

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

To:	Members of the Fire Authority	Enquiries to:	Alison Finn
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		Tel. Direct:	(01482) 393204
		Date:	1 February 2024

**Dear Member** 

I hereby give you notice that a meeting of **HUMBERSIDE FIRE AUTHORITY** will be held on **FRIDAY**, **9 FEBRUARY 2024** 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

Alison Finn.

for Lisa Nicholson Monitoring Officer & Secretary to Fire Authority

Enc.

## A G E N DA

	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 1 December 2023	(pages 1 - 6)	Chairperson	To approve
4.	Minutes of the Governance, Audit and Scrutiny Sub-Committee held on 22 January 2024	(pages 7 - 11)	Chairperson	To receive
5.	Minutes of the Appeals Committee held 24 October 2023 and 19 December 2023	(pages 12 - 15)	Chairperson	To receive
6.	Minutes of the Pension Board held 29 January 2024	(pages 16 - 17)	Chairperson	To approve
7.	Questions by Members	-	Monitoring Officer & Secretary	To receive
8.	Communications	-	Chairperson & Chief Fire Officer/Chief Executive	To receive
9.	Auditor's Annual Report 2022/23	(pages 18 - 44)	Mazars	To receive

	Business	Page Number	Lead	Primary Action Requested
10.	Annual Accounts 2022/23 Revised	(pages 45 - 131)	Executive Director of Finance & S.151 Officer	To approve
11.	Management Accounts Period ending 31 December 2023	(pages 132 - 133)	Executive Director of Finance & S.151 Officer	To receive
12.	Medium-Term Resource Strategy 2024/25 to 2028/29 and Precept 2024/25	(pages 134 - 190)	Executive Director of Finance & S.151 Officer	To approve
13.	Fees and Charges 2024/25	(pages 191 - 195)	Executive Director of Finance & S.151 Officer	To approve
14.	Members' Allowances 2024/25	(pages 196 - 200)	Monitoring Officer	To approve
15.	Outcome of Consultation in the White Paper Reforming our Fire & Rescue Service	(pages 201 - 210)	Assistant Chief Fire Officer/Executive Director of Corporate Services	To receive
16.	Real World HR Report	(pages 211 - 316)	Assistant Chief Fire Officer and Executive Director of People & Development	To receive
17.	Chief Fire Officer Update	Verbal	Chief Fire Officer/ Chief Executive	To receive

## **HUMBERSIDE FIRE AUTHORITY**

## FRIDAY, 1 DECEMBER 2023

PRESENT:

## **Members**

## **Representing East Riding of Yorkshire Council:**

Councillors Astell, Casson, Gill, Meredith and Sutton

## **Representing Hull City Council:**

Councillors Henry, Petrini and Woods

## **Representing North East Lincolnshire Council:**

Councillors Lindley, Patrick and Shepherd

## **Representing North Lincolnshire Council:**

Councillors Briggs, Grant and Sherwood

## Officers of Humberside Fire & Rescue Service

Phil Shillito - Chief Fire Officer & Chief Executive, Matthew Sutcliffe - Assistant Chief Fire Officer & Executive Director of Corporate Services, Christine Cooper - Executive Director of People and Development, Martyn Ransom - Executive Director of Finance/Section 151 Officer, Jon Henderson - Area Manager of 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.

**122/23 APOLOGIES FOR ABSENCE -** Apologies for absence were submitted from Councillors Dennis, Healing, Matthews, Neal, Nolan, North, Swinburn, Waltham MBE and Jonathan Evison.

123/23 DECLARATIONS OF INTEREST - There were no declarations.

**124/23 MINUTES - Resolved -** That the minutes of the meeting of the Authority held on 3 November 2023 be approved as a correct record.

**125/23 MINUTES OF THE GOVERNANCE, AUDIT AND SCRUTINY COMMITTEE - Resolved** - That the minutes of the Governance, Audit and Scrutiny Committee meeting held on 13 November 2023 be received.

**126/23 QUESTIONS BY MEMBERS** - there were no questions by Members.

**127/23 COMMUNICATIONS** – Fire Authority Members were reminded that there was a reverse parking policy in place at Headquarters.

**128/23 TREASURY MANAGEMENT MID-YEAR REPORT** - The Executive Director of Finance/Section 151 Officer submitted a report that provided Members with the Authority's treasury management activities for the first half of the financial year 2023/24.

The Authority's temporary investments totalled £21.6m as at 30 September 2023.

Interest Earned April to September 2023	Rate of return April to September 2023	Benchmark return at 30 September 2023*	Difference (Favourable) April to September 2023
£242k	4.76%	4.74%	(0.02%)

<sup>\*</sup> Benchmark set as average SONIA (Sterling OverNight Index Average)

The Authority had not taken any short-term borrowing in the first six months of the year. The Authority was unlikely to undertake short-term borrowing in the second half of the financial year.

The Authority's level of borrowing was £17.2m as at 30 September 2023, with an equated average rate of interest payable at 3.13 per cent. An expected £545k of interest was projected to be payable on external debt for 2023/24. The Authority had not undertaken any new long-term borrowing so far this financial year but that position would be reviewed in the second half of the financial year against the backdrop of interest rate changes and projections.

The S.151 Officer considered the current capital programme to be affordable and sustainable with the revenue effects of capital investment built into the Medium-Term Financial Plan. Through the Medium-Term Financial Planning Process the Authority had ensured alignment of its capital resources to key strategic priorities.

The Authority's approach to investment of surplus funds was designed to further mitigate against potential losses because of counterparty failure and reflected a prudent approach to treasury management activity.

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

**129/23 DRAFT MEDIUM-TERM RECOURCE STRATEGY 2024/25 – 2027/28** – The Executive Director of Finance/Section 151 Officer submitted a report that provided Members with the Authority's Medium-Term Resource Strategy (MTRS) for the years 2024/25 to 2028/29 and provided details of the Authority's Reserves.

The Authority had a strong track record in dealing with the significant challenges that austerity had brought since 2011 and had delivered £11m of efficiencies as a response to the £11m reduction in funding.

The current MTRS contained the following assumptions:

## **Current Assumptions for 2024/25**

Pay	4%
Precept	£4.99
Grant	5.5%
Non-pay savings target	3%

The current MTRS showed that a predicted deficit was expected over the next four years, that was likely to require the use of £2.6m from reserves over this period, before returning to a surplus in 2028/29.

	2024/25	2025/26	2026/27	2027/28	2028/29	Total
	£'000	£'000	£'000	£'000	£'000	£'000
(Surplus)/Deficit (to)/from Reserves	483	1,217	643	248	(208)	2,383

Revenue Support grant income would be amended once the settlement was received from Government, that was expected in mid-December.

The total level of reserves held by the Authority was in the 3<sup>rd</sup> quartile as a percentage of revenue budget (English Fire and Rescue Services).

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

**130/23 EXTENSION OF STRATEGIC PLAN AND CRMP 2021-24** - The Area Manager of Service Improvement submitted a report that asked for Members approval to extend the period of the Strategic Plan and CRMP to the end of the 2024 calendar year.

To provide stability and consistency in 2024, which was also a HMICFRS Inspection year, it was proposed that the current Strategic Plan and CRMP would remain in place after 1 April 2024, and potentially up to the end of that calendar year.

It was intended to maintain the current Strategic Plan and CRMP during 2024, in conjunction with preparing new 2024/27 plans, for consultation and publication.

- During calendar year 2024 it was not intended to change current Strategic Objective Statements within the Strategic Plan, they still aligned to the strategic direction of the Service pending any external influences. The underpinning Outcome Expectations and Outcome Measures would however be subjected to internal consultation and review to ensure they continued to reflect the expectations of employees.
- Revisions would be made to the CRMP during 2024, to ensure current and predictable risks and mitigations were documented, and to improve accessibility.
- In conjunction, work would be undertaken to produce a new Strategic Plan and CRMP for the period 2024/27, during 2024. That work would take account of any external influences arising from the anticipated publication of the Government White Paper, subsequent revision of the National Framework, potential outcomes from a General Election, any progression of devolution discussions, as well as community feedback because of consultations.

**Resolved** - That report be approved.

**131/23 WORKFORCE PLANNING (APRIL TO SEPTEMBER 2023)** - The Executive Director of People and Development submitted a report that updated Members on workforce planning undertaken between April and September 2023.

In March 2023 the Service Workforce Plan was updated reflecting current staffing levels and the retirement profile. It also reflected how the Service met its obligations under the Community Risk Management Plan (CRMP) and optimised the use of the 24-hour shift system.

A Workforce Planning meeting was 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 met on a monthly basis and, if necessary, was also able to consider workforce planning matters which were occurring dynamically and ensure timely response to addressing shortfalls and redistributing resources, should that be necessary.

Progress over 1 April 2023 to 30 September 2023 included:

- 17 temporary On-Call to Full Time Firefighting contracts issued whilst further permanent recruitment activity took place.
- 13 new Full Time Probationer Firefighters (externally recruited) included 3 female recruits posted to station in July 2023.
- 3 external Full Time Firefighters transferring into the Service from 1<sup>st</sup> April 2023.
- 16 new Full Time Probationer Firefighters (externally recruited) included 4 female recruits beginning their training course from September 2023.

• Ongoing positive action initiatives to collect electronic expressions of interest enabling HFRS to target applications from all under-represented groups.

- Positive action 'roadshows' around Hull, East Riding, North Lincolnshire and North-East Lincolnshire Council areas ahead of the latest Full Time Firefighter recruitment drive.
- The implementation of further positive action programmes (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 was more geographically challenging to recruit in accordance with the five-minute response time.
- Recruitment and Promotion Processes during 2023 include:
  - ➤ Executive Director of Finance and Section 151 Officer Process Advertised July 2023 1 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 12 appointed.

**Resolved** - That report be received.

**132/23 REAL WORLD HR AND VALUES AND CULTURE IN FIRE AND RESCUE SERVICES UPDATE** - The Assistant Chief Fire Officer and Executive Director of People and Development provided a verbal update on Real World HR and Values and Culture in Fire and Rescue Services.

The draft Real World HR Report had now been received, with the Service scheduled to meet with Real World HR later in the month to discuss the report in greater detail and plan the next steps. The intention was to share the report and resulting action plan at the next meeting of the Authority.

The Service continued to make good progress against the HMICFRS Values and Culture Report recommendations. Work continued to progress the remaining recommendations, most of which required a resolution at a national level.

Resolved - That update be noted.

**133/23 BULLYING AND HARASSMENT INTERNAL AUDIT REPORT** - The Executive Director of People and Development submitted a report that updated Members on the findings of Internal Audit.

The internal audit conducted by TIAA gave an overall assessment of 'reasonable assurance', the second highest level of assurance during an audit and identified areas of good practice in relation to regular communication on the Zero Tolerance campaign being reinforced through the staff magazine/bulletin, which was published every fortnight.

Key strategic findings included:

- Staff inductions and regular briefings from the Chief Fire Officer covered the Service's position on bullying, harassment and discrimination. There was also a designated contact/ Freedom to Speak Up Guardian.
- Complaints relating to bullying, harassment and discrimination were recorded centrally for monitoring purposes and were maintained by the Human Resources Team.
- All employees were required to complete mandatory training on bullying, harassment, and discrimination. Testing showed 95.3 per cent of employees had completed that to date.

**134/23 RESPONSE TO HMICFRS ANNUAL ASSESSMENT OF FIRE AND RESCUE AUTHORITIES IN ENGLAND** – The Chief Fire Officer/Chief Executive submitted a report that updated Members on the state of Fire and Rescue Services in England as per His Majesty's Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS). Members were asked to consider and approve a draft response to the 10 questions asked by HMICFRS.

Every year HMICFRS published a state of fire report which was an annual assessment of all Fire and Rescue Services in England. The report was based upon the inspections carried out since the previous State of Fire reporting timeframe.

In compiling the report, His Majesty's Chief Inspector of Fire and Rescue Services, Andy Cooke QPM DL wrote to authorities across England, to contribute to the report, which he did so to the Chair of the Fire Authority on 15 November 2023.

With a response date required of 1 December, a draft response to the 10 questions asked by HMICFRS was provided for Members consideration and approval.

**Resolved** - That the response be approved.

**135/23 APPEALS COMMITTEE UPDATE** – The Executive Director of People and Development gave a verbal update to Members on the Appeals Committee.

One Appeal Committee had been held this quarter, in October 2023.

**Resolved** - That update be noted.

**136/23 HMICFRS UPDATE** – The Assistant Chief Fire Officer/Executive Director of Corporate Services gave a verbal update to Members on the recent thematic inspection by HMICFRS into the handling of misconduct across Fire and Rescue Services.

The three-week HMICFRS thematic inspection into the handling of misconduct had now concluded and feedback had been provided to the Service by way of a hot debrief on Monday 27 November 2023.

Over the course of the three weeks (6 to 24 November) the inspectors spoke to 140 staff, conducted nine interviews and eight focus group sessions, undertook 10 reality testing sessions, visited five Fire Stations and undertook numerous casefile reviews and desktop exercises.

As this was a thematic inspection of just 10 selected fire and rescue services out of the 44 across England, there would be no individual formal grading for the Service. The generic findings from the 10 fire and rescue services' inspections would be published in a report (due June 2024) by HMICFRS.

There were a number of highlights reported by the inspectors following the inspection of the Service, namely:

- The Service has widely promoted the CCoE and found staff were aware of the behaviours expected of them.
- Staff spoke positively about the support of the HR Service Partners and their role in supporting discipline and grievance cases.
- The Service had a range of reporting lines and many staff are aware of these.
- The Service had accessible grievance and discipline processes with clearly defined timescales.
- o The Service reviewed cases of discipline and grievance at HR quarterly meetings to understand any trends.
- RealWorldHR were developing recommendations with actions to support the Service to address any micro-cultures of poor behaviours.

Inspectors had also identified some areas for improvement, some of which related staff not feeling confident to challenge and report negative behaviours. The resulting work and action plan from the RealWorldHR report would look to address these issues.

The inspectors also highlighted the following promising or innovative practices:

 There was an external Service scrutiny through the role of the GAS Committee, in particular in its recent scrutinising the grievance process.

- o the independence of Authority's Appeals Committee was to be commended.
- The Service had invested in RealWorldHR to undertake an independent review and oversight of the Service's culture and behaviours.
- o There was a fast track process for disciplinary cases.

A lot of positives had been seen across the inspection and thanks were expressed to the Corporate Assurance section for their help in facilitating the inspection.

**Resolved** - That update be noted.

137/23 CHIEF FIRE OFFICER UPDATE - The Chief Fire Officer/Chief Executive provided a verbal update.

- The Chief Fire Officer and the Chairperson of the Authority had written to MPs and Ministers to seek
  their support for Fire and Rescue Services to be able to increase the Council Tax precept by £4.99
  from April 2024. The letters had been acknowledged and the decision should be announced before
  Christmas.
- Two local devolution deals had been announced in the Autumn Statement for Hull and East Yorkshire and for Greater Lincolnshire. Meetings were being held with all the four constituent Local Authorities to consider the implications of the deals and any subsequent impact on the Service.
- The annual Staff Recognition Awards evening on 10 November had been well attended and well received. Thanks were expressed to Lauren Boswell, Events and Publicity Officer and the team for organising the event.
- All local Remembrance Day events had been well attended.
- Several white ribbon events had been attended over the last week.
- The latest fulltime trainees would graduate on 8 December 2023 with a Passing Out Parade.
- Three trainee firefighters had recently been dismissed from the Service for inappropriate behaviour and failing to uphold our Core Code of Ethics.
- Agreement had been reached between the FBU and Service on changes to the duty shift system
  and shifts. This had resulted in the continuation of consecutive shifts (24 hours) with block leave but
  with the day shift shall now starting at 07:30 and finishing at 16:30 (9 hours) and the night shift
  starting at 16:30 and finishing at 07:30 the following day (15 hours). Consultation on the relevant
  Policies and Policy Delivery Guidance would now commence.
- Members were informed of a recent serious fire at a property on Terry Street, Hull where three fire engines from Hull had been in attendance.

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

**138/23 EXCLUSION OF THE PRESS/PUBLIC - Resolved -** That the press and public be excluded from the meeting for consideration of the following item on the grounds that it involves the likely disclosure of exempt information as defined in paragraph 3 of Part 1 of Schedule 12A of the Local Government Act 1972.

In making its decision the Authority confirmed that having regard to all the circumstances it was satisfied that the public interest in maintaining the exemption outweighed the public interest in disclosing the information.

**139/23 CAPITAL INVESTMENT TO ENHANCE FIREFIGHTER SAFETY AND TRAINING EFFECTIVENESS -** The Executive Director of People and Development submitted a report that updated Members on capital investment to enhance firefighter safety and training.

**Resolved** - That the short, medium, and long-term investment and developments for inclusion in the capital programme, as set out in the report, be approved.

**140/23 CONTROL SOFTWARE UPDATE** - The Area Manager of Emergency Response submitted a report that updated Members on Control Software.

## **HUMBERSIDE FIRE AUTHORITY**

## **GOVERNANCE, AUDIT AND SCRUTINY COMMITTEE**

## **22 JANUARY 2024**

**PRESENT:** Independent Co-opted Members Chris Brown, Melissa Dearey, Kathryn Lavery and Nigel Saxby.

Officers Present: Matthew Sutcliffe – Assistant Chief Fire Officer & Executive Director of Corporate Services, Christine Cooper – Executive Director of People and Development, Graeme Dickson – Station Manager (Control), Steve Duffield – Area Manager of Service Improvement, Shaun Edwards – Joint Deputy Chief Finance Officer & Deputy S.151 Officer, Jon Henderson – Area Manager of Prevention and Protection, Jason Kirby – Area Manager of Emergency Response, Dan Meeke – Head of Emergency Preparedness and Control, Jamie Morris – Designate Head of Corporate Assurance, Gareth Naidoo – Senior Corporate Assurance Officer, David Robinson – Internal Audit (TIAA), Emma Appleton – Deputy Monitoring Officer/Secretary, and Rob Close – Committee Manager.

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

- **1/24 APOLOGIES FOR ABSENCE** Apologies for absence were received from Gerry Wareham.
- **2/24 DECLARATIONS OF INTEREST** No declarations of interest were made with respect to any items on the agenda.
- **3/24 MINUTES Resolved** (a) That minute 49/23 be amended to read that 'Officers were satisfied that the Service was receiving value for money for its staffing pay overspent.'
- (b) That the minutes of the meeting held on 13 November 2023 be confirmed as a correct record.
- **4/24 AUDITORS ANNUAL REPORT** The Committee received a report of Mazars, the Authority's external auditors, detailing the annual accounts for 2022/23. The Committee was advised that the report was expected to be finalised at the 9 February 2024 meeting of the Humberside Fire Authority and the opinion on the financial statements was expected to be unqualified. The audit completion report, issued on 24 August 2023, explained that the 2022/23 audit was substantially complete but there would be a delay issuing their opinion because they were unable to conclude their work addressing the significant risk arising from the defined benefit pension scheme until the audit of the East Riding Pension Fund (ERPF) was substantially complete.

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

**5/24 ANNUAL ACCOUNTS 2022/23** – The Committee received a report of the Joint Chief Finance Officer and Deputy Section 151 Officer detailing the annual accounts for 2022/23. It was noted that these accounts would be taken to the 9 February 2024 meeting of the Humberside Fire Authority for final approval.

The Committee commented that they felt greater background context should be provided around the Service Performance Indicators (SPI) in the Annual Accounts going forward.

**Recommended** – (a) That a link to the bi-annual or annual performance report be included in thes Service Performance Indicator section of the report in future.

Resolved – (b)That the report be received.

**6/24 INTERNAL AUDIT REPORTS** – The Committee received a report of TIAA, the Authority's internal auditors, detailing internal audit activity. The Committee was advised that, two final reports were signed off since the publication of the agenda and would be brought to the next scheduled meeting of the Committee. Furthermore, it was expected that the financial controls report would also be signed off for the next meeting.

The Committee considered the number of high-risk business premises inspections completed, which showed 97 visits had been booked in and 658 visits completed against a delivery plan target of 1029. Of the 658 visits, 518 inspection audits had been completed and 140 were unable to complete. In terms of the number of RBIP premises crew engagements visits completed, 2003 engagements had been completed against a delivery plan target of 2952. Of the 2003 engagements, 1263 had engagements delivered and 740 were unable to be completed. It was further noted that 51 per cent of inspections resulted in further action or enforcement and 86 per cent of statutory consultations were completed in time (15 working days). It was noted that the Service was responding to statutory consultations within the given timeframes but was not reflected in the latter figure due to the way data had to be recorded nationally. Likewise, the Service was confident in its inspection statistics, and any incomplete visits would be returned in the system for competition. Managers were sighted on performance results, being discussed at Directorate level on a weekly basis and further shared with the Strategic Leadership Team (SLT) and Executive Team for further monitoring.

Resolved - That the report be received.

**7/24 REVIEW OF ANTI-FRAUD RELATED POLICIES** – The Committee received a report of the Head of Corporate Assurance detailing the Service's anti-fraud polices. The Committee was given an overview of the Anti-Bribery Policy, Anti-Money Laundering Policy, Professional Standards Anti-Fraud and Corruption Policy, and Professional Standards Whistleblowing Policy. Following a review, no material changes were made.

The Committee asked how the Service ensured staff knew about these polices. It was advised that all polices were available online and were each subject to consultation with staff feedback welcome. Where appropriate, staff also had to undertake e-learning packages.

It was noted that both HMICFRS and the Service's own internal auditors, TIAA, had due regard to the robustness of the Service's processes for managing any fraud related matters, paying particular attention to the Service's Anti-Fraud related policies.

Under the introductory section to both the Anti-Bribery and Anti-Money Laundering policies it mentioned that the Authority would not "tolerate fraud or corruption by its Members (which includes Independent Co-opted Members), employees, suppliers, contractors, partners, or service users." It was suggested that 'volunteers' also be included in this section. Also under Section 9. *Disclosure Procedure* of the Anti-Bribery Policy, it was suggested that further commentary be added that reminds staff not communicate in any way to the individual their intention to report, or subsequent reporting, the matter to the MLRO..

In considering the Whistleblowing Policy, the Committee suggested that under Section 9. *How to raise a concern* Under a dedicated email address for the Chair of the GAS Committee should also be included under the Alternative Contacts.

## **Recommendation -**

- a) That 'volunteers' also be included in the introductory section of both the Anti-Bribery and Anti-Money Laundering policies when stating that the Authority "will not tolerate fraud or corruption by its Members (which includes Independent Co-opted Members), employees, suppliers, contractors, partners, or service users."
- b) That, under Section 9. *Disclosure Procedure* of the Anti-Bribery Policy, further commentary be added to remind staff not to communicate in any way to the individual their intention to report, or subsequent reporting, the matter to the MLRO.
- c) That, under Section 9. How to raise a concern of the Whistleblowing Policy, a dedicated email address for the Chair of the GAS Committee be included under the Alternative Contacts.

**Resolved** - That the Authority be assured of the review process and effectiveness of each anti-fraud related policy.

**8/24 SCRUTINY ITEM: CONTROL EXERCISE AND DEBRIEF** – The Committee received a report of the Head of Emergency Preparedness & Control detailing Control involvement in the Service's exercising and debriefing processes.

The Service was committed to ensuring that areas of improvement highlighted in the 2022 HMICFRS report in relation to Control involvement in the Service's exercising and debriefing processes were fully addressed. Improvements that had been to date were:

- Control staff were now embedded in Emergency Preparedness which coordinated engagement with national, regional, and multi-agency exercises.
- The trial appointment of a Control competent Station Manager within Emergency Preparedness to coordinate operational risk, exercises, interoperability business continuity and multi-agency engagement.
- The appointment of a Control specific training Watch Manager who had specific responsibility for developing, planning, and implementing Control exercises, development, and learning.
- Control staff were now able to contribute to and attend operational debriefs including multiagency JESIP debriefs.

The Service's Exercise Policy had been reviewed to include Control as an integral part and was currently being consulted upon. This exercise policy included training schedules which would embed competent and resilient fire control capability, resourced to meet the demand placed upon it. Fire Control would be prepared and empowered to manage emergency calls from when they were received, through to the conclusion of incidents and beyond, providing the best possible service to the public. Simulations would exercise Fire Control employees to gather and share information to make informed and proactive decisions. This would include mobilising resources, provide safety, evacuation, and fire survival guidance to the public and partner agencies in an accessible way, contributing to the effective, safe, and coordinated resolution of local, regional, and national incidents.

The Committee then considered the following aspects:

• Emergency Preparedness, Resilience and Response – It was noted that Humberside Fire and Rescue were not mandated to submit an Emergency Preparedness, Resilience and Response like other statutory services. However, the Service worked closely with multi agency partners and still gained benefit from those broader skill sets.

• Effective Multi Agency Working – A number of procedures had been put in place to ensure smooth lines of communications in multi-agency scenarios including dedicated phone lines and a clear communications plan between comparable officers.

## Resolved -

- a) That the Committee endorses the Service's commitment to Control involvement in the Service's exercising and debriefing processes.
- b) That the Committee receive a further update as part of its 2024/25 Scrutiny Work Programme.

**9/24 SCRUTINY ITEM: UPDATE REPORT ON GRIEVANCE PROCEDURES** – The Committee received a report of the Head of HR which provided a further update on the grievance procedures (previously considered by the Committee at its meeting of 3 July 2023) and, in particular, on the development and utilisation of the People Dashboard. The report also provided a summary of the outcomes arising from the HMICFRS thematic inspection in November 2023, the subject of which was the Service's handling of misconduct. In addition, the report also informed Members of the recently introduced requirement to submit data returns on misconduct statistics to HMICFRS on a bi-annual basis.

The Committee was advised that the aim of the Service's People Dashboard was to provide a comprehensive view of key data related to its employees including matters of employee relations and measure employee satisfaction in terms of the Service. The Dashboard would initially collate key data relating to absence, grievances, disciplinaries, performance and capability and complaints received from external parties. It would also collate data relating to 'soft' HR metrics such as employee satisfaction with the use of 'customer' surveys focussing predominantly at first around the service provided by Human Resources. The Dashboard data would be used to support strategic planning and data-driven decision-making. It would also be used to identify trends and patterns of behaviour which would then influence the learning, training and support provided to managers by the Human Resources team.

On 13 July 2023, the Home Secretary commissioned HMICFRS to undertake a thematic inspection of the handling of misconduct in fire and rescue services in England. To support this work and its ongoing monitoring of this area, all fire and rescue services were required to submit bi-annual data returns to HMICFRS relating to misconduct statistics. The Service's People Dashboard data would be used to provide those returns.

The Committee then considered the following aspects:

- Development of the Dashboard It was explained that the dashboard was developed internally with the Service's own Digital Services team.
- Reporting Once fully embedded it was the intention of the Service to report
  the findings of the dashboard to the Humberside Fire Authority (through the biannual and annual performance reports) and regularly to the Strategic
  Leadership Team. General complaints data, managed by Corporate
  Assurance, would also be collated in the People Dashboard in order for the
  Service to gain a holistic view of overall complaints, internally and externally,
  and any emerging patterns or trends associated with them.

**Resolved** – That the Committee endorses the Service's continued commitment to promoting and maintaining good working relationships with its employees and to the use of data relating to this matter in support of the same.

**10/24 MEMBERS' ALLOWANCES** – The Committee received a verbal report from the Joint Deputy Chief Finance Officer & Deputy S.151 Officer explaining that, following a benchmarking exercise, a report would be submitted to Humberside Fire Authority on 9 February 2024.

Resolved – That the update be noted.

**11/24 GAS COMMITTEE SCRUTINY PROGRAMME 2023/24** – The Committee Manager submitted a report summarising the Committee's Scrutiny Programme 2023/24.

It was suggested that the Committee might wish to consider the Service's Values and Culture Action Plan in response to the recommendations made HMICFRS in its report *Values* and culture in fire and rescue services published in March 2023 as the remaining scrutiny topic of the Committee's 2023/24 work programme (currently to be confirmed).

**Resolved -** That the Committee receive the Service's Values and Culture Action Plan in response to the recommendations made HMICFRS in its report 'Values and culture in fire and rescue services' as its final scrutiny topic of its 2023/24 Work Programme.

**12/24 VOTE OF THANKS** – The Committee gave a vote of thanks to Kathryn Lavery, whose meeting this would be her last as a Member of the GAS Committee.

## **HUMBERSIDE FIRE AUTHORITY**

## APPEALS COMMITTEE

## **24 OCTOBER 2023**

## **MEMBERS PRESENT:**

East Riding of Yorkshire Council

Councillors Casson and Dennis

**Hull City Council** 

Councillor Henry (in the Chair)

## **Others Present:**

## Officers 4 1

Monitoring Officer/Secretary - Lisa Nicholson HR Advisor - Christine Cooper - Executive Director of People and Development Clerk - Samm Campbell - Committee Manager

## Appellant & Appellant's Representative

None present

## Service representatives

Matthew Sutcliffe - Assistant Chief Fire Officer & Executive Director of Corporate Services

Anne Stott - Head of HR

The meeting was held at the Humberside Fire and Rescue Service Headquarters

**1/23 APPOINTMENT OF CHAIRPERSON - Resolved** - That Councillor Henry be appointed as Chairperson for the meeting.

**2/23 DECLARATIONS OF INTEREST** - There were no declarations.

**3/23 EXCLUSION OF THE PRESS/PUBLIC - Resolved** - That the press and public be excluded from the meeting for consideration of the following item (Minute 4/23) on the grounds that it involves the likely disclosure of exempt information as defined in paragraph 1 of Part 1 of Schedule 12A of the Local Government Act 1972.

In making its decision the Committee confirmed that having regard to all the circumstances it was satisfied that the public interest in maintaining the exemption outweighed the public interest in disclosing the information.

**4/23 APPEAL AGAINST DISMISSAL (REF. 1/2023)** - The Committee considered an appeal (Ref 1/2023) under the terms of the Service's Disciplinary Policy against the decision of the Assistant Chief Fire Officer & Executive Director of Corporate Services to dismiss the appellant from his post.

**Resolved -** That the Appeal be a review of the original dismissal hearing.

The Assistant Chief Fire Officer & Executive Director of Corporate Services put forward the Service's case for dismissal.

The Committee retired to determine its decision.

All parties were recalled for the Committee's decision. The Committee considered whether the decision made to dismiss the Appellant was reasonable and concluded that it upheld the findings of the Assistant Chief Fire Officer & Executive Director of Corporate Services Appellant detailed in his letter dated 13 September 2023.

**Resolved** - That the Appeal be dismissed.

## **HUMBERSIDE FIRE AUTHORITY**

## **APPEALS COMMITTEE**

## **19 DECEMBER 2023**

## **MEMBERS PRESENT:**

East Riding of Yorkshire Council

Councillors Casson and Dennis

**Hull City Council** 

Councillor Henry (in the Chair)

## **Others Present:**

## Officers 1

Monitoring Officer/Secretary - Emma Appleton
HR Advisor - Christine Cooper - Executive Director of People and Development
Clerk - Samm Campbell - Committee Manager

## Appellant & Appellant's Representative

None present

## Service representatives

Matthew Sutcliffe - Assistant Chief Fire Officer & Executive Director of Corporate Services

Anne Stott - Head of HR

Affile Stoll - Head of HK

The meeting was held at the Humberside Fire and Rescue Service Headquarters

**5/23 APPOINTMENT OF CHAIRPERSON - Resolved** - That Councillor Henry be appointed as Chairperson for the meeting.

**6/23 DECLARATIONS OF INTEREST** - There were no declarations.

**7/23 EXCLUSION OF THE PRESS/PUBLIC - Resolved** - That the press and public be excluded from the meeting for consideration of the following item (Minute 4/23) on the grounds that it involves the likely disclosure of exempt information as defined in paragraph 1 of Part 1 of Schedule 12A of the Local Government Act 1972.

In making its decision the Committee confirmed that having regard to all the circumstances it was satisfied that the public interest in maintaining the exemption outweighed the public interest in disclosing the information.

**8/23 APPEAL AGAINST DISMISSAL (REF. 2/2023)** - The Committee considered an appeal (Ref 2/2023) under the terms of the Service's Disciplinary Policy against the decision of the Assistant Chief Fire Officer & Executive Director of Corporate Services to dismiss the appellant from his post.

**Resolved -** That the Appeal be a review of the original dismissal hearing.

The Assistant Chief Fire Officer & Executive Director of Corporate Services put forward the Service's case for dismissal.

The Committee retired to determine its decision.

All parties were recalled for the Committee's decision. The Committee considered whether the decision made to dismiss the Appellant was reasonable and concluded that it upheld the findings of the Assistant Chief Fire Officer & Executive Director of Corporate Services Appellant detailed in his letter dated 9 November 2023.

**Resolved** - That the Appeal be dismissed.

## **HUMBERSIDE FIRE AUTHORITY**

## **PENSION BOARD**

## **29 JANUARY 2024**

## PRESENT:

Employer representatives: Councillor Shepherd (Chairperson) and Jason Kirby (Area Manager of Emergency Response

Scheme Member representatives: Sam Miller-Hodges (FBU Representative)

Martyn Ransom- Executive Director of Finance/Section 151 Officer and Scheme Manager, Sarah Keyes - Finance Officer, David Lofthouse - Head of Procurement, Lisa Nicholson - Monitoring Officer/Secretary and Samm Campbell - Committee Manager.

The meeting was held at the Humberside Fire and Rescue Service Headquarters.

- 1/24 APOLOGIES FOR ABSENCE There were no apologies for absence.
- **2/24 DECLARATIONS OF INTEREST** There were no declarations of interest.
- **3/24 REPORTING BREACHES** The Finance Officer informed the Board that there had been no breaches since the meeting held on 10 July 2023.
  - **Resolved** That the update be received.
- **4/24 PENSION BOARD WORKSTREAMS UPDATE** The Head of Finance submitted a report setting out an update on the Board's workstreams for 2023/24.

The Board was reminded that Members could submit requests for training. No complaints had yet been received during 2023/24. The pension fund administration key performance indicators showed good outcomes.

- **Resolved** That the report be received.
- **5/24 SARGEANT UPDATE** The Finance Officer updated the Board on the remedy process for the Sargeant case.
  - **Resolved** That the update be received.
- **6/24 MATTHEWS UPDATE** The Finance Officer updated the Board on the remedy process for the Matthews case.
  - **Resolved** That the update be received.
- **7/24 CONTINGENT DECISIONS** The Finance Officer updated the Board on contingent decisions.
  - **Resolved** That the update be received.
- **8/24 BOARD COMPOSITION** The Executive Director of Finance/Section 151 Officer and Scheme Manager updated the Board on the recent recruitment drive.

**Recommended to the Fire Authority** - That Peter Wheldale be appointed to the vacant seat on the Pension Board.

Pension Board 29 January 2024

**9/24** ANY OTHER BUSINESS – There were no items.

# Auditor's Annual Report - DRAFT

Humberside Fire Authority— year ended 31 March 2023

January 2024





## Contents

- **01** <u>Introduction</u>
- **02** Audit of the financial statements
- 03 Commentary on VFM arrangements
- Other reporting responsibilities

Appendix A: Further information on our audit of the financial statements

Our reports are prepared in the context of the 'Statement of responsibilities of auditors and audited bodies' issued by Public Sector Audit Appointments Ltd. Reports and letters prepared by appointed auditors and addressed to members or officers are prepared for the sole use of the Authority. No responsibility is accepted to any member or officer in their individual capacity or to any third party.

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01

Section 01:

Introduction

## 1. Introduction

## **Purpose of the Auditor's Annual Report**

Our Auditor's Annual Report (AAR) summarises the work we have undertaken as the auditor for Humberside Fire Authority ('the Authority') for the year ended 31 March 2023. Although this report is addressed to the Authority, it is designed to be read by a wider audience including members of the public and other external stakeholders. This is a DRAFT report, as we have not yet issued our audit opinion. The report will be finalised when we issue our audit opinion, anticipated in February 2024.

Our responsibilities are defined by the Local Audit and Accountability Act 2014 and the Code of Audit Practice ('the Code') issued by the National Audit Office ('the NAO'). The remaining sections of the AAR outline how we have discharged these responsibilities and the findings from our work. These are summarised below.



**Opinion on the financial statements** 

We anticipate issuing our audit report in February 2024. Our opinion on the financial statements is expected to be unqualified.



## **Value for Money arrangements**

In our audit report, yet to be issued, we will report that we have completed our work on the Authority's arrangements to secure economy, efficiency and effectiveness in its use of resources and had not issued recommendations in relation to identified significant weaknesses in those arrangements. Section 3 provides our commentary on the Authority's arrangements.



## Wider reporting responsibilities

We have received group instructions from the National Audit Office (NAO) in relation to Whole of Government Accounts (WGA), but we are unable to report to NAO until we have issued the audit opinion. We anticipate reporting on WGA shortly after issuing our audit opinion (anticipated in February 2024).



# 02

# Section 02:

**Audit of the financial statements** 

## 2. Audit of the financial statements

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

Our audit was conducted in accordance with the requirements of the Code, and International Standards on Auditing (ISAs). The purpose of our audit is to provide reasonable assurance to users that the financial statements are free from material error. We do this by expressing an opinion on whether the statements are prepared, in all material respects, in line with the financial reporting framework applicable to the Authority and whether they give a true and fair view of the Authority's financial position as at 31 March 2023 and of its financial performance for the year then ended. Our audit report, is expected to give an unqualified opinion on the financial statements for the year ended 31 March 2023.

A summary of the significant risks we identified when undertaking our audit of the financial statements and the conclusions we reached on each of these is outlined in Appendix A. In this appendix we also outline the uncorrected misstatements we identified and any internal control recommendations we made.

## Significant difficulties during the audit

Our audit completion report issued on 24 August 2023 explained that the 2022/23 audit was substantially complete but there would be a delay issuing our opinion because we were unable to conclude our work addressing the significant risk arising from the defined benefit pension scheme until the audit of the East Riding Pension Fund (ERPF) was substantially complete. We received the requisite assurance from the ERPF auditor on 20 December 2023.

Meanwhile, our work on pensions had identified the need for a revised actuarial report and asset ceiling calculation, so a further delay was unavoidable. When we reviewed this new information, we identified that the Authority needed to amend and re-approve the financial statements. The statements have now been amended and are scheduled to be approved on 9 February 2024.

Reporting responsibility	Outcome
Annual Report	We did not identify any significant inconsistencies between the content of the annual report and our knowledge of the Authority.
Annual Governance Statement	We did not identify any matters where, in our opinion, the governance statement did not comply with the guidance issued by CIPFA/LASAAC Code of Practice on Local Authority Accounting.

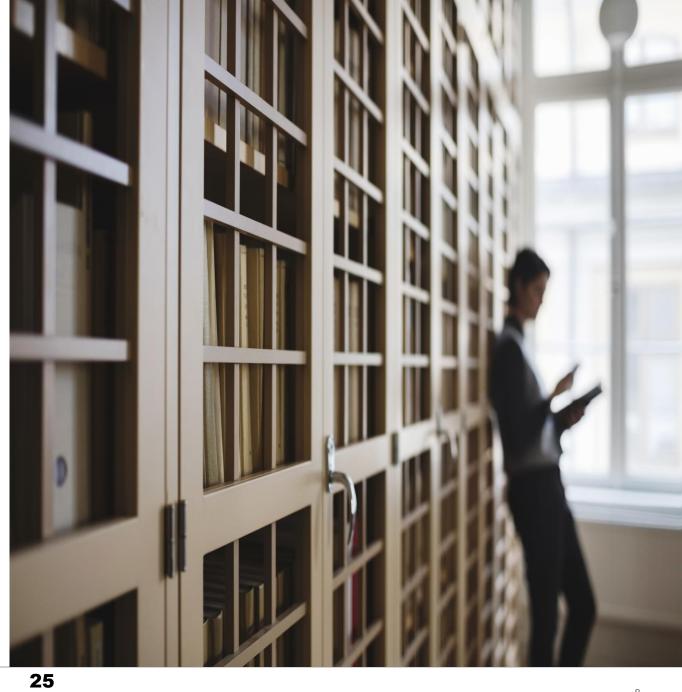
03

# Section 03:

**Commentary on VFM arrangements** 

3. Commentary on VFM arrangements

Overall summary



# 3. VFM arrangements – Overall summary

## Approach to Value for Money arrangements work

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



Financial sustainability - How the Authority plans and manages its resources to ensure it can continue to deliver its services



**Governance** - How the Authority ensures that it makes informed decisions and properly manages its risks



**Improving economy, efficiency and effectiveness** - How the Authority uses information about its costs and performance to improve the way it manages and delivers its services

Our work is carried out in three main phases.

## Phase 1 - Planning and risk assessment

At the planning stage of the audit, we undertake work so we can understand the arrangements that the Authority has in place under each of the reporting criteria; as part of this work we may identify risks of significant weaknesses in those arrangements.

We obtain our understanding of arrangements for each of the specified reporting criteria using a variety of information sources which may include:

- · NAO guidance and supporting information
- · Information from internal and external sources including regulators
- · Knowledge from previous audits and other audit work undertaken in the year
- Interviews and discussions with staff and directors

Although we describe this work as planning work, we keep our understanding of arrangements under review and update our risk assessment throughout the audit to reflect emerging issues that may suggest there are further risks of significant weaknesses.

## Phase 2 - Additional risk-based procedures and evaluation

Where we identify risks of significant weaknesses in arrangements, we design a programme of work to enable us to decide whether there are actual significant weaknesses in arrangements. We use our professional judgement and have regard to guidance issued by the NAO in determining the extent to which an identified weakness is significant.

## Phase 3 - Reporting the outcomes of our work and our recommendations

We are required to provide a summary of the work we have undertaken and the judgments we have reached against each of the specified reporting criteria in this Auditor's Annual Report. We do this as part of our Commentary on VFM arrangements which we set out for each criteria later in this section.

We also make recommendations where we identify weaknesses in arrangements or other matters that require attention from the Authority. We refer to two distinct types of recommendation through the remainder of this report:

## · Recommendations arising from significant weaknesses in arrangements

We make these recommendations for improvement where we have identified a significant weakness in the Authority's arrangements for securing economy, efficiency and effectiveness in its use of resources. Where such significant weaknesses in arrangements are identified, we report these (and our associated recommendations) at any point during the course of the audit.

#### Other recommendations

We make other recommendations when we identify areas for potential improvement or weaknesses in arrangements which we do not consider to be significant but which still require action to be taken.

The table on the following page summarises the outcomes of our work against each reporting criteria, including whether we have identified any significant weaknesses in arrangements or made other recommendations.



# 3. VFM arrangements – Overall summary

## **Overall summary by reporting criteria**

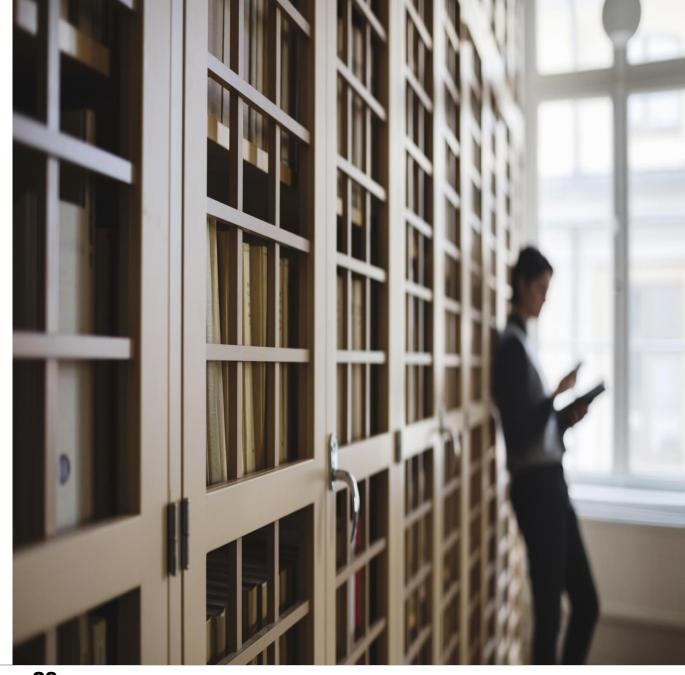
Reporting criteria		Commentary page reference	Identified risks of significant weakness?	Actual significant weaknesses identified?	Other recommendations made?
	Financial sustainability	11	No	No	No
	Governance	14	No	No	No
	Improving economy, efficiency and effectiveness	17	No	No	No



# 3. Commentary on VFM arrangements

## Financial Sustainability

How the body plans and manages its resources to ensure it can continue to deliver its services



# 3. VFM arrangements – Financial Sustainability

## Overall commentary on the Financial Sustainability reporting criteria

## Overall responsibilities for financial governance

We have reviewed the Authority's overall governance framework, including Fire Authority and Governance, Audit and Scrutiny Committee reports, the Annual Governance Statement, and the Annual Report and Accounts for 2022/23. These confirm that the Authority appropriately undertook its responsibility to define the strategic aims and objectives, approve budgets and monitor financial performance against budgets and plans to best meet the needs of the Authority's service users.

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

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

Our review of supporting papers confirmed that it did so effectively throughout 2022/23.

## The Authority's financial planning and monitoring arrangements

The Authority's 2022/23 financial plan was designed to achieve break-even without any requirement for operational savings or a call on reserves, other than those earmarked for non-recurring 2022/23 projects. In April 2022, a new Pay and Prices Reserve was established to combat rising inflation and the increasing risk that pay awards would exceed increases in government funding in the medium term..

