That Members confirm the custom and practice that pay parity should exist between Gold and Grey book staff by implementing the 'twin track' approach when pay awards between the two staff groups are not aligned.

Christine Cooper
Executive Director of People and Development

Officer Contact

Christine Cooper - Executive Director of People and Development
☎ 01482 567183
✉ ccooper@humbersidefire.gov.uk

Background Papers

None

Glossary/Abbreviations

HFA	Humberside Fire Authority
NJC	National Joint Council

AGENDA PRINTING COSTS FOR HFA AND ITS COMMITTEES

1. SUMMARY

- 1.1 Currently all Authority Members (HFA, GAS Committee, Pension Board, Appeals Committee and Appointments Committee Members) receive their respective agendas in hard copy format by post. There is an undeniable financial implication to the Service and environmental impact (paper, ink, energy) in producing hard copy agendas, particularly when considered across a full cycle of Authority meetings.
- 1.2 For the 2022/23 financial year a total of £3,793.38 was spent by the Service on printing (£2,708.62) and posting (£1,084.76) agendas out to Members. This involved 48,192 sheets of A4 paper which equates to approximately 96 reams of paper or five trees.¹
- 1.3 With there being a high proportion and turnover of new Members to HFA from the June AGM, now provides an opportune moment to affect cultural change in the way Members view Authority documentation. Members are to be asked to play their part in supporting and driving forward the Authority's Environmental Sustainability Plan through the proposal to receive agendas electronically by default in the future.

2. RECOMMENDATIONS

- 2.1 It is recommended that the Fire Authority:
 - (i) endorses the decision to move to receiving all papers electronically;
 - (ii) endorses implementation of recommendation (i) for all meetings with immediate effect.

3. BACKGROUND

- 3.1 Since 1 January 2019 the secretariat for Humberside Fire Authority and its committees has been undertaken in full by East Riding of Yorkshire Council. This includes the collation, printing and distribution of papers.
- 3.2 In July 2019 the Service reduced the number of agendas it printed, with auditors (internal and external), FBU secretary, UNISON secretary and officers only receiving an electronic copy of, or link, to agendas. Officers were encouraged to only print papers they were presenting (if at all necessary) – all other papers could be viewed and annotated via their laptop/tablet.
- 3.4 At the same time an 'Opt Out' option for not receiving a hard copy agenda was offered to HFA, GAS and Pension Board Members, who instead would just receive an electronic copy of the agenda. Unfortunately, only 3 Members at the time took up this option.
- 3.5 Since Covid-19 (in particular during the remote meeting phase of Authority meetings and most people being limited to only one screen to view the meeting and an agenda) the default reverted back to all receiving paper copies of agendas. Since returning to in-person meetings, officers have resumed the viewing of agendas on their laptop/tablet and only printing parts of the agenda as necessary.

¹ <https://8billiontrees.com/trees/how-many-pieces-of-paper-in-a-tree> - accessed 2 May 2023

4. REPORT DETAIL & PROPOSAL

4.1 The current distribution lists for the printing and posting out of agendas are as follows:

- HFA meetings (9 per year) – printed and posted to 23 Authority Members
- GAS meetings (7 per year)– printed and posted to 5 Committee Members
- Pension Board meetings (2 per year) – printed and posted to 4 Board Members
- Appointments & Appeals Committee meetings (ad hoc) – printed and posted to 8 and 4 Committee Members respectively.

4.2 Members of Hull City Council, North Lincolnshire Council and North East Lincolnshire Council are all provided with a corporate device by their local authority (whether a laptop or tablet) to undertake their duties as an elected councillor. East Riding of Yorkshire Council are also gradually rolling out the provision of corporate devices to its Members. As such, after the Authority's AGM in June, every HFA Member should have access to a corporate device that they can utilise at HFA meetings.

4.3 GAS Members, being independent of the Authority, and Pension Board Members (scheme representatives) are not provided with a corporate device but use their own personal or work devices to undertake their GAS Committee and Pension Board functions respectively.

Financial implications

4.3 A total number of 48,192 sheets of A4 paper were used in the printing of Authority papers for 2022/23. The default setting is to print in black and white, however, it was still necessary to print 1,574 pages in colour which results in a higher cost per sheet.