Audited accounts show that the plan was achieved with a managed underspend of £0.4M and £1.2M of the Pay and Prices Reserve remained. The Authority receives quarterly management accounts providing detailed commentary of performance against budget, including explanations of significant variances. The financial position was challenged at these meetings and remedial action was taken when a small overspend was forecast in the mid-year management accounts. This included non-pay spending controls, holding vacancies and re-profiling the capital programme. The underspend was accurately forecast from month 11 when the level of additional income and impact of remedial action became clear.

Budget Preparation commences the September before the forthcoming year. Pressures are logged and notified to the Head of Finance so the budget, Medium Term Resource Strategy (MTRS) and management accounts forecasts can take them into account. The MTRS is regularly updated and reported to members as financial forecasts change. There were three such updates in 2022/23 after the 2022/23 Budget and MTRS were formally approved in February 2022.

## The Authority's arrangements and approach to Financial Planning 2023/24

The 2023/24 Budget was set in the context of the highest inflation for forty years, peaking at 11% in October 2022 and remaining stubbornly high well into 2023/24. The Government and FBU resolved a long-running pay dispute in March 2023, which resulted in a seven per cent pay award backdated to July 2022 with a further five per cent from July 2023. Although the Government's financial settlement allowed the Authority to increase the council tax precept by £5 (5.5%) and resulted in £1.1M of additional grant funding, the Authority needed to use half of the Pay and Prices Reserve without requiring operational savings or use of the general reserve to balance the budget.

The Authority approved the 2023/24 Budget as part of a new MTRS in February 2023, which included a plan to maintain reserves at a minimum of £7M to reflect the increased risks associated with uncertainty over inflation, pay awards, government funding and council tax capping rules. The MTRS covered a rolling four year programme and the general fund was consistent with the Executive Director of Finance's risk assessment. The MTRS included an annual 3.5% non-pay savings target (£0.25M), which is secured by reducing budget allocations and allowing budget holders discretion about delivery. At this stage, no operational savings were required.

The latest management accounts forecast a £0.4M underspend in 2023/24, which will be used to maintain overall reserves in 2024/25. This has arisen primarily due to interest on investments being higher than budgeted and IT costs being lower than expected.

The latest update of the MTRS was reported to the Authority in December 2023. This reflects the latest inflation forecasts, pay negotiations and indications in the Government's Autumn Statement about future funding and rules on referendums for council tax increases. The Executive Director of Finance updated his financial risk assessment and concluded that general reserves of £6M were required until 31 March 2025. The MTRS assumes that the Pay and Prices Reserve will be fully utilised to balance 2025/26 and general reserves will be reduced by £1.1M in 24/25 and £0.7M in 2025/26. It assumes that the Authority will resume being able to balance its budget without operational savings or calls on reserves from 2028/29. It is predicated on the presumption that financial risks will reduce and a general reserve of £4.9M will match a revised risk assessment in December 2024.



# 3. VFM arrangements – Financial Sustainability

## Overall commentary on the Financial Sustainability reporting criteria - continued

## The Authority's arrangements and approach to Financial Planning 2023/24 (continued)

In recognition of the financial risks in the MTRS the Authority has developed a potential savings plan to be considered further if required. The impact of potential changes in fire cover on response times and life risk is carefully modelled before operational savings are consulted upon. For the period 2010/11 to 2019/20 the Authority's funding reduced by 40%, but savings of £11M were achieved without compromising performance, as evidenced by the most recent HMICFRS inspection covered on page 18.

The Authority's positive track record in terms of delivering savings and keeping within budget has allowed it to establish a general reserve of £6.3M at 31 March 2023, which is marginally above the minimum level determined by the Authority's risk assessment and about 11 per cent of net revenue expenditure. In addition, the Authority has earmarked reserves of £8.8M set aside to meet expected pressures over the period of the MTRS.

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

The MTRS includes sensitivity analysis to show the impact of each 1% of pay award above the forecast level (£0.4M). We have critically assessed the underlying assumptions used in the MTRS and consider them to be appropriate. The assumption regarding a real-terms cut in government funding from 2025/26 is especially prudent in the light of recent Government announcements about tax and spending priorities and the uncertainty relating to the position a new government would take after the 2024 General Election. The Authority has added flexibility because its budget includes about £1.5M per annum of revenue contributions to its capital programme and the Authority is able to re-phase and refinance its capital programme to deliver instant revenue savings.

The MTFS is underpinned by workforce planning and capital programmes and accounts for risks arising during the year and planning assumptions within the Community Integrated Risk Management Plan (CIRMP). We have not identified any inconsistency between the various plans in prior years or from our review of the CIRMP.

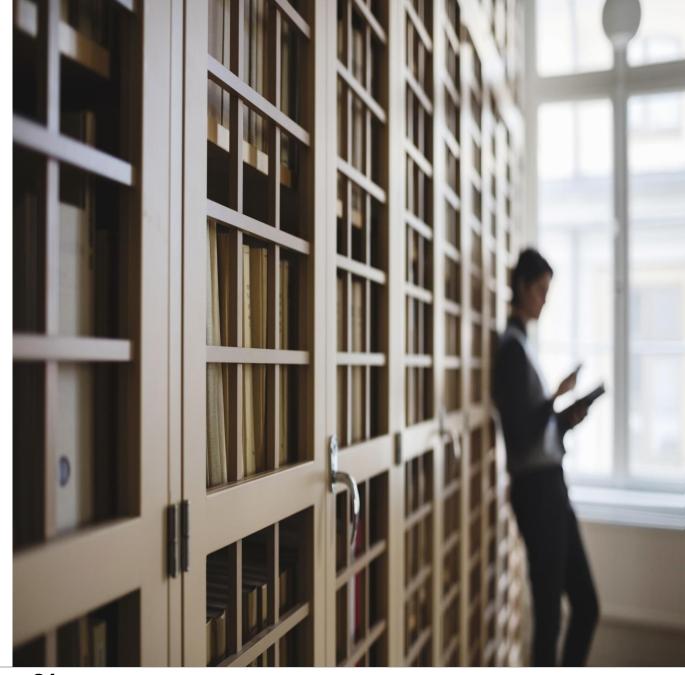
#### Conclusion

We have not identified any significant weaknesses in the Authority's arrangements in relation to the financial sustainability reporting criteria.

# 3. Commentary on VFM arrangements

## Governance

How the body ensures that it makes informed decisions and properly manages its risks



# 3. VFM arrangements – Governance

## Overall commentary on the Governance reporting criteria

## The Authority's governance structure

The Authority has an established governance structure in place which is summarised in its Annual Governance Statement and set out in the Constitution. The Constitution is updated annually and includes a scheme of delegation assigning clear responsibilities to the Strategic Leadership Team, the Authority and its subcommittees. The structure allows for effective oversight of the Authority's operations and activity. We reviewed these documents as part of our audit and confirmed they were consistent with our understanding of the Authority's arrangements in place and were fully operational.

This includes arrangements such as registers of interests being maintained and published and codes of conduct, updated to reflect the most recent Local Government Association models. The Authority has approved and adopted a code of corporate governance applicable to Members, which is consistent with good practice set out by the Chartered Institute of Public Finance and Accountancy (CIPFA) and Society of Local Authority Chief Executives (SOLACE). We reviewed the declarations of interest during the financial statements audit. We have confirmed that all relevant declared interests have been appropriately reported within the 2022/23 financial statements.

The Authority met 9 times in 2022/23 and has established committees with appropriate remits that met as follows in 2022/23:

- · Governance, Audit and Scrutiny Committee (7 occasions); and
- Pension Board (2 occasions).

The terms of reference and work plans of these various committees ensures that the Authority is provided with adequate assurance and this is confirmed through an annual review of effectiveness. We consider the committee structure of the Authority is sufficient to provide assurance that decision making, risk and performance management is subject to appropriate levels of oversight and challenge.

Our review of Authority and committee papers confirms that reports clearly articulate the purpose, key points, financial impact, recommendations and action points. Minutes are published and reviewed by the Authority to evidence the matters discussed, appropriate challenge and decisions made.

We attended several Governance, Audit and Scrutiny committees in the year and found that members were appropriately skilled to undertake their role and provided appropriate challenge to Management and Internal and External Audit. All are independent Members and are recruited and trained to provide a range of skills and collectively provide effective scrutiny.

## The Authority's risk management and monitoring arrangements

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

The Authority has overarching responsibility for risk management and considers the content of the Corporate Risk Register as part of its scrutiny of bi-annual Performance Reports. The Corporate Risk Register takes account of any changes in the entity's internal and external environments. The register is completed with senior management input and they are pro-active in evaluating the risks. We are satisfied that the management team have appropriate industry and regulatory knowledge.

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

## The Authority's arrangements for internal control

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

We have reviewed the Internal Audit Plans for 2022/23 and 2023/24 and confirmed planned work addresses the expected areas with annual coverage of key financial controls. Progress reports are presented to each Governance, Audit and Scrutiny Committee meeting including follow up reporting of recommendations not fully implemented by agreed due dates. This allows the Committee to effectively hold management to account on behalf of the Authority.

# 3. VFM arrangements – Governance

## Overall commentary on the Governance reporting criteria - continued

## The Authority's arrangements for internal control (continued)

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

Internal audit gave a reasonable assurance opinion on financial controls in 2022/23 with no significant governance weaknesses identified for reporting in the Annual Governance Statement. We did not identify any internal control weaknesses in 2022/23.

The Authority has an appropriate Anti-Fraud and Corruption Policy which sets out detailed policies and procedures to prevent and detect fraud. The Authority has recently updated the policy together with policies in respect of bribery, money laundering and whistleblowing. The latter has been expanded to provide new support routes.

## The Authority's arrangements for budget setting and budgetary control

The Authority's MTRS includes the identification and evaluation of risks to the Authority's finances and is developed in parallel to the budget for the following year and setting of the precept. It clearly states the assumptions used to develop budgets for each year.

We examined the assumptions behind the latest MTRS and we have confirmed the assumptions are reasonable, the main ones being:

- Grant funding increasing by one per cent per annum after the known increases for 2023/24 and 2024/25;
- Council tax income increasing in line with the historic limits on increases without a referendum;
- Pay awards of five per cent in 23/24, four per cent in 24/25 and two per cent thereafter;
- Non-pay inflation increasing by variable amounts given the widely different forecasts for some categories (e.g. energy); and
- £1.5M per annum revenue support to the capital programme.

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

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

We found that explanations for budget variances were detailed and clear and in most years forecasts in budget monitoring reports have been very accurate. The Authority has tended to underspend slightly in recent years as it has focused on establishing new reserves to meet emerging medium -term pressures, whilst maintaining or increasing the general fund balance.

The Authority achieved full compliance with CIPFA's Financial Management Code in 2021/22 and updated its Code of Conduct in 2022/23.

## The Authority's arrangements for performance management

Performance against targets and prior years was reported bi-annually to the Authority in 2022/23. The reports detail the Authority's performance against the target for all standards, as well as highlighting the key concerns, and the mitigating actions to show how performance will be improved where necessary. The performance reports are discussed as adjacent agenda items to management accounts and officers describe the relationship between the two. An annual performance report is prepared and published on the Authority's website.

An Internal Audit Report in 2021/22 gave performance management a 'substantial assurance' opinion, the highest available rating. The report made no recommendations and identified two areas of good practice.

#### Conclusion

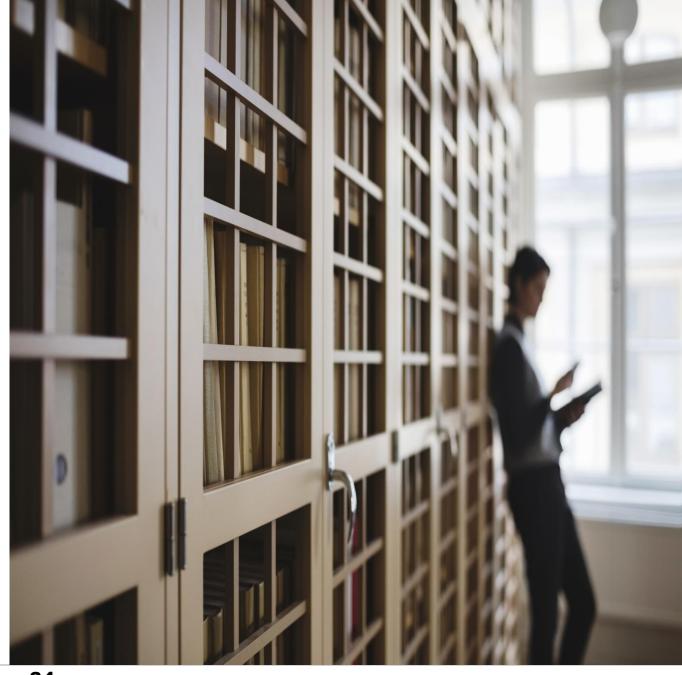
We have not identified any significant weaknesses in the Authority's arrangements in relation to the governance reporting criteria.



## 3. Commentary on VFM arrangements

## Improving economy, efficiency and effectiveness

How the body uses information about its costs and performance to improve the way it manages and delivers its services



## 3. VFM arrangements – Improving Economy, Efficiency and Effectiveness

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

#### The Authority's arrangements for assessing performance and evaluating service delivery

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

The Authority periodically benchmarks its performance against a family group of similar fire authorities. In the last such review in 2021/22 the Authority performed better than average for most indicators. Although incident levels have increased both nationally and in Humberside since lockdown restrictions were lifted the Authority met 11 of its 15 key performance targets in 2022/23 and all 15 the previous year.

In 2022/23 the Authority met its response targets and facilitated reductions in accidental dwelling fires and false alarms. Although secondary arson (mainly grassland and refuse) and fatalities both increased, the 2023/24 Mid-Year Performance Report shows these trends were reversed. There were no fire fatalities in the first six months of 2023/24 and secondary fires were more in line with seasonal trends. Nationally, the dry, hot summer of 2022 distorted the volume of secondary fires in 2022/23.

The Authority has continued to meet response targets with 97% of first appliances arriving at dwelling fires and road traffic accidents within the specified times and 85% of second appliances arriving within five minutes of the first appliance.

The Governance, Audit and Scrutiny Committee selected five subjects to review in 2022/23, which were clearly related to areas that Her Majesty's Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS) identified for improvement in its second full inspection of Humberside Fire Authority reported in 2022 and governance issues that have arisen since the inspection such as a review of disaster recovery following a cyber-attack in 2022.

We witnessed appropriate challenge of improvement plans in these areas through our attendance at Governance, Audit and Scrutiny Committee meetings and are satisfied that improvements are being implemented.

#### The Authority's regulator assessments and independent reviews

In July 2022, HMICFRS published their report on the second full inspection of the Authority together with a summary of findings of all inspections in tranche two. HMICFRS rated the Authority 'Good' for each pillar of inspection and for all 11 sub-scores. This represented a significant improvement on the previous inspection when the People Inspection Pillar had been rated 'requires improvement' and the latest report represented one of the best inspection outcomes in the country.

HMICFRS commended the Authority's response to its previous inspection stating that the Authority had "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".

HMICFRS's report on all tranche two inspections cited good practice at Humberside in respect of:

- a falls response partnership;
- risk-based station planning;
- IT procurement; and
- evaluation of positive action plans.

HMICFRS have undertaken a thematic review of the handling of misconduct in 2023/24 and the verbal feedback has not indicated any of the high-profile failings reported at some other fire authorities. During 2022/23 the Authority also undertook a gap analysis against 35 HMICFRS recommendations in a national 'Values and Culture' report and identified scope for improvement in 22 areas seven of which remain outstanding. HR consultants are currently reviewing progress in these areas.

Scrutiny reviews in 2022/23 or 2023/24 have identified a significant reduction in the percentage of employees alleging that they have been bullied (from 26 per cent in 2018/19 to five per cent in 2021/22), only one upheld grievance and progress at completing dignity works. 25 per cent of the latest intake of full-time firefighters were female and Internal Audit issued a 'reasonable assurance' rating following its own bullying, harassment and discrimination review.

## 3. VFM arrangements – Improving Economy, Efficiency and Effectiveness

#### Overall commentary on the Improving Economy, Efficiency and Effectiveness reporting criteria (continued)

#### The Authority's regulator assessments and independent reviews (continued)

The results from the previous two full inspections of Humberside Fire Authority are published on the HMICFRS website and summarised in the following table:

Inspection Pillar	Inspection rating	Previous inspection rating
Effectiveness	Good	Good
Efficiency	Good	Good
People	Good	Requires Improvement

HMICFRS is planning to conduct its third full inspection of Humberside Fire Authority in the second half of 2024.

#### The Authority's arrangements for effective partnership working

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

- Emergency Services Fleet Management (Humberside) Limited (ESFM), which is a joint arrangement that provides vehicle maintenance to both authorities;
- A shared service for estates management, which has recently been expanded with a joint Estates manager recruited:
- A shared health and safety team as commended by HMICFRS on the previous page; and
- Two senior finance posts shared between the two authorities.

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

Partnerships appear to be working well as evidenced by the performance monitoring reports. Partnerships are risk-assessed before being entered into and an established framework exists. Internal Audit issued a 'limited assurance' opinion on collaboration in January 2023 because they found that only three of the 44 partnerships in the Collaboration Register had a formal, signed agreement and there was no standard approach to evaluation, with an outdated form used inconsistently. However, an action plan was agreed and a mid-year progress report in November 2023 found that all were implemented or in progress, with just two behind schedule.

#### The Authority's arrangements for commissioning services

The Authority has an in-house procurement team consisting of four staff, all with suitable qualifications and experience. They are responsible for producing the Procurement Policy in use by the Authority and the thresholds have been updated to reflect the impact of Brexit. The procurement team use established national and regional procurement frameworks to maximise purchasing power and participate in national benchmarking exercises, which have not identified any scope for significant savings. A regional exercise was used to procure personal protective equipment.

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

The Governance, Audit and Scrutiny Committee undertook a scrutiny review of procurement in 2022/23. There was no indication from the review that procurement is likely to expose the Authority to significant financial loss or failure to deliver efficiency and performance improvements.

#### Conclusion

We have not identified significant weaknesses in the Authority's arrangements in relation to the improving economy, efficiency and effectiveness reporting criteria.

Introduction Audit of the financial statements

Commentary on VFM arrangements

Other reporting responsibilities and our fees



# 04

## Section 04:

Other reporting responsibilities and our fees

## 4. Other reporting responsibilities and our fees

#### Matters we report by exception

The Local Audit and Accountability Act 2014 provides auditors with specific powers where matters come to our attention that, in their judgement, require specific reporting action to be taken. Auditors have the power to:

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

We have not exercised any of these statutory reporting powers.

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

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

The NAO, as group auditor, requires us to complete the WGA Assurance Statement in respect of its consolidation data.

We have received group instructions from the National Audit Office (NAO) in relation to 2022/23 Whole of Government Accounts (WGA), but we are unable to report to NAO until we have issued the audit opinion. We anticipate reporting on WGA shortly after issuing our audit opinion (anticipated in February 2024.

However, we once again expect a delay before we can formally issue our audit certificate closing the audit. This is while we wait for NAO to confirm that the Authority has not been selected for further WGA review as a sampled component.

## 4. Other reporting responsibilities and our fees

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

We reported our proposed fees for the delivery of our work under the Code of Audit Practice in our Audit Strategy Memorandum presented to the Governance, Audit and Scrutiny Committee in April 2023. Having completed our work for the 2022/23 financial year, we can confirm that our final fees are as follows:

Area of work	2021/22 fees	2022/23 fees *
Planned fee in respect of our work under the Code of Audit Practice (the scale fee published by PSAA)	£24,561	£29,527
Recurring increases in the base audit fee arising from regulatory pressures (part of this was consolidated in the scale fee of £29,527 for 2022/23)	£6,208	£1,242
Additional fees in respect of the VFM approach (recurring fee variation agreed from 2020/21)	£5,000	£5,000
Additional fees in respect of the revised ISA 540 (recurring fee variation agreed from 2020/21)	£1,900	£1,900
Additional fee relating to implementation of revised ISA 315, Identifying and assessing the risks of material misstatement (non-recurring)	£nil	£2,500
Additional fee relating to Pension Asset Ceiling considerations and Government Actuaries Department (GAD) revised pension disclosures (non-recurring)	£nil	£1,000
Total fees	£37,669	£41,169

<sup>\*</sup> The 2022/23 fee is subject to a 5.2% inflationary increase, not included in the table above. As set out in the PSAA's 'Consultation on 2022/23 audit fee scale' published in August 2022, PSAA will fund the inflationary increase using "surplus funds not required for PSAA's operations, which would otherwise be distributed to opted-in bodies" (p8 of the consultation).

#### Fees for other work

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



# A

## **Appendix**

## A. Further information on our audit of the financial statements

#### Significant risks and audit findings

As part of our audit, we identified significant risks to our audit opinion during our risk assessment. The table below summarises these risks, how we responded and our findings.

#### Risk

#### Management override of controls

In all entities, management at various levels within an organisation are in a unique position to perpetrate fraud because of their ability to manipulate accounting records and prepare fraudulent financial statements by overriding controls that otherwise appear to be operating effectively. Due to the unpredictable way in which such override could occur, we consider there to be a risk of material misstatement due to fraud and thus a significant risk on all audits.

#### The Valuation of the Defined Benefit Pension Liability / Asset

The financial statements contain material pension entries in respect of retirement benefits. The calculation of these pension figures, both assets and liabilities, can be subject to significant volatility and includes estimates based upon a complex interaction of actuarial assumptions. Moreover, in 2022/23 the actuary undertook a triennial revaluation of the local government pension fund and the net valuation moved from a net liability to a net asset for the first time. This results in an increased risk of material misstatement.

#### Our audit response and findings

We addressed this risk through performing audit work over:

- · Accounting estimates impacting amounts included in the financial statements;
- · Consideration of identified significant transactions outside the normal course of business; and
- Journals recorded in the general ledger and other adjustments made in preparation of the financial statements.

Our audit work has provided the assurance we sought and has not identified any material issues to bring to your attention. There is no indication of management override of controls.

We discussed with key contacts any significant changes to the pension estimates. In addition to our standard programme of work in this area, we evaluated the management controls you have in place to assess the reasonableness of the figures provided by the Actuary and consider the reasonableness of the Actuary's output, referring to an expert's report on all actuaries nationally.

We reviewed the appropriateness of the key assumptions included within the valuations, compared them to expected ranges and reviewed the methodology applied in the valuation. We considered the adequacy of disclosures in the financial statements.

We obtained assurance from the audit of East Riding Pension Fund.

Our work has provided the assurance sought. A revised actuarial valuation materially increased firefighter pension liabilities and the surplus on the Local Government Pension Fund was reduced after a revised asset ceiling calculation. There were also several amendments to the pension disclosure notes.



## A. Further information on our audit of the financial statements

#### Significant risks and audit findings (continued)

#### Risk

#### Valuation of land and buildings

The financial statements contain material entries on the Balance Sheet as well as material disclosure notes in relation to the Authority's holding of land and buildings. Although the Authority uses a valuation expert to provide information on valuations, there remains a high degree of estimation uncertainty associated with the revaluation of land and buildings due to the significant judgements and number of variables involved in providing revaluations. In addition, in 2021/22 the Authority extended the scope of the valuation after discovering material errors that required a prior period adjustment in the accounts. We have therefore identified the valuation of land and buildings to be an area of significant risk.

#### Our audit response and findings

We addressed this risk by considering the Authority's arrangements for ensuring that land and building values are reasonable and we used data on valuation trends and relevant indices to assess the reasonableness of the valuations provided by the external valuer. We also assessed the competence, skills and experience of the valuer.

We discussed methods used with the valuer and tested their calculations. We used indices provided by NAO's valuation expert (Montagu Evans) to confirm the assets not revalued were unlikely to have materially changed in value.

We tested the revaluations in year to valuation reports and supporting calculation sheets and ensure that the calculations were correct and source data agreed with floor plans and indices.

We have not identified any 2022/23 valuation issues to bring to your attention. In 2021/22 two calculation errors were identified in respect of professional fees. There was a partially offsetting error in respect of the prior period adjustment. The posting of revaluation movements between the revaluation reserve and not cost of services was also incorrect. These misstatements are disclosed as adjusted misstatements on page 17 of our Audit Completion Report.

## A. Further information on our audit of the financial statements

#### **Summary of uncorrected misstatements**

At the time of drafting our Audit Completion Report there were no unadjusted misstatements.

We have now identified that due to revision to the Emergency Services Fleet Management company's 2022/23 accounts there is an immaterial understatement of net assets and earmarked reserves by up to £1.3M. The understatement can't be quantified because the pension asset of £1.2M may be subject to an asset ceiling. However, as the maximum impact is immaterial the actuary has not been asked to provide an asset ceiling calculation for the company. Accordingly, this issue is an immaterial uncertainty rather than an uncorrected misstatement.

#### Internal control recommendations

None were identified.

## Gavin Barker, Audit Director

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#### 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.

The CRMP and Strategic Plan can be found at <a href="https://humbersidefire.gov.uk/about-us/our-vision-and-plans">https://humbersidefire.gov.uk/about-us/our-vision-and-plans</a>

#### 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 (Fire related incidents)		

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	ОСТ	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

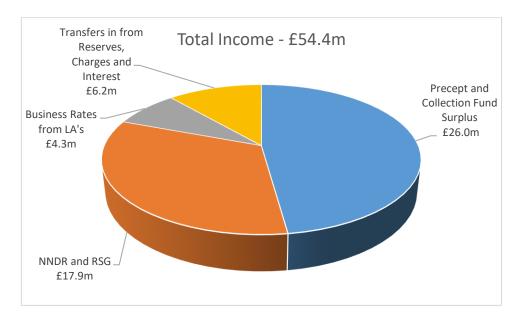
Since 2011/12 the Authority has suffered a circa 40% reduction in external funding which equates to approximately £11.5m.

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.

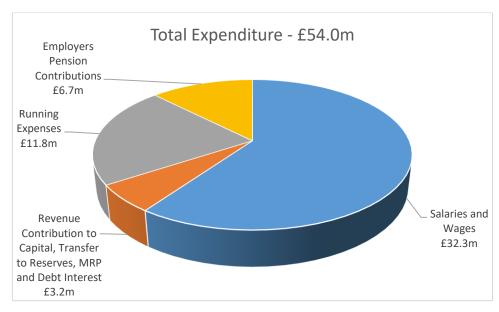
The Authority's position over the medium-term is sound, but will be kept under continuous review particularly with regard to any cost pressures arising and also pay awards that may be agreed over the next 2 to 3 years against a backdrop of higher levels of general inflation and tight financial settlements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

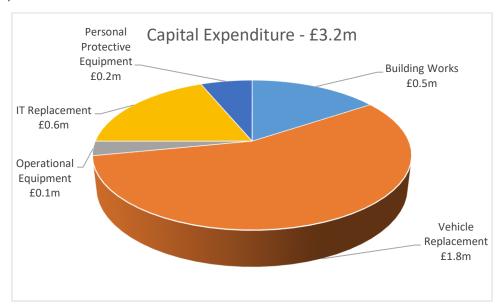
During 2022/23, the overall variance across all non-pay budgets was an underspend of £375k. This was primarily due to receiving a higher level of interest on our investments as well as a lower Minimum Revenue Provision charge following a lower Capital spend during 2021/22.

#### 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 Stratey 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 £6.939m (2021/22 was a liability of £9.374m) and the liability on the Firefighters' Pension Scheme is £521.980m (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 <a href="https://www.humbersidefire.gov.uk">www.humbersidefire.gov.uk</a>.

#### **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

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#### 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 9 February 2024.

Signed	Date 9 <sup>th</sup> February 2024				

## 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

	-111	Date
Signed		22 <sup>nd</sup> January 2024

#### 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			Usable Capital			Capital		Collection Fund	Accumulated	Total
	Earmarked Reserves £'000	General Fund Balance £'000	Receipts Reserve £'000	Total Usable Reserves £'000	Pensions Reserve £'000	Adjustment Account £'000	Revaluation Reserve £'000	Adjustment Account £'000	Absences Account £'000	Authority Reserves £'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				-	219,958		1,421			221,379
Total Comprehensive Income and Expenditure	-	(27,343)	-	(27,343)	219,958	-	1,421	-	-	194,036
Adjustments between Accounting Basis & Funding Basis under Regulations (Note 10)		27,553	(29)	27,524	(24,235)	(2,409)	(872)	12	(20)	
Net Increase / (Decrease) before transfers to Earmarked Reserves	-	210	(29)	181	195,723	(2,409)	549	12	(20)	194,036
Transfers to / (from) Earmarked Reserves	1,303	(1,303)		-						-
Increase / (Decrease) in Year	1,303	(1,093)	(29)	181	195,723	(2,409)	549	12	(20)	194,036
Balance at 31 March 2023	8,819	6,345	-	15,165	(515,041)	17,139	23,739	617	(440)	(458,819)

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#### **MOVEMENT IN RESERVES STATEMENT**

2021/22 Note(s) Balance at 31 March 2021	Earmarked Reserves £'000 6 7,363	General Fund Balance £'000 2 6,373	Usable Capital Receipts Reserve £'000	Total Usable Reserves £'000	Pensions Reserve £'000 4 (719,022)	Capital Adjustment Account £'000 6 20,377	Revaluation Reserve £'000 6 8,919	Collection Fund Adjustment Account £'000	Accumulated Absences Account £'000	Total Authority Reserves £'000 (676,176)
Surplus or (Deficit) on Provision of Services (accounting basis) Other Comprehensive Income and Expenditure		(22,490)		(22,490) -	31,479		14,329			(22,490) 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)

#### 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 end	ded 31 Marc	h 2022			Year en	ded 31 Marc	h 2023
£'000	£'000	£'000			£'000	£'000	£'000
Gross	Gross	Net			Gross	Gross	Net
Expenditure	Income	Expenditure		Note(s)	Expenditure	Income	Expenditure
3,348	(446)	2,902	Community Fire Safety		3,524	(318)	3,206
37,855	(675)	37,180	Fire Fighting & Rescue Operations *		39,291	(565)	38,726
16,627	(1,606)	15,022	Management and Support		18,913	(1,343)	17,570
132	, , ,	132	Corporate and Democratic Core		132	, , ,	132
15		15	Corporate Management		38		38
		-	Non Distributed Cost/(Income)				
57,977	(2,727)	55,251	Cost of Services		61,898	(2,226)	59,672
193	(29)	164	Other Operating Expenditure	11	224	(49)	175
15,094	(16)	15,078	Financing and Investment Income and Expenditure	11	19,444	(335)	19,109
	(48,002)	(48,002)	Taxation and Non-Specific Grant Income	11		(51,614)	(51,614)
		22,491	(Surplus) or Deficit on Provision of Services				27,343
		(14,329)	(Surplus) or Deficit on Revaluation of Non Current Assets	5			(1,421)
	_	(31,479)	Remeasurement of the net defined liability / (asset)	4		_	(219,958)
		(45,808)	Other Comprehensive Income and Expenditure (Surplus)/Deficit				(221,379)
	-	(23,317)	Total Comprehensive Income and Expenditure (Surplus)/Deficit			-	(194,036)

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

#### **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			2023
£'000		Note(s)	
62,928	Property, Plant & Equipment	5	61,808
25	Intangible Assets	5	15
-	Other Long-Term Assets	4	6,939
62,953	Long-Term Assets		68,762
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)	<b>Current Liabilities</b>		(8,261)
(18,170)	Long-Term Borrowing	7	(16,669)
(711,777)	Other Long-Term Liabilities	4/7	(522,976)
(729,947)	Long-Term Liabilities		(539,645)
(652,855)	Net Assets/(Liabilities)		(458,819)
14,984	Usable Reserves	2/6	15,165
(667,839)	Unusable Reserves	4/6	(473,984)
(652,855)	Total Reserves		(458,819)

The accompanying notes form part of these Financial Statements.

31 March

#### **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)
00.040	Adjust Net Surplus or Deficit on the Provision of Services for Non		22.22.4
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)
3,827	Net Cash Flows from Operating Activities		1,693
(6,948)	Investing Activities	16	(800)
2,002	Financing Activities	16	(930)
(1,119)	Net Increase or (Decrease) in Cash and Cash Equivalents		(37)
	Cash and Cash Equivalents at the Beginning of the		
1,267	Reporting Period	16	148
4.40	Cash and Cash Equivalents at the End of the Reporting		440
148	Period	16	112
(1,119)	Total Movement		(37)

#### **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 those relating to Pensions and PPE valuations, details of which can be found on page 31.

#### **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 1<sup>st</sup> 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	Year ended 31 March 2023
--------------------------	--------------------------

£'000 Net Expenditure Chargeable to the General Fund	£'000 Adjustments between the funding and accounting basis	£'000 Net Expenditure in the Comprehensive Income and Expenditure Statement		Note	£'000 Net Expenditure Chargeable to the General Fund	£'000  Adjustments between the funding and accounting basis	£'000  Net Expenditure in the Comprehensive Income and Expenditure  Statement
2,310	(592)	2,902	Community Fire Safety	10	2,690	(516)	3,206
27,646	(9,534)	37,180	Fire Fighting & Rescue Operations	10	30,132	(8,594)	38,726
12,853	(2,169)	15,022	Management and Support	10	15,573	(1,997)	17,570
132	-	132	Corporate and Democratic Core	10	132	-	132
15	_	15	Corporate Management	10	38	-	38
42,956	(12,295)	55,251	Net Cost of Services		48,566	(11,107)	59,672
(44,021)	(11,260)	(32,761)	Other Income and Expenditure	10	(47,473)	(15,143)	(32,330)
(1,065)	(23,555)	22,490	(Surplus) or Deficit		1,093	(26,250)	27,343
6,373			Opening General Fund Balance		7,438		
(1,065)			Less/Plus (Surplus) or Deficit on the General Fund in the Year		1,093		
7,438			Closing General Fund Balance at 31 March		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	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  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 Accrual rate	55 years 1/60 <sup>th</sup> for 20 years 2/60 <sup>th</sup> for 20+ years up to a maximum of 30 years	60 years 1/60 <sup>th</sup>	55 Years 1/45 <sup>th</sup>	60 years 1/59.7 <sup>th</sup>	68 years 1/49 <sup>th</sup>

## <u>Transactions Relating to Retirement Benefits</u>

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.

		Firefighte Pension S 2022/23 £'000		Firefighte Pension 2022/23 £'000		Firefighte Pension 2022/23 £'000		Local Gov Pension 2022/23 £'000	
Net Cost of Service	Current Service Cost Unfunded Benefits Past Service Costs	(230)	(620) - -	(80) - -	(160) - -	(9,090) - -	(11,500) - -	(2,882)	(3,024)
Net Operating Expenditure	Interest Cost Expected Return on Assets in the Scheme	(15,950) -	(12,270)	(890)	(660)	(1,610) -	(1,070) -	(1,677) 1,396	(1,281) 943
Retirement costs included in the Comprehensive Income and Expediture Statement	1 	(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 £219.958m 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:

- a) Experience adjustments (the effects of differences between the previous actuarial assumptions and what has actually occurred), and
- b) 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		Firefighter Pension S Obliga	Scheme	Firefighte Pension S Net Obli	Scheme	Firefighters' Firefighters' Injury Awards Injury Awards Assets 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)	(28
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	160,740	6,490	178,200	25,875	450	450	2,830	120	3,280	570
Other experience			(38,510)	6,990	(38,510)	6,990			(40)	(1,210)	(40)	(1,21
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	133,050	13,480	150,510	32,865	450	450	2,990	(1,090)	3,440	(640
Exchange differences												
Effect of business combinations and disposals												
Fair Value of employer assets												
Present value of funded liabilities												
Present value of unfunded liabilities	-	-	(470,790)	(591,350)	(470,790)	(591,350)	-	-	(9,340)	(12,230)	(9,340)	(12,23
Closing position as at 31 March	-	-	(470,790)	(591,350)	(470,790)	(591,350)	-	-	(9,340)	(12,230)	(9,340)	(12,230

Period ended 31 March	Firefighter Pension S Asse	Scheme	Firefighter Pension S Obligat	cheme	Firefighte Pension S Net Obli	Scheme	Firefighters' 2015 Pension Scheme Assets Pension Scheme Obligation		Scheme	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
Fair value of employer assets					-	-					-	-
Present value of funded liabilities					-	-					-	-
Present value of unfunded liabilities			(32,640)	(33,030)	(32,640)	(33,030)			(65,160)	(47,200)	(65,160)	(47,200)
Opening Position as at 31 March	-	•	(32,640)	(33,030)	(32,640)	(33,030)			(65,160)	(47,200)	(65,160)	(47,200)
Service Cost												
Current Service Cost			(80)	(160)	(80)	(160)			(9,090)	(11,500)	(9,090)	(11,500)
Past Service Cost (inc curtailments)			(1,850)		(1,850)	-			16,170		16,170	-
Effect of Settlements					-	-					-	
Total Service Cost	-		(1,930)	(160)	(1,930)	(160)	•	-	7,080	(11,500)	7,080	(11,500)
Net Interest												•
Interest income on plan assets					-	-					-	-
Interest cost on defined benefit obligation			(890)	(660)	(890)	(660)			(1,610)	(1,070)	(1,610)	(1,070)
Impact of asset ceiling on net interest					-	-					-	-
Total net interest	-	-	(890)	(660)	(890)	(660)	-	-	(1,610)	(1,070)	(1,610)	(1,070)
Total defined benefit cost recognised in Income and Expenditure	-	-	(2,820)	(820)	(2,820)	(820)	-	-	5,470	(12,570)	5,470	(12,570)
Cashflows												
Plan participants' contributions		140		(140)	-	-	2,740	2,180	(2,740)	(2,180)	-	-
Employer Contributions	52	190			52	190	5,524	4,812			5,524	4,812
Contributions in respect of unfunded benefits					-	-					-	-
Benefits paid	(260)	(410)	260	410	-	-	(4,580)	(900)	4,580	900	-	-
Unfunded benefits paid					-	-					-	-
Expected closing position	(208)	(80)	(35,200)	(33,580)	(35,408)	(33,660)	3,684	6,092	(57,850)	(61,050)	(54,166)	(54,958)
Remeasurements												
Changes in demographic assumptions			1,170	-	1,170	-			8,510		8,510	-
Changes in financial assumptions	208	80	12,100	470	12,308	550	(3,684)	(6,092)	31,500	1,130	27,816	(4,962)
Other experience			(1,380)	470	(1,380)	470			(690)	(5,240)	(690)	(5,240)
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	208	80	11,890	940	12,098	1,020	(3,684)	(6,092)	39,320	(4,110)	35,636	(10,202)
Exchange differences					,	,		. , ,	,		· · · · · ·	
Effect of business combinations and disposals												
Fair Value of employer assets												
Present value of funded liabilities												
Present value of unfunded liabilities	-	-	(23,310)	(32,640)	(23,310)	(32,640)	-	-	(18,530)	(65,160)	(18,530)	(65,160)
Closing position as at 31 March	_		(23,310)	(32,640)	(23,310)	(32,640)		-	(18,530)	(65,160)	(18,530)	(65,160)

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

	Local Government Pension Scheme		Local Gov Pension S		Local Gov Pension	Scheme
	Asse	ts	Liabi	ility	Net (Oblig Surp	•
£'C	2/23 000	2021/22 £'000	2022/23 £'000	2021/22 £'000	2022/23 £'000	2021/22 £'000
• •	),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	175	45 707	(37)	(47)	(37)	(47)
	),475	45,707	(59,849)	(61,279)	(9,374)	(15,572)
Service Cost			(0.000)	(2.024)	(0.000)	(2.024)
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			(2,002)	(0,024)	(2,002)	(0,02-7)
	1,396	943			1,396	943
Interest cost on defined benefit obligation	.,000	0.0	(1,677)	(1,281)	(1,677)	(1,281)
Impact of asset ceiling on net interest			( )- /	( , - ,	-	-
	,396	943	(1,677)	(1,281)	(281)	(338)
Total defined benefit cost recognised in Income and Expenditure 1	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	-	-
· —	2,529	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	000		25,807	5,049	25,807	5,049
Other experience	629 1,411)	3,205	(3,730)	(131)	(3,101)	(131)
· ·	1,411) 1,707)	3,205			(1,411)	3,205
Changes in asset ceiling  Total remeasurements recognised in Other Comprehensive	+,707)				(4,707)	<u> </u>
<u> </u>	5,489)	3,205	23,763	5,241	18,274	8,446
Exchange differences	, , <u>, , , , , , , , , , , , , , , , , </u>	,	,	,	*	
Effect of business combinations and disposals						
Fair Value of employer assets 4	7.040	50,475			47,040	50,475
Present value of funded liabilities	,	,	(40,068)	(59,812)	(40,068)	(59,812)
Present value of unfunded liabilities						
			(33)	(37)	(33)	(37)

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)	(470,800)
Firefighters' Injury Awards	(13,160)	(12,450)	(11,090)	(12,230)	(9,340)
Firefighters' 2006 Pension Scheme	(39,120)	(35,810)	(33,030)	(32,650)	(23,310)
Firefighters' 2015 Pension Scheme	(28,740)	(41,110)	(47,200)	(65,160)	(18,530)
Fair Value of Assets Local Government Pension Scheme	41,055	38,278	45,707	50,475	47,040
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)	6,939
Firefighters' 1992 Pension Scheme	(566,870)	(523,400)	(612,130)	(591,350)	(470,800)
Firefighters' Injury Awards	(13,160)	(12,450)	(11,090)	(12,230)	(9,340)
Firefighters' 2006 Pension Scheme	(39,120)	(35,810)	(33,030)	(32,650)	(23,310)
Firefighters' 2015 Pension Scheme	(28,740)	(41,110)	(47,200)	(65,160)	(18,530)
	(658,379)	(618,389)	(719,022)	(710,764)	(515,041)

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 £515.041m (£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 £458.819m (£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 surplus on the Local Government Scheme will be made good by decreased 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:

		vernment	<b>g</b>		
	Pension Scheme			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 Women	21.5 25.2	22.0 25.3	22.9 22.9	23.2 23.2	
Rate of Inflation Rate of increase in salaries Rate of increase in pensions	3.0% 3.0% 3.0%	3.2% 4.1% 3.2%	2.6% 3.9% 2.6%	3.0% 4.8% 3.0%	
Rate for discounting scheme liabilities	4.8%	2.8%	4.7%	2.7%	
Take-up of option to convert annual pension		2,7	. , , -		
into retirement lump sum	65.0%	60.0%	25.0%	25.0%	

Mortality rates are projected using published tables and future mortality improvements are in line with the 2020-based UK national population projections.

The sensitivity of scheme liabilities to the changes in the main assumptions are as follows:

# 2022/23

	_	Firefighters' Pension Schemes		vernment Scheme
	%	£'000	%	£'000
Change in assumption:				
0.5% increase in salaries increase rate	1.0	5,000	1.0	555
0.5% increase in pensions increase rate	7.0	35,000	10.0	3,605
0.5% decrease in discounting of liabilities rate	7.0	36,000	10.0	4,100
1 year increase in member life expectancy rate	2.5	12,500	4.0	1,604

### 2021/22

	Firefighters' Pension		Local Government	
	%	£'000	%	£'000
Change in assumption:				
0.5% increase in salaries increase rate	1.5	9,000	1.0	940
0.5% increase in pensions increase rate	7.5	54,000	10.0	5,880
0.5% decrease in discounting of liabilities rate	9.0	63,000	10.0	6,875
1 year increase in member life expectancy rate	3.5	24 000	4.0	2 394

# <u>Assets</u>

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:

	Period Ended 31 March 2023				Period Ended 31 March 2022			
Asset Category	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:	1(000)	£(000)	£(000)		I(UUU)	£(000)	1(000)	
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	5,214.8		5,214.8	10%	6,054.3		6,054.3	12%
Debt Securities:	0,211.0		0,211.0	1070	0,001.0		0,001.0	12/0
Corporate Bonds (investment grade)			0.0	0%			0.0	0%
Corporate Bonds (non-investment grade)	507.3	2,710.9	3,218.2	6%	159.3	2,159.5	2,318.8	5%
UK Government	881.4	2,7 10.0	881.4	2%	1,325.3	2,100.0	1,325.3	3%
Other	471.6		471.6	1%	795.6		795.6	2%
Private Equity:								
All	601.6	2,597.4	3,199.0	6%	1,447.4	2.240.0	3,687.4	7%
Real Estate:		,	-,		,	,	-,	
UK Property	562.4	4,122.8	4,685.2	9%	1,822.7	3,929.7	5,752.4	11%
Overseas Property	002	.,	0.0	0%	.,0	0,020	0.0	0%
Investment Funds and Unit Trusts:			-					
Equities	21,340.5		21,340.5	41%	20,297.8		20,297.8	40%
Bonds	3,476.3		3,476.3	7%	4,308.6	89.3	4,397.9	9%
Hedge Funds	,		0.0	0%	,		0.0	0%
Commodities			0.0	0%			0.0	0%
Infrastructure	402.8	3,036.9	3,439.7	7%	1,187.4	2,252.0	3,439.4	7%
Other	3,639.1	1,215.2	4,854.3	9%	472.9	1,284.6	1,757.5	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	965.7		965.7	2%	648.6		648.6	1%
Totals	38,064	13,683	51,747	100.00%	38,520	11,955	50,475	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	22.50
Firefighters' Injury Awards Experience gains and (losses) on liabilities	(5.19)	0.06	11.89	(9.83)	24.45
Firefighters' Pension Scheme 2006 Experience gains and (losses) on liabilities	(2.07)	4.73	10.13	2.85	36.42
Firefighters' Pension Scheme 2015 Experience gains and (losses) on liabilities	(10.75)	7.83	18.87	(8.71)	60.35

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.

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# 5. Non-Current Assets

		Operation	nal Assets		Operational Assets (Intangible)	Non-operat	ional 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			75	350	,
Additions/Enhancement	525	1,826	886	3,238				3,238
Revaluation increases / (decreases) to Revaluation Reserve	518			518				518
Revaluation increases / (decreases) to Comprehensive Income and Expenditure Statement	445			445				445
Derecognition - Disposals		(41)	(671)	(712)	(15)			(727)
Other movements				0		(75)		(75)
At 31 March 2023	49,959	19,544	6,857	76,361	36	0	350	76,747
Depreciation/Impairment								
1 April 2022	0	7,449		10,421	26	75	0	10,522
Charge for the year	1,448	3,169	927	5,544			9	5,558
Depreciation written out to the Revaluation Reserve	(438)			(438)				(438)
Derecognition - Disposals		(41)	(451)	(492)	(10)	(75)		(577)
At 31 March 2023	1,010	10,577	3,448	15,035	21	0	9	15,065
Net Book Value								
1st April 2022	48,471	10,310	3,670	62,451	25	0	350	62,821
31 March 2023*	48,949	8,967	3,409	61,326	15	0	341	61,676

<sup>\*£147</sup>k 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		Plant and		Intangible	Assets Under	Surplus	Total
	Buildings	Vehicles	Equipment	TOTAL	Assets*	Construction	Assets	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	-,
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

<sup>\*£132</sup>k 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 Non Operational Assets	3,238	1,960 -
Sources of Finance Capital Receipts Minimum Revenue Provision Revenue Contributions to Capital Outlay	(78) (818) (1,650)	(788) (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

	0	Operational Assets			Non Operational Assets		
	Other Land & Buildings	Vehicles	Plant & Equipment	Assets Under Construction	Surplus Assets	Total	
	£'000	£'000	£'000	£'000	£'000	£'000	
Value as at Historical Cost		8,967	3,409			12,376	
Value at Current Value in:							
2022/23	21,132					21,132	
2021/22	27,817				341	28,158	
Value as at 31 March 2023	48,949	8,967	3,409		341	61,666	
Nature of asset holding							
Leased	1,682					1,682	
Owned	47,267	8,967	3,409		341	59,984	
	48,949	8,967	3,409	-	341	61,666	

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

# 2021/22

		Operational Assets			Non Operational Assets		
	Other Land & Buildings	Vehicles	Plant & Equipment	Assets Under Construction	Surplus Assets	Total	
	£'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	48,471	10,310	3,670		350	62,801	
Nature of asset holding							
Leased	1,769					1,769	
Owned	46,702	10,310	3,670	-	350	61,032	
	48,471	10,310	3,670	-	350	62,801	

# Capital Expenditure

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

Categor	ry of Asset	2022/23	Category of Asset	2021/22
		£'000		£'000
Land & Buildings (			Land & Buildings (Including those	
under Construction			under Construction)	
Clough Road Trainin	ng	, ,	Clough Road Training	20
Bridlington		, ,	Bridlington	35
Goole			Cromwell Road	67
Hornsea			Cleethorpes	44
Headquarters			Market Weighton	54
Scunthorpe			Scunthorpe	17
Dignity Works		210	Dignity Works	59
Calvert		252		
Vehicles (including	these under		Vehicles (including those under	
Construction)	those under	1 926	Construction)	242
Construction		1,020	Construction	242
Plant & Equipment	(Including		Plant & Equipment (Including	
Equipment under C			Equipment under Construction)	
IT Equipment		616	IT Equipment	260
Equipment			Equipment	126
Personal Protective	Equipment		Personal Protective Equipment	1,036
Intangibles		-	Intangibles	-
		3,238	- -	1,960
Source	of Finance		Source of Finance	
		01000		01000
		£'000		£'000
Loans - Unsupport	ed Borrowing	1,510	Loans - Unsupported Borrowing	
Capital Contributio capital receipts)	ns (including	1,728	Capital Contributions (including capital receipts)	1,960
. ,		3,238	- · · · · · · · · · · · · · · · · · · ·	1,960

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
	1,682	1,769

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:

	Minimun	n Lease	Finance Lease		
	2022/23 £'000	2021/22 £'000	2022/23 £'000	2021/22 £'000	
Not later than one year Later than one year and	120	120	17	16	
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	Earmarked Reserves	31 March
2022		2023
£'000		£'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 Consoritum 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	(934)	(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	(549)	(14,271)
Balance Brought Forward 1 April	(23,190)	(8,919)
Balance Carried Forward at 31 March	(23,739)	(23,190)
Capital Adjustment Account		
Net Book Value of Assets disposed of	<b>2023</b> £'000 224	<b>2022</b> <b>£'000</b> 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.	(872)	(58)
Deferred Grants and Contributions applied	(1,728)	(1,960)
Provision for Repayments of External Loans (MRP)	(818)	(788)
Total Movement on Reserve	2,409	828
Balance Brought Forward 1 April	(19,548)	(20,377)
Balance Carried Forward at 31 March	(17,139)	(19,548)

# 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
		within 12	after 12		within 12	after 12
	Total	months	months	Total	months	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	521,980		521,980	701,390		701,390
Pension Liability - Local Government Pension Scheme*	-		-	9,374		9,374
	541,244	1,599	539,645	730,952	1,006	729,946

<sup>\*</sup>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:

	Interest	Amount O	utstanding at
Source of Loan	Rate	31 March	31 March
	Payable	2023	2022
	%	£'000	£'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	31 March
	2023	2022
	£'000	£'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

<sup>\*</sup>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

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

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			Total	Financial			Total
	Liabilities	Financial	Assets	_	Liabilities	Financial	Assets	_
	Measured at amortised cost £'000	Loans and Receivables £'000	Available for sale Assets £'000	£'000	Measured at amortised cost £'000	Loans and Receivables £'000	Available for sale Assets £'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 Marcl	n 2023	31 March	n 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	136	0.43	0.43	1
- -	9,110			1

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 Three to six months Six months to one year More than one year	82 28 - -	41 39 - -
	110	80

### 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
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)	Community Fire Safety	(9)	(507)		(516)	
(2,947)	(6,587)		(9,534)	Fire Fighting & Rescue Operations	(4,859)	(3,735)		(8,594)	
(463)	(1,706)		(2,169)	Management and Support	(735)	(1,262)		(1,997)	
(3,412)	(8,883)	-	(12,295)	Net Cost of Services	(5,603)	(5,504)	-	(11,107)	
2,555	(14,340)	525	(11,260)	Other Operating Expenditure	2,322	(18,731)	1,266	(15,143)	
(857)	(23,223)	525	(23,555)	Difference between General Fund surplus or deficit and Comprehensive Income and Expenditure Statement Surplus or Deficit on the Provision of Services	(3,281)	(24,235)	1,266	(26,250)	

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

Other Operating Expenditure	2022/23 £000s	2021/22 £000s
(Profit)/Loss on the disposal of assets	175	164
Total Other Operating Expenditure	175	164
The second secon		
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	£'000	£'000	£'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	Collection Fund Residual 2020/21	Surplus/(Deficit) 31 March 2022	Total 2021/22	
	£'000	£'000	£'000	£'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	
•					

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 £1.5m (£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:

	Number of Officers in Band								
Remuneration	2022/23				2021/22				
Band	Operational	perational Non Total Ope		Operational	Total				
		Operational				Operational			
£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

<sup>\*</sup> 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

<sup>\*</sup> 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:

2022/23					2021/22				
Exit Package Cost Band	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 £38k in Audit fees (£38k 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	31 March 2022	Movement
	£'000	£'000	£'000
Bank In Hand/(Overdrawn)	112	148	(36)
	112	148	(36)

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

	2022/23 £'000	2021/22 £'000
Depreciation/Amortisation & Impairment	5,603	3,440
Increase/(decrease) in Creditors	(1,317)	1,076
(Increase)/decrease in Debtors	(7,949)	(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

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

	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 Any other items for which the cash effects are investing or financing cash flows	(49)	(29)
	(49)	(29)

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

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

#### <u>Cash Flow Statement – Cash Flows from Investing Activities</u>

	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)

#### <u>Cash Flow Statement – Financing Activities</u>

	2022/23 £'000	2021/22 £'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 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 £'000s		2022/23 £'000s
(5,366) (2,443) (7,809)	Contributions receivable: Employers' contributions receivable Firefighters' contributions	(5,873) (2,588) (8,461)
- T	ransfers in from other authorities	(203)
16,963 4,152 21,115	Benefits payable: Pensions Commutations & lump sum retirement benefits	17,803 4,496 22,299
P -	Payments to and on account leavers  Transfers out to other authorities	-
13,306	Net amount payable for the year	13,635
(13,306)	Top-up grant receivable to the Firefighters' Pension Fund <b>Fund Account balance</b>	(13,635)
2021/22	Net Assets Statement Current Assets	2022/23
4,921	Home Office grant debtor	3,435
1,500	Pensions Paid in Advance  Current Liabilities	1,652
(6,421)	Humberside Fire Authority	(5,087)
-		

#### 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 a 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
Martyn Ransom – Executive Director of Finance/Section 151 Officer
9 <sup>th</sup> February 2024 (authorised for issue date)

Appendix 1

Revenue Variance Analysis

		2022/23		
2021/22		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
-	Non Pay Efficiency Savings*	207	-	(207)
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

<sup>\*</sup> the non pay efficiency savings are those in excess of the target set for the year

	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 anticpated	
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	(=51)
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

	2022/23			
Project	Revised Estimate	Actual	Variance	
	£'000	£'000	£'000	
Duildings				
Buildings Invest to Save	42		(42)	
Goole	530	37	(42) (493)	
Bridlington and Calvert Roofs	150	179	29	
_	8	179		
BA Training Refurbishment Calvert Lane	50	- 50	(8)	
		50	(200)	
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	(493)
Work expected to be completed in 2023/24	· ·
Driffield	(202)
Work to commence during 2023/24	· ·
Training Infrastructure	(200)
Work to commence during 2023/24	, ,
Dignity Works	(1,226)
Work expected to be completed in 2023/24	
Howden Fire Station	(390)
This scheme has been removed from the programme	
Vehicles	(340)
Some vehicles have slipped into 2023/24	
IT Equipment	(675)
A number of ICT projects have slipped into 2023/24	
PPE	(193)
The cost of the PPE rollout was lower than anticipated	, ,
Equipment	(427)
Some operational equipment has slipped into 2023/24	, ,

#### Appendix 3

#### Glossary of terms

Accruals

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.

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 noncurrent 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 noncurrent 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

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:

- (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

A liability is where the Authority owes payment to an individual or another organisation, arising from past events.

- 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:
4.	Any other confinents you have would be welcome.

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

HUMBERSIDE Fire & Rescue Service Business Reply Licence Number RTRC-GLXU-LCJT լլեցիորուկունիերիկիկիե<u>լ</u> 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 <u>Constitution</u> 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.
    - 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 <u>Management Accounts</u> 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.
    - The Strategic Plan 2021/24 includes strategic objectives and Directorate responsibilities. The <u>Strategic Plan 2021-24</u> was approved by HFA in December 2020 following consultation.

- m) The <u>Community Risk Management Plan (CRMP) 2021-24</u> 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 <u>Anti-Fraud and Corruption</u>, <u>Anti-Bribery and Anti-Money Laundering Policies</u>.
   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 <u>Public Sector Equality Duty (PSED) action plan</u> 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 <u>Gender, Ethnicity and Disability</u>
  <a href="Pay Gap Report">Pay Gap Report</a> 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	
John Brown	PRSLOUL
Chair of the Authority	Chief Fire Officer & Chief Executive
L. Wilson	for N. hol
S.151 Officer	Secretary & Monitoring Officer

## MANAGEMENT ACCOUNTS 2023/24 – BASED ON PERIOD ENDING 31 DECEMBER 2023

#### 1. SUMMARY

- 1.1 This report highlights the current financial position based on information to 31 December 2023.
- 1.2 The end of year projections are set out at section 4.1 for the revenue budget, the capital programme and the pensions account.

#### 2. RECOMMENDATIONS

2.1 That Members take assurance from this report and the Authority's financial position for the period ending 31 December 2023.

#### 3. BACKGROUND

3.1 Management Accounts are reported to Members four times a year with the financial position at 30 June, 30 September, 31 December and 28 February.

#### 4. PERIOD ENDING 31 DECEMBER 2023

4.1 The summary estimated outturn position for the current financial year based on information to 31 December 2023 is as follows:

CATEGORY	2023/24 OUTTURN PROJECTION
HFA	
Revenue Budget	£0.245m underspend
Capital Programme	£1.997 spend against a £6.719m allocation
Pensions Account	£13.794m deficit

- 4.2 This is the third set of Management Accounts for the 2023/24 financial year and updates will be brought to the Authority based on the period 28/02/24.
- 4.3 Further details on all of these areas are available electronically alongside the agenda papers on the Fire Authority's website at www.humbersidefire.gov.uk/fire-authority.

#### 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 take assurance from this report and the Authority's financial position for the period ending 31 December 2023.

Martyn Ransom Executive Director of Finance & S.151 Officer

#### **Officer Contact**

#### **Background Papers**

2023/24 Management Accounts working papers

**Humberside Fire Authority 9 February 2024** 

Report by the Executive Director of Finance/S151 Officer

# MEDIUM-TERM RESOURCE STRATEGY 2024/25 TO 2028/29 AND PRECEPT 2024/25

#### 1. SUMMARY

- 1.1 This report considers the Authority's Budget for 2024/25 onwards and the setting of the precept for 2024/25.
- 1.2 The report has been prepared in accordance with the Local Government Finance Act 1992 as amended by the Localism Act 2011 Sections 72 to 79 and the Local Government Finance Act 2012 to allow the Authority to approve:
  - The Council Tax Requirement for 2024/25;
  - The Council Tax Base figure for 2024/25; and
  - The basic amount of Council Tax for 2024/25.
- 1.3 The report also complies with the Local Government Act 2003 and allows the Authority to approve:
  - The financial spending plans that are necessary to support the Authority's activities [Section 25(1)(a)]; and
  - Maintenance of adequate reserves and provisions [Section 25(1)(b)].

#### 2. RECOMMENDATIONS

- 2.1 It is recommended that the Fire Authority:
  - (i) approves the 2024/25 precept at a level of 2.99% (£2.84) higher on a Band D property than the 2023/24 level, and
  - (ii) approves Appendix A (Medium-Term Resource Strategy 2024/25 2028/29) and Appendix B (Calculation of Precept 2.99%).

#### 3. BACKGROUND

#### 2023/24 Financial Year

- 3.1 There have been a series of reports to the Fire Authority on the budget position for 2023/24 onwards. Reports have been considered at the September, October and December 2022 round of meetings.
- 3.2 The Provisional Local Government Finance Settlement for 2024/25 was released in December 2023 and the key headlines were:
  - A £1.044m (5.6%) increase in support from Government for the 2024/25 financial year, in addition the Pensions grant of £2.5m has been rolled into the main grant;
  - Council Tax Referendum threshold of 3% or above on a Band D property for Humberside Fire Authority for 2024/25.

- The recent announcement regarding Core Spending Power Funding Guarantee increased the funding from and increase of 3% to 4%.
- 3.3 The Authority's Medium-Term Resource Strategy (Appendix A) has been updated in line with new information that has become available since December 2023. The main examples of this are:
  - the Council Tax Base for 2024/25;
  - Collection Fund surplus/deficit figures;
  - the Capital Programme which is largely based on the Premises, IT and Vehicles reports for 2023/24 onwards approved at the September 2023 Fire Authority.

#### **Delivering Efficiencies and Improved Productivity**

#### Efficiencies

- 3.4 We have worked extremely hard at delivering efficiencies as a Service and achieved over £11M of cashable efficiencies between 2010 and 2018. We have continued to achieve efficiencies in recent years and have delivered a further £1.6M of recurring efficiencies in the period 2018 to 2023. We continue to set a non-pay savings target for each financial year and for 2023/24 this is 3% (which is intended to stretch us more than the 2% target that has been included in previous CSRs), saving £0.27M per annum.
- 3.5 We have a proactive and professionalised procurement function that has achieved cost avoidance savings of £1.55M since April 2020 through national, regional and local procurement.

#### Improved Productivity

3.6 The Authority is actively engaged in NFCC Efficiency and Productivity workstreams with our Chief Fire Officer/Chief Executive being the National NFCC Lead for Productivity and Efficiency. The Authority has produced an efficiency and productivity plan which is published annually on the Authority's website: <a href="Efficiency-and-Productivity-Plan-2023-24.pdf">Efficiency-and-Productivity-Plan-2023-24.pdf</a>

#### 4. REPORT DETAIL

#### 2024/25 Precept

- 4.1 The decision on the 2024/25 precept for Humberside Fire Authority has to be taken in the light of a number of significant factors.
- 4.2 The Government has set a referendum threshold for 2024/25 of 3% or above on a Band D property for Humberside Fire Authority. Therefore, any increase at or above this level will require a Humberside area-wide referendum in support. Clearly, there would be a significant cost attached to any such referendum.
- 4.3 Secondly, although the Authority has provided for 4% pay awards in 2024/25 there remains a significant risk that they could be in excess of this.
- 4.4 Thirdly, the Authority has suffered a historic reduction in Government support over 2011/12 to 2022/23. Much has been done to respond to this, but the fact remains that the Authority has lost circa £11m of its funding from Government over this period.

Future funding settlements beyond 2024/25 are likely to be very constrained for unprotected services such as Fire and Rescue.

#### Council Tax/Precept - Consultation

4.5 The Authority ran a public consultation for the 2024/25 council tax precept (Appendix C sets out analysis of the responses in more detail). For 2024/25 options of not to increase, and increases of 2.99 per cent (£2.84), 5.25 per cent (£4.99) and 8.40 per cent (£7.99) were put forward. The Service has generated an excellent level of engagement on the issue and the responses in summary are as follows: -

Options	Increase of £2.84 (2.99%)	Increase of £4.99 (5.25%)	Increase of £7.99 (8.40%)	No Increase	Total
Number of responses	582	150	244	380	1,356
Percentage	42.9%	11.1%	18.0%	28.0%	100%

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

#### Medium-Term Resource Strategy 2023/24 To 2026/27

- 4.7 Members have been regularly briefed on the Authority's medium-term financial position.
- 4.8 In broad terms the budget for 2024/25 to 2028/29 is balanced subject to:
  - Council Tax increases of 2.99% on a Band D property in 2024/25.
  - Pay awards of 4% in 2024/25 and 2% in each year from 2025/26 onwards.
  - Recurrent savings of c.£1m (in addition to the current target) being achieved over the period 2024/25 to 2028/29.
  - The use of £1.2m funding from reserves during 2024/25 and 2025/26.

#### Reserves

- 4.9 The Authority's reserves consist of the General Reserve (£6.9m at 1 April 2023) and a number of Earmarked Reserves created to meet specific areas of future expenditure (£7.9m at 1 April 2023).
- 4.10 Again, as a result of good forward planning by the Authority, the reserves are in a sound position, but they do need to be seen in the context of the current and future significant reductions in Government funding and the major financial uncertainties that still lie ahead.

#### **Review of Local Authorities' Relative Needs and Resources**

4.11 It is understood that this review is on hold at the moment with any changes unlikely to be implemented until 2025/26 at the earliest.

#### **Local Government Act 2003**

4.12 Section 25 of the Local Government Act 2003 specifically requires the 'Chief Finance Officer' (which for Humberside Fire Authority is the S.151 Officer) to report on the robustness of the estimates, the adequacy of reserves and the budget monitoring

arrangements in place when determining a budget requirement and precept for a given financial year. These are set out below:

- Robustness of estimates the S.151 Officer confirms that the budget estimates have been compiled on a robust and prudent basis.
- Adequacy of reserves the S.151 Officer confirms that the current reserves held by the Authority are adequate. This position is kept under continuous review and any material changes will be reported to Members.
- Budget monitoring arrangements the S.151 Officer confirms that the Authority has timely and robust monitoring arrangements. The proposal is to again issue management accounts to all Members and SLT within 10 working days of 30 June, 30 September, 31 December and 28 February.

#### 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 In broad terms the budget for 2024/25 to 2028/29 is balanced subject to: -
  - Council tax increases of 2.99% on a Band D property in 2024/25.
  - Pay awards of 4% in 2024/25 and 2% in each year from 2025/26 onwards.
  - Recurrent savings of c.£1m (in addition to the current target) being achieved over the period 2024/25 to 2028/29.
  - The use of £1.5m funding from reserves during 2024/25 and 2025/26.
- 6.2 Members are asked to approve the 2024/25 precept at a level of 2.99% higher on a Band D property than the 2023/24 level and also approve Appendices A and B.

Martyn Ransom Executive Director of Finance & S.151 Officer

#### **Officer Contact**

⊠ mransom@humbersidefire.gov.uk

#### **Background Papers**

September and December 2023 MTRS reports.



**HUMBERSIDE FIRE AUTHORITY** 

# MEDIUM-TERM RESOURCE STRATEGY 2024/25 - 2028/29

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## I. Purpose of the Medium-Term Resource Strategy

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

## 2. Aims of the Strategy

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

# 3. Principles of the Strategy

- 3.1 The key principles underlying the Authority's MTRS 2024/25 2028/29 are:
  - (i) Overall expenditure of the Authority will be contained within original estimates each year.
  - (ii) The Authority will maintain a Prudent Minimum General Reserve (PMGR), reviewed annually, to cover any major unforeseen expenditure or loss of funding. A flexible approach will be taken to the use of reserve balances above this level where appropriate, balancing the opportunity costs of maintaining reserves against the benefits of alternative approaches.
  - (iii) The Authority will maintain earmarked reserves for specific purposes only when appropriate, and which are consistent with achieving objectives.

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

# 4. Reviewing the Strategy

- 4.1 The Authority's MTRS review for 2024/25 to 2028/29 has been carried out under the following key themes:
  - (i) The financial context in which the Authority operates;
  - (ii) The Authority's current financial position;
  - (iii) The impact of the revised CRMP including the impact of the Grenfell Tower tragedy, increased focus on business safety and Local and National Resilience arrangements;
  - (iv) The impact of inflation;
  - (v) The future budget pressures that the Authority will face over the period of the strategy;
  - (vi) Budget savings;
  - (vii) The Authority's capital programme;
  - (viii) Reserves policy;
  - (ix) Risk assessment;
  - (x) Financial Resilience.

## 5. Community Risk Management Plan

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

#### 6. Financial Context

- 6.1 **Funding Formula** The Fire and Rescue Service relative needs formula (RNF) used to distribute Grant between Fire and Rescue Services was introduced in 2010/11 and much of the data used has not been updated. There has been recognition for many years that the formula no longer reflects needs, but previous attempts at reform of the relative needs formula in 2018 have not come to fruition due to various technical/political considerations. No change is anticipated to the RNF formula until at least 2025/26 at the earliest and therefore, the MTRS has made no assumptions in this regard.
- 6.2 **Local Government Finance Settlement and Council Tax Precept** The Autumn Statement was announced on the 22<sup>nd</sup> November 2023. Following this announcement amendments to grant and council tax assumptions have been made. The Provisional Local Government Finance Settlement and Council Tax referendum rules were announced on 18 December 2023.
- 6.3 This MTRS as presented includes an increase in the precept of 2.99% for a Band D property for 2024/25. An increase of 1.99% has also been included for future years. Final decisions on the actual precept will be made each year by the Authority based on the financial circumstances at the time.
- The Secretary of State determines the maximum increase that Fire and Rescue Authorities can make to Council Tax Precept without requiring a referendum and in 2024/25 this is 2.99%.
- The Authority has run a public consultation on the level of Council Tax Precept for 2024/25. There have been 1,356 responses with 72% of these agreeing with an increase.

#### 7. Current 2023/24 Financial Position

7.1 The Authority's budget for 2023/24 is £52.127m. The quarter two revenue monitoring report shows a projected budget underspend of £0.245m as at 31 December 2023.

2023/24 Revenue Monitoring – Quarter 3 Position									
	Approved Budget 2023/24	Projected Outturn 2023/24	Variance 2023/24						
<u>Financial Position</u>	£m	£m	£m						
Fire Response and Protection	49.229	49.184	(0.045)						
Capital Financing	3.465	3.265	(0.200						
Net Expenditure	52.694	52.449	(0.245)						
Central Government Grant	18.514	18.514	-						
Business Rates	6.187	6.187	-						
Council Tax Precept	27.426	27.426	-						
Central Grant and Precept Total	52.127	52.127	-						
Appropriations (to) / from reserves	0.567	0.322	(0.245)						

- 7.2 The budget is held by the Authority to provide financial resources to deliver operational fire response and protection. The Capital Financing budget comprises the revenue provision for repayment of borrowing, interest costs and investment income.
- 7.3 The overall forecast represents an underspend of £0.245m.
- 7.4 The forecast closing position on reserves for 2023/24 is £14.379m.

## 8. Medium Term Budget Pressures in Humberside

- 8.1 When calculating the medium-term budget projections for Humberside consideration has been given to a number of budget pressures including:
  - (i) Pay and price increases;
  - (ii) Budget pressures;
  - (iii) Revenue implications of the capital programme.
- 8.2 **Pay and price increases -** Indicative budget forecasts for 2024/25 to 2028/29 reflect the impact of inflation on budgets wherever possible such as energy, business rates and rent increases along with known contract increases. In addition, estimates for future pay awards are at 4% in 2024/25 and 2% in future years.
- 8.3 **Budget pressures** The MTRS also includes estimates of the impact of the valuation of the Firefighters' Pension Scheme and the triennial review of the Local Government Pension Scheme (LGPS).
- 8.4 **Revenue implications of the capital programme** The most recent approved five-year capital programme is summarised in Section 10 below. The implications of this programme are fully reflected in the MTRS.

#### 9. Medium Term Efficiencies and Productivity

- 9.1 Throughout the MTRS period efficiencies will continue to be delivered wherever possible, to sustain the investment in the fire service and balance the budget (See 11.2), for example:
  - (i) Service Improvement Plan;
  - (ii) Non-pay savings (3% each year);
  - (iii) Savings through procurement through the continued use of regional and national frameworks;
  - (iv) Maximising income generation wherever possible.
- 9.2 The Authority is actively engaged in NFCC Efficiency and Productivity workstreams with our Chief Fire Officer/Chief Executive being the National NFCC Lead for Productivity and Efficiency. The Authority has produced a Productivity and Efficiency Plan which is published on the Authority's website. <a href="Efficiency-and-Productivity-Plan-2023-24.pdf">Efficiency-and-Productivity-Plan-2023-24.pdf</a>

# 10. Capital Estimates and Financing

10.1 The following table provides a summary of the 5-year capital programme:

Capital Estimates	2024/25 £m	2025/26 £m	2026/27 £m	2027/28 £m	2028/29 £m	Total £m
Major and Minor Building Schemes	2.028	1.358	1.340	1.790	0.790	7.306
Information Technology	0.450	0.300	0.300	0.300	0.300	1.650
Vehicles and Equipment	1.936	2.392	2.350	1.298	0.503	8.479
Total	4.414	4.050	3.990	3.388	1.593	17.435

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

# **Capital Financing**

Capital Estimates	2024/25 £m	2025/26 £m	2026/27 £m	2027/28 £m	2028/29 £m	Total £m
Forecast Expenditure	4.414	4.050	3.990	3.388	1.593	17.435
Financed by:						
Grants and Contributions	1.500	1.200	1.200	1.200	1.200	6.300
Prudential Borrowing	2.914	2.850	2.790	2.188	0.393	11.135
Total Financing	4.414	4.050	3.990	3.388	1.593	17.435

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

# 11. Indicative Budget Forecasts 2024/25 to 2028/29

- 11.1 All the budget pressures, budget savings and funding assumptions outlined earlier in this Strategy are summarised below. Having considered the savings proposals and the availability of reserves to support the MTRS an important consideration is the precept proposal for 2024/25. The MTRS includes a precept increase of 2.99% built into the funding for 2024/25 and 1.99% in each of the future years.
- 11.2 The budget forecast position is set out in the following table:

MTRS Group Budget Forecast	2024/25	2025/26	2026/27	2027/28	2028/29
	£m	£m	£m	£m	£m
Base budget	52.693	57.789	59.902	60.782	61.940
Budget pressures					
Pay Related Increases	4.897	0.654	0.665	0.961	0.977
Non-Pay Inflation	0.398	0.375	0.396	0.314	0.333
Budget pressures / (Savings)	0.665	1.331	(0.010)	0.050	0.050
Revenue Impact of Capital Financing	(0.589)	0.080	0.167	0.178	0.137
Total budget pressures	5.371	2.440	1.218	1.503	1.497
Efficiency Savings Requirement	(0.275)	(0.327)	(0.338)	(0.345)	(0.353)
Additional Savings Requirement	-	-	-	-	-
Net Budget Requirement	57.789	59.902	60.782	61.940	63.084
Central Government Grant Income	22.100	22.100	22.100	22.100	22.100
Funding Guarantee	0.522	0.522	0.522	0.522	0.522
Business Rates Received from Local Authorities	6.723	6.723	6.723	6.723	6.723
Business Rates – Collection Fund Surplus / (Deficit)	(0.300)	(0.300)	(0.300)	(0.300)	(0.300)
Council Tax Precept Income	28.326	29.323	30.355	31.426	32.532
Council Tax Precept - Collection Fund Surplus / (Deficit)	0.274	0.450	0.450	0.450	0.450
Total Income	57.645	58.818	59.850	60.921	62.027
Funding Gap / (Surplus) Before Reserves	0.144	1.084	0.932	1.019	1.057
Planned use of reserves:					
Transfer (from)/to Earmarked reserves	(0.144)	(1.084)	(0.932)	(1.019)	(1.057)
Funding gap / (surplus) after use of reserves					

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

Humberside Fire Authority	2024/25 £M	2025/26 £M	2026/27 £M	2027/28 £M	2028/29 £M
Fire Response and Protection	54.962	56.945	57.658	58.587	59.545
Capital Financing	2.827	2.957	3.124	3.353	3.539
Total	57.789	59.902	60.782	61.940	63.084

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

#### 12. Reserves

#### **Background information on Reserves**

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

#### **Reserves Strategy**

12.7 The Authority must retain adequate reserves so that unexpected budget pressures can be met without adverse impact on the achievement of key objectives and council taxpayers. The Authority's policy for reserves and balances is based on a thorough understanding of the organisation's needs and risks. Part of this process is to give a clear explanation of the existing and proposed use of reserves and this is addressed in the paragraphs below.

#### **General Reserve**

12.8 The expected General Reserve at 1 April 2024 will be adjusted to £6.0m to match the identified level required following the risk assessment used to produce the Prudent General Minimum Level of Reserves following the end of 2023/24 financial year.

#### **Earmarked Reserves**

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

MTRS Reserves Forecast	At 1 April 2024	At 1 April 2025	At 1 April 2026	At 1 April 2027	At 1 April 2028	At 1 April 2029
	£m	£m	£m	£m	£m	£m
Earmarked Reserves						
Insurance	0.500	0.500	0.500	0.500	0.500	0.500
National Flood Resilience Centre	1.000	1.000	-	-	-	-
Capital Programme Funding	3.410	3.660	3.510	3.360	3.210	3.060
Business Continuity	0.500	0.500	0.500	0.500	0.500	0.500
ESMCP	0.215	0.215	0.215	0.215	0.215	0.215
Strategic Transformation Fund	0.500	0.500	0.500	-	-	-
Service Improvement and Environment	0.030	0.030	0.030	0.030	0.030	0.030
Control Room	1.000	0.700	-	-	-	-
Pay and Prices	0.600	0.600	-	-	-	-
Total Earmarked Reserves	7.755	7.705	5.255	4.605	4.455	4.455
General Reserves	6.624	6.080	5.596	5.164	4.145	3.088
Total Reserves	14.379	13.785	10.851	9.769	8.600	7.393

- 12.10 The Authority retains £7.755m Earmarked reserves for the following purposes:
  - Insurance to meet potential uninsured losses;
  - National Flooding Resilience Centre to meet HFA contribution to the project;
  - Capital Programme Funding funding for the Capital Programme to replace capital grant funding from the Home Office which has now ceased;
  - Business Continuity to meet any expenditure required in relation to maintaining the Service's resilience;
  - Emergency Services Mobile Communication Programme (ESMCP) to meet the costs of the ESMCP rollout;
  - Strategic Transformation Fund funding to support transformation initiatives;
  - Service Improvement and Environment to support environmental initiatives across the Service;
  - Control Room to meet costs in relation to the Control Room; and
  - Pay and Prices funding for pay and prices increases in excess of budget assumptions.
- 12.11 Adequacy of Reserves the S.151 Officer confirms that the current reserves held by the Authority are adequate. The position on reserves will be kept under continuous review and will be reviewed again during 2024/25. Any material changes will be reported to the Authority.

## 13. Risk Assessment

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

Risk	Likelihood	Impact	Risk Management
Pay awards and price inflation being higher than anticipated.	Possible	Medium	Budget based on best information available and set at a prudent level.
Failure to deliver planned savings.	Possible	Low	Revenue monitoring updates to the Fire Authority.
Industrial Action	Possible	High	Recruitment of contingency crews. Inclusion of funding in the General Reserve
Further reductions in funding included in the next Comprehensive Spending Review and an unfavourable review of funding formula.	Possible	High	Balance on the General Reserve maintained at the Prudent General Minimum; forward planning; regular monitoring.
Future council tax precept rises limited by excessiveness principles determined by the Government.	Likely	Medium	Balance on the General Reserve maintained at the Prudent General Minimum; forward planning.
Costs associated with the outcome of the national legal challenge to the Firefighters' Pension Scheme (2015) transition arrangements are not met centrally by the Home Office.	Possible	Medium	Balance on the General Reserve maintained at a Prudent General Minimum; close budget monitoring; annual review of budget and MTRS; existing Firefighters Pension Fund arrangements require the Home Office to balance the deficit on the Fund each year through a top-up grant.

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

## 14. Financial Resilience

#### Sensitivity analysis

- 14.1 The MTRS refresh is being undertaken in a more uncertain environment as significant inflationary pressures impact the economy.
- 14.2 Funding assumptions both in relation to local and national funding are likely to cause material changes late on in the planning process. This cannot be avoided but needs to be recognised.
- 14.3 The current MTRS assumes pay awards at 4% in 2024/25 and 2% in future years.
  - (i) Pay makes up circa 85% of the total net spend which remains one of our single largest assumptions. The table below shows the impact of differing pay awards in terms of sensitivity. Each additional 1% will cost an additional £0.4m per year.
  - (ii) The following information has been received from external sources around mediumterm inflation rates based on their in-depth analysis of the current market:

Budget	Increase 2024/25 %	Reason
Insurances	10.0	Renewals due and hardening of market
Waste, Cleaning, Building Maintenance	5.0	Contract price increases
Electricity	5.0	Supply and demand on global market
Gas	5.0	Supply and demand on global market
Water	5.0	Historical rate of increase
Rates	6.8	Inflation
Fuel	5.0	Forecast oil price
IT	10.0	Shortage in skilled labour and higher shipping costs

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

#### **Medium Term Resilience**

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

	2024/25 £m	2025/26 £m	2026/27 £m	2027/28 £m	2028/29 £m
NRE	58.064	60.229	61.120	62.285	63.437
Estimated Funding Gap	0.420	1.411	1.270	1.364	1.410
Gap as a % of NRE	0.72%	2.34%	2.08%	2.19%	2.22%
Savings Identified	0.275	0.327	0.338	0.345	0.353
Additional Savings Required	-	-	-	-	-
Unidentified Gap as a % of NRE	0.25%	1.80%	1.52%	1.64%	1.67%

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

	2019/20 £m	2020/21 £m	2021/22 £m	2022/23 £m	2023/24 £m
MTRS Savings Planned	0.658	-	0.127	0.240	0.280
MTRS Savings Achieved	0.658	-	0.127	0.240	0.280
% of Savings Achieved	100.00%	-	100.00%	100.00%	100.00%

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

	2019/20 £m	2020/21 £m	2021/22 £m	2022/23 £m	2023/24* £m
NRE	46.343	48.352	45.290	47.614	52.127
Over/(Under)spend	(0.120)	(0.571)	(0.991)	(0.448)	(0.245)
Over/(Under)spend as a % of NRE	(0.26%)	(1.18%)	(2.19%)	(0.94%)	(0.47%)

<sup>\*</sup>estimated position

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

	2019/20 £m	2020/21 £m	2021/22 £m	2022/23 £m	2023/24 £m	2024/25 £m	2025/26 £m	2026/27 £m	2027/28 £m	2028/29 £m
NRE	46.343	48.352	45.290	47.614	52.694	57.789	59.902	60.782	61.940	63.084
Resource Reserves										
General	5.251	5.758	6.373	6.946	6.624	6.080	5.596	5.164	4.145	3.088
Earmarked	4.938	5.173	7.408	7.865	7.755	7.705	5.255	4.605	4.455	4.305
Resource Reserves as a % of NRE	22.0%	22.6%	30.4%	31.1%	27.3%	23.8%	18.1%	16.1%	13.9%	11.7%
Change in %	(1.0%)	0.6%	7.8%	0.7%	(3.8%)	(3.5%)	(5.7%)	(2.0%)	(2.2%)	(2.2%)

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

	2019/20 £m	2020/21 £m	2021/22 £m	2022/23 £m	2023/24 £m	2024/25 £m	2025/26 £m	2026/27 £m	2027/28 £m	2028/29 £m
Precept	22.993	23.817	24.148	25.312	27.055	28.326	29.323	30.355	31.426	32.532
Total Financing	43.575	45.269	45.163	47.614	52.127	57.645	58.818	59.850	60.921	62.027
Precept as a % of Total Financing	52.8%	52.6%	53.5%	53.2%	51.9%	49.1%	49.9%	50.7%	51.6%	52.4%

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

	2019/20 £m	2020/21 £m	2021/22 £m	2022/23 £m	2023/24 £m	2024/25 £m	2025/26 £m	2026/27 £m	2027/28 £m	2028/29 £m
NRE	46.343	48.352	45.290	47.614	52.694	57.789	59.902	60.782	61.940	63.084
Borrowing	15.003	13.618	16.984	18.169	16.669	16.828	17.000	17.000	17.000	17.000
MRP	1.209	0.700	0.792	0.818	0.955	0.963	1.316	1.486	1.656	1.826
Interest	0.658	0.621	0.621	0.358	0.510	0.364	0.441	0.438	0.497	0.513
Cost of Borrowing as a % of NRE	4.0%	2.7%	3.1%	2.5%	2.8%	2.3%	2.9%	3.2%	3.5%	3.7%
Level of Debt	15.003	13.618	16.984	18.169	16.669	16.828	17.000	17.000	17.000	17.000
Level of Debt as a % of NRE	32.4%	28.2%	37.5%	38.2%	31.6%	29.1%	28.4%	28.0%	27.4%	26.9%

## 15. Conclusion

- 15.1 The overall financial position for Humberside Fire Authority is sustainable over the medium term. However, this is dependent on annual council tax increases of 2.99% on a Band D property in 2024/25 and the use of £1.2m from reserves during 2024/25 and 2025/26. The Authority's overall financial position will be reviewed on an on-going basis.
- 15.2 The MTRS sets out how all five years will be financed and general reserves are set at the level identified in the Prudent Minimum General Reserve assessment, estimated at £6.0m for 2024/25.

2023/24					2024/25	
£					£	
52,693,448	Net Rev	venue Budget			57,788,958	
(566,953)	Add:	Contribution to/(from	n) General Re	serve	(143,996)	
-		Contribution to/(from	n) Earmarked	Reserves	-	
52,126,495		Net Budget Require	ment		57,644,962	
(18,513,927) -	Less:	Exchequer Assistan Formula Grant Funding Guarant			(22,100,378) (521,980)	
(6,021,273)	Less:	Business Rates rece	eived from Lo	cal Authority	(6,723,000)	
(370,417)	Less:	Council tax net colle	ection fund (su	urplus)/deficit	(274,311)	
(165,720)	Less:	NNDR net collection	fund (surplu	s)/deficit	300,000	
27,055,158	Amount	to be raised from Tax	x		28,325,293	
284491.67	Divided	by Tax Base			289210.67	
£95.10	Band D	Council Tax			£97.94	
5.54%	Precept	t Increase over Previ	ious Year		2.99%	
2022/24	Tau Dau	J 0004/05		2024/25 Incre		
<u>2023/24</u>	Tax Ban	<u>d</u> 2024/25		<u>Year</u> £p	<u>Month</u> £p	
63.40	Α	65.29		1.89	0.16	
73.97	В	76.18		2.21	0.18	
	C					
84.53		87.06		2.53	0.21	
95.10	D	97.94		2.84	0.24	
116.23	E	119.70		3.47	0.29	
137.37	F	141.47		4.10	0.34	
158.50	G	163.23		4.73	0.39	
190.20	Н	195.88		5.68	0.47	
<u>2023/24</u> Collection					2024/25 Collection	
Fund				Precept	Fund	<u>Total</u>
<u>Balances</u>				осор.	<u>Balances</u>	<u></u>
£				£	£	c
L				L	L	£
600 700	E . 5:	P (3/ 1 1 1		40.00=.00:	470.000	10.001.001
266,720		ding of Yorkshire		12,205,224	179,000	12,384,224
77,305		n upon Hull		6,460,710	(33,088)	6,427,622
27,238	North Ea	ast Lincolnshire		4,583,707	217,339	4,801,045
(846)	North Li	ncolnshire		5,075,652	(88,940)	4,986,712
370,417				28,325,293	274,311	28,599,604

# Council Tax Precept Consultation 2024-2025

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# **Summary of findings**

A public consultation ran over five weeks from 19 December 2023 to 23 January 2024.

Total responses received: 1356.

Though there was a 37% decrease in overall survey completions, compared to the previous year, the drop among underrepresented groups was not as significant. For example, we saw an 8% decrease for those who declared to have a disability.

Option 1, proposing a 2.99% increase, was the top choice with 43% of votes. Options (1,2 and 3) favouring an increase collectively received 72% support, while the no-increase option got 28%. Most responses (60%) came from My Community Alert.

# Table - Total responses online and paper survey

	Total response	Staff	Not Staff	East Yorkshire	Hull	North Lincs	North East Lincs	I live outside
Option 1: A 2.99% increase. £2.84 per year Band D.	582	72	510	236	128	102	113	3
Option 2: A 5.25% increase. £4.99 per year Band D.	150	8	142	48	32	39	30	1
Option 3: A 8.40% increase. £7.99 per year Band D.	244	23	221	113	56	43	29	3
Option 4: No increase	380	25	355	157	81	72	67	3

## Feedback themes

Full responses are available in Appendices.

Below are the key themes from the responses received on each option:

#### Option 1: A 2.99% increase. This is 24p per month

The common themes in the statements highlight a balance between financial prudence and the essential need for increased funding for the fire service. Respondents stress the importance of an affordable increase without additional costs to taxpayers or the need for expensive referendums. The consensus is for a realistic and manageable increase to sustain crucial services in the face of economic challenges while ensuring continued support for public welfare.

#### Option 2: A 5.25% increase. This is 42p per month

Respondents emphasize the importance of finding a delicate balance, with many expressing their support for an increase that mirrors or slightly exceeds the inflation rate. The prevailing notion is that a reasonable investment is vital for community safety, and there's a clear emphasis on compensating firefighters. While financial constraints are recognised, there's a collective understanding that supporting essential services remains paramount, even in challenging economic circumstances. Overall, the consensus leans toward an increase that aligns with or slightly surpasses the inflation rate.

## Option 3: A 8.40% increase. This is 67p per month

Respondents emphasised the value they place on community safety and expressed a willingness to contribute financially for a well-equipped and efficient fire service. Many stress the underfunding of public services and express the belief that a reasonable increase is necessary to ensure the provision of high-quality services. The overarching consensus is that investing in the fire service is crucial for the safety and well-being of the community, with several expressing a willingness to pay more to maintain or enhance these essential services.

#### **Option 4: No increase**

Respondent's express concerns about the current cost of living crisis, highlighting its impact on their ability to meet financial obligations. Many argue against further increases in council tax and precepts, emphasising the need for cost efficiencies, fair wages for staff at all levels, and a cap on rising living expenses. There is a shared frustration about the perceived lack of tangible benefits from increased taxes and a call for more responsible management of finances in both local and central government.

# **Engagement through social media polls**

The consultation survey was promoted on HFRS website as an online survey and a paper copy was available. This was shared across the Service's social media platforms and shared directly to partner agencies, such as OPCC, Humberside Police, and to community and voluntary organisations in the area.

As part of the social media campaign, we used the platform's poll facilities as part of the engagement and further information about this can be found in Appendices. Measurement of our external and internal communications will be reported separately.