4.4 The total cost implications for the Service in 2022/23 for printing and posting hard copy agendas out to Members are set out below.

Printing costs 2022/23

Fire Authority	£2,059.45
GAS Committee	£442.66
Pension Board	£175.22
Appointments Committee	£31.29
Total	£2,708.62

Postage costs 2022/23

Type of post	Quantity	Cost
Business Mail Advanced 1st Mail Mark	18	£13.50
First Class (Large Letter)	146	£210.16
First Class (Small Parcel)	218	£861.10
Total	382	£1,084.76

4.5 Combining print and postage costs brings about a grand total of **£3,793.38** spent by the Service in 2022/23.

Environmental impact

4.6 A total of 48,192 sheets of A4 paper were used in producing Authority agendas during 2022/23. One ream of A4 paper constitutes 500 sheets which means approximately 96 reams of paper were used.

4.7 Based on using an average standard pine tree that measures 45 feet long and 8-inch diameter, one tree produces approximately 10,000 sheets of paper.² This means that

² <https://8billiontrees.com/trees/how-many-pieces-of-paper-in-a-tree> - accessed 2 May 2023

approximately five trees were used to produce Authority agendas during 2022/23 which is obviously hugely damaging to the environment.

- 4.8 The Service should also be conscious of the carbon emissions generated in the printing and posting out of agendas to Members.
- 4.9 Our Environmental Sustainability Plan aims to make Humberside Fire and Rescue Service greener and a more environmentally sustainable organisation for our communities. Every person in the Authority has a responsibility to minimise our footprint on the environment during our work activities.

PROPOSAL

- 4.10 Members are to be asked to play their part in supporting and driving forward the Authority's Environmental Sustainability Plan by opting for paperless agendas where possible.
- 4.11 This report therefore proposes that commencing all meetings moving forward will be circulated electronically only.
- 4.12 Such a proposal would have a positive financial impact on the Authority and the environment. As this proposition proposes a change in culture, it is recognised that not all Members will have the appetite or be able to take up the opt-in option initially, due to various factors (such as visual impairment, lack of access to an appropriate device, technical competence and reluctance to change ways of working). However, if only a few begin to take up the option, it will set an example for others to follow.
- 4.13 Members will require assistance when at Service Headquarters for meetings in being able to access meeting papers on their devices and in particular access to the Service Wi-Fi. ICT staff will therefore be on hand prior to meetings to offer technical assistance to Members and set them up on the Service's Wi-Fi.
- 4.14 The savings that are to be made with the proposal will be redirected to support the organisations continued commitment to the environment and the funding of future initiatives.

5. EQUALITY IMPLICATIONS

- 5.1 There is no requirement to carry out an equality impact analysis as this report does not relate to a policy or service delivery change.
- 5.2 It is recognised that purely accessing Authority agendas electronically is not appropriate or possible for everyone, particularly for those with a visual impairment. Paper copies would therefore still be available for those Members that require them.
- 5.3 As technology continues to develop there are increased opportunities to use software to support any neurodiversity needs and allow members to tailor such systems to suits their personal circumstances.

6. CONCLUSION

- 6.1 Our Environmental Sustainability Plan aims to make Humberside Fire and Rescue Service greener and more environmentally sustainable organisation for our communities.
- 6.2 With the Executive Board's endorsement and the Service's support, it is proposed that Members play their part in supporting and driving forward the Authority's Environmental Sustainability Plan through the proposal to offer an opt-in option to receive printed copies of agendas, with the default being to receive them electronically.

- 6.3 With there being a high proportion and turnover of new Members to HFA from the June AGM, now provides an opportune moment to affect cultural change in the way Members view Authority documentation.

Matt Sutcliffe
Assistant Chief Fire Officer &
Executive Director of Corporate Services

Officer Contact

Simon Rhodes – Head of Corporate Assurance

☎ 07818 458399

✉ srhodes@humbersidefire.gov.uk

Gareth Naidoo – Senior Corporate Assurance Officer

☎ 07814 281092

✉ gnaidoo@humbersidefire.gov.uk

Background Papers

None

Glossary/Abbreviations

FBU	Fire Brigades Union
GAS	Governance, Audit and Scrutiny Committee
HFA	Humberside Fire Authority
ICT	Information and Communications Technology
PCC	Police and Crime Commissioner
UNISON	Public service union