# **Appendices**

Appendix 1 – Full responses.docx

Appendix 2 – Social Media engagement through polls.docx

Appendix 3 - Demographics.docx

# Appendix 1 – Full responses

# Contents

Option 1	
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# Option 1

	Δ	fair	result in	the	current situation
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A family member works for the service and the work they do is great for elderly members of the community

A fire service is essential for the community and needs to keep up to date with new technology and training

A minimum increase that is affordable

a reasonable increase

A rise but affordable

A small increase is acceptable if it enables the service improve.

a small increase is acceptable, given other costs.

A small increase is required to keep up with rising costs. I didn't vote higher, not because of the cost to the service but because of reports into the service and behaviour.

A small price to pay for such a crucial service, I would willingly pay option 3 if it didn't cost the service money for a public referendum.

Accept a rise will be needed but only support minimal

Acknowledge an increase in costs needs to have an increased income but communities are not awash with spare income

Affordabilty

Affordable

Affordable

Affordable and cost effective

Affordable for most families

Affordable, and does not need referendum

Agree increase without additional costs

Allows for an increase without extra costs of a referendum

almost 3% is enough in these inflationary times

Although it does not meet current inflation, it does not require referendum and thereby additional cost.

Although the fire and rescue service do deserve more money times are hard for everyone. However, I can't see that 24p a month would be greatly missed by many people but the fire service would definitely be missed by everyone.

An affordable amount and avoids a costly referendum.

an increase for the fire service that doesn't cost the fire service

An increase is fair and deserved and this option doesn't involve further costs to the service

An increase is required and necessary, willing to pay more but don't wan't to increase costs by a referendum.

An increase with no cost to fire service

An increase without further cost to the service.

An increase without involving further costs

**Appropriate** 

As a pair of elderly people living on pension (my wife took the small contribution towards her pension) we really feel the smallest amount from what we receive is enough.

As an old age pensioner this is the most I can afford

As everything is rising in price a small increase is the best option

As it doesn't show the further incurred with option 2 & 3 (3 being to much anyway) I am opting for the lesser option.

As someone on state pension, I have no other income, but I do realise these services need an increase in funding, but not a waste of funds involving a public referendum.

Avoid referendum

Avoiding extra costs from a referendum.

Avoids unnecessary costs to the service.

Balancing need to increase funding, vs additional cost of a referendum

Because anything higher would be unmanageable for households, but I understand an increase is required

Because can't afford anymore

because everything is going up except household wages

Because Fire & Rescue services in each and every county need more money to fulfil their required standard and should get more money from council tax because the council rob us all blind and do little to deserve what they take.

Because fire & rescue services, play a vital role in saving lives.

Because I can't afford any of the options

Because it doesn't require a costly consultation and the service does require more funding

Because it's long overdue time to stop the wheel of imagining the solution to all funding issues is to take more from the taxpayer. Instead, let's look at the Council budget and the extraordinary pay, pensions, waste and mismanagement that occurs and lets do so in a truly open and transparent way. Yeah, I know...not going to happen...hence, tight increase to represent support for the fantastic men and women of our fire service.

Because of the cost of a referendum - this is the best choice.

Because options 2 and 3 would generate costs to the service and option 4 is unreasonable.

Because that's all I can afford to pay

Because they deserve every penny

Because this does not require a referendum and therefore there would be no extra costs.

Being on a pension is all I can pay

Believe such a good service is worth the increase. Picked this option in order to prevent generation of further costs

Best option to avoid referendum and costs, with no additional costs incurred I would have chosen Option 2.

Best value for the money

Better to have money in the pocket than spend on referendum where this might be rejected

Can afford a small amount I only earn the NMW at work

can go straight though with out wasting money on a referendum .

Cannot afford to pay any more.

Challenging times for all but you can't put a price on the selfless heroic service provided.

Cheapest option

Chosen because this would not generate further costs to the service.

continued demands on fire - they saved my house in the warm summer

Cos we need the fire & rescue services

Cost

Cost goes up so feels fair

Cost of greed crisis still affecting some of us

cost of living

Cost of living affects what I can afford

Cost of living crisis

Cost of living crisis

Cost of living crisis and this precept has been in recover the year's higher than the inflation rate.

Cost of living is already too high

Cost of living is currently making me more conscious of all my outgoings.

Cost pressures.

Cost. The Cost of Living Crisis has NOT yet gone

Costs go up for everything but keeping me safe is important

Costs have gone up so a small increase is understandable.

costs must rise and this is affordable

Current cost of living

Do not want to waste money on yet another public referendum and yet apprecoate a small increase in funding is necessary.

Don't ind small charge, but as OAP cannot pay more

Don't want a referendum, or would g for option 2 personally, but not sure how many can afford that

Don't want to cause further cost to the service, but happy to pay more

Don't want to pay more but understand level of increase is necessary.

Doo able without hardship

Due to cost of living increases a higher increase would be disrespectful to people already struggling to make ends meet

DWP pension increase isn't enough to cover inflation on all household bills.

Easier option that wouldn't impede the services resources further by having a referendum but give an increase in funding

easy to implement with no referendum

Enough money goes to the council for the level of service we receive

Essential service

Essential service.

Even the most basic service will be subject to increases in cost. I don't fully understand all the finances of the council but understand enough to consider a minor increase.

Even though an increase should be added im not supporting any increase above 2.99%. I'm sure backroom support services could be aligned with the police and save the fire service even more money.

Every little contribution helps in lots of ways!! Its like a ripple in a pond!!

Every person is under constraints at present and each business and public department needs to be the same.

Everyone else wants more money as well.....

Everyone has to be careful with their spend during the current cost of living crisis

Everyone is feeling the pinch. Anymore of an increase impacts too much.

Everything is costing more, Emergancy / community services are under valued.

Excellent service

Extra funds for a valuable service with no cost to them in public referendums. Not sure how many residents there are in the area but think £2.84 a year from each would add up to something worth having.

Extra money needed but other options increase costs with no advantage being gained

Extra source of funding with no further costs to the Service.

fair

Fair

fair across the board

Fair increase

Fair without extra costs

Family

Famiy

Financially makes sense.

Fire and rescue are always there when anyone needs them from a cat stuck in a tree to someone needing help in a car accident being cut free to save a life we all need them at some point if they don't have the right equipment to safe to save lives

Fire and rescue are essential to the public , many lives could be lost if they didn't get the right funding , we can't afford cut backs on this service

Fire and rescue is a valuable service we don't want to loose.

funding is essential

Generates further income without public referendum costs.

Gives HFRS a small increase without cost of referendum (which would very likely be a poor turnout and therefore not representative) and allows for budgets to be tweaked a little

Giving extra funding without too much strain on my finances

good value

good value for money

Government is failing us all at local council support levels. Ok, we can't afford a rise especially those who are elderly or disabled and we don't all get a council tax assistance. This is the least painful including no extra incurred on referendum. We cannot as a community afford not to allow some rise. Adult social services are beyond crumbling, most needing it have paid in all their lives for others needed care. Now it should be there for those needing it now too, they have 'paid it forwards'.

Government need to pay more

Happy for an increase, with minimal impact on the service

Happy to increase but have taken account of overall rising costs for other services / expenditure like utilities/petrol/food, hence the lowest value

Happy to pay any of these increases, but additional costs for referendum mean that the Fire Service lose out, and not benefit directly.

Happy to pay increase but would not want to generate extra costs to service due to public referendum

Happy to pay larger increase but do not want to create costs to service.

Happy to pay more but avoid cost of a referendum. Slightly less than inflation but I got Nothing!

happy to support but would not like to impact the service by pushing for a referendum which would incur further costs

Happy to.paybit extra they are underfunded

Have a higher council tax band

Help maintain the current services

HFRS provides an excellent service to the community and this minimal increase will ensure that it is able to continue to provide that high level of service.

Highest increase allowed without referendum costs

Households have suffered greatly due to rising costs, so this is the least bad option

Humberside Fire and Rescue offers vital services to the community and needs to be properly funded to be able to continue to do so.

I accept cost have increased for the Fire service too

I agree an increase but a referendum would be an unnecessary cost.

I already pay a hefty amount for council tax and don't wish to pay more than necessary

I am disabled and unable to work, so on a very limited budget and cannot afford to pay much more than I am at present.

I appreciate costs have increased for everyone and infrastructure needs to be replaced/updated but people can only afford so much at the moment

appreciate that an increase is necessary to accommodate increasing costs.

I believe the service require additional funding to allow them to continue their effective role within the community

cannot afford much on pension, but feel there should be some increase

I chose this option as an increase must happen yearly to keep pace with daily life costs. I don't need to see a public referendum which adds additional costs to the service.

didn't get a pay rise this year and my budget is really overstretched.

I Do not agree in a public referendum for local tax increases

I don't believe spending additional monies on a referendum will be of benefit and with the cost of living crisis I think 2.99% is enough for people to pay.

I don't mind paying more, but if it costs due to a referendum, then it depends on how much that would eat into it, and would it still be worthwhile

I don't see the necessity for a public referendum.

I don't think we get value for money sevices as it stands.

expect things to go up each year and as small as possible to maintain setvices

I know that cost have gone up for everyone but my wife and I are struggling financially at the moment

I live in the area and they do a great job with all the flooding

i live on the westwod and they stopped out house in the most recent weather

I may be mistaken but I can't see information about what each level of increase provides to the force? Currently it feels that all public services are criminally underfunded so I am happy to pay a slight increase. However, I think that central Government should find more creative and fair solutions to funding such as recouping costs from corruption and proper taxation of large companies. More and more money is being taken out of the public's pocket for no actual benefit and there are other services asking for increases in precepts so it all adds up. Would also be interesting to see a demographic breakdown of the respondents you pick up through an online consultation; I imagine it will be quite skewed towards older people who are more engaged?

I only agree to option 1 only on the understanding that the council don't waste our money on all this net zero rubbish and the whole green agenda and woke decisions.. we need to spend the additional money on the very important thing like local services.

I pay a lot of tax, plus energy bills, so I think this is fair.

I realise it's only a small increase but it wouldn't require a referendum. That. I assume, would take time and, as you say, incur costs.would

think A pensioner of 76 years should get free counsel tax

I think an increase is necessary and assume option q would go ahead unchallenged. Options 2 and 3 would provide more funding for the fire service but run the risk of not being accepted in the referendum that would be required although I would vote in favour of either of these options if it went to a referendum.

think costs should be keep down as low as possible during this cost of living crisis.

think the service requires more funding to maintain current levels of service.

I think they do a great job

I think this is the best option as the service are getting extra funding and as it doesnt need a public referendum, there are no extra costs to the service

I think we pay enough tax as it is

I understand costs are rising, but any increase needs to be affordable for homeowners too.

I understand everything has gone up in price but can't afford a large increase and this option seems the most reasonable to me

I understand everything is going up so I don't mind paying extra but we must also consider all the extra charges on utilities and living costs.

I understand the increasing costs of the delivery of the service and therefore the need to raise the precept but to raise it to a level where a referendum is needed would not be productive due to the costs incurred

I was going for Opt3 but the extra costs involved sound like it would be counter intuitive, as it is unlikely to be the choice of said referendum., and as such the service would like be worse off.

would be prepared to pay more but triggering a referendum seems counterproductive

I would go for Option 2, but as this would incur extra cost to the Service due to needing a referendum the only option that makes sense would be Option 1.

I would happily pay a little more than option 1 but a referendum takes time and money, this seems the quickest option and, I assume, one you are happy to take.

I would hate to see my property burn down due to lack of funds to HF&RS.

I would have chosen option 3 but the unknown cost prohibits that. Councillors are elected to make this type of decision.

I would have chosen option 4 but the costs to the Service of a referendum could eat a huge amount of that increase. We have to increase the precept or how can we expect this essential service to function to our needs. 24p a month is negligible and the amount for many households would be much less.

I would have no objection to option 3, but as stated it would generate further costs for the service, so the lesser amount is ok, this service is crucial to East Riding.

I would have said no increase but 24p is not out of the way for an excellent service.

would have said option 3 but you say it could cost more with the referendum.

I would have voted for a higher increase but dont think the cost of a referendum would be justified

would have voted for a higher rate. So would the cost of a referendum negate voting for a higher precept

I would have voted option 4 but it seems like option 1 would benefit most? Hope I'm right

I would like fire and rescue services to remain the same so I am willing to pay extra for that. I would choose option 2 if the referendum costs don't cancel out the extra money raised through council tax increases.

I would pay more but the other options would incur costs

would prefer option 3, however I do not want the service to spend money on a referendum.

I would prefer to vote for the highest increase but suspect that it would be a losing vote, and therefore wasted money. Should you have reason to believe that such a move would be successful I would encourage you to make this known, by stating your preferred position clearly up front if allowed.

I'm a 80 year old pensioner and my budget is already stretched

I'm a public sector worker too who has been subjected to pay freezes & below rates of inflation pay rises for over 10 years

I'd like to pick one of the other options, however any increase in my payment would only disappear with the cost of a referendum, which is a money wasted.

If a public referendum is going to generate further costs it would not be the best option.

If everybody was paying this across the county it should be sufficient.

If needed do it \delta

If options b & c will generate more costs to the service, then overall the net benefit might not be worth all the extra costs and associated work. Option 4 is a non runner as costs increase year on year which has to be met rather than have a reduced service.

If there has to be an increase just make it a small one

If there has to be an increase then a slight increase is better than none

If you went for the other options, the increase would be reduced by whatever it cost to have a referendum

I'm happy to pay more in order that you can maintain your services. I would opt for option 3 but would be reluctant to see a significant portion of this increase spent on a public referendum.

I'm prepared to pay more to improve or keep level of service

I'm sure they deserve more but option one doesn't generation of further costs to the service.

in line with APPARENT inflation rise

In line with what we can afford.

In order to avoid extra costs.

In the present climate of people's income a small rise is better than none

In today's financial climate I consider this to be a reasonable amount for householders to pay.

Increase but no extra cost to the service.

Increase is necessary due to state of economy, this one doesn't increase further costs

Increase is vital to maintain the status quo

Increase without incurring further costs

Increase without public referendum

Increase without the further cost of a referendum

Increased funding is needed to maintain currenent services.

Increases funds without further costs to service. Service that deserves to be supported imo.

Increases should be taken from Taxes that we already pay.

It does not involve additional costs

It is a reasonable amount to help pay for services

it is a small increase so should be affordable

It is an affordable increase.

It is enough to help shore up services without a costly referendum

It is imperative that the emergency services receive increased funding in order to ensure that the public (and themselves) are kept safe.

It is the easiest option without the need for a referendum

It is vital the fire service is adequately funded and this seems the most sensible of all the options.

It is what I can afford

It is worth it to know that we have a reliable fire servce

It seems our public services are unable to operate an effective service without an annual rise in the precept. This has a knock on effect to many struggling families and households, so my decision is to keep the charges to a minimum until we elect a government that funds our services properly.

It seems that this option will give extra money without costs to get it. I would agree to the higher option but not all the money will go to the fire service.

It will not be only the Fire and Rescue service that wants an increase this year.

It's a small increase to pay.

It's an essential service and we should support it

It's not enough but it probably reflects the stress household budgets are under.

It's not much of a yearly increase and if it provides a more efficient fire service, then it's more than worth the increase.

It's still an increase towards fire services, but requires no referendum, so it would mean no further costs to the service

It's the only option with no additional costs covering a public referendum

It's the right thing to do

It's affordable and not placing any extra costs on the service.

its an increase that would not hurt the taxpayers pocket too much but its enough to provide in increase in services

It's an increase yeah but think it's needed

It's difficult times for everyone, but I understand the fire service also needs an increase, I'm in council tax band A. It works out a few extra pounds a year i dont suppose ill notice the difference., but divide that by all households its quite an increase for the fire service.

its fair for this year

Its fine as it is and a large amount of money is waisted

It's more or less in line with inflation and you're not telling me what else we will get for our money; I wouldn't be surprised if it turns out this increase will result in cuts but when I see firefighters taking part in car washing events (and lots of them!) at Morrisons Car Park I do wonder how well the headcount is being managed

It's not to much to find that amount people are very short of money

It's only a small increase

Its realistic in today's climate - just because someone is in a band D property doe not mean they are financial stable. More chance of people affording this amount, enables funding of service. The other 2 increase options are not suitable, not affordable and a waste of monies to go to public referendum. No rise would be great in dreamland, I live in real world terms you are a vital service which needs support.

it's the easiest way to raise more money. Why waste money on referendums

Keep the service we provide to the public

Keeps cost down

Know further funding is needed but cannot afford any more than this minimum suggestion.

Less cost

Less cost to the service, but I think it should be more

Less costs involved to the fire service.

Less overall cost to both me and the service. Might not give you all what you need - but my household bills have doubled and I need to save as much as possible

LESS UNECESSARY COST

Like to help but times are tough.

Limited income

Limited income

look at the news and the ongoing weather challneges

looks like the most cost effective.

Maintaining the level of service is imperative, I would also support either of the two further increases, but appreciate the referendum results in additional administrative costs.

makes sense to offer something to maintain our good FRS

Manageable for all residents and won't require extra funds by having a referendum

Maximum could afford

Maximum I Can afford.

Money is tight for everybody, and we all have to cut our cloth. So should public services by sticking with their prime roles. should

Money is tight.

More mo ey for you without any expense to the fire service

More straightforward

Most fair for all.

Most sensible at this moment in time

Most sensible option

Necessary to assist inflationary pressures for a must have service.

Need an increase but also avoid public referendum

need to have an increase in funding but not the expense of a public referendum

Need to help the service with additional cost pressures, but don't want to waste money on a referendum. a standstill budget would mean cuts in real terms and isn't viable

Need to improve police response, but extra costs in options 2 & 3 would waste some of the increase.

No additional cost to the service

No additional costs for service in result of the eferendum

No cost to service

No cost to the service

No cost to you and a bit extra

No costs

no extra costs incurred

No extra expenses

no extra money .living crises

No further cost to service and no referendum

no further costs to the service

No public a referendum

No public referendum Keeps cost down

No referendum

No referendum expense required

no referendum so no further cost, and minimal impact on finances for our communities, we are the only blue light service that the public trust and rely on.

Not 100% sure the funding will be managed correctly, and it's not been explained why it's needed, but fire service is needed.

Not too big a rise

On a low income so can't afford a big increase

On a state pension, only income, so having to watch costs.

on low income

Only option which does not incur additional cost to service

Option 1 affordable for most people and doesn't require costly public consultation

Option 1 sees an increase but doesn't see an attributable cost. I would prefer option 3, but the cost to the service could outweigh the proposed increase.

Option 1 so as too not cost the service any extra money but keep the service functioning effectively

Option 1 to avoid the costs of a public referendum

Option 2 and 3 seems to be unfavourable...generating more costs. As long as this is NOTHING to do with the police, as they don't do their jobs.

Option 2 and 3 would incur additional costs to the service which seems counter intuitive

Option 2 would be preferable, but appreciate the additional cost that would incur would outweigh the benefit realised. Therefore, Option 1 is the only realistic option (though if carried, it will not realise sufficient income to prevent further 'efficiencies' having to be found)

pensioner

Pensioner can't afford any more

People cannot afford more

People in band D are usually on low income

Preferred option

Provide additional funding without additional costs

Provides an increase without generating more cost.

Provides an increase without the need for public referendum

Provides extra funding without incurring additional expense

Provides some additional funding to maintain services whilst limiting the impact on residents struggling with rising costs

public referendum would incur costs

Public services need all the help they can get but not at the expense of a referendum. All funds should go straight to the fire services that are generated from an increase.

Putting 2 and 3 in place isn't realistic

Quick and easy no problems with it

Quick and easy solution without costing more. While no one wants an increase I can accept one is needed.

Quickest way to get extra funding for the service

reasonable

reasonable amount

Reasonable amount even though time's are hard

Reasonable and avoids extra cost

reasonable increase

Recently increased so picked smallest option

Referendum costs out weigh potential benefits. Cost of living too high to accommodate any more than the basic increase.

Regardless of choice you will increase the cost to us.

Requires no further referendum keeping costs down

Safeguard HFRS budget to ensure an effective service to the community

Safety

Safety

Save money

Saves costs.

Saves on a referendum but generally I prefer option 2

Seems a fair amount when inflation is falling

Seems a reasonable amount

Seems fair all round

Seems like the responsible option, no further costs to the service. Would have preferred more detail on how much costs a referendum would cost and the impact this would have

seems reasonable

SEEMS REASONABLE IN PRESENT CLIMATE. OTHER INCREASE OPTIONS WILL COST MORE TO INITIATE.

Seems the best value option

Slight increase whuch is obviously required but no extra costs are incurred.

Small extra amount and and no money wasted on public consultation

small increase

small increase as I am a pensioner

Small increase is acceptable

Small increase only due to pressure on family budgets from the high inflation rate.

Small increase to maintain services

Small increase will not affect me too much and will hopefully allow out fire service to operate effectively

Small increase with no further cost to impliment it seems like a sensible idea.

Small increase without further costs

So many othr essentials rising which we/retirdpeople have to accomodate on our state pensions

So no extra cost is involved

Some modest increase is justified even in hard times

Surely nobody can begrudge that increase for the dedicated brave souls who come to our aid. Would agree to the bigger increase but costing a referendum seems a waste of money.

Sustainability

Sustainable in current financial climate

thats all i could afford

The best option

The cost of living is being high at the moment

The costs of a referendum would negate / or offset the higher increase

The extra expense of holding a public ballot which is likely to achieve a poor response rate, would add to the drain on the public purse. That money would be better directed to service delivery.

The Fire and rescue do a fantastic job for their communities and i value there work therefore happy to increase my contributions

The Fire Brigade should be properly funded to save the lives of those they risk their own lives for.

The fire service are the only service worthy of an increase

The fire service deserve more funding and if that has to come from taxes then so be it but the government should also be made to fund a higher amount. The council tax continues to rise but services from the council and other departments don't get better

The Fire Service is vital to the community and surrounding areas, in every aspect of their employment

The fire service needs more funding and as this is the only increase which incurs no cost to the service in a referendum then it is the only choice

The increase is necessary to sustain what we already have.

The increase wouldn't generate more costs to the service.

The maximum increase without incurring a cost to the service

The most cost effective increase for local residents to ensure essential services are funded.

The most economic option

The other options would cost money, which would cost the tax payer more in the end.

The politicians waste millions of pounds on unnecessary foreign aid to nations better -off than us, suggest that they be given intelligence tests before being allowed to stand for election.d

The rest should come from Central Government

The service clearly needs additional funding to provide the same level of service in a time of increased inflation, that being said I do not believe the public mood would lend itself to a positive referendum result

the service is vital to respond effectively to emergencies

Their cost must be increasing. I would have selected choice 2 except for the extra costs it would cost the fire service.

There is a cost of living crisis

There is no explanation of what each extra funding would be able to provide

There is not enough information as to what the increase would cover or if cuts need to be made with no increase

There seems to be an increase in incidents as an observer, however no blank cheques due to costs of essentials.

These services are important to public needs and if more funding is required then we should all contribute

they deserve it

They need a pay rise.

they need it

They provide a valuable service

They r a good service

Thinking of the whole region, many people will struggle to pay the increase. That said, costs have increased and we need to support this invaluable service. Options 2 & 3 would generate undue expense through the referendum process.

This is a reasonable and manageable amount, and we have no objections to a fair rise.

This is affordable and doesn't incur any costs to the service

This is an important emergency service and if the additional money is put into improvements and ensuring maximum efficiency within the service for the benefit of the whole community this would be a necessary and welcome addition.

This is an increase which supports the improvement/maintenance of HFRS's services but by going with this option, there are less additional costs to HFRS (unlike option 2 or 3)

This is likely the minimum we can get away with this year

this is the minimum i would consider as costs are rising and the council tax will go up anyway

This option does not create more cost to the service

This option provides extra revenue with no cost and no referendum

This option will not generate additional costs to the service

This the same percentage my pension will increase %3

This will give an increase whilst avoiding a public referendum which may result in no increase. Safest option to increase funding.

This wouldn't require a public referendum. It would be an automatic increase

Times are tough.

to avoid further costs - it would be helpful if you gave estimate of what they might be...

To help offset all the price rises currently happening

to help reduce the rise in the cost of living

To maintain a sensible amount of cover of multiple disciplines and tackle EV Vehicle Fires.

To maintain service levels

To maintain services without unnecessary extra cost (referendum)

To make sure the level of service can be maintained.

To support the service and in turn maintain sufficient available resources and support for the community

Too many people are really struggling with cost of living increases and I think that the service should manage at the moment until there is an upturn in the financial position

Trying to keep monthly out goings low

Unsure of what costs you would incur if I'd selected a hight increase?r

Value

very important to have fire service

Very worthy and vital service

Vital public service

we all have to make savings

We are happy to support local fire services and have therefore opted for option 1 as the minimum increase. It should be noted however, that whilst we are happy to do this, we are very unhappy that central government are not meeting the increase to maintain essential services, placing the burden firmly on you to beg hard pressed families for money.

We are pensioners

We are pensioners this is a fair amount to contribute

We are pensioners.

We cannot keep paying more every year, I haven't had an income increase at all.

we must make sure the service is as good as possible without costing too much

We must preserve the level of Fire service and option 1 would avoid expensive referendum

We need a good fire service

We need a healthy fire service ready to meet the growing needs of the town

We need a properly funded Emergency Service

We need a really top notch fire service so willing to pay a bit more, but can't afford a lot. Thank you for all you do

We need a well funded Fire Service. Lives depend on them

We need ro look after our fire and rescue service

We need safety in the community

We need the fire and rescue service to running at their best, if paying a few extra pound a year helps then do that, it's worth it. You risk your lives by going into the very thing most run away from.

We need the Service; I do not mind the increase I have chosen which does not generate further costs to the Service.

We need the services

We need this service

We need to keep in-line with inflation as a minimum

We need to keep our service

we need to keep things at a very good standard,

We pay enough already

Where is your explanation of your requirements for this increase. The police precept survey is much clearer

While accepting that any increase is hard to accept we must take into account the need to at least maintain services

Whilst avoiding extra costs, it still offers an increased income. Whilst not in line with inflation it would require much more to meet that.

Whilst costs are rising income for the poorer population is not. A little increase in service cost is fairer in my opinion

Why have you done it on bad a when we are all in a or b

Willing to pay more for a vital service.

With inflation falling to around 3 per cent or thereabouts, and other pressures on bills, this is not unreasonable.

With the cost of everything else people can't afford the continual increase in council tax.

With the cost of living expenses continually rising I think that a minimal increase is proportionate

Won't entail consultation, so saving money.

Worth every penny. They put their life on the line for the benefit of all

worth it

Worth the investment, no need for referendum

Would appear to be most cost effective

Would have preferred to pay extra to get the right service but put off by the extra cost due to a referendum,

Would like to say more but everything is increasing.

Would like to support services despite cost of living issues.

Would prefer no increase, but would accept a small increase to help keep a crucial service.

Would raise some revenue without further outlay.

Would willingly pay the extra, knowing the Fire & Rescue service would benefit, and would retain its current service

Wouldn't want another referendum, which you would probably lose

# Option 2:

2.99 is simply just not enough. 8.4 is to much.

A 5.25% increase is reasonable given the excellent service provided by the Fire Service whilst also taking account the cost of living 'crisis' and keeping this affordable for the majority of households in our area.

A fair increase

a reasonable affordable amount

A reasonable inrease

A reasonable request to increase fees to support better facilities and equipment. I would support this increase.

Affordable to most folk and will contribute fairly.

All blue light services need more funding, but also need to be managed better.

All public services need extra funding.

All services need an increase but everyone is also struuling with their own finances

An affordable amount

An affordable increase is necessary and maintains the correct level of service and value for money

An essential service that provides great value and assurance

An increase is required to help maintain and also improve services. No increase is not viable.

As much as a great service they provide I think 5.25% is a reasonable considering I myself didn't get a payrise but will still have to pay the increase in my council tax

Because £5 a year is not a drastic amount to pay at all and would suit most budgets.

Because a fiver a year is easily affordable even in these tough times and we certainly need a fully funded fire service.

Because Humberside Fire & Rescue does a great job!

Can't afford much but you can may be keep things as they are with this than the basic increase

cost of living increase

Cost of living restricts how much I can pay

Cost will always increase so we should expect a rise.

Costs have gone up and therefore to maintain service, the precept would need to increase too.

current wage growth

Deserved

Difficult getting a police response

Due to the increase in cost of living the increase of £4.99 should be managable by all households in my opinion.

**Emergency Services need funding** 

Emergency services should receive the maximum support possible.

Ex ff. Who knows the value of the service.

Fair

Fair increase

Fire & Rescue Services deserve the best funding we can afford for the excellent service they provide

Firefighters are hero's

First option amount seems too small

For me it's affordable

For me the 3 most important services are Police, NHS and the Fire service

Happy medium

Helps to retain the service and improve coverage and sustainability

I am prepared to pay an increase, but with EVERYTHING going up I just chose the middle option.

I believe the fire service and other services such like are a pivotal part of the community £5 per year is a small price to pay for safety

I believe the increase is needed to continue to provide a quality fire service.

I believe there should be an increase but given the current financial climate, personally I would be happy to pay a 5.25% increase.

I gave my choice because they put their lives on the line day in day out, we need our fire service

I think a little extra to improve a service that I hope that I never need but will be there if the time comes is a good investment.

I think an increase is inevitable and Option 2 is near the rate of inflation

I think it is a reasonable amount that most people could pay

I think our services need to be properly funded

I think that is a fair rise

I'm getting 8% so why not you too.

Important vital good services cost money

in the middle range

Increase needed to maintain services. About inflation necessary. Hopefully additional costs will be minimal.

Inflation affects all including services and the investment seems reasonable

Inflation rate in 2022-23 at 10.7% is now down to 3.9% in Dec 2023. A 5.2% increase will allow the services to keep pace with current inflationary costs whilst requiring strict cost control over previous earlier inflationary increases. A 2.99% will likely result in a decreased service level.

Inflation.

It is a reasonable amount

It is an increase but not unreasonable given current inflation. Also FRS is incredibly important and you never know when you might actually need them.

It seems reasonable to me at 11 p a week

It's a fair increase

It's a worthy cause and we need Fire and Rescue services to be fully equipped and to feel valued in the amazing job they do

It's balancing increases against my own costs and how far my pension will stretch. But I appreciate that we need to support our public services

It's difficult to balance increases when there are so many other demands on the overall budget.

Its needed to keep people safe, the fire men need to be well paid, its a dangerous job.

its reasonable

Just above inflation

Keeping up with inflation and hopefully not impact on other services.

Local authorities are struggling to provide vital services so this increase is necessary.

Looks to be around infltion although the rate is suspicious

Making a comparison with inflation

Mid range

middle for diddle

Middle seems fairer and more people would be inclined to vote for this one

More for essential services

Most people should be able to afford this increase.

my choice would be for an increase close to the inflation level seen over the past few months. I am concerned at placing a further burden on the service by my decision but I believe this is the minimum level required to maintain at least some semblance of a service. I would consider a 8.40% increase reasonable but realise others might not.

My partner is a firefighter and they are so underpaid for what they do. If we paid more, their salary would increase which only seems fair.

Need the fire service

No increase in chargeable than inflation

Not too much but would help generate additional funding when all areas being squeezed and increasing costs.

Not too much, not to little

Option 2 falls within the current inflation

People are struggling with finances and any increase is not really acceptable for any services. However you are an essential service so I believe an increase in between the 2 options is suitable.

Price to match inflation

Probably the most affordable for everyone.

Reflects the current inflation levels & generally representative of recent employment pay rise figures.

safe and clean city

Saves a referendum.

Seems a reasonable increase in the light of cost of living rises. More info required for higher increases

seems a sensible choice in view of the squeeze on all our finances now

Seems reasonable

Seems the best of the options

Service needs more money for the service they provide

The Fire Service needs investment to continue to deliver a quality service to the public.

The Fire Service provides an excellent service, often to the detrement of the officers health, I would like ot to be more but don't think people can afford a larger increase.

The role of the HFRS is increasing with more difficult kinds of rescue not just Fire. Therefore they require more extra training and equipment.

Their costs are rising, and they do a fine job. (We are pensioners).

They deserve recognition for their services to the public.

They put their lives on the line when they fight fires

Think this is what most people can afford at this time

This is a fair general increase.

this is an amount I can afford

This would be a fair increase taking into consideration all the other elements of Council Tax which will increase.

times are hard with food heating inflation making bigger holes in incomes

To continue the best possible service it needs an incremental increase every year as doing nothing is not an option

To cover the costs of increased personnel & the costs of additional equipments.

To keep at same leval

to keep pace with increasing demands.

To provide as much funding as possible without costs

Vital service that needs funding

We all are feeling the crunch. For us workers, I have full respect for the service. In my job, on the minimum wage, I would be very surprised if I had to put my life on the line. These people do it on a daily basis and come under attack for doing there vocation. FULL RESPECT

We all benefit from good public services so we should be prepared to pay a little more to support them

We are pensioners over eighty and things are tight.

We current fiscal squeeze can't afford any more

We need our fire and rescue teams

We need to continue to support and fund the fire and Rescue Service

What ever we say there will be an increase. So chose the lesser evil. We need the Fire Service.

With the cost of living crisis, this is probably the fairer option, so long as the cost for consultation doesn't mean that the overall amount gained would be no better than the lower amount when calculated over the year.

With the increase I would hope more police in the area

With the rise of inflation, an increase of this proportion seems sensible

You are a a crucial and highly respected service we must support you.

You are a valued service, your costs increase as does everything.

Your service is essential, vital, and highly regarded

# Option 3:

£6 or £7 pound a year increase is not much so that you can maintain services and invest. Fish and Chips cost more than that if you take them away. Must get things in perspective.

£7.99 a year is surely manageable by most.

£7.99 annually won't make a difference to me but will provide a greater service to the community and their safety. Also happy for it to help fund higher pay for frontline staff

£8 a year these days is good as we live next door to house with 2 open fires and has had chimney fires in the past

£8 Per annum is the minimum amount we should be paying

15p a week is not much given the demands of flooding, car accidents etc

67p per month is not a lot especially as we live next door to house that has an open fire and has had chimney fires in the past

A fire service needs to be properly funded so some of the previous cuts can be reveresed

a good service which should really receive more central funding and not rely on tax payers paying more tax

A mid way increase seems fair to me.

A modest increase is acceptable

A much needed service which deserves to be supported as best we can

A small increase if it helps

A small price to pay for an essential service

A very effective service

Adequately resourced for a premium, professional service is a necessity as long as the money raised goes to the frontline.

All emergency services have to be prepared for all eventualities that fall within their remit. You need to have fully trained staff, paid appropriately for their responsibilities and well maintained equipment so they can respond to any emergency. Everyone should respect and support the Firefighters, you never know when you will need them.

All our emergency services MUST be funded properly. We hope to never need them , but, when we do we must be 100% confident that they are there for us!

All public services need more funding after the years of unnecessary and damaging cuts to central government funding. These cuts have fundamentally caused the general decline of the evonomy.

All services important

An additional £8 cost per annum to help ensure a continued (or.improved) fire service is a nominal additional price to pay. Obviously this amount needs to be considered in conjunction with other increases that might be viewed as less beneficial.

An essential service needs to be properly funded

An unrelenting squeeze of central government funding to council means so many essential services are under significant pressure, but we cannot afford not to adequately fund our Fire &

Anything safety related should be paramount in anyone's desires.

AS A RETIRED FIREMAN I CAN SEE THE NEED FOR INCREASE

Because all of our emergency workers and services deserve to be properly funded which currently they are not.

Because the fire service staff deserve it

Because the service is needed

Because this vital service has been underfunded for far too long.

Because you are vastly underpaid and deserve it!

Better service provided

Clamp down on drugs

Cost of living increases to reflect this in the increase

Couldn't be without help when needed. As long as it's spent on the fire men not diversity, equality rubbish

Dangerous occupation deserve every penny n get to much abuse

Despite press releases to the contrary, we do NOT have an excellent or exceptional service, it needs far more resources.

Do an amazing job in the present day climate and take so much abuse

Dude I don't want to die in a fire

Either option 2 or option 3, because you would have to call a referendum and if vote against any rise at all and it will provide council with a valuable lesson. I'm these trying times I can't afford to hear my house and you want to raise the council tax.

Essential for safety

Essential safety provider

Essential service that is undervalued.

Essential services much needed

Essential.

Eventually, the consequences of long term cheesparing come home to roost - at some point long term investment has to be brought into consideration

Everything has gone up and more demand on all services.

Excellent Service provided for such a small monthly increase.

Excellent service that are there when you need them

Excellent service. Would rather the Fire Service have more than the Police who don't appear to turn out much! Or our local authority. Fire Service derserves more!

Excellent value for money as it is for essential life saving services.

Fire and rescue services are essential for the safety of the community.

Fire service is essential

Fire service provides local community with multitude of services and should be looked after as much as it can be all the additional funds will definitely be used for good cause

Firefighters risk their lives

For more investment into the service

Good value to protect your home

Happy to pay extra as long as the service is improved

Happy to support the fire service and contribute towards extra funding to allow further investment

Hard Times for all. Firefighters need paying and not striking.

Help with general increase

High inflation and underfunding needs attention.

Hopefully the most money for the services provided by the council for us the public

I am happy to pay more for our fire and rescue services, to ensure they have everything they need.

I believe in paying local taxes for local services

I believe in paying taxes to support public services

I believe we need to maintain a good, effective service which this option should go a long way to providing.

I consider £7.99 a reasonable ammount to pay to ensure the service would be available should I require them.

I feel the fire service deserves more than 8.40%.

I feel we need to increase funding to ensure an up to date efficient Fire and Rescue Service

I have no problem with an increase to Fire and Rescue but ot happy to increase for the Police. Why? They take no action on low level crime which blights the City of Hull.Because they do not enforce the laws

I really value the services input on the safety of your community.

I think an increase is necessary but needs to be enough to cover the costs of any referendum otherwise it wouldn't be worthwhile for the service.

I think more money for fire and rescue is important and would be able to pay a sufficient amounts for the costs

I think that most public services are underfunded. An affordable increase shoul enable a better service to bbe provided

I think the fire service is under valued, many of our local firemen are volunteers

I understand the benefit to the local community of having a fully funded FRS, enabling them to continue to deliver the current high level of service to the local community and I believe an extra £7.99 per year is money well spent.£7.99

i want to feel safe

I would be happy to pay more overall, although aware this option may cause a cost that negates its value. We need well funded fire and rescue services and I am happy to contribute to this.

I would be willing to increase to £1 a month to ensure continued/improved services, so pong as there was a guarantee that this increase was 100% going to the fire service

I would rather pay extra for our essential fire and rescue service than a mayor that hull city council are proposing to introducing.

If people have a Band D Property, they should be able to afford a 67p increase monthly

If they are prepared to go inside a burning building that they are unfamiliar with to rescue someone they deserve all the money they can get.

If this is an increase on the whole Council Tax bill I don't support it but for the F&R I would as you never know when you need them to be their best

If we want and expect a decent service from our local fire department and police service we should be expected to have them well funded as long as the money is spent wisely.

If you can afford a band d house then you can well afford an extra £7.99 a year. I am happy to pay it to maintain an efficient fire service.

If you need more then I'm happy to pay it

If your home is on fire you would regret not choosing option 3

In case of an incident, I would rather the fire service were not underfunded.

In order for the fire service to keep up with demand due to more housing, more transport on the roads they need the equipment to provide these services. The comfort of knowing they are there should I or anyone else need them.

In the grand scheme of things £7.99 isn't a huge increase for what I consider to be an essential service

Increase funding for HFRS

Increase the chance of survival in the event of a catastrophe

Invest in the fire service

It is a service we must have.

It is an essential service

it is severely underfunded

It's important we have a service with sufficient means to contact and inspect and advise.

It's important that everyone has the best possible protection from fire in their homes.

It's a small increase individually but, collectively, would make a difference to helping improve services

It's a small price to pay to be safe in the knowledge that if needed, the emergency services would be there.

It's an essential service that deserves the extra funding, and I'd like to think that should I ever be unfortunate enough to need their help, they'll be there!

It's an essential service, the benefits outweigh any costs.

Its worth it

just one life saved is beyond value

Keeps the firemen earning what they deserve.

Key asset of the area

Local services should be properly funded

Maintain a good service

More funding required

More funding to maintain a good service

My son is a fire fighter and it is his dream job..the tiny increase could help increase employment in this service.

Need a good, effective fire service, always, the higher funding the better

Need the professional services.

Needs better funding, not financially significant to me at that low amount

No more cuts! Safety has to be paramount.

Not much to pay for feeling safer.

One cannot put a price on one's safety.

Ongoing development of sector

Option 3

Option 1

Option 1 doesn't provide much of an increase. I believe option 3 on a band d property shouldn't be a problem. As both options 2 and 3 require a public referendum, option 3 makes more sense. However, it would depend on if it's worth it after the expense of a referendum.

Pay more if it means more police

Properly funded fire service

Public services are generally underfunfed

Require more police

Risking their lives for us. Not only putting fires out but all the rescue work they do.i admire them greatly

Seems a reasonable amount without incurring costs associated with other options. More affordable too.

Service is crucial

Service provided to the public is worth the increase stated

Several house fire s in my home town in the past 13 months. 2 deaths. Never underestimate the value of a fire service in town.

Small increase per household could save lives

Small price to pay for people who ruisk their lives to protect us.

Th efire service are underfunded

The cost is equivalent to a couple of pints per year which is not outrageous considering the benefits.

The council often mentions cash and funding shortages, get more coming in then!

The emergency services need all the funds possible.

The Fire Brigade are worth every penny. They do an incredible job

The fire service never money or pay rise as do very good in Pocklington I would just like to say well done for all the work you put in

The fire service is an essential service that anybody could need at any time.

The fire service needs to be well funded to continue the excellent services the provide.

The good people who provide an invaluable service deserve the best facilities and equipment possible in order to do their jobs safely

The Service is already under financial pressure, which must have been exacerbated by higher inflation, and we absolutely need the Fire & Rescue Service.. I see that the MTRS includes a precept increase of £4.99 built into the funding for 2024/25. If this is the budget requirement, but a public referendum would generate further costs, option 2 would not raise enough.

The service is important

The service is worth every penny of our Council Tax

The service needs more funding

The services are very undervalued and if an increase is not done then I fear the service may well sufferr

The services provided are essential. And we need to make sure they are keeping with modern technologies

They are a valuable service, and I would hope that the increase would pay them what they deserve

They are underfunded

They are underpaid underfunded and understaffed

They are worth every penny to help keep us safe

They are worth it

They deserve more

They do a great job! Shame on the Conservatives government (\*\*)

They need all the money they can get

They provide a great service and deserve to be able to do this without worry

They provide a necessary service

They provide a very good but difficult Service and always require the most up to date equipment to enable them to do the best job possible

They save our lives - money should be readily available as required to keep the service running properly.

This could cover a referendum for one year only so it will benefit the following years.

This is a service that is a must. they do a fantastic job.

This is a very small increase in monetary terms and we should support our Fire and Rescue service.

This is a vital service that we cannot be without. Any new equipment that will help to keep fire fighters safe needs to be purchased

This is an essential service that has been underfunded for years. I am in Band E but still support this.

This is generally in line with inflation

This seems to me to be a very minor increase if it leads to a better service than would otherwise be provided.

This service MUST be properly funded if we are to have any confidence in their ability to respond to an emergency

this would provide better service

Those living in Band D are probably more able to afford this than those in lower bands. Ir=ts less than a bottle of wine or a packet of cigarettes!!. It is an important service for the community which must be sustained at the best level possible

Time we started to have improved services generally so willing to pay more for them.

Times are very tight but you provide a good service.

to allow appropriate fundings for the service to continue without penny pinching

To allow the Fire and Rescue Service to continue to evolve and meet the demands of a modern service

To be used solely for the police and fire.

To enable the service to catch up on some of the cuts imposed in recent years and to pay for the referendum.

To improve the level of service

To improve the service.

To keep and where possible improve local services

To keep more emergency appliances available

To provide continuity and give support to service

To remain safe in the knowledge that if required, you will always be there when needed.

To support an essential service

Truly invaluable service provided by the Fire and Rescue service - worth every single penny - AND MORE!

Valuable emergency service

Valuable service for the safety of all

Very necessary service which is under funded and facing cuts

Vital and incredible service

wages have gone up.

Way too under paid in my opinion

We all need to pay for the increase in general costs. If people want pay rises then we all pay for the increase.

We also need to improve services before they all go beyond what is the bare minimum, surely we all want things to improve and if we do then out of our pockets it must come.

We always need the fire service in whatever emergency there is = they are worth every penny!

we don't mind paying if we get proper services

We must maintain public services

We need fully manned not retained fire stations

We need good well trained firefighters, and therefore we need to ensure there is the money to train and pay them a decent wage.

We need our fire stations & fire engines hopefully increase will keep stations open in Driffield

We need our firefighters to have beat equipment they save lives and that's what matters

We need support the services and a small increase will go a long way to achieve this

We need the fire brigade and the brave people who work on the front lone and behind the scenes

We need them they don't need us

We need these services

We need to be able to maintain essential services

We need to ensure we have a fully operational emergency service

We need to feel safe

We need to fund our essential services to keep our communities safe

We need to support our services.

We owe more to the fire service. Risking their own lives to save others

We support our fire services

Well it's not much so u think it's worth it

Well worth it.

Why not? It's very minimal extra per month

With increasing variability in weather (droughts, floods etc) we need to be more prepared for potential emergencies.

With inflation still high, the extra financing is essential

With the trying economic times we cannot count on the government portion of the operating expense to increase with the inflation rate nor even remain the same. So many government funded services , for example the NHS, are struggling to maintain service levels. We must pick up the slack or loose the vital protection that the fire and rescue organisations provide.

worth every penny

worth every penny

Worth every penny.

Worth the increase due to inflation and value for money.

Would rather pay more taxes to receive better services.

You never know when you might need the emergency service

#### Option 4:

A dead body was left on Bottesford Road for at least two hours, with cars driving round it and cueing to pass from the other side of the road! If no emergency services can attend, then more money will not encourage them to do so.

All bills are increasing but wages don't increase at same rate

All we benefit from is the bins being emptied. The roads are a disgrace with pots holes makes me wonder what we are actually paying for

Already expensive.

Already had an increase recently

Already had an increase. Poor service already

Already pay enough

Already to high

Always asking for more money

am already struggling to live with cost of living so far, we need to stick to a budget and so shopuld public servcies

An increase is unaffordable

Any precept increase during a cost of living crisis would be wrong.

As pensioners on a low fixed income, we simply cannot afford any more outgoings!!

as pensioners we have a limited income, and as such any increase in expenditure is detrimental to our living standards.

Barely covering bills as it is. My wages do not increase enough to meet the increases I am seeing in food and energy prices

Because every single family is struggling at the moment, increases should be frozen!

Because everything has gone up except my income. The council should spend less on mangling our roads

Because I can't afford to pay any more council tax. It is my biggest monthly cost, higher than my gas, electricity and water together.

Because I'm struggling with money

Because its nit value for money

Because people cannot afford it, example 1 I'm disabled and on benefits, this year that benefit is going to be moved over to universal credit and myself my husb and are going to lose upto £300 a month, example 2, most of the services have been severely cut or disbanded all together, example 3 because the council are wasting money on upgrading parts of hull that didnt need doing in the first place for example queens gardens, there was nothing wrong with it in the first place, and finally example 5 we just haven't got the money people's wages, pensions and benefits are not increasing enough to be able to eat or heat the cost of living is going to keep rising and people are going to end up dead or desperate and the crimes will go through the roof, so will homeless cases, and suicide rates will go up even further, more people will end up in court due to not affording it which mean will be a rise in prisoners due to not paying. So these are my reasons for a no increase in council tax

Because we already pay too much for council tax

because we cant afford too.why ask

Being squeezed from all directions. Can barely afford to eat!

Bind not emptied regularly last year.

Budgets should be managed better. All the time we are seeing massive salaries paid to individuals (managers, directors etc) that contribute very little and are not worth the salaries awarded. Its morally wrong to try and squeeze more out of the public, who are struggling to make ends meet. Your budget should be managed better. Like we have to. Distribute your finances in a fairer way.

Can't afford an increase

Can't afford it

Can't afford my council tax now

Can't pay any more

Cannot afford an increase to any more bills

cannot afford it

Cannot afford it.

Cannot afford this years never mind another increase.

Cannot afford to pay more!

cant afford

can't afford any extra

Can't afford it!

Cash is in short supply for nearly all working people. So we should all work with what we have though sometimes difficult

Coat of living crisis

Combined with the other blue light services you all want more yet we see less . Our local station at Waltham has gone to a small tender . Your service is badly managed

Concerns that increase would be swallowed up by pay demands from the militant Fire Brigades Union.

Consider that we are paying enough already

Considerable increases happened already over the past years.

Consultax is high as it is.

Convince me you don't waste any, and generously pay your staff at the bottom and not just the top!

Cost efficiencies are necessary in every walk of life.

Cost is already too much

Cost of living

Cost of living already too high

Cost of living crisis

**Cost of living Crisis** 

Cost of living crisis,

Cost of living crisis and struggling to pay bills as it is without all the further increases

Cost of living crisis, read the room people!

Cost of living crisis.

cost of living has gone massively up and people can't afford anymore burden

Cost of living has increased for all. And for me and others with no real wage rise. In fact working for the NHS a real time pay cut. So why should I have to suffer more of a pay cut?

Cost of living has increased hugely over recent times and must be capped

Cost of living hitting hard

**Cost of Living Impacts** 

Cost of Living is already extortionate.

Cost of living is pushing everyone too far, more should be done by central government to pay for our own services, rather than overseas aid/foreign aid and also to CUT MP wages and allowances. Why hit the poorest people in the country when there are politicians on huge sums of money basically doing nothing and getting allowances and increases at a much higher rate than the rest of the population

Cost of living is ridiculous, government should cover any increase in costs to allow public sector workers more pay

Cost of living squeeze has caused money not to be available. If any increase is approved then option 1 would be preferred, but definitely not options 2 or 3!

Cost of living the increase In precepts is now getting out of hand

Cost of living, home energy + motoring costs (e.g. insurance) THROUGH THE ROOF

Cost of living.

Council bills keep going up but our wages dont

Council do not want to rake care of any problem only push ahead with what they want,

Council tax an precepts are already far too much - more should be done to reduce costs

Council tax has risen enough for now. It should remain the same for at least 2 years.

Council tax is already a huge monthly bill that some people struggle to pay.

Council tax is already too expensive, a further increase on the fire and rescue precept would be unmanageable for most residents.

Council tax is currently affordable.

Council tax is expensive enough.

Council tax is not accompanied by ANY INCREASE in council services. It is assumed that such tax will rise in line with inflation. But, much more effort needs to go into reducing such taxes, or increasing council services. The only thing that rises with the taxes are increases in salaries for council executives for increasingly less work and less contribution.

Council waste

Crews are reduced. Money is being spent on ridiculous communication messages which can be communicated free of charge and without fire fighters prancing around making fools of the service.

Current financial crisis

Current financial situation not easy to agree to an increase

cut your cloth, same as the rest of us

Difficult to justify in a cost of living crisis when there is millions in reserves.

Do not recieve value for money as it is. Pension costs too high. Station unmanned.

Don't believe you need it

Due to cost of living people sre struggling

Each year the precept rises yet cuts still seem to happen. How much is left of the monies received each year and is the practice of promoting personnel in their last couple of years to boost their pension still going on?

#### Enough increases in recent years

Enough is paid by residents already. Council and service delivery partners should find efficieny savings even though these increases are negligible the fire service could economize and still improve service delivery and provisions.

Every penny counts at present and as a pensioner I am unable to withstand all the increases in costs across the board. I pay for the service in my council tax now.

Every year you always ask for more!

Every year you put it up same as the police only at least you do provide a service

Everyone is already paying enough. People including myself struggle day to day to pay bills, buy food and clothes and keep warm. ENOUGH IS ENOUGH

Everyone is feeling the squeeze of the cost of living and while I understand the limitations placed on vital services by the Tory Government, I hope an incoming Labour Government will ease these pressures.

Everything costs too much at the moment. If no other price increases are imposed on the council tax bill, then I would not oppose a 2.99% increase but I expect that other elements of the council tax bill will rise also, so that is my reason for choosing no increase.

Everything has gone up, till things settle we al need to make cuts. I understand its life, but so is a lot of services. If we didn't allow the government to spend our hard earned money so frivolously. We would have more for our community services.

Everything has increased in price considerably in recent years (covid-19 etc.). It is about time we saw a period of more stability, where prices either remained the same, or preferably, started to reduce a bit. This is your chance to make a start on this by not increasing the Council Tax.

Everything is going up

Everything is rising except the money in my pocket

Everything is rising just can't afford a new rise this year

Expensive enough already

Far too many increases for families to take on, food rises, petrol. Other bands will not accept the scaled increases. The utilities are going up, food and petrol. People are struggling.

Fed up with everyone trying to take money from me.

Financial difficulties....already paying £200/mo

Financial worries

Fixed income running out of money

For what firefighters do I know they work a 24 hour shift but they only probably work 10 hours of that they spend a ll night in bed and you have people working a full12 hour and get paid half what a firefighter gets shift

Funded enough.

Funded enough. Need to work smarter!

Generally the cost of living is becoming a problem for a lot of people. Increasing the council tax is just another stressful issue.

Get proper funding from the government

government need to provide the increase in funding required to continue delivering the service

Government should fund the vital work of the fire and rescue service

Greater clarity on expenditure and bonuses etc? As a separate matter, I deeply object to the choice of White-British ethnicity been nearly at the bottom of the selection! I am certainly not a racial person. It is a matter of order! This is Great Britain and White British, historically was the recognised status. appreciating that we now have many British citizens of various ethnic groups, there was no need for the order of ethnic grouping should not been altered! This seems to be a well orchestrated move by all government agencies (NHS etc) and other organisations?

Grimsby is not like the big cities and apart from helping out at severe car crashes, clearing up, spills, and the odd fire You don't do a great deal. Having known several firemen in this region, the majority of time they're not exactly overworked for what they're being paid. Maybe better usage of the money you have would be more appropriate, for example, spending it on staff and not senior management. anyone should get more money it is the ambulance service as people are dying through lack Qualified staff and ambulances.

hard times

Have the number of incidents requiring your action (not calls) increased? Have you increased the number of frontline staff over the last 12 months? Do you intend to utilise monies raised to decorate fire appliances? Do

you provide other services other than the. primary role of fire and rescue and that are not an essential part of the service which add a financial burden?

HFRS is an underutilised service in comparison to the other emergency services. There is no reasonable justification for an increase whatsoever until the service can demonstrate value for money to the public.

Household finance are already significantly increased and although the suggested increases are relatively small, they have an impact.

How much more can working people be expected to pay

#### I ALREADY PAY TOO MUCH TAX

I am a pensioner and can not afford all the increases that are coming my way, if you don't have it you can't pay it

I am living off my savings and have done so for quite a while. I have had to cash in my private pension already. My comfortable retirement has gone out of the window. I say to the people who make the decisions - Where do you think the extra money will come from?

I am on a fixed income

I am stretched to the limit I can afford to pay.

I and other people are really struggling with bills and just living. Can't even keep warm now!

I appreciate the fire brigade but I do not think the public should be repeatedly asked to pay more money when we are repeatedly being hit with higher bills and wage freezes. Central government need to be doing more.

I believe fire fighters get a fair wage now

I believe that in the cost of living crisis we are all experiencing councils have a moral and ethical obligation to realise many people are struggling and to act accordingly rather than add extra pressure to what is a daily struggle for many people.

I believe the Government should increase central funding to FRS in England, rather than making the local communities pay more for it each year, especially during times of financial hardship.

I believe we are paying enough through taxation and the more we pay the more gets cut so why are we paying more

I believe you could make cuts elsewhere. I think you average approx 4 calls per hour. We are paying your staff to sleep. I believe the control room could be streamlined to become more cost effective

I can't afford it along with other increases

I cannot afford yearly increases it cannot be necessary

I can't afford it.

I can't afford to pay any more and there isn't an option for a decrease!

I can't afford to pay any more at this moment in time

I do not receive more pension than anyone else for being in band e and the charge for the fire service should be the same for everyone, then,I would be willing to pay the higher increase.

i do not want to pay more for a lesser service

I don't see why we need another increase unless you can release figures to show the service is under unprecedented pressure. Also, why don't you let the public know where any additional money will be spent?

I don't have any more money.

I dont mind paying more for you guys, ambulance, police etc its when the increase goes to the greedy government that annoys alot of people. Having to watch my wording but it severely p\*\*\*\*s me off how greedy they are

I feel that petty crime and anti social behavior is taken seriously by the police and government, so I would be reluctant to give more money towards policing.

I feel what we pay already, its not used like it should be for the services mentioned to us

I have got no idea how the budget is distributed and weather the increase will be well distributed. I don't believe if the public sector can use it well without making the figures public

I have more going out than I have coming in

I have no extra money

I live in Hornsea, the council are allowing more and more houses to be built here, therefore, collecting more council tax. Hornsea home owners pay more council tax than anywhere else in the East Riding. So no no rise you get enough!

I pay enough council tax. I was a second gear valuation and put in F band I would have accepted E band so I consider I pay more than I should.

I pay more than enough taxes, out of my wages each month like everyone else who works. If the greedy councillors start taking a pay cut first and the heads at council, that would be a start. Now I'm all for giving the nhs fire police a wage increase but not at my expense.

I see no reason to increase funding. Perhaps the government should introduce your 'top ups' by charging folk you are called out to, I'd be up for that. Base payment through council tax, 'top-ups' via payment when use the service.

I simply cannot afford any more price increases

I struggle to pay at the moment without any increase. When council tax goes up it will be a case of do I eat or do I keep warm.

I struggle with finances as a pensioner

I think we pay enough now

I think we pay too much council tax as it is . And it get wasted on stupid wages. Cut the council to brass wages.

I voted last year for an increase. My pension doesn't allow for even minor amounts with the increases in everything else. I can't even afford to put my heating on

I would like to see the accounts before comitting to any increase. Make better yse of the fire service personnel when they are not actively involved with rescue services.

I would love to pay more for essential services like Police and Fire, however I along with many others are being squeezed beyond our means from every direction. It is ridiculous to expect the normal working man to pay beyond Thier means, and don't suggest benefits as lots earn over set thresholds, don't qualify and still don't have enough money to get by.

I would suggest a 2.5% increase, it is small but should be fundable to all.

I'm living on benefits and people like me just can't afford to pay more. It's a struggle each and every day

I'm skint already

I've chosen no increase because I'm not convinced the extra will be spent where it's needed ie the fire service

If 1 thing goes up so do others its got to stop some of us just haven't the money

If fire brigade need more it should come from central government. Council tax is already way too high and becoming unaffordable for many

I'm sick of increases.

In the current climate everyone is feeling the pinch. The majority of people have no pay rise but your asking for more money from them. They are already living on the breadline without an increase in service costs

Increases in all utilities are becoming exhorbitant

Inflation effects us all

It feels as though everyone and everything wants an increase

It goes up EVERY year and you already have LOADS in reserves. How dare you ask for more. Disgusting!!

It is increased year on year without fail. Where is the option to reduce it? How do I vote to increase my own wages?

It might seem a small amount but it's every year thers an add on and on.

It will put me in a poor position

It would be good to see value for money with the current spend

It's about time the money came from central government! The living standards for the average working person is getting worse and are struggling financially as it is

It's too expensive already

Its about time Service Managers locally and nationally speak to central government about providing more funding. You continually think its acceptable to increase what our communities pay rather than stand up to central government and state we are underfunded. NFCC need to outline the budget issues to central government but its unlikely this will happen.

it's not a good time, energy companies putting there prices up again, food prices still rising, people can only take so much

Lacking in community projects such as delivering smoke detectors. I would pay more if I could see more of these types of projects

Little service and no value for money. 🔟 ther costs that are more essential have increased

Low income, can not afford increase on anything due to cost of living

Make better use of the funding already given and stop robbing homeowners for more tax

maximum income already reached

Money is so tight and with no pay rise ourselves how are we supposed to cope?

Money is tight

Money is tight as it is and I'd every t hungry goes up them few pounds we are going to struggle to make ends meet

Money wasted on non frontline services and discrepancies between Hull and ER

more going out then coming in

Most of the area are struggling to survive as it is

My annual council tax is already too high at almost £350 every month (for ten months)!

My budget is already stretched.

my choice

My council tax is high enough as it is. Any increase in funding for the fire and rescue service and police should come from the council itself.

My expenditure is being increased regularly whilst my services are eroded. My income isn't increasing so I have had to delay retirement twice so far. Something has to give because my life is already figuratively broken.

My son works for the fire service and tells me they are very keen on being more efficient. Providing the same service for less cost is the best way to do that, so this is the best option.

Need to know how the funds are distributed and all the figures, budget and spend should be available for the local community

No feasons given for each individual increase so without this info I am opting for the status quo!

No money for that

No more increases! Stop wasting money by giving free stuff to people who can't be bothered to work! The job you do in this area is not busy nor is it hard work! Stop wasting resources and just do your job properly. You spend little time actually out putting out fires or attending accidents. You should try working in the nhs or police service or prisons that's work! ( unless you are management they have no comprehension of hard work )

No significant increase in risk.

Not clear what we get for the extra money

Not enough information is given about exactly how each of the proposed increases would improve services so I cannot make an informed choice.

Not enough money coming in to me!

Not needed

Not sure that the existing service is efficient and cost efffective - many firemen seem to have second jobs as they spend a lot of time 'resting' at work.

Not value for money. Nothing is done about on pavement parking or the rise in e-scooters using pavements and roads and a vast decline in a visible police presence.

Obviously our income has not been raising for years but all bills are increasing so who's supporting middle class full time workers? All are taking more money & more taxes from those hard working while the others are getting more and more benefits and help, and encouraged to keep staying at home. No, is not right. No increase. Increase the taxes for very high income if you wish but not from me! I can't take more bills and more taxes and more of everything. I simply can't do more. You can have my life but where from I should get more money, from where? Should I sell a kidney to look after my family? How much more you can ask from people when there is almost nothing left?! Should we starve to pay the taxes? Fine then, do as you wish. Who's gonna pay all the other benefits if you suffocate the workers with taxes and you keep bringing people to the edge of asking benefits? You put people in a loop with no end. No workers like me no taxes but more benefits to pay to people. Does it make sense, I hope? Thanks.

On a fixed income and trying to cover all my out goings in hard enough without further increases .

our council tax is one of the highest in the area already

Our council tax seems to go up every year, but I do not see any benefit to us as the Council seem to waste our money on hair brain projects that do not benefit the community.

Pay enough as it is

Pay more, pay more, just suck the public dry AGAIN! Reduce chiefs pay and expenses and pensions ........ this is absolutely dreadful, but it will go through!!!

Paying enough for a service that gets cut every year and is too heavy with officers who don't provide cover to front line firefighters

Pensioner can't afford it now never mind a increase

Pensioner who already has costs greater than income

Pensioners on a low income - every thing is going up, we Cannot afford it!!

Pensions are not going up enough to keep with inflation.

People are already struggling with the tory cost of living crisis. Even 24p a month will hit hard

people are struggling to pay for fuel so to increase council tax whilst wages are not increasing is too much of an ask. Also if the proposal goes ahead with the nhs re merging a lot of services from Scunthorpe to Grimsby Hospital people will have to pay additional transport costs. I feel an increase on council tax as well may tip some families over the edge in this already tight financial climate

People are struggling with bills and can't afford price increases on everything. Even if they themselves get a pay rise, this is soon wiped out by everything going up.

People are struggling with rising costs

People cannot afford price raises in this day and age

People literally can't afford it. People are ready loosing their homes to repossession forced sale, can't put foodOn the table and living hand to mouth. Funding should be sought from the government who are already taking extra from us all. I'm sorry your under funded but we are under paid and need to keep our heads above water too

Public services need to learn to iron out inefficency and waste while still paying good wages that increase yearly as appropriate.

Reduce your senior management posts/ diversity officers etc

Service could look for more efficiency before raising prices

Should be funded by central government

should be going back to the government and ask them for more money and not be asking hard up tax payers to pay more money

Still not been adopted by local authority after 7 years but still paid full Council tax for all this time just to get bins emptied. We receive no other services.

Strained financial environment

Struggling financially already choosing between food and heat

Struggling to afford it as it is now. I'm living in minus with 2 children at breaking by point

Struggling to pay c/tax now, simply cant afford all these increases, looks like i'll be going to prison soon!

Struggling with the price of living as it is

Sufficiently funded

Tax payers already spend enough money! Get the government to help they have the funds!

Taxation on the average Grimsby resident is already too high

Taxed enough, no need to be taxed more. Ask central government for a cut.

The current economical climate as well as the fact parts of the budget are used on videos that are not relevant to the public and are not at all needed.

The amount of senior managers, and their salaries are not warranted. More scrutiny of the effectiveness station manager and above

The Council should wisely use the public money and spend when needed in the public interest and instead of for creating highly paid senior management jobs, that are not beneficial for citizens., should allocate this funds to Humberside Fire services. I think the council tax is already too high.

The Fire Brigade are funded more than adequately, the issue is poor management at senior fibre brigade level. The level of pay Fire Brigade operatives earn is more than adequate, the fire brigade pension is exceptional, allowing operatives to retire earlier than most people. There is no need for an increase.

The fire brigade employ a number of very expensive but ineffective staff which needs sorting out before extra money is taken from rate payers. The Chief is retired on a huge pension AND came back on a huge salary- sort that out before you ask for more money from members of the public on minimum wage and struggling with the cost of living crisis

The fire service is adequate for this year I think money in peoples pockets for the next couple of years until things stabilise with the economy. We are all on our knees already

The firebrigade knew the wages when they joined the services, they can strike, the armed forces get called in to do their job yet the armed forces can't strike the armed forces knew they would be on 59p a hour as there wage is taken over 24 hours a day 365 day a year. So if the firebrigade members don't like the wage get a different job!

The funding increase should be centrally funded.

The need is for improvements in administration and operational running costs

The potholes in the road need sorting out you need more bins on residential streets for dog poo

The Service appears to struggle to manage the funds they already recieve

The service has allowed the last two CFOs to retire on full pension AND re-employed at great expense. Why should council tax payers foot the bill for that? There are too many expensive people on SLT. If funding and one or two fat cat salaries were redistributed to funding operational staff and matters they wouldn't have a funding problem. Also if they focused on firefighting and rescue instead of interfering in other issues like acting as an ambulance service for old people who've fallen over in their homes, they'd have enough funding to do their actual jobs.

The service is working fine just as it is. There do not need to be any changes. I rarely see any fire engines out so unless you are anticipating an increase in calls and there being more fires, there is not the requirement for increased funding. And you put out a small amount but it is not just you, a lot of public bodies are wanting to put their own increase on our council tax and it all adds up. A little here for you, for the police, social services etc. leads to a lot for the residents who are already dealing with costs that are increasing at a much greater rate than their income.

The service managed well with the resources it already has.

The service should be like the rest of the citizenry in this cost of living crisis and learn to live within its means.

The service waste so much money that could be saved in all areas ..

The shocking culture of fire services is all over the national news and you want people to pay for big pensions of CFO who should be held to account

The way in HFRS manages its finances can be streamlined to see no increase passed on.

There has been little noticeable improvement in general services despite significant increases in council tax over recent years.

There has been no increase in fires/emergency actions that have been taken. All the add-on services should be pared back to ensure value for money i.e. stop covering fire appliances with slogans, buy cheaper vehicles

There is a cost of living crisis on at the moment. People's finances are in a shocking state. It has now reached the point that working people are having to choose whether to eat of heat their homes. There is no support whatsoever for this group of people. Council tax makes up a very small proportion of local government and local service funding, so what is the point of trying to raise a tiny amount of money by extracting it from those who can least afford it? The Fire Service, like all publicly funded (starved of funding from central government) need to stand up to central government and start to demand more funding from them, instead of allowing them to give money to these big corporations who do reinvest their profits in this country. It will only take one service to stand up to central government and the rest will soon follow.

There is a proposed Policing and council tax precept as a resident I simply cannot afford a three fold increase There is far too much wastage currently on mismanaged projects and trials, with little to no benefit to the public and very little consideration of the repercussions this may have on other areas of the service.

There's has been way too many increases in utilities, food and everything else that's essential to live. There's more people suffering with mental health because of this and would increase. My wage increase was £12 a month however my outgoings increased by £55 a month at what point will it end

There's no option for a decrease

They already receive more than enough in addition to the excessive council tax levied on us! In these times of inflation and price increases it's up to the fire service to make their money go further as we members of the public have to. We citizens of the UK are being ripped off 'big time'!

they should stay the same at our time of life we should be able to enjoy it not have to worry about paying our bills

Think we pay a fear amount

This is not a wealthy area and people are really struggling.

Times are hard and a lot of the money is never spent on the south bank it's always to appease the North Bank of the humber

Times are hard enough.

Tired of increasing bill

Two brand new fire stations have been built in recent years which I would presume need less maintenance then the previous so I don't see how more funds are required now. I would need to know a solid case on why more funding is required as looking in from the outside I don't see why more is needed.

Ways for HFRS to save money never considered.

We all need to tighten our belts

we all pay too much for all our services as it is

We already pay almost £200 per month and as pensioners any increase is harder to withstand

We already pay enough

we already pay far too much in taxes

we already pay too much

We are all doing more with less - you should too

We are all having to make cuts ,The Fire Service needs to reduce its overprovision of highly paid Senior Officers

We are all skint

We are on living on a pension as soon as we get a rise in our pension they might just as well give it to you people because we do not see any benefit at all No I do not think there should be any increase while things improve economically. s

We are pensioners and our house we believe is wrongly rated at Band E which is very expensive at this time and a rate rise would make it even worse for us.

We are pensioners and we pay more then enough at the current levels.

we are pensioners on a limited budget, so any increases will impact our living standards, however in our experience surveys of this nature are usually a forgone conclusion, and the council will do whatever they can to get as much from us as they possible can.

We are pensioners on a low income, bills increasing but our income isn't! We cannot afford more!!

We are pushed to the limit on all our bills, if energy prices came down I would be happy to pay the increase.

We can't afford it

We can't afford anymore as on sickness benefits

We don't get the service you offer. The police station is not fully manned on a night. Officers are called from hull to deal with traffic issue! Do not deal with anti social behaviour in town centre of Goole!

We don't get value for money now

We don't have as many fires now. We're skint

We get very little benefit (apart from our bins being emptied). In terms of services, I can think of virtually none.

We had a large increase last year and with the current cost of living increases any elimination of further costs is necessary

we have no police in Driffield only a set of posh farmer policing for rural crimes they never prosecute the farmers for illegal tractors with no number plates - that is most of them - also why no prosecution of the local newspaper for illegal election reporting - you claimed it was not in the public interest.

We pay enough

We pay enough and don't receive a lot for the amount

We pay enough for what they do in this area.

we pay enough taxes on evrthing these days

We pay the highest amount of council tax in the East Riding not willing to pay a higher rate.

we pay too much already

We pay too much already. You're constantly looking for extra roles to fill your time

We'll end up paying extra for every service and families are already struggling

What do you get for the extra?.

When we start seeing value for the monies we already pay, then and only then would I consider an increase.

Whilst erg can waste money on Stupid projects eg plasic puffins i am not going to increase any payments to their begging bowl

Why pay more when the service has been reduced so much over the years.

why should we fund a pay increase

With rising energy costs and inflation people on a fixed income like me cannot afford this increase on top of no doubt the police wanting more and the council

With the current state of the economy the public will benefit more from keeping public expenditure at this years levels by absorbing inflationary increases through savings on current expenditure.

Work with in your budget.... I do ....ever service is asking for more money and the public are struggling...

You are just giving everyone, but the firefighters, pay rises and new cars. Make some savings before you need to ask for this money! You won't do this though.

You are taxing the poorest people in society more money.

You ask every year and waste money on pointless things. Wrapping station doors and engines. Not spending very wisely imo.

You cannot keep increasing costs to the home owners year on year!

you dont provide any kind of decent service in this area you are Hull OBSESSED

You need to first of all look at the poor performing management staff. There are far too many non operational staff doing very little for their salaries. Many have had complaints against them or issues identified as to their suitability for the role. Start promoting those who are experienced and hard working rather than ticking boxes.

You shop just riding round for fish and chips, this alone will reduce your fuel bill

You should be asking central government for more funding instead of public who are struggling to survive financially as it is.

You should look more at what income you can generate within the fire service, a number opportunities are open to you, I.e payment for fire prevention advice or training of companies within the Humberside area, leasing of appliances for specialist situations, why not have a department within the headquarters to look at how revenue can be gained.

You spend far to much money on getting involved in things that are not fire related, ie, cliff rescues that are the responsibility of HM Coastguard.

You take enough money from us.learn to live within your means.less diversity and inclusion and all that woke nonesense

You will put council tax up regardless of @n6 survey, save money and don't do stupid surveys

You won't be doing any more of what you're already doing. Homes are becoming more fire safe. You need to cut more wastage to cover any increased costs of providing your services

Your chiefs annual salary is equivalent to 12 years worth of my pension!

# Appendix 2 – Social media engagement through polls

Table 1 - Social media polls for consultation 2023/2024

Total response received: 995.

Platform	Total votes	Option 1	Option 2	Option 3	Option 4 (no increase)
Twitter	62	9	3	30	20
LinkedIn	72	9	2	44	17
NextDoor East Riding	466	50	44	140	232
NextDoor Hull	63	8	9	23	23
NextDoor North Linc	158	21	15	36	86
NextDoor North East Lincs	100	26	13	23	38
Instagram stories	74	8	7	49	10
Poll total	995	131	93	345	426

#### Using social media polls

To support our engagement with our communities, we used the polling feature on our social media corporate accounts (Twitter, LinkedIn, Instagram, and NextDoor). This involved posing the consultation question with four options for users to vote on and the platforms allowed for comments. We also included a link to the online consultation area in the main message.

Compared to 2022, we noticed a decrease in engagement with our polls this year. This is likely because the question no longer required a simple 'yes or no' response, as was the case in 2022. Interestingly, the prevailing opinion from consultation feedback suggests that people perceive the precept to increase despite going out for consultation.

Table 2 - Social media polls comparison from previous years

	Social media	Social media	Percentage	Social media	Percentage
	totals 2022	totals 2023	change between	totals 2024	change between
			2022 and 2023		2023 and 2024
Twitter	131	105	-20%	62	-41%
Instagram	227	73	-68%	74	+1%
LinkedIn	40	Did not use	-100%	72	+80%
NextDoor	1124	Did not use	-100%	787	-30%

We did not run the poll on our LinkedIn and NextDoor accounts in 2023, as our approach to engagement had changed for LinkedIn during this period and in 2022, we received a lot of angry comments and keyboard fighting on NextDoor. For this reason and considering reputational management ahead of another public consultation for the CRMP, the decision was taken to not use the poll function.

# Appendix 3 - Demographics

The questions within this section where not mandatory and the breakdown below provides comparison from the consultation survey for 2022/23, 2023/24 and 2024/25 tax years.

Reflecting a 37% decrease in survey completions, we observed a reduction among underrepresented groups, such as a decrease of 8% from people who said they have a disability.

	202	2/23		202	3/24		2024/25			
	Voted Yes	Voted No	Option 1	Option 2	Option 3	Option 4	Option 1	Option 2	Option 3	Option 4
Genderfluid	0	0	0	0	0	0	1	0	0	0
Man	438	135	125	415	179	454	277	77	139	197
Non-binary	2	6	0	2	1	4	0	0	0	2
Prefer not to say	9	33	12	18	5	96	13	5	13	38
Trans Woman	0	0	0	1	0	0	0	0	0	0
Woman	402	50	96	332	121	218	272	65	87	125
Disability: Maybe	0	0	12	32	20	33	40	9	13	25
Disability: No	687	161	183	625	241	566	413	111	172	244
Disability: Prefer not to say	20	27	10	20	5	81	15	4	12	36
Disability: Yes	140	39	26	92	40	99	101	23	43	69

	2022	2/23		202	3/24		2024/25			
	Voted Yes	Voted No	Option 1	Option 2	Option 3	Option 4	Option 1	Option 2	Option 3	Option 4
Asian or Asian British – Bangladeshi	0	3	0	2	0	0	0	0	0	0
Asian or Asian British – Indian	3	0	0	0	0	3	1	0	0	1
Asian or Asian British – Pakistani	0	1	0	1	0	1	0	0	0	1
Asian British – Other Asian Background	2	0	0	0	0	3	0	1	0	1
Black or Black British – African	2	3	2	2	1	3	1	0	0	0
Black or Black British – Caribbean	0	1	0	1	1	1	0	0	1	0
Black or Black British – Other Black Background	0	0	0	0	0	0	1	0	0	1
Chinese	0	0	0	0	1	1	0	1	0	0
Mixed – Other Dual Heritage	4	3	0	3	0	3	2	0	0	2
Mixed – White & Asian	1	0	0	2	1	1	1	0	0	2
Mixed – White & Black African	1	0	1	1	0	1	1	0	0	1
Mixed – White & Black Caribbean	2	0	0	0	1	3	0	0	0	1

	202	2/23		202	3/24		2024/25			
	Voted Yes	Voted No	Option 1	Option 2	Option 3	Option 4	Option 1	Option 2	Option 3	Option 4
Prefer not to say	9	36	15	22	10	94	20	4	13	36
White - British	766	162	201	695	273	620	527	139	215	314
White – Irish	9	1	1	2	3	3	4	0	1	1
White - Other	15	4	4	18	6	22	7	0	8	11
Under 18	0	1	0	0	0	0	0	0	1	0
18-24	8	3	2	9	2	5	3	2	3	0
25-34	56	25	7	43	20	44	19	9	9	22
35-44	108	33	22	88	37	99	51	4	22	43
45-54	153	45	35	119	52	142	76	13	27	65
55-64	212	39	56	155	64	163	125	28	50	79
65+	306	52	97	335	121	237	283	87	117	122
Prefer not to say	11	31	12	18	4	83	13	5	10	40

## Agenda Item No. 13

# **Humberside Fire Authority** 9 February 2024

# Report by the Executive Director of Finance/S151 Officer

#### **FEES AND CHARGES 2024/25**

#### 1. SUMMARY

1.1 In accordance with relevant Fire Service Acts, Fire Authorities have the discretion to charge for special services performed (where there is no immediate threat of fire) and for services relating to training, fire safety and administration. The total income for the Fire Authority generated through these sources was circa £1k in 2022/23.

#### 2. RECOMMENDATIONS

2.1 It is recommended that the Fire Authority approves the revised charges shown in Appendices A and B with effect from 1 April 2024.

#### 3. BACKGROUND

3.1 In accordance with relevant Fire Service Acts, Fire Authorities have the discretion to charge for special services performed (where there is no immediate threat of fire) and for services relating to training, fire safety and administration. The total income for the Fire Authority generated through these sources was circa £1k in 2022/23.

#### 4. REPORT DETAIL

#### **Special Services and Other Charges**

- 4.1 The revised charges proposed at Appendix A reflect the following:
  - Staff related costs charges are uplifted in line with firefighter's pay award which was 5% for 2023/24.
  - Non staff related costs charges are uplifted in line with Consumer Price Index (CPI) at September 2023 which was 6.7%.

#### **Pension Sharing on Divorce**

4.2 Fire Service Circular 17/2001 advised Fire Authorities on the charges they may levy when dealing with cases of pension sharing involving serving members of the Firefighter's Pension Scheme or pensioners. The charges for 2024/25 have been increased in line with the average local government pay award for 2023/24 of 6%. These charges are shown at Appendix B.

#### **Financial Implications**

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

#### **Legal Implications**

4.4 There are no legal requirements in relation to the uplift of fees but the Authority has the discretion to charge for certain activities and the inflationary uplift of fees and charges is good practice.

#### 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 approve the revised charges shown in Appendices A and B with effect from 1 April 2024.

Martyn Ransom Executive Director of Finance & \$151 Officer

#### **Officer Contact**

#### **Background Papers**

2023/24 NJC Local Government pay rates 2023/24 NJC Firefighter and Local Government pay rates

# SPECIAL SERVICES REVISED CHARGES FROM 1 APRIL 2024

		Current Charge £	Revised Charge £
OPE	RATIONAL	~	2
1.	Personnel		
	Total personnel hours to be rounded up to the next hour		
	Grade 1 Grade 2 Grade 3 Grade 4 Grade 5 Grade 6 Grade 7 Grade 8 Grade 9 Firefighter Grade 10 Crew Manager Watch Manager Training Grade 11 Watch Manager FDS Station Manager Grade 12 Grade 13 Grade 13 Grade 13b Group Manager Station Manager FDS Group Manager FDS Group Manager FDS Director Executive Director DCFO CFO	18.25 19.25 19.25 20.75 23.25 26.50 29.00 32.00 37.00 38.25 40.28 41.25 42.50 45.00 46.00 47.25 47.25 49.75 54.25 57.00 60.50 54.25 55.50 65.00 93.75 120.00 124.50 146.25	19.25 20.25 20.25 21.75 24.50 28.00 30.50 33.75 39.00 40.25 42.50 43.50 44.75 47.25 48.50 49.75 52.25 57.00 60.00 63.75 57.00 58.50 68.25 98.50 126.00 130.75 153.75
	Total personnel hours for professional advice to be rounded to the next hour (COMAH sites)	60.25	63.25
2.	Vehicles		
	Number of hours for each vehicle to be rounded up to the next hour		
	<ul> <li>a. Pumping appliance</li> <li>b. Aerials</li> <li>c. Light portable pumps     Aquator, ejector, deep lifts</li> <li>d. Vehicles (all classes) – training or     carrying</li> </ul>	155.75 321.00 51.25 30.25 58.25	166.25 342.50 54.75 32.50 62.25

		Current Charge £	Revised Charge £
3.	Equipment	~	~
	Charge per day/part day (collection and re	eturn by hirer)	
	<ul><li>a. Hose (per length)</li><li>b. Branch and nozzle</li><li>c. Salvage sheet</li><li>d. Lighting unit/generator</li></ul>	18.75 16.50 18.75 48.00	20.00 17.75 20.00 51.25
4.	Testing/repairing equipment		
	<ul> <li>a. Hose testing – per length</li> <li>b. Hose repairs – per patch</li> <li>c. Tying-in couplings – per pair</li> <li>d. Recharge cylinders</li> </ul>	33.50 18.75 44.00 33.50	35.75 20.00 47.00 35.75
NON	N-OPERATIONAL		
5.	Administrative		
	<ul><li>a. Copies of extracts of fire reports</li><li>b. Interviews with officers (per officer per occasion)</li></ul>	112.25 138.75	120.00 148.00
	c. Photographs per Compact Disc 1st Hard Copy Photograph 2nd and Subsequent Photograph	23.25 32.50 4.50	25.00 34.75 5.00
6.	Maintenance of Fire Equipment		
	<ul><li>a. Fixed charge</li><li>b. Per item inspected</li><li>c. Hourly rate</li><li>d. Minimum charge</li></ul>	17.00 4.50 34.25 20.50	18.25 5.00 36.75 22.00

# CHARGES IN 2023/24 FOR INFORMATION RE: DIVORCE CASE ENQUIRIES AND SETTLEMENTS CURRENT SCHEME MEMBERS (including deferred pensioners)

Type of Information/Service requested	Current Charge £	Revised Charge £
One cash equivalent transfer value (CETV) in any 12 month period (provided to scheme member)		
Further CETV in any 12 month period (charge is recoverable from scheme member)	228.50	242.50
Other information (i.e. form E, letter from Solicitor or request from scheme member on behalf of Solicitor or Court)	114.00	121.00
EARMARKING ORDER  One off initial cost for setting up  (payable by - as decided by the Court Order, the payment should be enclosed when copy order sent to Corporate Finance & Procurement Section)	80.50	85.50
Payment of one off Lump Sum under the earmarking order - over and above the set up costs.  (payable by the scheme member, the payment should be enclosed when the copy order sent to Corporate Finance	80.50 and Procurement Se	85.50 ection
Periodic payments - over and above the set up cost (payable by the scheme member as an annual deduction taken from their pension in April each year)	80.50	85.50
PENSION SHARING ORDER  One off set up/administrative charge  (payable by - as decided by the Court Order or if not specified, by the Ex-Spouse of the scheme member, payment should be enclosed when copy Court Order sent to Corporate Finance and Procurement Section)	1,137.00	1,205.00

Agenda Item No. **14**Report by Monitoring Officer &

Secretary

# Humberside Fire Authority 9 February 2024

#### **MEMBERS' ALLOWANCES 2024/25**

#### 1. SUMMARY

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

#### 2. RECOMMENDATIONS

2.1 The Authority is asked to determine its Scheme of Members' Allowances for 2024/25 (see Appendix 2).

#### 3. BACKGROUND AND REPORT DETAIL

- 3.1 The Local Authorities (Members' Allowances) (England) Regulations 2003 made provision for Combined Fire Authorities to establish Member Allowances Schemes from May 2003.
- 3.2 The Fire Authority has frozen basic and special responsibility allowances since 2008/09.
- 3.3 Recognising that Members of the JIAC for Humberside Police and the Office of the Police and Crime Commissioner for Humberside are paid an attendance allowance based on the rates set by the Home Office for attendance at Appeals Tribunals, the Authority has agreed that the Independent Co-opted Members of the GAS Committee are paid on a similar basis and that they receive an annual allowance (paid monthly rather than an as attendance allowance) calculated on the same basis as that adopted for the JIAC.
- 3.4 Appendix 1 to this report sets out the current Members' Allowances Scheme, as of 1 April 2023.
- 3.5 The Authority is asked to consider and approve a Members' Allowances Scheme for 2024/25, a proposal of which is set out at Appendix 2. The Authority is required to have regard to the recommendations made by any Independent Remuneration Panels in relation to any Authority that has an Independent Remuneration Panel that nominates Members to the Fire Authority. The Members' Allowances Schedule for the four Unitary Authorities in Humberside are available for viewing on the respective Unitary Authorities' websites.
- 3.6 The 2024/25 Members' Allowances Scheme must be published by Public Notice on 1 April (or as soon as practicable thereafter). The actual allowances paid during 2024/24 will also be published as soon as practicable thereafter.

#### 4. EQUALITY IMPLICATIONS

4.1 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. CONCLUSION

5.1 The Authority is asked to determine its Scheme of Members' Allowances for 2024/25 (see Appendix 2).

Lisa Nicholson Monitoring Officer & Secretary

#### **Officer Contact**

Martyn Ransom - Executive Director of Finance & S.151 Officer ☎ 01482 567183 mransom@humbersidefire.gov.uk

#### **Background Papers**

None

#### **Glossary/Abbreviations**

GAS	Governance, Audit and Scrutiny Committee
JIAC	Joint Independent Audit Committee

#### **HUMBERSIDE FIRE AUTHORITY MEMBERS' ALLOWANCES SCHEME 2023/24**

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

The HFA at its meeting on 10 February 2023 agreed that the allowances be frozen at their current level for 2023/24 as set out below.

	£
1. Basic Allowance (per annum)	~
All Members	4,457
2. Special Responsibility Allowances:	
a. The Chair of the Authority	11,137
b. The Vice Chair of the Authority	8,356
c. The Chairs of Committees	561
Independent Co-opted members of the GAS Committee	301
3. Independent Co-opted members of the GAS Committee	C1 690/your
a. Chairperson of the Committee	£1,680/year (£140 per month) *
	£1,480.50 each/year
b. All other Members of the Committee	(£123.375 per month) *
4 Children 9 Dependent Cover Allerrance (new berry)	()
4. Childcare & Dependant Carer Allowances (per hour)	F 00
a. Childcare	5.80
b. Dependant	10.40
5. Travel Allowances	
<ul> <li>a. Car Allowances – In accordance with the National</li> </ul>	
Joint Council for Local Government Services casual	
user rate:	
Up to 999cc	0.469**
Over 999cc	0.522**
(up to first 8,500 miles per annum, thereafter £0.144*)	
b. Motorcycle	0.240
c. Bicycle (per mile)	0.05
d. Public Transport	Actual Cost
6. Subsistence Allowances	
Actual cost not exceeding	
a. Breakfast – more than 4 hours before 11.00am	6.46
b. Lunch – more than 4 hours including 12noon to	8.92
2.00pm	
c. Tea – more than 4 hours including 3.00pm to 6.00pm	3.50
d. Dinner – more than 4 hours ending after 7.00pm	11.03
e. Overnight (covering 24 hours)	
London #	136.40
Outside London	120.42
f. Out of Pocket Expenses (per night)	4.92
Notes	

Notes

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

<sup>#</sup> Includes Local Government Association and Annual Fire Conferences overnight attendances outside London.

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

# HUMBERSIDE FIRE AUTHORITY MEMBERS' ALLOWANCES SCHEME 2024/25 - PROPOSED DRAFT SCHEME FOR PUBLICATION

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

The Fire Authority, at its meeting of 9 February 2024, agreed that the allowances for Elected Members be frozen at their current level for 2024/25 as set out below.

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

#### Notes

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

<sup>\*\*</sup> Not increased by NJC since 1 April 2010

<sup>#</sup> Includes Local Government Association and Annual Fire Conferences overnight attendances outside London. 199

Agenda Item No. 15

**Humberside Fire Authority** 9 February 2024

Report by the Assistant Chief Fire Officer & Executive Director of Corporate Services

# OUTCOME OF CONSULTATION IN THE WHITE PAPER REFORMING OUR FIRE & RESCUE SERVICE

#### 1. SUMMARY

- 1.1 This paper provides an overview of the key outcomes from the Government's official response to the Fire Reform White Paper consultation, published 12 December 2023, issued thorough the Rt Hon Chis Philp, Minister of State for Crime, Policing and Fire.
- 1.2 The White Paper consultation was focused and structured against three areas:
  - (i) **People** improving systems, flexibility and culture.
  - (ii) **Professionalism** helping fire professionals to best serve their communities.
  - (iii) Governance strengthening oversight and leadership.
- 1.3 In its response, Government has committed to the following areas which were consulted on:
  - Introducing a professional College of Fire and Rescue to oversee standards and strengthen leadership.
  - Developing the provision for Chief Fire Officers (CFOs) to have operational independence.
  - Tasking the National Joint Council to review pay negotiation mechanisms.
  - Addressing issues around integrity and culture through improved training, more open recruitment practices, and working towards a statutory code of ethics for FRS employees.
- 1.4 Changes are likely to be delivered through a combination of legislation, revisions to the National Framework, and sector strategies and plans.
- 1.5 Proposals for mandatory transfers to the Police, Fire and Crime Commissioner (PFCC) model, boundary changes to make areas between different public services match geographically, and for a Fire and Rescue Service (FRS) oath have been dropped.

#### 2. RECOMMENDATIONS

- 2.1 It is recommended that the Fire Authority takes assurance from the following:
  - (i) That the Service has reviewed the Government's consultation response and will continue to monitor national progress against the agreed reforms, providing updates on their evolving status as required.
  - (ii) That the Service will proactively engage in discussions, working nationally, regionally and locally as required to support the progress and implementation of the agreed sector changes.

#### 3. BACKGROUND

3.1 In response to findings from His Majesty's Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS), learning from the Grenfell Tower Inquiry and the COVID-19 pandemic, in May 2022, Government launched a Fire Reform White Paper

- consultation issued to all FRS. The consultation ran from 18 May to 26 July 2022 and received 290 responses.
- 3.2 Authority Members provided a collective response to the consultation during the consultation period in 2022. Appendices 1, 2 and 3 detail the Authority submission, with a comparative analysis for each question against the subsequent Government responses. (Please note not all the consultation questions permitted a supporting narrative).
- 3.3 In addition to the consultation itself, the Home Office conducted a programme of engagement with fire professionals across the country. This included discussions on the future of fire professionalism through interviews, service visits and online workshops with over 220 people from 32 fire and rescue services in England and other linked organisations.

#### 4. REPORT DETAIL

- 4.1 Principle outcomes arising from the Government response includes:
  - (i) The Home Office will be proceeding with the creation of a College of Fire and Rescue, working closely partner organisations and comparator bodies, such as the College of Policing, to consider the most appropriate delivery option for a College.
  - (ii) The Government will legislate, at the earliest opportunity to give CFOs operational independence. This will include a new statutory definition of a Chief Fire Officer and a Fire and Rescue Service. Currently, the requirement for the provision of all fire and rescue functions is attributed to Fire and Rescue Authorities (FRA) in the Fire and Rescue Services Act (FRSA) 2004. Through provisions on Operational Independence, it will outline clear demarcations of responsibility. This will include facilitating the introduction of a standardised scheme of delegation, supported by regulations and guidance setting out the detail of this demarcation. The intention for this is to create clear lines of responsibility where they do not already exist and to strengthen existing schemes of delegation already in place.
  - (iii) Tasking the **National Joint Council to review pay negotiation mechanisms.**Government to work with fire employers and unions in relation to the operation of the National Joint Council. In the first instance, supporting the National Joint Council secretariat to rapidly review its mechanisms, operations and transparency whilst considering the changes that consultation respondents want to see. This includes but is not limited to how to better reflect the specific needs of England in pay negotiations and decisions and to account for different FRA circumstances.
  - (iv) The Home Office does not intend to mandate governance transfer to a single, (directly) elected, individual at this time. However, the Home Office will proactively support any Polce and Commissioner (PCC) or Mayor who is interested in effecting a voluntary transfer and where the areas are co-terminus and will explore options to simplify the process and incentivise transfers. Further, as part of the Government's Levelling Up agenda, continued support for locally led Mayoral devolution deals and any fire governance transfer that result from these deals, or from other Local Government reform. Furthermore, the Levelling Up and Regeneration Bill, currently going through Parliament will introduce a new category of Mayor, combined county Mayors, who will also have the ability to assume FRA functions for their area with Home Office support where appropriate.
  - (v) The Home Office will seek to better clarify the legal role of fire and rescue authorities in the oversight of their local service. This will be achieved through a

- proposed demarcation of responsibility when seeking to grant operational independence to chief fire officers.
- (vi) With no mandated to change governance models there will be no need to enforce boundary changes which would prove disruptive and controversial. Whilst proactively supporting voluntary transfers of FRA functions to PCCs or Mayors in those areas which are co-terminus with FRAs, those areas which are not co-terminus will remain under their current governance arrangements and working with them to explore options to improve transparency and accountability within current structures.
- (vii) The Government will explore legislation to amend and clarify responsibilities with regards to the production of strategic and operational plans. The current legal requirement for a separate strategic plan is already set out in statute for Mayoral Combined Authorities (MCAs) and Police, Fire and Crime Commissioners (PFCCs). The Home Office wish to legislate so that this requirement applies to all categories of FRA listed in the FRSA 2004 and to clarify the name and responsibility for the operational plan, whereby the 'Integrated Risk Management Plan' (IRMP) will become the 'Community Risk Management Plan' (CRMP). The change in will be reflected in legislation at the earliest opportunity and updated in the National Framework.
- 4.2 Changes proposed in the report will be primarily delivered through a combination of legislation, revisions to the National Framework, and sector strategies and plans. Many of the changes approved do not have definitive time scales and are instead dependent on the availability of parliamentary time and negotiation with other agencies.

#### 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 Many areas of Government's response require more detail to fully understand the further impact this will have on FRSs. Several areas will require legislative changes or updates to the National framework, adjustments that will not be quick or easy to achieve.
- The Service will continue to monitor national progress against the agreed reforms, providing updates on their evolving status as required.
- 6.3 The Service will proactively engage in discussions, working nationally, regionally and locally as required to support the progress and implementation of the agreed sector changes.

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

#### **Officer Contact**

#### **Background Papers**

<u>Fire Reform White Paper Consultation</u>
<u>Ministerial forward accompanying the Fire Reform White Paper Consultation report.</u>

Number	Question Theme(s)	Question	Consultation Outcome Majority	Government Response	HFA Consultation Response	HFA Consultation Comments
	The Role of the Fire and Rescue Services, Modern Working Practices	To what extent do you agree/disagree that fire and rescue services should have the flexibility to deploy resources to help address current and future threats faced by the public beyond core fire and rescue duties?	Strongly Agree	The Government believes the law is clear - but its implementation is hampered by cumbersome pay and conditions machinery and a lack of clear accountability for fire operations and the tasking of fire professionals. We will continue to work with the sector to address this as well as to identify and explore opportunities and action which will benefit public safety.	Agree	
Q2	Public Safety	To what extent do you agree/disagree that fire and rescue services should play an active role in supporting the wider health and public safety agenda?	Strongly Agree	We will work together with the Department of Health and Social Care (DHSC) and other partners to explore options further. We will also work alongside fire and rescue services across the UK, DHSC, NHS England, NHS Wales and regional Ambulance trusts to support the work of the ambulance services in a way that increases public safety. Operational independence for CFOs will also help facilitate fire and rescue services playing a wider role in the health and public safety agenda, as they will have the powers to deploy resources in their local areas.	Strongly Agree	
Q3	Business Continuity	To what extent do you agree/disagree that the business continuity requirements set out in the Civil Contingencies Act 2004 provide sufficient oversight to keep the public safe in the event of strike action?	Disagree	The government is taking action to introduce minimum service levels for fire and rescue services which are intended to provide a specified level of cover on strike days. In the meantime, the Home Office will continue to work closely with key partners to ensure business continuity plans enable services to keep the public safe in the event of industrial action.	Disagree	
Q4	Pay Negotiation	To what extent do you agree/disagree that the current pay negotiation arrangements are appropriate?	Strongly Disagree	We want to work with fire employers and unions to address the call for change that has come through in the consultation responses in relation to the operation of the National Joint Council. In the first instance, we will support the National Joint Council secretariat to rapidly review its mechanisms, operations and transparency whilst considering the changes that it is clear consultation respondents want to see. This includes but is not limited to how to better reflect the specific needs of England in pay negotiations and decisions and to account for different FRA circumstances.	Strongly Disagree	
Q5		Please provide the reasons for your response		204	N/A	The question and supporting context is aligned to Grey Book terms and conditions, (a separate more focused question for Green book staff would be beneficial). As already identified Adrian Thomas, in his review of Conditions of Service in 2015, concluded that it needs to be modernised, and in the State of Fire and Rescue 2020 report, Sir Thomas Winsor called for fundamental reform. HFRS agree with the expressed intent of these comments and, in strongly disagreeing with the current arrangements, seek for effective reform. A clear benefit would be for wider collaboration beyond the current limitations in operation through the NJC negotiation model, with an independent review seeking to address this current obstacle. To initiate many of the proposals outlined in this White Paper consultation it is imperative the negotiation of pay is planned in accordance with any implemented statute changes in the role of operational staff. Consequentially there needs to be a more longer term focus on the funding arrangements for the Service if an expanded remit is to progress and operational pay is to be sustainable, including nationally determined pay settlements and addressing the current inadequacies between more affluent Services. FRS's should have the same flexibility as the Police to increase council tax precept levels above 2%, without the requirement to conduct a referendum. Services being able to offer additional pay incentives creates an imbalance. In removing financial incentives, replacing them with a more level and consistent approach to pay amongst Services, removes the need to use public monies in such an inefficient and / or unstainable way.

Number	Question Theme(s)	Question	Consultation Outcome Majority	Government Response	HFA Consultation Response	HFA Consultation Comments	
Q6	Nurturing New and Existing Talent	To what extent do you agree/disagree that consistent entry requirements should be explored for fire and rescue service roles?		The sector would benefit greatly from having consistent and flexible standards to attract and promote talent from a more diverse pool. The Home Office will continue to explore options and engage with key stakeholders to determine how best to implement this proposal with a focus on consistency.	Strongly Agree		
<b>Q</b> 7		Please provide the reasons for your response			N/A	In strongly agreeing HFRS see this as an another route to expand the diversity of the Service through a inclusive approach to recruitment. To effectively create a consistent approach, considerable research and planning must be given towards the four distinct domains of Full-Time, On-Call, Control and Fire Service staff including role specific requirements and localism, retention, geographical and demographic challenges for each respective Service area. For Full-Time recruitment the defined role of the Firefighter and pay negotiations, in relation to the proposed changes, will certainly influence both the requirements and volume of applicants. The individual intricacies and variants to On-Call recruitment cannot be underestimated given the often rural location of stations. Response time challenges introduce the need for a hybrid approach between consistent standards for recruitment alongside organisational flexibility given the limitations to the volume of eligible candidates based on locality. There is currently a significant omission of recognised entry requirements nationally for Control and Fire Service staff, both of which would benefit from a considered approach to their individual identity, purpose and requirements not currently considered in this White Paper consultation.	
Q8	Nurturing New and Existing Talent	To what extent do you agree/disagree that other roles, in addition to station and area managers, would benefit from a direct entry and talent management scheme?	Agree	Direct entry and talent management schemes would achieve a more diverse workforce to the sector at all levels, if carefully developed and implemented. The Home Office will explore options and engage with key stakeholders to determine how best to implement this proposal, taking into account lessons and experiences from the pilot that is being run by NFCC.	Agree		

### Government to the Fire Reform White Paper Consultation Report

### Glossary/Abbreviations

CRMP	Community Risk Management Plan
FRA	Fire and Rescue Authorities
FRS	Fire and Rescue Service
FRSA	Fire and Rescue Services Act 2004
HMCFRS	His Majesty's Inspectorate of Constabulary and Fire and Rescue Services
IRMP	Integrated Risk Management Plan
MCA	Mayoral Combined Authorities
PCC	Police and Crime Commissioners
PFCC	Police, Fire and Crime Commissioners

Number	Question Theme(s)	Question	Consultation Outcome Majority	Government Response	HFA Consultation Response	HFA Consultation Comments
Q9	Leadership of the Profession to Date, Leadership, A 21st Century Leadership Offer	To what extent do you agree/disagree with the proposed introduction of a 21st century leadership programme?	Agree	It is clear that there is support for a refreshed leadership programme. The qualitative responses have provided us with a range of suggestions which we will take into consideration as we develop this proposal further with the NFCC, which has already commenced work to enhance the leadership learning offer.	Agree	
Q10		Please provide the reasons for your responses	N/A		N/A	Agreement in principle to a progressive leadership programme. Consideration must be given to the existing arrangements and investment made by HFRS into the Executive Leadership Programme alongside the other professional and academic qualifications. In addition, there is an established infrastructure of leadership courses in which HFRS continue to invest regarding strategic commanders' completion of the Multi Agency Gold Incident Command Course. In coordination with this is the required accreditation to a level 7 award for strategic incident command including independent assessment. A collective discussion and consultation would need to be initiated to assess both the effectiveness of current arrangements and how a proposed 21st leadership programme would enhance current arrangements. In accordance with Q11, although the potential for a new leadership programme should be explored against the considerations stated, mandating such a requirement at this current time would have an adverse effect, until clarity and agreement on other reform proposals can be reached. Integral to this includes agreement of funding arrangements for such a programme, direct entry criteria, EDI impacts, analysis and evaluation of current leadership programmes.
Q11	Leadership of the Profession to Date, Leadership, A 21st Century Leadership Offer	To what extent do you agree/disagree that completion of the proposed 21st century leadership programme should be mandatory before becoming an assistant chief fire officer or above?	Strongly Agree	The Government will work with partners to ensure chief officers are equipped with the necessary skills to lead their Service effectively and protect the public.	Disagree	
Q12	Smarter Use of Data	To what extent do you agree/disagree that each of the activities outlined are high priorities for helping improve the use and quality of fire and rescue service data?  A national data analytics capability.  Data-focused training.  Consistent approaches to structuring data  Clear expectations for data governance  Securing data-sharing agreements	Strongly Agree	Proof to C May - 3 Art)	Strongly Agree	
Q13	Smarter Use of Data	What other activities, beyond those listed above, would help improve the use and quality of fire and rescue service data? Please give the reasons for your response.	N/A	It is evident that there is a significant appetite and need to modernise and offer national support for gathering and sharing data to ensure it can be consistent across the country and accessible to not only fire and rescue services but potentially to other blue light services as well. For this reason, the Home Office has already begun work with the NFCC and is developing plans for data to become a key pillar of a College of Fire and Rescue	N/A	A key to this intent must be to professionalise the function of data analysis and management throughout the fire sector. This presents the opportunity to consider professional competencies, training, resources and infrastructures needed to ensure data is an embedded function amongst all FRSs. This includes a more collaborative approach nationally regarding effective data sharing agreements, including those with the sector holistically, not just at an individual Service level. A clear approach to funding and resourcing to ensure the implementation of smarter data amongst all Services. Adopting best practice from other sectors concerning data analytics and infrastructure, such as the Police model facilitated through the College of Policing. This approach in the Fire sector can only be accomplished through supportive national reforms to data governance arrangements to allow risk critical and intelligence led data to be shared more effectively.
Q14	Research	To what extent do you agree/disagree that each of the activities outlined above are high priorities for improving the use and quality of fire evidence and research?  ☐ Collaborating ☐ Commissioning ☐ Conducting ☐ Collating	Strongly Agree	Poor   Col. (May - 24 Art)   Constituting   Conducting   Conducting	Strongly Agree	
Q15	Research	What other activities, beyond those listed above, would help improve the use and quality of evidence and research on fire and other hazards? Please provide the reasons for your responses	N/A	It is little surprise that Research has proven to be a topic with high public investment, and it will therefore be a key pillar of our work within the College of Fire and Rescue and building on the recent establishment of the Academic Collaboration Evaluation and Research Group	N/A	It would align with the suggested reforms for data already proved within the fire sector through a coordinated approach, including between the public and private sectors. Utilising academic and social science professionals enables the validity of the research to have more purpose.
Q16	Clear Expectation, Ethics & Culture	To what extent do you agree/disagree with the creation of a statutory code of ethics for services in England?	Strongly Agree	As a result of this feedback, the Home Office will make the delivery of a statutory code of ethics a key early priority for the College of Fire and Rescue. This will be pursued in close collaboration with partners in the fire and rescue sector. We will seek to establish the appropriate powers and to place a code on a statutory basis when parliamentary time allows.	Agree	

Number	Question Theme(s)	Question	Consultation Outcome Majority	Government Response	HFA Consultation Response	HFA Consultation Comments
Q17	Clear Expectation, Ethics & Culture	To what extent do you agree/disagree that placing a code of ethics on a statutory basis would better embed ethical principles in services than the present core code of ethics?	Strongly Agree	The data suggests that although a substantial majority of respondents agreed the code of ethics should be placed on a statutory footing, some were unsure that it would help embed the principles of the code within services.	Strongly Agree	
Q18	Clear Expectation, Ethics & Culture	To what extent do you agree/disagree that the duty to ensure services act in accordance with the proposed statutory code should be placed on operationally independent chief fire officers?	Agree	There was support for placing the duty to have regard to the code and responsibility for enforcement of the code with the chief fire officer; 58% and 59% of respondents were supportive of these questions respectively.	Strongly Agree	
Q19	Clear Expectation, Ethics & Culture	To what extent do you agree/disagree with making enforcement of the proposed statutory code an employment matter for chief fire officers to determine within their services?	Agree	As indicated in the Governance chapter of this response, we are committing to providing chief fire officers with the operational independence they need to lead their services. For this reason, it would seem appropriate that the duty to have regard to a statutory code of ethics is placed on operationally independent chief fire officers who would also take on responsibility for applying it in their services.	Agree	
Q20	Fire & Rescue Service Oath	To what extent do you agree/disagree with the creation of a fire and rescue service oath for services in England?	Strongly Disagree	This proposal was not supported by respondents, with only 33% of respondents in agreement that this would help.	Neither	
Q21		Please provide the reasons for your responses		33/a oi respondents in agreement triat uns would map.	N/A	Thought must be given to making an oath a requirement within the Fire Sector, when a proposal to make the adoption of the code of ethics a statutory requirement has been made. Comparison to the Police in this instance appears disjointed and without additional context seems to be trying to align arrangements in the absence of context. Research and analysis of how effective the oath has been in the Police would be beneficial alongside clear supporting evidence of how implementing and monitoring the effectiveness of the oath in the Fire Sector would be managed. Practicalities such as a refusal of new and / or existing staff members to adopt the oath would need to be reviewed alongside any EDI implications.
Q22	Fire & Rescue Service Oath	To what extent do you agree/disagree that an Oath would embed the principles of the Code of Ethics amongst fire and rescue authority employees?	Strongly Disagree	After considering the findings of the consultation, it is clear	Disagree	
Q23	Fire & Rescue Service Oath	To what extent do you agree/disagree with an Oath being mandatory for all employees?	Strongly Disagree	that respondents have concerns regarding the oath and that it may not address the challenges within the sector as	Disagree	
Q24	Fire & Rescue Service Oath	To what extent do you agree/disagree that breach of the fire and rescue service oath should be dealt with as an employment matter?	Agree	desired. The Home Office will therefore not be taking this proposal forward at this time.	Disagree	
Q25	Professionalism Summary	To what extent do you agree/disagree that the five areas listed above are priorities for professionalising fire and rescue services?  Leadership Data Research Ethics Clear Expectations	Agree	Post-Fix (28 May - 28 -inly)   Post-Fix (28 May - 28 May -	Agree	
Q26	Professionalism Summary	What other activities, beyond the five listed above, could help to professionalise fire and rescue services?		The qualitative findings clearly demonstrate that the proposed five strands of work are widely considered to be valuable to fire and rescue services. The Home Office will therefore continue to progress these areas of work with our partner organisations, including the NFCC, and within our development of a College of Fire and Rescue. Consideration will also be given to how the proposed work could link more effectively to learning and training approaches for professionals.	N/A	The five priority are themselves sensible. There is an absence though of sufficient context beyond that of an overarching intention, mainly identifiable in the omission of any details related to the sustainability of funding to support the effective transition and / or integration of these priorities. Longer term sector funding plans from the government is essential for these 5 priorities and their associated objectives to be fulfilled. If funding and planning arrangements continue to be short term, consistency in the fire sector will never be accomplished within these five priority areas. It needs to be clearly referenced that FRS's already have a range of professional standards and is their consistent applications in the sector which is more of a consideration.
Q27	Independent Strategic Oversight, A College of Fire and Rescue	To what extent do you agree/disagree with the creation of an independent College of Fire and Rescue to lead the professionalisation of fire and rescue services?	Agree	The Home Office will be proceeding with the creation of a College of Fire and Rescue to provide fire services and professionals with the support they need. We are working closely with our partner organisations and comparator bodies, such as the College of Policing, to consider the most appropriate delivery option for a College.	Agree	
Q28		Please provide the reasons for your response			N/A	Agree in principle but is evidently aligned to our response made in question 26 on account of funding, which although is a concurrent theme for each proposed reform, has no supporting information provided in the White Paper to make a truly informed response. A review and evaluation of current working practices and options for the delivery of professional development, including the existing role of the Fire Service college, would provide greater insight into the feasibility of planned changes which would have the potential to create a national hub of learning and development.

Number	Question Theme(s)	Question	Consultation Outcome	Government Response	HFA Consultation	HFA Consultation Comments
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Q29	Governance Structures	To what extent do you agree/disagree that Government should transfer responsibility for fire and rescue services in England to a single elected individual?	Strongly Disagree	After considering the findings from the consultation, the Home Office does not intend to mandate governance transfer to a single, (directly) elected, individual at this time. However, the Home Office will proactively support any PCC	Strongly Disagree	
Q30		What factors should be considered when transferring fire governance to a directly elected individual?	N/A	or Mayor who is interested in effecting a voluntary transfer and where the areas are co-terminous and will explore options to simplify the process and incentivise transfers. Further, as part of the Government's Levelling Up agenda, we will continue to support locally led Mayoral devolution deals and any fire governance transfer that result from these deals, or from other Local Government reform.	N/A	A much clearer evidence based rationale for making the transfer is required. Without any conducted independent research, analysis, survey results, evaluation or HMICFRS governance inspection the factors needed to be considered cannot be accurately informed as there is no indicators to benchmark against. Within the white paper consultation document there is no idetail on the how the individual model would or could replicate the agreed constitutional arrangements currently in operation which facilitates the views of the different the county authorities.
Q31	The Mayoral Model	Where Mayoral Combined Authorities already exist, to what extent do you agree/disagree that fire and rescue functions should be transferred directly to these MCAs for exercise by the Mayor?	Neither	As previously stated, the Home Office will not be mandating governance transfer to a single, (directly) elected, individual but will proactively support locally led Mayoral devolution deals as part of the Government's Levelling Up agenda. Furthermore, the Levelling Up and Regeneration Bill, currently going through Parliament will introduce a new category of Mayor, combined county Mayors, who will also have the ability to assume FRA functions for their area with Home Office support where appropriate.	Strongly Disagree	
Q32	Police and Crime Commissioners	To what extent do you agree/disagree that Government should transfer responsibility for fire and rescue services in England to police and crime commissioners?	Strongly Disagree	As well as supporting locally led Mayoral devolution deals and PCC transfers the Home Office will explore ways to simplify the current business case process for PCCs to take on local oversight of their fire and rescue service.	Strongly Disagree	
Q33	Other Options, such as an executive councillor	Apart from combined authority mayors and police and crime commissioners, is there anyone else who we could transfer fire governance that aligns with the principles set out above?	No		Yes	
Q34		If yes, please explain other options and your reasons for proposing them	N/A	Whilst it its illuminating to consider the alternative governance models proposed by respondents, particularly independent Fire Commissioners, we will not be mandating governance transfers to models aligning to our criteria of a single, (directly) elected individual at this stage.	N/A	As already referenced a strong recommendation is that governance reviews are undertaken and the outcomes considered before any changes are made. The most important thing is that the Service is able to continue to develop the great service it delivers to our communities without being sidetracked by political considerations. The Authority supports the retention of the status quo until such a time that reviews are undertaken of each governance model to inform the preferred option. Alternatively the Authority supports the potential transfer of Service governance to one of the Council Leaders, on behalf of all four county areas, for them to operate in the most efficient and effective way they are able to, in line with current practices and performance.
Q35	Other Options, such as an executive councillor	To what extent do you agree or disagree that the legal basis for fire and rescue authorities could be strengthened and clarified?	Agree		Strongly Agree	
Q36		Please provide the reasons for your response		The Home Office will seek to better clarify the legal role of fire and rescue authorities in the oversight of their local service. This will be achieved through a proposed demarcation of responsibility when seeking to grant operational independence to chief fire officers.	N/A	Humberside Fire Authority was created by a Combination Scheme Order in 1995. This was locally determined by the elected representatives of the four Counties in our area, and our Fire and Rescue Service has continually received both support, and excellent feedback from all our communities ever since. The Authority operates in an extremely open manner, continually within managing a balanced budget, even during times of austerity and with a balanced representation of geographical areas and political parties which ensures that all decisions are taken for the good of the communities evere. This is also done with wide ranging operational independence delegated to our Chief Fire Officer formally via our constitution. Effectively strengthening this existing model would help the continuation of a consistent and board led approach to governance.
Q37	Boundaries	To what extent do you agree/disagree that boundary changes should be made so that fire and rescue service areas and police force/combined authorities (where present) areas are coterminous?	Neither	Although the proposal is supported by 45% of respondents, the government position not to pursue mandatory governance transfers limits the value of this proposal. As we will not be mandating changes to governance models there will be no need to enforce boundary changes which would prove disruptive and controversial. Whilst we will be proactively supporting voluntary transfers of FRA functions to PCCs or Mayors in those areas which are co-terminous with FRAs, those areas which are not co-terminous will remain under their current governance arrangements and we will work with them to explore options to improve transparency and accountability within current structures.	Strongly Agree	
Q38	Fire Funding	To what extent do you agree/disagree with ring-fencing the operational fire budget within fire and rescue services run by county councils and unitary authorities?	Strongly Agree	The Government will not pursue ring-fencing of operational	Strongly Agree	

Number	Question Theme(s)	Question	Consultation Outcome Majority	Government Response	HFA Consultation Response	HFA Consultation Comments
Q39		Please provide the reasons for your response	N/A	councils and unitary councils. Instead, taking into account what those directly impacted by this proposal have said, we will focus on improving transparency of reporting around how fire and rescue services are funded at local level. We will do this by amending the Fire and Rescue National Framework for England to the effect that FRAs with 'parent authorities' are asked to publish their allocated budgets on their website prior to the start of each financial year, and then again if the budget is changed mid-year. The Government will review the effectiveness of this new practice in due course and may consider the introduction of further measures to increase the transparency of funding arrangements, if necessary.	N/A	Without ring-fencing the potential for FRS's to not receive the resources it might otherwise be allocated, due to other competing priorities within the parent authority, would have determinantal effect to maintaining front line response. As a result, fire and rescue budgets become reduced and unable to fulfil the requirements of their respective CRMP. An increased risk in FRS's having to compete with other parts of the local authority for capital funding to replace essential assets creates instability with the infrastructure infringing on the FRS's ability to effectively serve their communities.
Q40	A Balanced Leadership Model	To what extent do you agree with this proposed approach (as outlined in the table above)?	Agree	The Government will legislate at the earliest opportunity to give CFOs operational independence. This will include a new	Disagree	
Q41		Do you have any other comments to further support your answer?	N/A	statutory definition of a Chief Fire Officer and a Fire and Rescue Service. Currently, the requirement for the provision	N/A	At a local level, this demarcation broadly follows what is currently in place within the Authority. The Chief Fire Officer has existing authority to make many of the decisions outlined in the table. We do however disagree with the suggestion they are given the authority to independently dismiss staff. The Service's existing constitution when applied effectively enables operational independence as is evident within Humberside.
Q42	A Balanced Leadership Model	Are there any factors we should consider when implementing these proposals?	N/A	responsibility. We will facilitate the introduction of a standardised scheme of delegation, supported by regulations and guidance setting out the detail of this demarcation. The	N/A	As stated in responses to questions 40&41
Q43	A Balanced Leadership Model	What factors should we consider when giving chief fire officers operational independence? Please provide the reasons for your opinions	N/A	intention for this is to create clear lines of responsibility where they do not already in exist and to strengthen existing schemes of delegation already in place.	N/A	This is already actioned with a wide ranging operational independence delegated to our Chief Fire Officer formally via our constitution. The existing constitution when applied effectively enables operational independence as is evident within Humberside.
Q44	Legal Entity of Chief Fire Officers	What factors should we consider should we make chief fire officers corporations sole?	N/A	Whilst the Home Office will pursue operational independence and a clear demarcation of in legislation, it would not be possible to uniformly apply corporation sole status in all governance models and as such we will not pursue this proposal.	N/A	There is a void of supporting evidence to determine the proposed responsibilities of the corporations sole. Given the traditional definition and context of a corporations sole it is difficult to ascertain if this would be a suitable proposal. Likewise given previous responses detailed in this consultation alternative approaches are preferred or until further information can be provided to substantiate the concept.
Q45	Clear Distinction Between Strategic and Operational Planning	To what extent do you agree or disagree that the responsibility for strategic and operational planning should be better distinguished?	Agree	The Government will explore legislation, when parliamentary times allows, to amend and clarify responsibilities with regards to the production of strategic and operational plans.	Agree	
Q46	Clear Distinction Between Strategic and Operational Planning	To what extent do you agree or disagree that the strategic plan should be the responsibility of the fire and rescue authority?	Agree	The current legal requirement for a separate strategic plan is already set out in statute for Combined Authority Mayors (MCAs) and Police, Fire and Crime Commissioners (PFCCs). The Home Office wish to legislate so that this requirement applies to all categories of FRA listed in the FRSA 2004 and to clarify the name and responsibility for the operational plan, whereby the 'Integrated Risk Management Plan' (IRMP) will become the 'Community Risk Management Plan' (CRMP). The change in will be reflected in legislation at the earliest opportunity and updated in the National Framework. These	Agree	
Q47	Clear Distinction Between Strategic and Operational Planning	To what extent do you agree or disagree that the operational plan should be the responsibility of the chief fire officer?	Strongly Agree		Strongly Agree	
Q48		Please provide the reasons for your response	N/A		N/A	Following the responses made in questions 45 & 46 the Service currently and successfully models this approach. There is a clear distinction that operational plans are managed by the CFO and through a productive working relationship with the Fire Authority, a robust and transparent approach is achieved.

Humberside Fire Authority 9 February 2024

Report by the Assistant Chief Fire Officer & Executive Director of Corporate Services

### REALWORLDHR REPORT - AN INDEPENDENT VIEW OF STAFF ENGAGEMENT AND POSSIBLE NEXT STEPS

#### 1. SUMMARY

- 1.1 In April 2023, following a series of reports published nationally over a six month period relating to culture within the Fire and Rescue Sector, the Executive Board felt it important to commission an independent staff engagement exercise. The aim of this exercise, undertaken by RealWorldHR, was to gauge staff perception on the organisation so that the Service can better understand how to support and develop its workforce with the view to aspiring to becoming an outstanding organisation.
- 1.2 RealWorldHR has now completed its work and produced its report (Appendix 1) for the Service's consideration and forward action. Also attached at Appendix 2 are the Staff Survey results undertaken by RealWorldHR.
- 1.3 Over a three-month period, starting in August 2023, RealWorldHR personnel listened to and heard the views and opinions from many of the Service's workforce, with 49% completing a confidential survey (one of the highest response rates for the Service to date). 48 managers attended a leadership conference, and 170 individuals met with RealWorldHR personnel through 28 focus groups and a series of one-to-one conversations where individuals could speak more candidly.
- 1.4 RealWorldHR findings illustrate that there are many positives to draw from this engagement exercise and some results which the Service should be proud of, not least that almost everyone who engaged in the process told them they know how they should behave in line with ethical behaviours and values.
- 1.5 9 out of 10 survey respondents stated they really cared about the Service; 84 per cent stated they were proud to work for the Service and over 4 out of 5 of staff said they would recommend the Service as a place to work to their friends and family.
- 1.6 Equally the engagement exercise also highlighted areas for improvement, in particular where some female staff reported how they have been made to feel by the actions of others. Issues of mistrust have been raised through every stage of the engagement exercise work and presents an opportunity on which to build for the future.
- 1.7 Actions will be incorporated into the Service Improvement Plan (SIP) to ensure they are effectively implemented, managed and monitored.
- 1.8 The full report (Appendix 1) will be shared with staff over the forthcoming period through a series of communications and interactive platforms as set out in the Communication and Engagement Plan (Appendix 4). An easy read summary report has also been produced for staff as set out at Appendix 3.

#### 2. RECOMMENDATIONS

It is recommended that the Fire Authority:

(i) Receives the RealWorldHR report (as set out in Appendix 1) and acknowledges both the positive areas highlighted in the report and those areas where further improvement can be made.

- (ii) Takes assurance that a comprehensive communication and engagement plan has been developed (Appendix 4) to inform staff over the forthcoming period of the outcome of the RealWorldHR report.
- (iii) Be assured that the action points raised in the RealWorldHR report will be embedded into the Service Improvement Plan (SIP) for implementing, managing and monitoring in order to drive forward the continuing positive cultural change and the aspiration to becoming an outstanding organisation.

#### 3. BACKGROUND

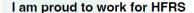
- 3.1 Following the publication of the Independent Culture Review of London Fire Brigade (LFB) in November 2022, at its meeting of 10 March 2023, the Fire Authority received a report that set out the Authority's cultural journey since adopting the Core Code of Ethics (CCoE) in June 2021.
- 3.2 On 30 March 2023, HMICFRS published its report 'Values and culture in fire and rescue services'. The report focused on the values and culture of all 44 fire and rescue services (FRSs) in England and drew on the evidence collected through HMICFRS' inspections of FRSs since 2018.
- 3.3 As a result of a number of reports on the culture within the Fire and Rescue Sector being published over a six month period, the Executive Board felt that it was important that an independent staff engagement process was carried out to establish how staff felt about values and culture in the Service. For the benefit of independence, transparency and anonymity, it was determined that a third-party company should be used.
- 3.4 Through a competitive tendering exercise RealWorldHR was appointed to carry out the staff engagement process, taking what was recognised by HMICFRS as a 'Good' organisation as the benchmark to consider how the Service looked after its workforce to enable it to achieve its aspiration of becoming an 'Outstanding' organisation.
- 3.5 Over a three-month period, starting in August 2023, RealWorldHR personnel listened to and heard the views and opinions of many of the Service's staff, with 49% completing a confidential survey (one of the highest response rates for the Service to date). 48 managers attended a leadership conference, and 170 individuals met with RealWorldHR personnel through 28 focus groups and a series of one-to-one conversations where individuals could speak more candidly.

#### 4. REPORT DETAIL

- 4.1 Attached at Appendix 2 are the Staff Survey results undertaken by RealWorldHR. Data from the staff survey and feedback process illustrates that there are many positives to draw from this research and some results which the Service should be proud of; not least that virtually everyone who has engaged with RealWorldHR told them they know how they should behave in line with ethical behaviours and values.
- 4.2 9 out of 10 survey respondents stated they really cared about the Service; 84 per cent stated they were proud to work for the Service and over 4 out of 5 of staff said they would recommend the Service as a place to work to their friends and family which is a great endorsement and supports the Service's ambition to being an employer of choice.

### Where You Are Now – Snapshots from the Engagement Survey



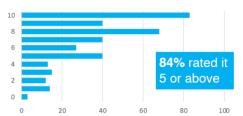


84% agree or strongly agree

### Please tell us about your positive experiences of working for HFRS

- · Supportive teams and line management
- Pride in the work we do, working with/for the community
- Receiving praise in the form of yearly awards, commendations, verbal and written recognition from colleagues and management, thank-you's
- Support services being available during times of need
- Feeling valued by management, not being micromanaged and being allowed to have an opinion and being listened to
- Positive change within the culture and a belief that HFRS is moving forward

### I would recommend working at HFRS to friends and family (0 low to 10 high)



### What three things would improve your experience of working for HFRS?



- 4.3 This feedback forms a solid base from which to build, but to be outstanding the Service needs to understand the issues its staff are facing now, questioning why only half of the staff chose to complete the survey, and seeking to understand why almost half of those who did complete the survey thought nothing would happen as a result of sharing their views.
- 4.4 RealWorldHR found some issues that need to be addressed, with some female staff having reported how they had been made to feel by the actions of others. Issues of mistrust have also been raised through every stage of the engagement process and presents an opportunity on which to build for the future.
- 4.5 Other key headline findings were:
  - 97 per cent of staff felt they treated others in the Service fairly, regardless of any protected characteristic or job role, location, employment type or duty system.
  - 96 per cent of staff are aware of the Service's Zero Tolerance approach.
  - 90 per cent of staff care about the future of the Service.
  - 81 per cent of staff felt valued and recognised by their peers.
  - 60 per cent have taken action the last time they witnessed inappropriate behaviour.

#### **Next stages – Actions and Communications**

- 4.6 Actions will be incorporated into the Service Improvement Plan (SIP) to ensure they are effectively implemented, managed and monitored.
- 4.7 The full report (Appendix 1) and summary report (Appendix 3) will be shared with staff over the forthcoming period through a series of communications and interactive platforms, as set out in the Communication and Engagement Plan (Appendix 4).

#### **Risk Management Implications**

4.8 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'.

#### 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, although the Authority should be assured that for the activities that have created a change, an EIA will be created.

#### 6. CONCLUSION

- 6.1 RealWorldHR has now completed its staff engagement exercise and shared its findings and conclusions with the Service.
- 6.2 The full report (Appendix 1) and summary report (Appendix 3) will be shared with staff over the forthcoming period through a series of communications and interactive platforms as set out in the Communication and Engagement Plan (Appendix 4).
- 6.3 It is vital that all staff understand the findings of the engagement exercise and the Service's genuine commitment to address the issues raised in the report and continue to drive forward cultural change within the Service to enable it to achieve its aspiration to becoming an 'Outstanding' organisation.
- 6.4 Actions will be incorporated into the Service Improvement Plan to ensure they are effectively implemented, managed and monitored.
- 6.5 Members should take assurance by the approach taken by the Service in ensuring the values and culture of the Service are understood and improved, ensuring that a safe and supportive working environment is provided for all.

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

#### **Officer Contact**

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#### **Background Papers**

September 2023 – RealWorldHR – Service Improvement Journey November 2023 – RealWorldHR – November Update

#### **Glossary/Abbreviations**

CCoE	Core Code of Ethics
FRS	Fire and Rescue Services
HMICFRS	His Majesty's Inspectorate of Constabulary and Fire & Rescue Services
LFB	London Fire Brigade
SIP	Service Improvement Plan





### HUMBERSIDE

Fire & Rescue Service

The Journey

From Good to Outstanding

An independent view of staff engagement and possible next steps

Submitted after presentation 18 December 2023

### **Executive Summary**



RealWorldHR were commissioned in June 2023 to provide staff engagement and consultancy services which supports HFRS in taking what was recognised by HMICFRS as a good organisation, to an outstanding one. We were asked to look at the Service's approach to staff engagement in context of the people journey towards *outstanding* at a time when various independent cultural reviews were reporting negative feedback on behaviours across the fire and rescue sector.

At the outset we were told that the Executive team at Humberside Fire & Rescue recognise the importance of the [independent cultural reviews] and while it is not seen as reflective of the whole sector or HFRS, it would be prudent to carry out an assessment of our own journey, and we have therefore conducted unfettered independent research across the organisation to provide a view as to how staff are currently feeling and what can be done to take them to the next level.

We have listened, and heard, the views and opinions of many of the Service's staff, with 49% completing a confidential survey (one of the highest response rates for the Service to date), 48 managers attending a leadership conference, and 170 meeting us through 28 focus groups and a series of one to one conversations where people wanted to talk to us individually.

Data illustrates that there are many positives to draw from this research and some results which the Service should be proud of, not least that virtually everyone who has engaged with us has told us they know how they should behave in line with ethical behaviours and values; 9 out of 10 said they really care about the Service; and over 4 out of 5 of your staff would recommend the Service as a place to work to their friends and family.

This is great feedback and means you have a solid base from which to build, but to be outstanding you need to understand the issues people are facing now, ask why only half of the staff chose to complete a survey, and ask yourself why almost half of those who did fill in the survey think nothing will happen as a result of sharing their views.

There *are* issues that need to be addressed and some female staff have reported how they have been made to feel by the actions of others. Issues of mistrust have been raised through every stage of our work, and presents an opportunity on which to build for the future.

"Feedback is a gift" and you only get it if you are prepared to ask, hear, and act on what you have been told. This is why completion rates for surveys is a good indicator of cultural health.

### **Executive Summary**



Continuing improvement of your survey completion rates, despite levels of cynicism, will likely be a people and OD challenge on your journey towards evidencing achievement of Outstanding. Your leaders, managers, and staff want to see what you will do next to: deal with issues raised; build trust; and break down the barriers to continue improvement of your staff engagement.

Acting and referencing back to this review could have a marked impact.

As a cautionary note, analysing your survey data over the last 9 years is included in the appendices, and noting various comments made through the research means there is a risk some negative behaviour is inadvertently starting to go underground. In part, we are of the view this is due to the actions you have been required to take to address previous feedback.

In our view the problem is more complex than either qual or quant evidence would suggest and needs triangulation. We have tried to do that for you throughout this work.

It appears the people and organisational development plans you currently have in place will need to be more ambitious to tackle these issues, and teams will need to be empowered to do this. If you don't take action to build trust you will struggle on the journey to become outstanding. The will appears to be there, but it needs both a leadership and management paradigm shift based on tangible action that is visible. Begin by asking yourself what would an Outstanding Organisation do and start from there rather than reacting to the issue at hand like a Good Organisation would do.

This report plays back what your staff want to say to you. Some of this you already know, some of this you already feel you know, and some of this you will be unaware of. An Outstanding organisation accepts the feedback of its staff, acknowledges what they have been told as their lived experience, and doesn't get defensive. That will be key for the Service here.

The views in this report take people's lived experience and triangulates the feedback in a way that you can learn from and build upon through the next stage of your journey, and by taking some concrete action, will be a real opportunity to demonstrate to your workforce how you will become outstanding and your roadmap to get there.

We submit this report for your consideration.

Stephen G Mason Chief Executive

# This is NOT an Independent Review of your culture

# GOOD to OUTSTANDING

It is how you react and what you do next that matters

# Your Brief through the Staff Engagement and Consultancy Services Tender



#### What Do We Need

London Fire Brigade published an independent cultural review in November 2022. The report provides an extensive overview of the culture within the service and identifies a number of cultural challenges that they face.

The Executive team at Humberside Fire & Rescue recognise the importance of the report and while it is not seen as reflective of the whole sector or our own service, it would be prudent to carry out an assessment of our own journey.

Therefore, we are looking to commission an independent report which is to be described as:

taking what was recognised by HMICFRS as a good organisation and in particular with regard to looking after our people and our journey to an outstanding organisation.

The report will take into account how we operate now, our learning, along with how we can continue to improve to be the very best and move to an outstanding organisation.

#### **Outcomes**

The Authority would wish to see the following minimum outcomes delivered:

- 1. Delivery of a quality staff survey project with a sector benchmarked good response rate. (with quantitative data)
- 2. Design and delivery of organisation wide awareness/preparation and engagement activities which demonstrate benchmarkable good participation, involvement and engagement. (qualitative and quantitative data)
- 3. Demonstrate ability to transfer learning and build confidence at HFRS in a range of areas of staff engagement including, continuous commitment, appetite to action changes, and contribute confident leadership in this area.
- 4. Delivery of an outcome report and associated senior leadership presentation of an action plan to allow HFRS to learn, develop and grow as it looks to move from a good organisation gaded by HMICFRS to an outstanding one.

### **Meeting the Brief**



Delivery of a quality staff survey project with a sector benchmarked good response rate. (with quantitative data)

• Survey completed with 49% response rate

Design and delivery of organisation wide awareness/preparation and engagement activities which demonstrate benchmarkable good participation, involvement and engagement. (qualitative and quantitative data)

• 28 focus groups across 5 areas

- 170 participants
- 48 Service Leaders at Leadership Conference providing responses to questions
- Meetings with trade unions and staff network reps

Demonstrate ability to transfer learning and build confidence at HFRS in a range of areas of staff engagement including, continuous commitment, appetite to action changes, and contribute confident leadership in this area.

- Regular briefings with ACFO, Director of People and OD Manager
- Action Plan developed

Delivery of an outcome report and associated senior leadership presentation of an action plan to allow HFRS to learn, develop and grow as it looks to move from a good organisation graded by HMICFRS to an outstanding one.

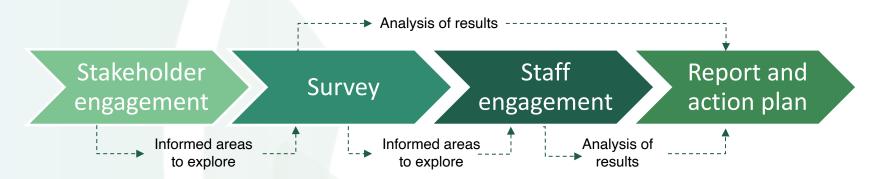
- Initial survey highlights 18 September 2023
- SLT presentation 18 December 2023
- Outcome report presented 19 December 2023

220 Action Plan

### Research



We used a mixed methods approach to the staff engagement survey, to mitigate negativity bias.



### **Participation**

Data collection	Number	Comment
Leadership Conference	48	258 comments collected from 48 participants
Survey (Quantitative)	475 (49%)	For comparison, HMICFRS survey response rate in 2022 was c.24%
Survey Comments (Qualitative)	1370	5 questions asked for free text responses
Focus Groups and 1:1s	28 focus groups	170 (17%) of staff attended



# Where You Are Now

# Where You Are Now – HMICFRS Inspection Report 27072022



#### The service is now much better at supporting its workforce

In our round one inspection, we found that the 'people' pillar required improvement. We were pleased to see that the service has made improvements in this area. Staff understand and are very complimentary about the new wellbeing services offered to them. In addition, the service has set up a training and development matrix for all staff and developed a new performance and development review process. Equality, diversity and inclusion are well understood throughout the service. But while it is encouraging that the service has set up staff feedback mechanisms, it needs to make sure that these are more trusted by the workforce.

#### How well does the fire and rescue service look after its people?

Humberside Fire and Rescue Service is good at looking after its people.

#### Humberside Fire and Rescue Service required improvement in its 2018/19 assessment.

The service has improved in managing its people since our last inspection, with policies and procedures in place that cover all relevant areas.

The service has a positive working culture. Its values are understood and reflected in the behaviour of most staff, although we were told that this is not the case for some senior managers. The service has developed excellent wellbeing services, and staff are broadly positive about this. Staff have access to support for their physical and mental health through the occupational health department.

Since our last inspection, the service has improved its workforce planning. The skills matrix that is now in place makes sure that all staff are aware of the most important competencies that they should have for their role, and what they will need if they progress to more senior roles. The service has a positive view of learning and development, which is noticeable throughout the organisation. It has put a great deal of effort into developing its competency recording system. And we were pleased to see that the service wants to take this further to make sure that it is effective for everyone.

The service has done an exceptional amount of work to engage with its staff. But it needs to do more to develop trust across the organisation, so that staff feel more confident challenging and giving feedback to management. And the service needs to show how it is acting on the feedback and challenge it receives from its workforce.

We found that the service was actively promoting issues relating to equality, diversity and inclusion (EDI). And the workforce supports this approach, which will lead to benefits in the long term. The positive action being carried out across the service is noteworthy.

The service has created a new performance development review system, which includes consideration of staff wellbeing. There has been excellent take up of this. But some staff feel that it is a tick-box exercise and see little benefit in completing the reviews.

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While the Service carries out some evaluation of its communications, staff told us that they do not see change happening because of their feedback. In our staff survey, 51.5 percent of respondents (120 of 233) said they were not confident in the mechanisms for providing feedback to all levels.

Some staff told us that their feedback was received defensively by senior managers, and other staff described the 'Let's Talk' sessions as being too big a forum.

Representative bodies feel that engagement is rarely or only sometimes meaningful. These bodies and staff associations told us that they would like better engagement from the service

# Where You Are Now – HMICFRS Inspection Areas For Improvement



### Promoting the Right Values and Culture

- The service should assure itself that senior managers are visible and demonstrate service values through their behaviours.
- The service should monitor secondary contracts to make sure working hours are not exceeded.

### Ensuring Fairness and Promoting Diversity

- The service should assure itself that staff are confident using its feedback mechanisms, so these help the service gather valuable information.
- The service should make sure that it has effective grievance procedures. It should identify and implement ways to improve staff confidence in the grievance process.
- The service should make sure it has robust processes in place to undertake equality impact assessments and review any actions agreed as a result.

### Managing Performance and Developing Leaders

• The service should put in place an open and fair process to identify, develop and support high-potential staff and aspiring leaders.

# Where You Are Now – Snapshots from the Engagement Survey



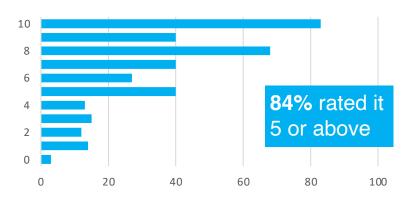
### I am proud to work for HFRS

84% agree or strongly agree

# Please tell us about your positive experiences of working for HFRS

- Supportive teams and line management
- Pride in the work we do, working with/for the community
- Receiving praise in the form of yearly awards, commendations, verbal and written recognition from colleagues and management, thank-you's
- Support services being available during times of need
- Feeling valued by management, not being micromanaged and being allowed to have an opinion and being listened to
- Positive change within the culture and a belief that HFRS is moving forward

# I would recommend working at HFRS to friends and family (0 low to 10 high)



# What three things would improve your experience of working for HFRS?



### Focus Group perception of where you are now



- Own teams that people work in are good
- Camaraderie within the watch/team and it's like a family
- OH Critical Incident Debrief was seen as excellent but now with SMs it has reduced the ability to talk about emotional impact changed focus from welfare to operational but "never given rationale for the change".
- Like it when SLT visit for a chat drop in but now feels staged or with a purpose done when something
  has gone wrong or to tell us something not just to chat
- Going into Control was well received as a genuine chat
- Ride outs from HQ was seen as positive experience at bridging the gaps and increase awareness of roles
- Finance visits to station by Head of Finance explaining the issues in simple terms was well received
- "Rooky Reds" was positive but recognises poorly accepted by the Service (seen as a secret group and trainees won't share they are part of it for fear of bullying seen as leaving people exposed)
- HR was hit and miss
- Support offer was well received for on and off job support
- Managers who have autonomy to manage like it at HFRS as they felt trusted and able to get on, but frustrated with churn of SMs but each have to build portfolio to make their mark
- System is a barrier to empowerment in theory they can empower but still involves the hierarchy to action
- Praise of what they do now for neuro diversity screening and budget for assessments
- Shared good practice with individuals coming forward who had shared had a disability and sharing Voices for Disability Group
- B&H training is very good, but you get it at the start and not continuous or refresher through career
- On Call Liaison Officer was well received stopped due to perception that Senior Managers didn't like the advice as it was from a more junior manager
- WMs who do morning briefing at the start was well received those who read Siren together was well
  received inviting managers into the briefings was well received



### HMICFRS Inspection 2022:

The service has done an exceptional amount of work to engage with its staff. But it needs to do more to develop trust across the organisation, so that staff feel more confident challenging and giving feedback to management. And the service needs to show how it is acting on the feedback and challenge it receives from its workforce

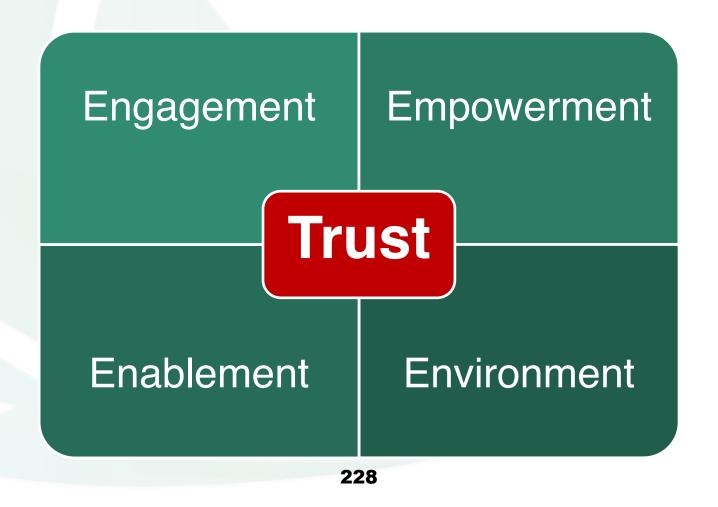
# The Journey to Outstanding



### Four themes from the focus groups



Trust is a running theme throughout this engagement study. In the rest of the report we look at each of four contributing themes in turn. Here we draw out a number of the staff concerns and complaints, and this should be read in the context of the negativity bias that is inherent in staff surveys.



### **Engagement**





# Where you are now

# What an outstanding organisation would do

#### Staff (and Managers) are:

- Eager to know the outcomes of the survey and what will happen next
- Want clear, honest, transparent communication
- Want top-down communication but want to be involved in two-way, meaningful dialogue
- Want to know the rationale for decisions or changes
- · Want early engagement
- Recognise SLT engagement but it doesn't always feel meaningful on stations
- Given short notice of focus group, some not expecting the review team's visit
- Lack of visible action after 2019 survey means most doubt anything will happen this time

- ❖ Build and maintain trust
- Encourage cooperation
- Organise change when it's needed
- Anticipate the future
- Remain flexible
- Create distinctive spaces
- Create an inclusive environment
- Promote personal growth
- Empower people
- Learn from others
- Foster a leadership culture

HBR Aug 2022

#### HMICFRS:

- staff told us that they do not see change happening because of their feedback
- Representative bodies feel that engagement is rarely or only sometimes meaningful. These bodies and staff associations told us that they would like better engagement from the service.

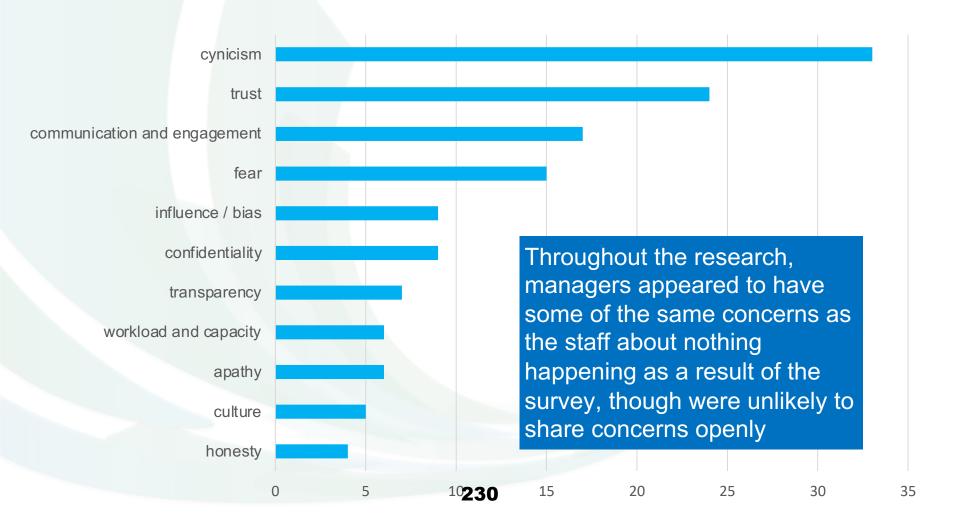




# Leadership Forum views on potential barriers to engagement



We asked managers at the July Leadership Forum to anonymously write down three barriers they personally saw to improving engagement. These comments were grouped into themes by the researchers. Interestingly, these views were repeated throughout the survey and the focus groups.

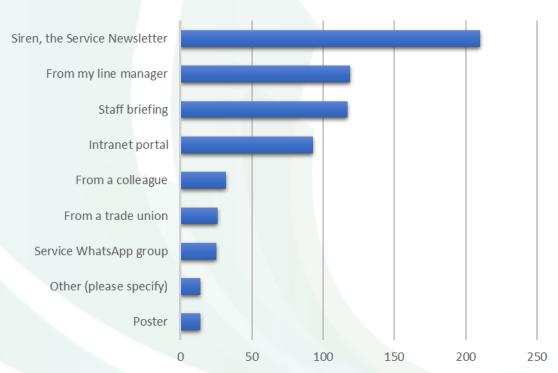


### What communication media do staff use?



### Survey

### Survey question – How did you hear about the survey?



#### 'Other':

- Service wide email
- Network group
- · Communications through senior management
- Leadership forum

### **Views**

Some focus groups said they did not read Siren, but 44% of survey respondents saw the survey in it.

Some staff want more 'top down' communications

Not all staff were aware they can join in the daily briefings

Want a monthly briefing aimed at On Call staff

### **Shareable Practice**

- One watch told us they read Siren together and it worked well as they could discuss the content
- One station printed the information on our focus groups and pinned it on the notice board

### Our observation on your engagement approaches





### **Worked Well**

- Engaging with unions and staff networks before survey launch
- Meeting people where they are, e.g. on station
- Active listening



### **Worked Less Well**

- Focus groups for any staff to attend, without a specific invitation
- People not expecting our visit late cascade of information



### **Staff Likes**

- SLT visits when seen as genuine
- Interaction between different teams breaks down barriers



### **Staff Dislikes**

- No feedback from 2019 staff survey, so why bother?
- Don't think anything will change as a result
- Only asked to comment on proposals, not shape them
- Not given a rationale for decisions

### **Empowerment**





# Where you are now

- Majority say they would challenge inappropriate behaviour – but only in some circumstances
- Fear speaking up and feel putting head above the parapet is 'career suicide'
- Feel unable to challenge or ask questions of senior managers for fear of response
- Belief that confidentiality is not maintained, others' private matters are discussed openly. That creates a rumour mill and even less incentive to speak up

# What an outstanding organisation would do

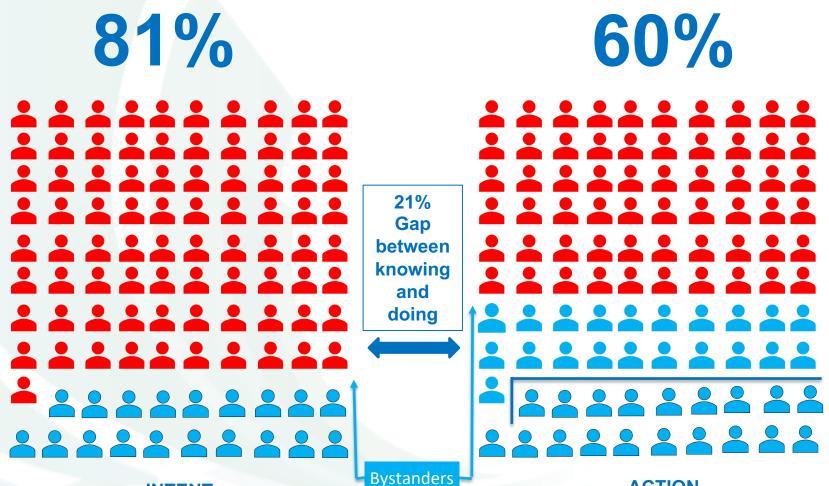
- SLT to openly discuss why managers can fairly and proactively manage in line with core values and will have support
- Managers to manage staff without fear or favour
- Managers and leaders to maintain confidence on private issues, even when amongst friends and close colleagues. Calling it out when it appears
- Staff to be visibly able to speak up and listened to, and know that their observations and suggestions have been considered
- Gossip and rumour surfaced and closed down appropriately
- Empowerment to become an area for management development and assessment in selection





# The gap between 'knowing' and 'doing' also illustrates the volume of possible bystanders





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INTENT

Say if they witnessed inappropriate behaviour they would report it

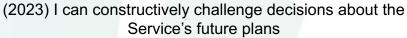
**ACTION** 

Took action when they witnessed behaviour not in line with HFRS Ethical Principles and Behaviours

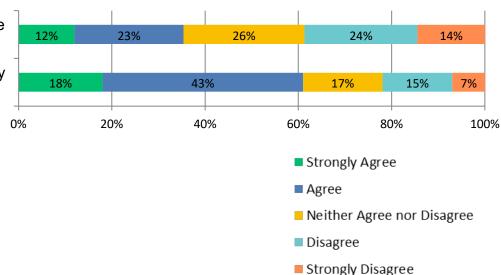
### Staff feel less able to constructively challenge



Most of the comparable staff survey questions have improved since the 2016 survey, but being able to constructively challenge is a notable exception.



(2016) I am comfortable to speak up and constructivly challenge how things are done



### This aligns with HFRS's HMICFRS 2022 report:

"Responses to the staff survey showed that 47.6 percent of respondents (111 of 233) felt they weren't able to challenge management's ideas without detriment as to how they will be treated afterwards. We found mixed attitudes towards challenging managers, and not all staff felt empowered to do this."

# There has been a marked decrease in survey respondents providing personal characteristics



On the optional survey questions on personal characteristics

- Over a quarter skipped the questions
- A further 1 in 10 selected 'prefer not to say' or 'other' on these questions

This dropped to 29% for the job-related categories – working hours and contract type.

**40%** didn't give personal details in the survey

The reluctance to give personal details is noticeably higher than in the 2016 and 2019 surveys.

### **Reflection question for HFRS:**

### What changed since 2019 to make people afraid of being identifiable?

- Free text responses and focus groups indicated there is a fear of being identified.
- There is also a view that there has been a lack of confidentiality when matters have been raised previously.
- Those who have experienced poor behaviours at work were less likely to complete survey questions about their personal characteristics. (Data is shown on the following page)

# Those who have experienced bullying and harassment are even less likely to give their personal characteristics



The tables below show the percentage of respondents selecting 'prefer not to say' to each category question.

Section – How we treat each other at work	"I am being bullied or harassed at work"			
Characteristic	Strongly agree / agree	Strongly disagree / disagree		
Sex	36%	11%		
Ethnicity	28%	12%		
Sexual orientation	36%	15%		
Religion or belief	30%	14%		
Disabilities	38%	12%		
Age	32%	12%		

Section – Culture in the fire and rescue service	"I have been bullied in the last 12 month"		
Characteristic	Yes – frequently or occasionally	No - never	
Sex	27%	11%	
Ethnicity	22%	11%	
Sexual orientation	26%	15%	
Religion or belief	24%	14%	
Disabilities	28%	12%	
Age	26%	13%	

Section – How we treat each other at work	"I have experienced inappropriate behaviour at work in the last 12 months"		
Characteristic	Strongly agree / agree	Strongly disagree / disagree	
Sex	21%	12%	
Ethnicity	15%	13%	
Sexual orientation	21%	16%	
Religion or belief	18%	15%	
Disabilities	21%	13%	
Age	21%	14%	

Section – Culture in the fire and rescue service	"I have experienced sexist behaviour in the last 12 months"		
Characteristic	Yes – frequently or occasionally	No - never	
Sex	24%	13%	
Ethnicity	19%	13%	
Sexual orientation	21%	17%	
Religion or belief	24%	14%	
Disabilities	27%	13%	
Age	27%	13%	

### **Enablement**





# Where you are now

- Staff say there are pockets of micro-management
- Watch managers want to have more autonomy
- Feel there is a blanket approach to issues rather than tackling the relevant area (a policy response to an individual problem)
- Feel 'pulling rank' and 'do it because I said so' still exists in some senior managers
- Some feel SLT lack visibility and are detached from the reality on stations
- Think senior managers perceive firefighters as lazy
- On Call staff feel under-valued
- Promotion process is seen as unfair and lacks transparency

# What an outstanding organisation would do

#### Focus on:

- ❖ Leadership: that gives a 'strong strategic narrative about the organisation'. Be specific when dealing with issues rather than generalise. Own the problem and fix it
- Line Managers who motivate, empower and support their employees.
- Employee Voice: throughout the organisation, to involve employees in decision making.
- Organisational integrity that stated values are reflected in the actual organisational culture; what we say is what we do.

Macloud, 2009











# You choose and and I will hold to account

### **Environment**





# Where you are now

# What an outstanding organisation would do

- Crew / team camaraderie is seen as positive
- Silos and divides North/South; Grey/Green; HQ/Stations
- Generational divide of older / younger staff
- Aware of Code of Ethics, but acceptable behaviours are not defined and open to interpretation
- Some feel senior managers do not display Code of Ethics
- Banter describe as "a normal part of working life" and a coping mechanisms for crews, but "the line" is not defined and staff cannot articulate where "the line" is
- Pockets of poor behaviour and sexist behaviour, and described examples of bullying behaviours
- Reported backstabbing and unprofessionalism in some areas
- Broken equipment not always fixed promptly, poor tech affects productivity – feel undervalued as a result

- Create space for creativity and failure
- Collaborate in the autonomy of individuals and teams
- Encourage collaboration instead of competition
- bring out the leadership of others
- Encourage a culture of conversations and feedback
- Measuring progress
- Put words into action
- Deal with long standing behavioural issues that have historically been too hard to do

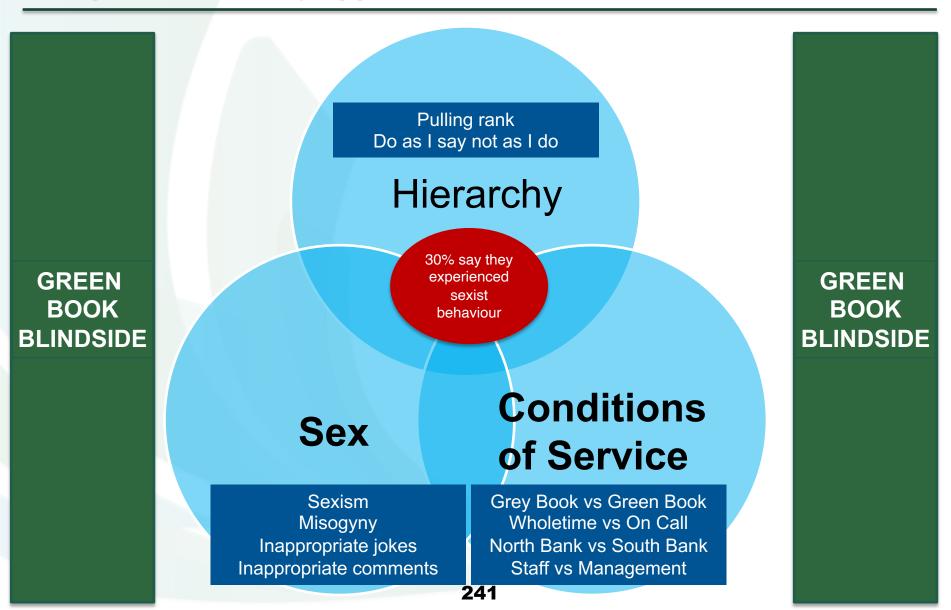
Rivero, 2021





# Factors in women feeling less respected is more complex than it may appear





### What kind of sexist behaviour do people experience?



We did not hear examples of the kinds of behaviours that were identified in LFB Independent Culture Review but we did hear experiences described as sexist [misogynistic] behaviour. There was a view that things happening were not right but most could not understand why and so described it as sexist and some behaviour examples would be categorised as misogynistic

### **Lack of Respect**

- Green Book females treated differently than uniformed male peers
- Professional qualifications / advice not respected
- Spoken over in meetings, ignored, belittled, micromanaged, rudeness
- Males don't take instruction from female managers
- Don't respond to emails unless the manager is cc'd
- "Women are expected to behave like men"
- Some female changing rooms are poor

# Opportunities, Career Progression

- Not given development opportunities
- Slower career progression than male colleague
- Overlooked for promotion
- Perceived 'glass ceiling'
- Few women in TLT / SLT
- Not wishing to apply for promotion because they feel accepted in current team
- Stay under the radar so they are not targeted
- "Jobs for the boys"

# Perceived "Lowering of Standards"

- Perception there are diversity quotas
- "White men aren't wanted"
- "Standards lowered to let in more females"
- Rookie Reds perceived as a secret group for women
- Females feel pre-judged and that they are seen as 'ticking a box' rather than capable

### **Perception vs Reality...**



You already have the tools at your disposal to tackle a number of the negative comments that are out there, everything doesn't have to be a battle for an outstanding organisation when you do the right thing as part of BAU

Today, we congratulate and welcome 13 Full-Time firefighters and four On-Call firefighters who have successfully completed our final recruits' courses for the year, marking the beginning of thei careers at Humberside Fire and Rescue Service.

"The Service doesn't want White Men" ...



# Comparator bullying, harassment and discrimination data



For benchmarking purposes, the table below shows responses to the HMICFRS inspection survey questions on bullying, harassment and discrimination for the third round of inspections.

	HMICFRS survey respondents who have felt bullied or harassed at work in the last 12 months	HMICFRS survey respondents who have felt discriminated against in the last 12 months
Humberside (2022)	15% (5 <sup>th</sup> )	20.6% (3 <sup>rd</sup> )
Avon	16%	16%
Bedfordshire	15%	14%
Buckinghamshire	15%	12%
Cambridgeshire	8.5%	6.5%
Cheshire	12%	11%
Cornwall	9%	12%
Hereford and Worcester	13%	10%
Lincolnshire	17%	19%
Merseyside	20%	27%
Northumberland	10%	11%
Surrey	27%	23%
Warwickshire	13% <b>244</b>	11%

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#### **Trust in Senior Managers**



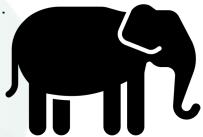
#### Survey

I feel valued and recognised by...

My peers - 81%

My line manager - 75%

SMT and above - 39%



#### **Focus Groups**

- Will challenge inappropriate behaviour at team level but won't challenge upwards
- Can't challenge or ask questions of senior management for fear of the response
- Don't always feel SLT engagement is meaningful
- 'Pulling rank'
- Not all SLT display Code of Ethics
- Senior leaders think firefighters are lazy and are detached from reality on station
- SLT are not visible
- Senior staff do not maintain confidentiality

#### **HMICFRS**

- The service has a positive working culture. Its values are understood and reflected in the behaviour of most staff, although we were told that this is not the case for some senior managers
- do more to develop trust across the organisation, so that staff feel more confident challenging and giving feedback to management.
- some staff told us of their concerns about some of the senior managers not always being visible or behaving in ways that align with the service's values. These findings were echoed in our staff survey, where 40.4 percent of respondents reported similar concerns.
- Some staff told us that their feedback was received defensively by senior managers, and other staff described the 'Let's Talk' sessions as being too big a forum
- In most cases, the source of bullying, harassment or discrimination was described as someone in a management position.

Trust needs to be rebuilt from a base of action and delivery to achieve Outstanding but could be less complicated than it may appear as you have a Good base to work from.

It appears some negative behaviour is being driven underground as (not because) SLT have become more visible.

The sector narrative is notable. People said it's not like London here but there are issues and some behaviours that have not been understood or gone unchallenged over time.

#### Rebuild trust by:

- taking action,
- dealing with the people you already know are a problem, and
- listening to feedback will unlock issues IF you also say why you are not taking things forward

#### **Conclusion**

You said, we did You said, we are not doing because ...

# "The silence of missing voices costs careers, relationships and lives"

Speak Up: say what needs to be said, hear what needs to be heard, Reitz, 2019

#### Active and Passive Bystanding ....

**Assistants** who join in and assist the bully

**Reinforcers** who do not actively attack the victim but give

positive feedback to the bully, providing an

audience by laughing and making other

encouraging gestures

Outsiders who stay away, not taking sides with anyone or

becoming involved, but allowing the bullying to

continue by their 'silent approval'

**Defenders** who show anti-bullying behaviour, comforting the

victim, taking sides with them and trying to stop the

bullying.



#### Actions





#### Organisational Development Tactical Plan 2023/24



			Fire & Res
<b>Strategic Plan:</b> 3.1, 3.2, 3.3, 3.4		Section Plans/Standards:	
CRMP:		Performance Mansgement:	
[1] Corporate Equality, Diversity and Inclusion	[2] Learning and Development	[3] Leadership and Ethics	[4] Culture and Staff Engagement
1.1 Governance of Public Sector Equality Duties	2.1 Management of Service PDR reviews	3.1 Coordinate a programme of leadership development	4.1 Provide resources and guidance for staff induction requirements in accordance with policy
1.2 Governance of Equality Impact Assessments	2.2 Maintenance and review of core skills framework, career ladders and role specific training outlines	3.2 Facilitate the Service Leadership Forum programme	<ol> <li>4.2 coordination of pre-retirement requirements in accordance with policy</li> </ol>
1.3 Management of the Corporate EDI steering Group	2.3 Management and implementation of apprenticeship programmes	3.3 Management of core learning pathways	<ol> <li>4.3 facilitate a range of staff engagement initiatives and activities</li> </ol>
1.4 Provide information, advice and guidance to staff forum groups	2.4 Management of firefighter development programme	3.4 Management of activities to promote, communicate and embed core code of ethics	4.4 Provision of staff support materials training and activities including mediation, psychometric testing, CISM and Blue Light Champions
1.5 Inform and support service recruitment through positive attraction and action activities	2.5 Application and management of coaching and mentoring programmes	3.5 Management and adherence of relevant governance requirements	<ol> <li>4.5 Conduct thematic reviews and gap analysis for cultural improvement</li> </ol>
1.6 Management and implementation of talent management pipeline	2.6 Application of management development activities and resources		
	2.7 Co-ordination of IFE centre management, including support of candidate requirements		
	2.8 Development of the recording of green book core competencies in approved system		
	2.9 Management of Service TNA informed	250	

by annual PDR process

#### **Actions**



Themes	Practical Actions	Comment
Overarching theme - Trust	<ul> <li>CFO's response message that is framed in a manner of the leader of an Outstanding organisation.</li> <li>This sets the tone for new ways of working to take leadership and management to the next level</li> </ul>	Use a trust based approach to build the levels of engagement but structure actions as per the themes so you can evidence the approach. Give the win to the staff who have contributed to this research. These are their views and everyone can make this this a truly Outstanding place
Empowerment	<ul> <li>Share outcomes of the survey</li> <li>Themed SLT visits</li> <li>360 degree feedback after visits shared with the team</li> <li>Set up a men's wellbeing staff network</li> </ul>	Everyone is accountable for their behaviours and actions. All know how to behave so put it into action a feedback loop so people become used to giving and receiving constructive feedback and raising issues in an appropriate way
Engagement	<ul> <li>Open invites on changes – call for evidence e.g. open engagement session to get views on a specific question regular and informal</li> <li>Early engagement with trade unions</li> <li>Communicate rationale for decisions</li> <li>Share bad news as well as good news</li> </ul>	Leaders and Managers could actively seek the views of a range of staff on an informal basis eg 30 min Teams session with all of Green Watch across the Service to get a view on a particular issue. It will show you listen and care what people think
Enablement	<ul> <li>Signal what is important through what's included in promotion processes</li> <li>Encourage respectful peer-to-peer behavioural feedback among managers, and role model it in SLT</li> <li>Practice respectful calling out of banter that goes too far and disrespectful language or behaviour</li> <li>Let Station Managers manage – with training, support and challenge</li> </ul>	Frame selection questions on what action people have taken to address behaviours, what they learnt from it and how they have applied the learning. Bring it to life beyond a tick box.  Send messages out immediately to say crude and sexist jokes are not acceptable in the workplace and encourage each other to call it out
Environment	<ul> <li>Deal with known issues, consider a PTSD lens for extreme behaviours</li> <li>Role model management behaviours top down (SLT) and bottom up (CM/WM)</li> <li>Include conditions of service on equality impact assessments</li> <li>Focus programme of work for next 12 months on inclusivity</li> </ul>	Create the environment where negative behaviours are routinely called out and where people can speak up about them. How this is responded to is key, don't react and over react but get to the root cause. Focus training on first line supervisors as they can make a difference BUT you must listen and act to support victims who come forward.

#### Responses to the survey question "What do you do to build trust within your team that others can learn from"



The top responses focused around the following areas:

#### Openness, honesty, transparency, treating others with respect, being kind, supportive.

This is the action your staff want to improve engagement:

- Be clear and open with communications and hold frequent discussion within teams
- Listen to and ask for individuals' opinions and feedback
- Be transparent over decisions
- Set a good example and lead by example, some spoke of treating others the way in which they wish to be treated
- Being consistent with management decisions
- Having a no blame culture, being open and honest about making mistakes and being able to learn from them
- Being supportive as a manager and a peer



#### **Appendices**



- We used the summary reports from previous staff surveys to compare changes in responses over time.
- The summary data from 2019 (by Zeal) was in a format that could not be broken down in the same way, so comparisons are shown between similar questions asked in 2016 (by People Insights) and 2023 (by RWHR)

## Comparison with previous survey data

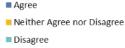
#### **Survey responses by group: 2016 – 2019 – 2023**



		ses	PEOPLE INS	IGHTS 2016 % responses	ses	ZEAL 2019		Resp onses	RWHR	2023 *
		Resp onses	# responses	% responses	Re on s	# responses	% responses	Resp onses	# responses	% responses
	Female		124	28%		77	18%		85	18%
Gender	Male	4	316	71%	0	305	71%	475	208	44%
Gen	Prefer not to say / Other	444	1	0%	430	38	9%		54	11%
	Skipped / Not Declared		3	1%	1 1	10	2%		128	27%
	1		_							
_ ≥	Disabled		8	2%					43	9%
Disability	Not Disabled	444	256	58%	┨ , │	Data not colle	ected / shared	475	250	52%
Disa	Prefer not to say / Other	4	178	40%			,	4	54	11%
	Skipped / Not Declared		2	0%					133	28%
	Heterosexual		369	83%					277	58%
Sexual Orientation	LGBTQ+		5	1%	1			574 61	1%	
Sexual	Prefer not to say / Other	444	67	15%	┨ ' │	Data not colle	ected / shared		-	13%
Orie	Skipped / Not Declared	1	3	1%	1				130	27%
	pripped / Not Decialed		3	1/0					130	2770
	White British		378	85%		403	94%		289	61%
ig	Other ethnic minority	4 25	6%	430	9	2%	5	11	2%	
Ethnicity	Prefer not to say / Other	444	39	9%	43	0	0%	47	48	10%
"	Skipped / Not Declared		2	0%	1 1	18	4%		127	27%
	Christian		213	48%		165	38%		110	23%
io	Other Religion	4	14	3%		10	2%		6	1%
Religion	No religion	444	145	33%	430	195	45%	475	176	37%
~	Prefer not to say		0	0%		44	10%		56	12%
	Skipped / Not Declared		72	16%		16	4%		129	27%
	Full Time		369	83%		323	75%		274	56%
ing	Part Time	┧ 🚅	73	16%		78	18%	10	72	15%
Working Hours	Prefer not to say / Other	444	0	0%	430	0	0%	475	0	0%
> +	Skipped / Not Declared	1	2	0.5%	1	29	7%		140	29%
	pripped / Not Decidied			0.5/0		23	7 /0		140	23/0
	Operational		257	58%		282	66%		224	46%
t t	Non Operational		161	36%		115	27%	475	109	22%
Contract	Control	444	21	5%	430	13	3%		13	3%
S	Prefer not to say / Other	]	0	0%	]	255	0%	7	0	0%
	Skipped / Not Declared		5	1%	]	20	5%		141	29%

\*respondents could select more than one response



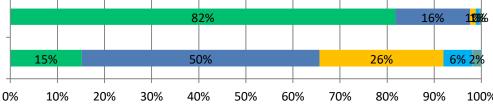


Strongly Agree

■ Strongly Disagree

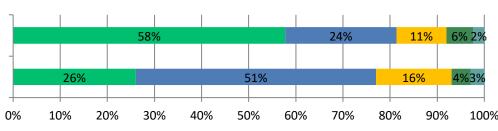
(2023) I know how to behave in line with HFRS Ethical Principles and Behaviours

(2016) I have a good understanding of Humberside FRS Principles and Behaviours



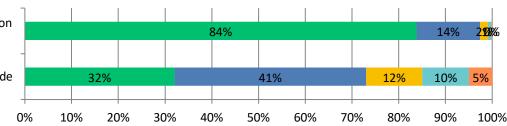
(2023) My line manager role models the HFRS Ethical Principles and Behaviours

(2016) My manager treats people fairly and with respect



(2023) I know what "zero tolerance" to bullying, harassment and discrimination means

(2016) Bullying, harassment and discrimination are not tolerated at Humberside

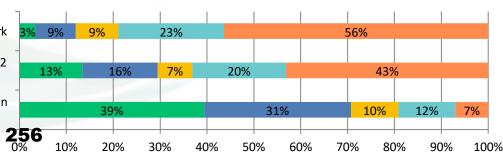


#### Note the question in 2016 was phrased the opposite way round

(2023) I am being bullied or harassed at work

(2023) I have experienced inappropriate behaviour at work within the last 12 months

(2016) I do not feel I have been bullied, harassed or discriminated against at work in the last 12 months



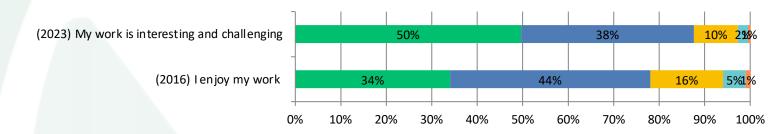
#### **Comparison – My Job**

Agree ■ Neither Agree nor Disagree Disagree

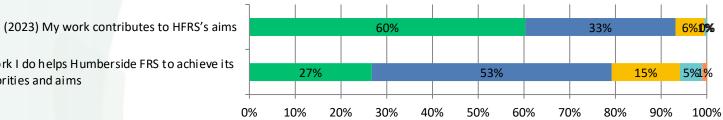
■ Strongly Disagree

■ Strongly Agree

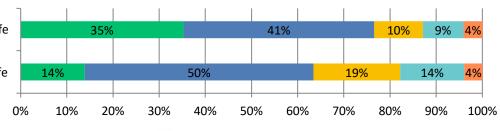




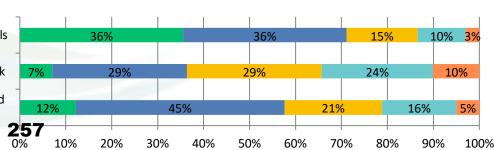
(2016) Lunderstand how the work I do helps Humberside FRS to achieve its priorities and aims



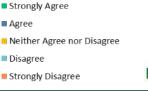
(2023) I am able to balance my work with my home life (2016) I am able to strike the right balance between my work and home life



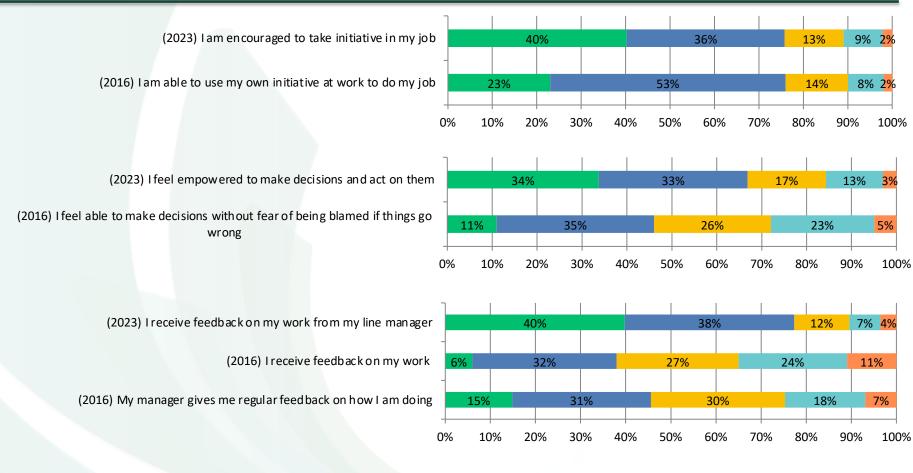
(2023) Treceive support to develop my skills (2016) I have the right opportunities to learn and grow at work (2016) I have received the training and development I need to do my job well and safely

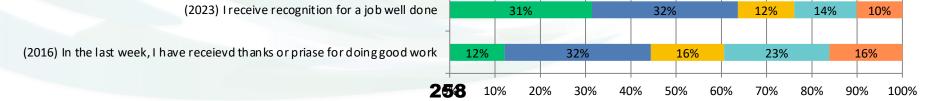


#### **Comparison – My Job**









#### **Comparison – Sharing Information**

AgreeNeither Agree nor DisagreeDisagree

Strongly Agree

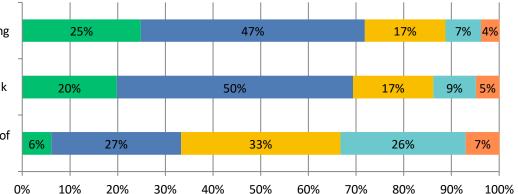
■ Strongly Disagree



(2023) I am kept informed about what the Service is doing

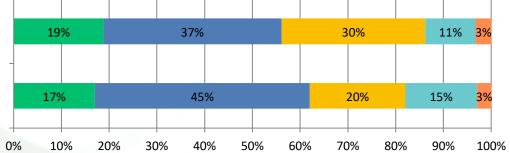
(2016) My manager communicates regulary about issues that affect my work

(2016) Senior Managers provide a clear vision of the overall direction of Humberside FRS



(2023) The Service recognises and shares examples of good practice

(2016) We are good at sharing ideas to make things work better



#### **Comparison – Listening To Each Other**



Agree

Strongly Agree



Disagree

Strongly Disagree



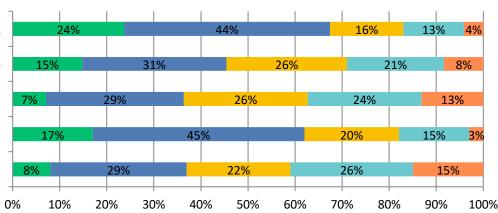
(2023) I can express my views on decisions that affect my work

(2023) The Service actively seeks the views and feedback of its employees

(2016) Employees at my level are able to communicate their concerns to Senior Management

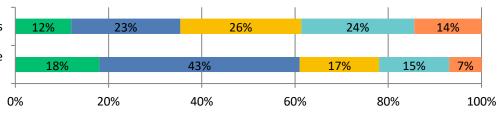
(2016) We are good at sharing ideas to make things work better

(2016) People can communicate openly with each other here regardless of position or level



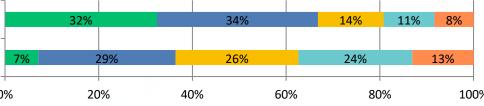
(2023) I can constructively challenge decisions about the Service's future plans

(2016) I am comfortable to speak up and constructivly challenge how things are do ne



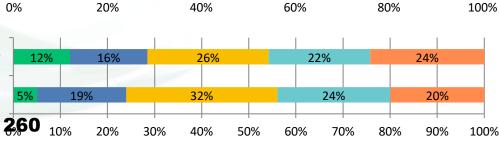
(2023) I have had the opportunity to speak to a Strategic Leadership Team member in the last 12 months

(2016) Employees at my level are able to communicate their concerns to Senior Management



(2023) I am confident action will be taken as a result of this survey

(2016) I believe action will be taken as a result of this survey



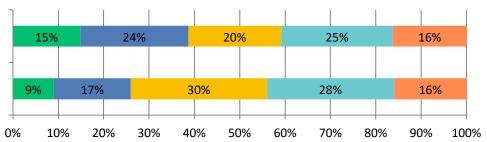
#### **Comparison - Recognition**

Strongly Agree
Agree
Neither Agree nor Disagree
Disagree
Strongly Disagree



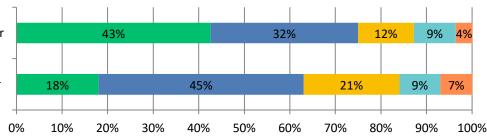
(2023) I feel valued and recognised for the work that I do by senior managers (Senior Management Team and above)

(2016) I feel valued and recognised for the work that I do by senior managers



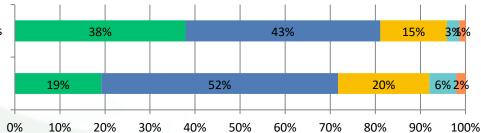
(2023) I feel valued and recognised for the work that I do by my line manager

(2016) I feel valued and recognised for the work that I do by my line manager



(2023) I feel valued and recognised for the work I do by my peers

(2016) I feel valued and recognised for the work that I do by other team members



#### **Comparison – Motivation and Morale**

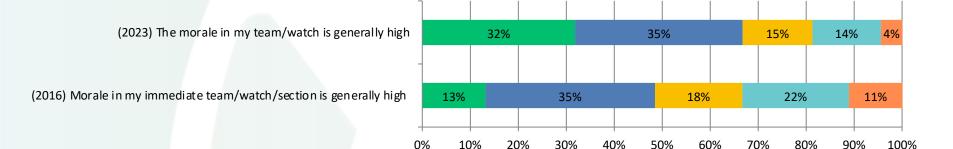
■ Neither Agree nor Disagree

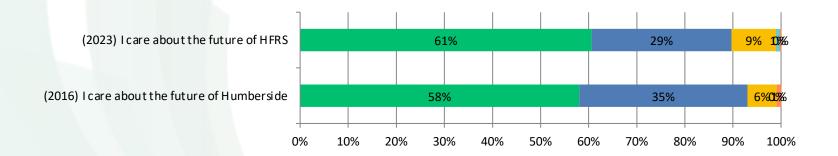
Disagree

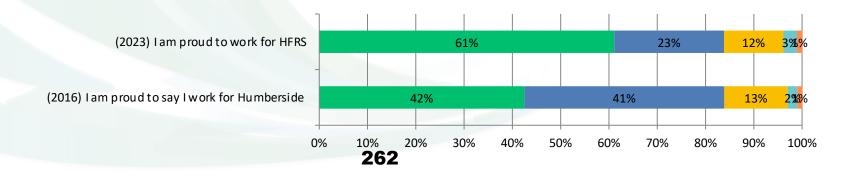
Strongly Disagree

Strongly AgreeAgree









## Thank you to everyone who contributed to and participated in the staff engagement exercise







## Humberside Fire and Rescue Service Staff Engagement Survey 2023

475

**Total Responses** 

Independent Survey conducted by RealWorldHR



This document reports back the findings of the HFRS staff engagement survey conducted independently by RealWorldHR which was open for responses between 03 August 2023 and 07 September 2023.

The questions and sections have been replicated as they were asked within the HFRS staff engagement survey.

Within the final section, results have been grouped together where the number of responses in any one category is 5 or less, this is to retain the anonymity of those who have responded to the questionnaire.

The total response percentage will not be equal to 100%, as respondents were able to select more than one option, the percentage has been calculated using the 'answered' figure not the 'total response' figure.



#### How we treat each other at work

This section asks about how we treat each other at work. If you are being bullied or harassed, or you know someone else is, please tell a manager, HR, union rep or one of the contacts listed in the introduction to the survey. They will direct you to sources of help and support.



## Q1: How did you hear about the survey?

(choose all that apply)

Answered: 474 Skipped: 1

ANSWER CHOICES	RESPON	ISES
Siren, the Service Newsletter	44.30%	210
From my line manager	25.11%	119
Staff briefing	24.68%	117
Intranet portal	19.62%	93
From a colleague	6.75%	32
From a trade union	5.49%	26
Service WhatsApp group	5.27%	25
Poster	2.95%	14
Other (please specify)	2.95%	14
TOTAL		650

#### Other:

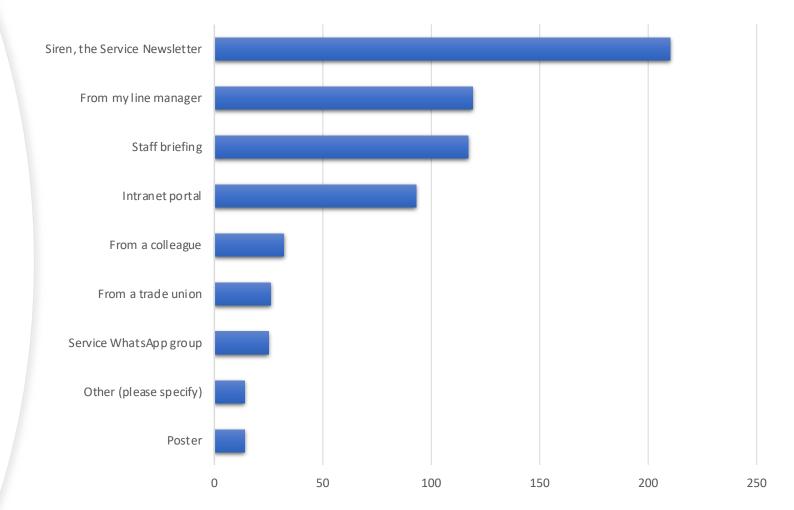
- Service wide email
- Network group
- Communications through senior management
- Leadership forum



## Q1: How did you hear about the survey?

(choose all that apply)

Answered: 474 Skipped: 1





## Q2: How we treat each other at work

Answered: 414 Skipped: 61

	STRONGLY AGREE	AGREE	NEITHER AGREE NOR DISAGREE	DISAGREE	STRONGLY DISAGREE	TOTAL
I treat others in the Service fairly, regardless of gender, ethnic background, religion or belief, sexual orientation, disability, pregnancy and maternity, gender reassignment, age or marriage or civil partnership	86.47% 358	11.11% 46	1.93% 8	0.24% 1	0.24% 1	414
I treat others in the Service fairly regardless of job role, location, employment type or duty system	87.14% 359	10.19% 42	2.43% 10	0% 0	0.24% 1	412
I am aware that HFRS has a zero tolerance policy on bullying, harassment and discrimination	79.90% 330	15.50% 64	2.66% 11	1.45% 6	0.48% 2	413
I know what "zero tolerance" to bullying, harassment and discrimination means	83.78% 346	13.56% 56	1.69% 7	0.73% 3	0.24% 1	413
I am being bullied or harassed at work	3.43% 14	8.58% 35	9.07% 37	22.55% 92	56.37% 230	408
Someone I know in HFRS is being bullied or harassed at work	8.09% 33	14.71% 60	11.76% 48	19.85% 81	45.59% 186	408
I know what action to take if I experience or witness bullying or harassment	58.05% 238	33.66% 138	5.37% 22	1.95% 8	0.98% 4	410
260						

269



#### Q2: How we treat each other at work continued

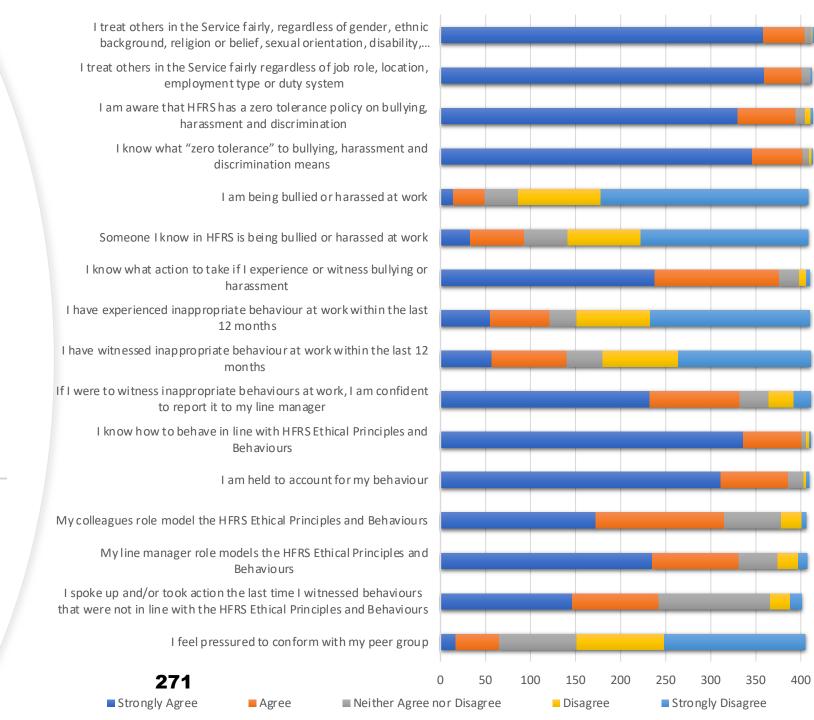
Answered: 414 Skipped: 61

	STRONGLY AGREE	AGREE	NEITHER AGREE NOR DISAGREE	DISAGREE	STRONGLY DISAGREE	TOTAL
I have experienced inappropriate behaviour at work within the last 12 months	13.41% 55	16.10% 66	7.32% 30	20.0% 82	43.17% 177	410
I have witnessed inappropriate behaviour at work within the last 12 months	13.87% 57	20.19% 83	9.73% 40	20.44% 84	35.77% 147	411
If I were to witness inappropriate behaviours at work, I am confident to report it to my line manager	56.45% 232	24.33% 100	7.79% 32	6.81% 28	4.62% 19	411
I know how to behave in line with HFRS Ethical Principles and Behaviours	81.75% 336	15.82% 65	1.22% 5	0.73% 3	0.49% 2	411
I am held to account for my behaviour	76.04% 311	18.34% 75	4.16% 17	0.73% 3	0.73% 3	409
My colleagues role model the HFRS Ethical Principles and Behaviours	42.36% 172	35.22% 143	15.52% 63	5.67% 23	1.23% 5	406
My line manager role models the HFRS Ethical Principles and Behaviours	57.74% 235	23.59% 96	10.57% 43	5.65% 23	2.46% 10	407
I spoke up and/or took action the last time I witnessed behaviours that were not in line with the HFRS Ethical Principles and Behaviours	36.41% 146	23.94% 96	30.92% 124	5.49% 22	3.24% 13	401
I feel pressured to conform with my peer group	4.20% 17	11.85% 48	21.23% 86	23.95% 97	38.77% 157	405



### Q2: How we treat each other at work

Answered: 414 Skipped: 61





#### Culture in the fire and rescue service

This section asks about the kinds of behaviours reported in the national media about other fire and rescue services and the London Fire Brigade cultural review. It is important for us to know if this behaviour is happening within Humberside FRS and whether our staff are able to speak up and stop it.

If you experience or witness inappropriate conduct please tell a manager, HR, union rep or one of the contacts listed in the introduction to the survey. They will direct you to sources of help and support.



Q3: Please indicate whether you are currently experiencing or have experienced any of the following in HFRS in the last 12 months.

Answered: 384 Skipped: 91

	FREQUENTLY	OCCASIONALLY	NEVER	TOTAL
I have been bullied	2.62%	21.26%	76.12%	381
	10	81	290	
I have witnessed someone else being bullied	4.45%	32.46%	63.09%	382
	17	124	241	
I have experienced sexist behaviour	3.12%	15.89%	80.99%	384
	12	61	311	
I have witnessed sexist behaviour towards others	3.66%	23.04%	73.30%	382
	14	88	280	
I have experienced racist behaviour	0.26%	6.27%	93.47%	383
	1	24	358	
I have witnessed racist behaviour towards others	0.79%	7.59%	91.62%	382
	3	29	350	
I have experienced inappropriate conduct related to my sexual orientation	0.26%	4.70%	95.04%	383
	1	18	364	
I have witnessed inappropriate conduct towards others related to their sexual orientation	0.78%	9.14%	90.08%	383
	3	35	345	



Q3: Please indicate whether you are currently experiencing or have experienced any of the following in HFRS in the last 12 months.

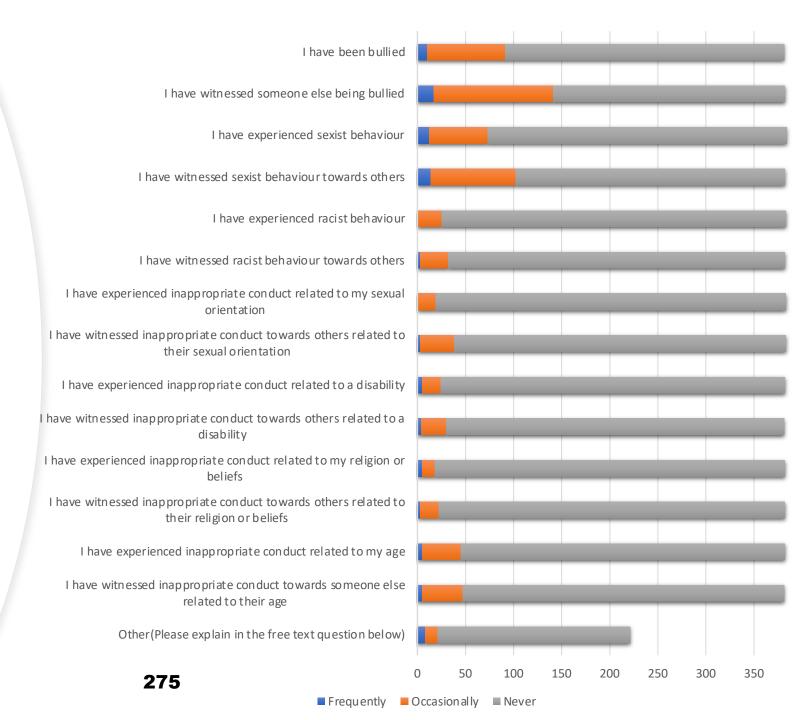
Answered: 384 Skipped: 91

	FREQUENTLY	OCCASIONALLY	NEVER	TOTAL
I have experienced inappropriate conduct related to a disability	1.31%	4.97%	93.72%	382
•	5	19	358	
I have witnessed inappropriate conduct towards others related to a disability	1.05%	6.82%	92.13%	381
,	4	26	351	301
I have experienced inappropriate conduct related to my religion or beliefs	1.31%	3.40%	95.29%	202
related to my religion of beliefs	5	13	364	382
I have witnessed inappropriate conduct towards others related to their religion or	0.79%	4.97%	94.24%	202
beliefs	3	19	360	382
I have experienced inappropriate conduct related to my age	1.31%	10.47%	88.22%	382
related to my age	5	40	337	302
I have witnessed inappropriate conduct	1.31%	11.02%	87.66%	
towards someone else related to their age	5	42	334	381
Other (Please explain in the free text question below)	3.62%	5.88%	90.50%	221
question below)	8	13	200	



Q3: Please indicate whether you are currently experiencing or have experienced any of the following in HFRS in the last 12 months.

Answered: 384 Skipped: 91





Q4: If you have experienced or witnessed bullying, harassment or inappropriate conduct in HFRS in the last 12 months, please tell us what happened

Answered: 144 Skipped: 331

To keep answers anonymous, we have summarised the responses received:

- Bullied by management, colleagues and peers
  - Belittling /talking down to others/derogatory language
  - Shouting
  - Swearing
  - Undermining
  - Micro-managing
  - Lack of respect
  - Humiliation
- Being singled out within team/department, treating others differently
- Witnessed colleagues experience harassment
- Being held back in being able to further career / development opportunities withheld
- Witness inappropriate language and behaviours; includes discrimination and discussions around those with protected characteristics (gender, race, sexuality)
- Some described their experience as being poorly handled and victims feeling worse off by raising concerns and issues
- Some feel the changes that are being made are a form of bullying and harassment from senior management
- Some management styles are described as bullying rule by fear, 'you do as I say' 276



Q5: If you are experiencing or have experienced bullying, harassment or inappropriate conduct what did you do?

(including witnessing it) (choose all that apply)

Answered: 206 Skipped: 269

ANSWER CHOICES		RESPONSES
I told the person to stop	36.41%	75
I told my line manager	30.10%	62
Other (please specify)	29.61%	61
I kept quiet	28.64%	59
I told a different manager	18.93%	39
I told HR	13.11%	27
I told my trade union	10.68%	22
I told the Freedom to Speak Up Guardian	1.94%	4
TOTAL		349

#### 'Other' responses summarised:

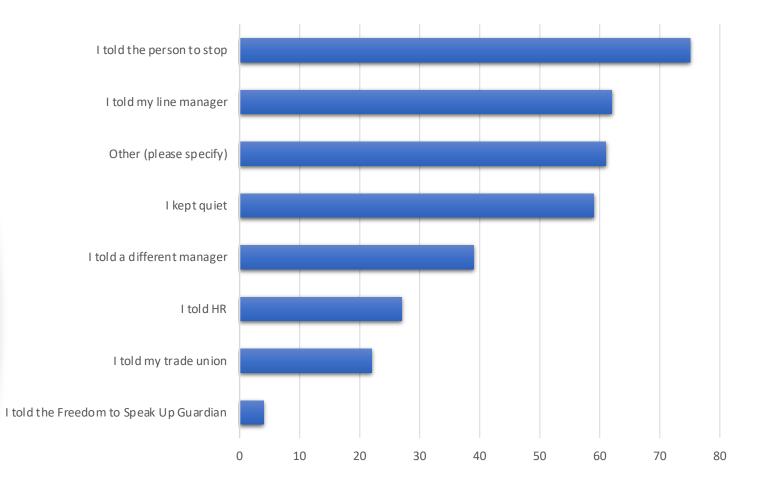
- Spoke to colleague(s)
- Raised in staff forum
- Spoke up / acted as a witness
- Provided support to the individual experiencing these behaviours
- Dealt with the issue informally

<sup>\*</sup> To note, within the 'other' option there were 13 n/a responses and 9 responses indicating that they have pever experienced bullying, harassment or inappropriate conduct.



Q5: If you are experiencing or have experienced bullying, harassment or inappropriate conduct (including witnessing it), what did you do? (choose all that apply)

Answered: 206 Skipped: 269





## Q6: If you kept quiet, why didn't you speak up?

(choose all that apply)

Answered: 121 Skipped: 354

ANSWER CHOICES	RESPONSES		
Nothing will be done about it	48.76%	59	
Other (please specify)	41.32%	50	
The bully/harasser is in a position of power	30.58%	37	
It could affect my career	26.45%	32	
I fear retaliation by the bully/harasser	24.79%	30	
I will not be believed	9.92%	12	
I will be blamed	9.92%	12	
I didn't know who to speak to	1.65%	2	
I don't want to get the bully/harasser in trouble	1.65%	2	
I do not want to relive the trauma	0.83%	1	

#### 'Other' responses summarised:

- No action will be taken
- Fear of retribution / being ostracised
- No support when you speak up
- Do not trust the confidentiality when speaking up

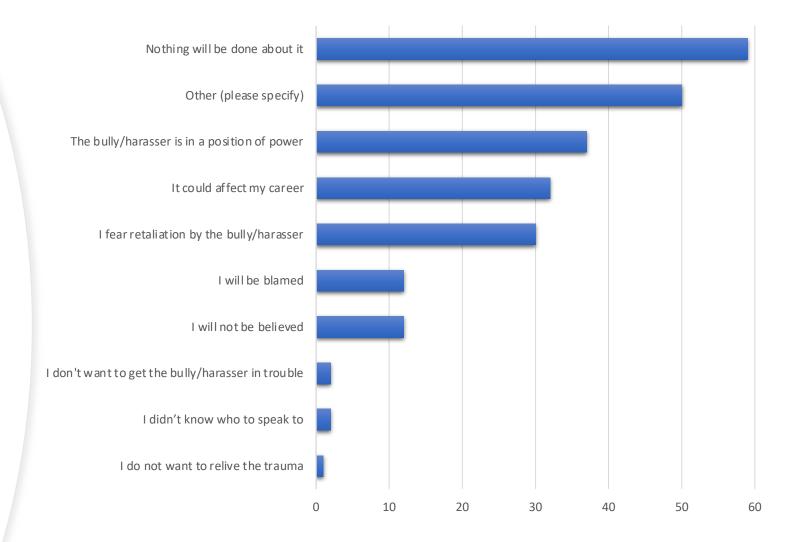
<sup>\*</sup> To note, within the 'other' option there were 23 'n/a' responses and 6 responses indicating that they eitlæ7gidn't keep quiet, or it is something that they have not been affected by.



Q6: If you kept quiet, why didn't you speak up?

(choose all that apply)

Answered: 121 Skipped: 354





Q7: If you kept quiet, what would have given you the confidence to speak up?

Answered: 76 Skipped: 399

To keep answers anonymous, we have summarised the responses received:

- Support from others when speaking up and seeing others challenge inappropriate behaviors
- Trust and transparency around the grievance and investigations processes needs to improve as there is scepticism from staff
- Belief that there will be no repercussions to individual career prospects
- Some managers are more approachable than others
- Some would prefer to speak to a third party and would prefer if the grievance and investigations process was external
- Some would like to see more confidentiality around raising issues
- Seeing the expected behaviours in management would make individuals believe they will be listened to and taken seriously



#### **Experience of good practice in HFRS**

We want to know about positive experiences of working for HFRS so that we can share good practice across the Service. This might be where you have felt valued, where your opinion mattered or something positive in your team or workplace that others can learn from.

**282** 



Q8: Please tell us about your positive experiences of working for HFRS. Where was it, what made it a positive experience and how could others learn from that experience?

Answered: 209 Skipped: 266

To keep answers anonymous, we have summarised the responses received:

- Supportive teams and line management
- Pride in the work we do, working with/for the community
- Receiving praise in the form of: yearly awards, commendations, verbal and written recognition from colleagues and management, thank-you's
- Support services being available during times of need
- Feeling valued by management, not being micromanaged and being allowed to have an opinion and being listened to
- Some responses do note a positive change within the culture and believe that HFRS are moving forward

However, not all answers expressed positive experiences; some do not feel valued or listened to, some think there are too many changes and others think there is still a negative culture



#### Q9: My Job

Answered: 363 Skipped: 112

	STRONGLY AGREE	AGREE	NEITHER AGREE NOR DISAGREE	DISAGREE	STRONGLY DISAGREE	TOTAL
I am satisfied with my physical working conditions (working environment, space, equipment etc.)	32.60% 118	44.75% 162	8.56% 31	9.67% 35	4.42% 16	362
I am satisfied with my working hours or working pattern	56.47% 205	31.13% 113	6.61% 24	3.03% 11	2.75% 10	363
I have the resources I need to do my job well	30.66% 111	40.88% 148	16.30% 59	9.39% 34	2.76% 10	362
I am given the information I need to do my job well	29.56% 107	44.20% 160	15.19% 55	9.39% 34	1.66% 6	362
My workload is manageable	26.87% 97	48.75% 176	12.19% 44	8.59% 31	3.60% 13	361
I am able to balance my work with my home life	35.26% 128	41.32% 150	10.47% 38	8.82%	4.13% 15	363
My work is interesting and challenging	49.59% 180	38.02% 138	9.64% 35	2.20%	0.55% 2	363
My work contributes to HFRS's aims	60.33% 219	32.78% 119	6.34% 23	0.55% 2	0% 0	363
I receive support to develop my skills	35.54% 129	35.54% 129	15.43% 56	10.47% 38	3.03%	363
204						

284



#### Q9: My Job, Continued

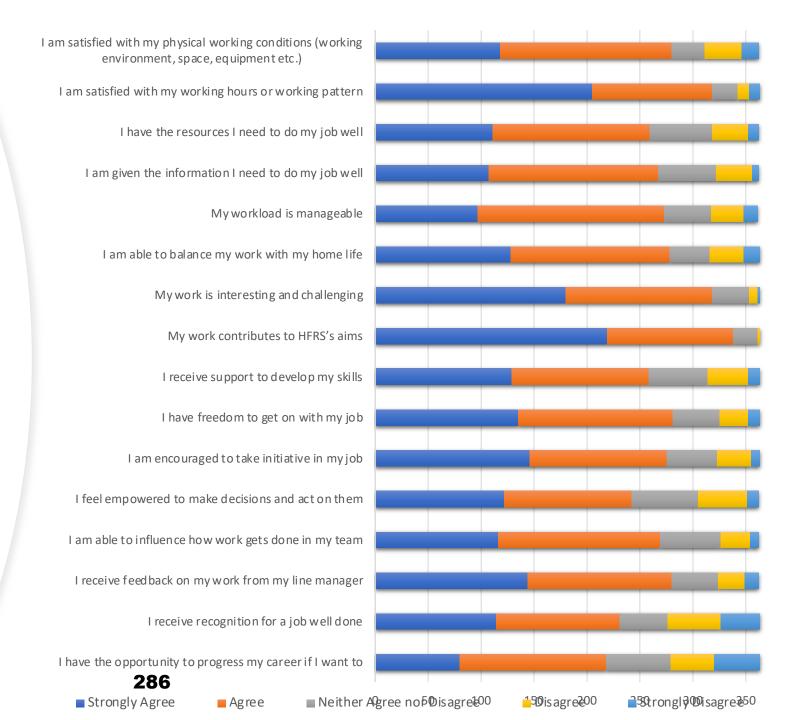
Answered: 363 Skipped: 112

	STRONGLY AGREE	AGREE	NEITHER AGREE NOR DISAGREE	DISAGREE	STRONGLY DISAGREE	TOTAL
I have freedom to get on with my job	37.19% 135	40.22% 146	12.12% 44	7.44% 27	3.03% 11	363
I am encouraged to take initiative in my job	40.22% 146	35.54% 129	13.22% 48	8.82% 32	2.20% 8	363
I feel empowered to make decisions and act on them	33.70% 122	33.15% 120	17.40% 63	12.71% 46	3.04% 11	362
I am able to influence how work gets done in my team	32.04% 116	42.27% 153	15.75% 57	7.73% 28	2.21%	362
I receive feedback on my work from my line manager	39.78% 144	37.57% 136	12.15% 44	6.91% 25	3.59% 13	362
I receive recognition for a job well done	31.40% 114	32.23% 117	12.40% 45	13.77% 50	10.19% 37	363
I have the opportunity to progress my career if I want to	22.04% 80	38.02% 138	16.80% 61	11.29% 41	11.85% 43	363



Q9: My Job

Answered: 363 Skipped: 112





# Q10: Sharing Information

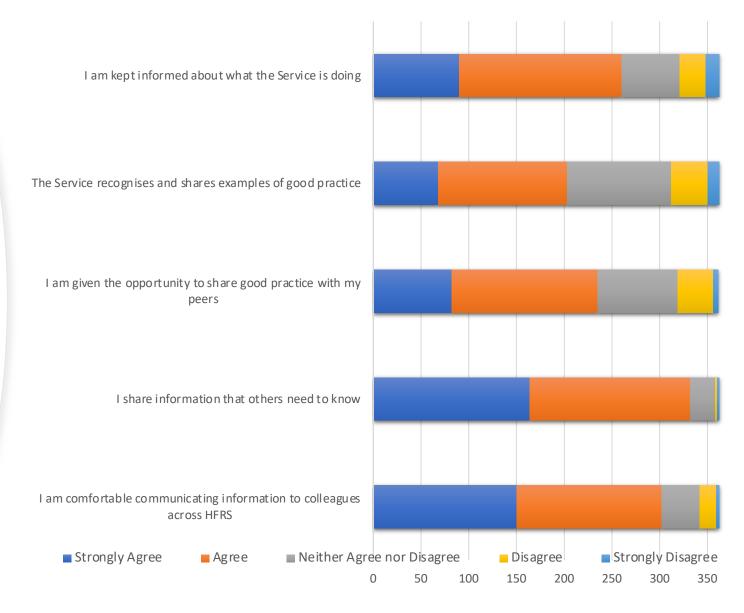
Answered: 362 Skipped: 113

	STRONGLY AGREE	AGREE	NEITHER AGREE NOR DISAGREE	DISAGREE	STRONGLY DISAGREE	TOTAL
I am kept informed about what the Service is doing	24.86% 90	46.96% 170	16.85% 61	7.46% 27	3.87% 14	362
The Service recognises and shares examples of good practice	18.78% 68	37.29% 135	30.11% 109	10.50% 38	3.31% 12	362
I am given the opportunity to share good practice with my peers	22.71% 82	42.38% 153	23.27% 84	10.25% 37	1.39% 5	361
I share information that others need to know	45.30% 164	46.41% 168	7.18% 26	0.55% 2	0.55% 2	362
I am comfortable communicating information to colleagues across HFRS	41.44% 150	41.99% 152	11.05% 40	4.70% 17	0.83% 3	362



## Q10: Sharing Information

Answered: 362 Skipped: 113





# Q11: Listening to each other

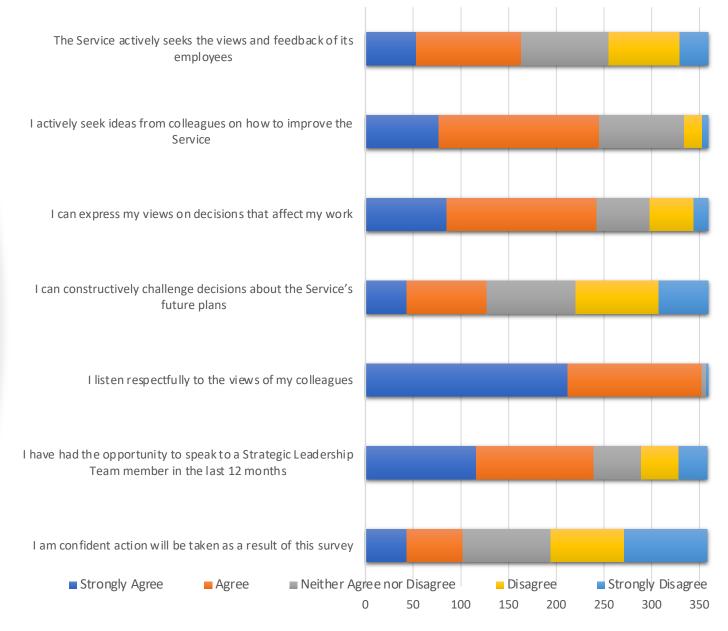
Answered: 359 Skipped: 116

	STRONGLY AGREE	AGREE	NEITHER AGREE NOR DISAGREE	DISAGREE	STRONGLY DISAGREE	TOTAL
The Service actively seeks the views and feedback of	14.76%	30.64%	25.63%	20.61%	8.36%	359
its employees	53	110	92	74	30	
I actively seek ideas from colleagues on how to	21.45%	46.80%	24.79%	5.29%	1.67%	359
improve the Service	77	168	89	19	6	
I can express my views on decisions that affect my	23.68%	43.73%	15.60%	12.81%	4.18%	359
work	85	157	56	46	15	
I can constructively challenge decisions about	11.98%	23.40%	25.91%	24.23%	14.48%	359
the Service's future plans	43	84	93	87	52	
I listen respectfully to the views of my colleagues	59.05%	39.00%	1.39%	0%	0.56%	359
views or my coneagaes	212	140	5	0	2	
I have had the opportunity to speak to a Strategic	32.40%	34.36%	13.97%	10.89%	8.38%	358
Leadership Team member in the last 12 months	116	123	50	39	30	
I am confident action will be taken as a result of this	12.01%	16.48%	25.70%	21.51%	24.30%	358
survey	43	59	92	77	87	



### Q11: Listening to each other

Answered: 359 Skipped: 116





Q12: What do you do to build trust within your team that others can learn from

Answered: 203 Skipped: 272

The top responses focused around the following areas:

Openness, honesty, transparency, treating others with respect, being kind, supportive.

Further detail of those responses include:

- Be clear and open with communications and hold frequent discussion within teams
- Listen to and ask for individuals' opinions and feedback
- Be transparent over decisions
- Set a good example and lead by example, some spoke of treating others the way in which they wish to be treated
- Being consistent with management decisions
- Having a no blame culture, being open and honest about making mistakes and being able to learn from them
- Being supportive as a manager and a peer



#### Q13: Recognition

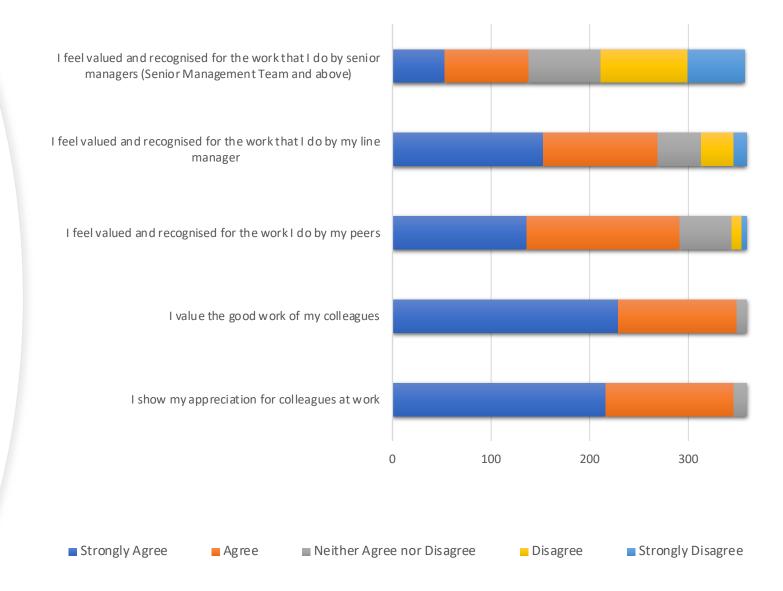
Answered: 359 Skipped: 116

	STRONGLY AGREE	AGREE	NEITHER AGREE NOR DISAGREE	DISAGREE	STRONGLY DISAGREE	TOTAL
I feel valued and recognised for the work that I do by senior managers (Senior	14.85%	23.81%	20.45%	24.65%	16.25%	357
Management Team and above)	53	85	73	88	58	
I feel valued and recognised for the work that I do by my	42.62%	32.31%	12.26%	9.19%	3.62%	359
line manager	153	116	44	33	13	
I feel valued and recognised for the work I do by my	37.88%	43.18%	14.76%	2.79%	1.39%	359
peers	136	155	53	10	5	
I value the good work of my colleagues	63.79%	33.43%	2.79%	0%	0%	359
0011045400	229	120	10	0	0	
I show my appreciation for	60.17%	36.21%	3.62%	0%	0%	359
colleagues at work	216	130	13	0	0	



#### Q13: Recognition

Answered: 359 Skipped: 116





### Q14: Motivation and Morale

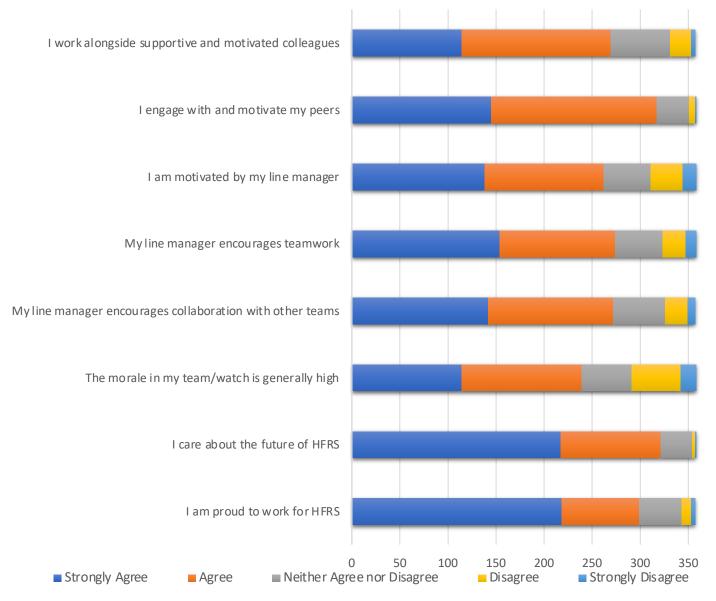
Answered: 358 Skipped: 117

	STRONGLY AGREE	AGREE	NEITHER AGREE NOR DISAGREE	DISAGREE	STRONGLY DISAGREE	TOTAL
I work alongside supportive	31.93%	43.42%	17.37%	6.16%	1.12%	357
and motivated colleagues	114	155	62	22	4	
I engage with and motivate	40.50%	48.04%	9.50%	1.68%	0.28%	358
my peers	145	172	34	6	1	
I am motivated by my line	38.55%	34.64%	13.69%	9.22%	3.91%	358
manager	138	124	49	33	14	
My line manager encourages	43.02%	33.52%	13.69%	6.70%	3.07%	358
teamwork	154	120	49	24	11	
My line manager encourages collaboration with other	39.78%	36.41%	15.13%	6.44%	2.24%	357
teams	142	130	54	23	8	
The morale in my team/watch is generally high	31.84%	34.92%	14.53%	14.25%	4.47%	358
team, watch is generally high	114	125	52	51	16	
I care about the future of	60.61%	29.05%	9.22%	0.84%	0.28%	358
HFRS	217	104	33	3	1	
I am proud to work for HFRS	61.06%	22.69%	12.32%	2.80%	1.12%	357
294	218	81	44	10	4	



### Q14: Motivation and Morale

Answered: 358 Skipped: 117

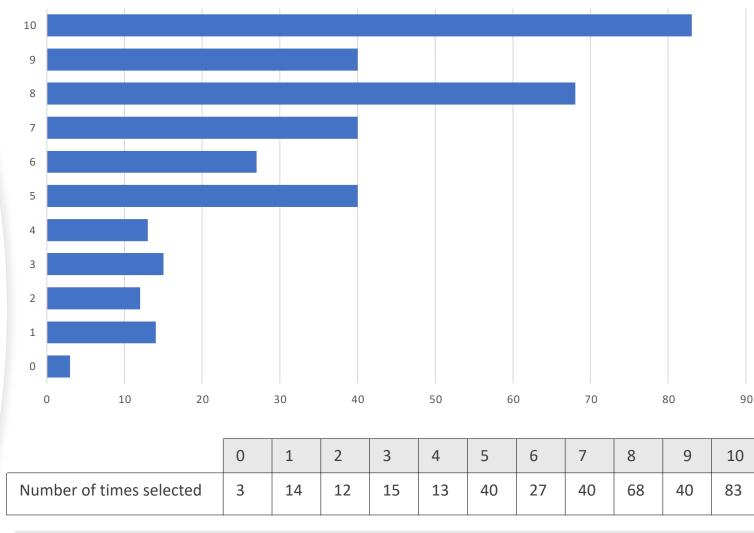




# Q15: I would recommend working at HFRS to my friends and family

(0 is low and 10 is high)

Answered: 355 Skipped: 120



BASIC STATISTICS				
Min	Max	Median	Mean	Standard Deviation
<b>296</b> 0	10.00	8.00	7.07	2.64



Q16: What three things would improve your experience of working for HFRS

Answered: 280 Skipped: 195

Due to the number of responses within this answer (738), to detail the main areas the responses have been themed with the highest responses detailed.

inclusivity capacity appreciation facilities crewing accountability integrity consultation benefits progression collaboration pay fairness leadership listening recogn consistency openness remains promotion honesty equality engagement staffing culture understanding development reward recruitment well-being equipment flexibility planning positivity harmony contracts training

Recognition	39	Communication	32	Listening	27	Development	26
Promotion	23	Collaboration	23	Reward	20	Culture	20
Leadership	17	Management	17	Transparency	15	Fairness	15
Accountability	15	Well-being	14	Flexibility	14	Trust	13
Training	13	Consistency	13	Equality	13	Progression	12
Recruitment	11	Autonomy	11	Crewing	11	Honesty	11
Facilities <b>297</b>	10	Equipment	9	Openness	9	Planning	9



#### You and your job

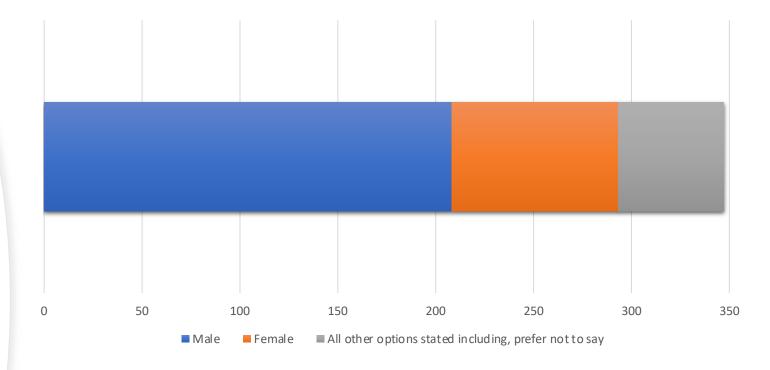
The questions in this section are not mandatory but they will help us understand whether experiences of work differ for different groups. You may skip those you do not wish to answer but please remember to select "Done" at the bottom.

**298** 35



### Q17: What is your sex?

Answered: 347 Skipped: 128



ANSWER CHOICES		RESPONSES
Male	59.94%	208
Female	24.50%	85
All other options stated including, prefer not to say	15.56%	54
TOTAL		347

**<sup>299</sup>**\*To protect anonymity, we have grouped together categories with small numbers of responses

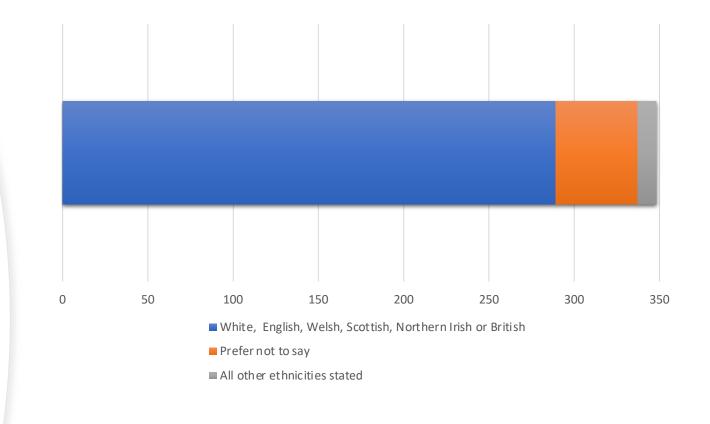


# Q18: What is your ethnicity

(as described in the National Census)?

(Please answer this as we want to see if one group is more affected than another) (Tick one box only)

Answered: 348 Skipped: 127



ANSWER CHOICES	RESPONSES		
White, English, Welsh, Scottish, Northern Irish or British	83.05%	289	
Prefer not to say	13.79%	48	
All other ethnicities stated	3.16%	11	
TOTAL		348	

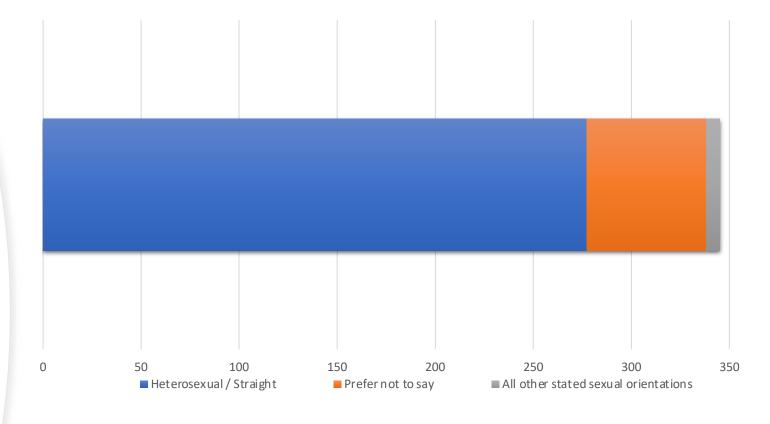
<sup>\*</sup>To protect ano 3,00, we have grouped together categories with small numbers of responses



### Q19: What is your sexual orientation?

(Please answer this as we want to see if one group is more affected than another)(Tick one box only)

Answered: 345 Skipped: 130



ANSWER CHOICES	RESPO	NSES
Heterosexual / Straight	80.29%	277
Prefer not to say	17.68%	61
All other stated sexual orientations	2.02%	7
TOTAL		345

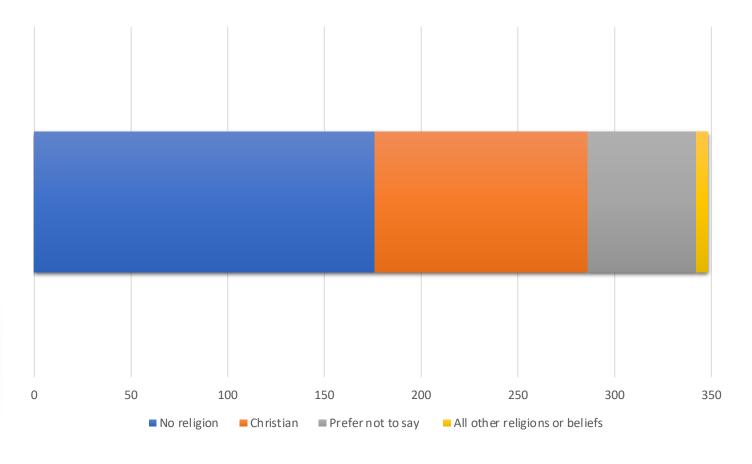
<sup>\*</sup>To protect anonymity, we have grouped together categories with small numbers of responses



# Q20: What is your religion or belief?

(Please answer this as we want to see if one group is more affected than another) (Tick one box only)

Answered: 346 Skipped: 129



ANSWER CHOICES	RESPO	ONSES
No religion	50.87%	176
Christian	31.79%	110
Prefer not to say	16.18%	56
All other religions or beliefs	1.74%	6
TOTAL		348

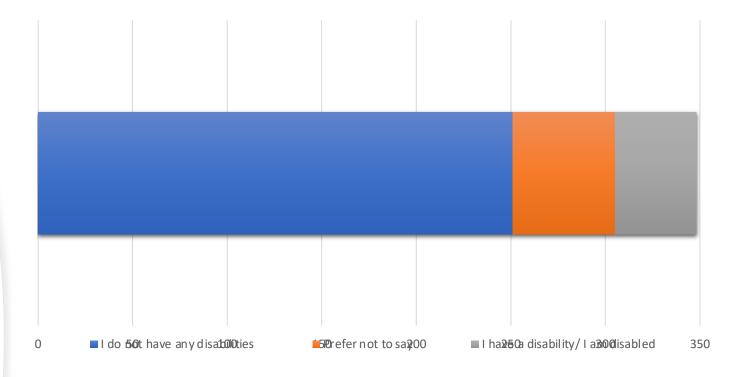
<sup>\*</sup>To protect 3772/mity, we have grouped together categories with small numbers of responses



# Q21: Do you have any disabilities?

(Please answer this as we want to see if one group is more affected than another)

Answered: 342 Skipped: 133



ANSWER CHOICES	RESPON	SES
I do not have any disabilities	73.10%	250
Prefer not to say	15.79%	54
I have a disability/ I am disabled	11.57%	43
TOTAL		347

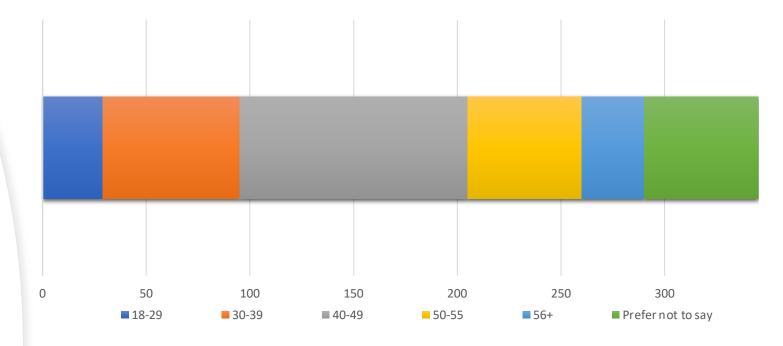
<sup>\*</sup>To protect anonymity, we have grouped together categories with small numbers of responses



# Q22: What is your age?

(Please answer this as we want to see if one group is more affected than another) (Tick one box only)

Answered: 344 Skipped: 131



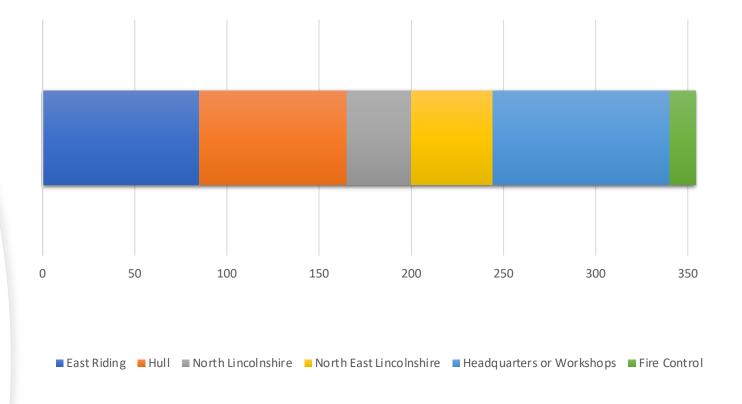
ANSWER CHOICES	RESPONSES	
18-29	8.43%	29
30-39	19.19%	66
40-49	31.98%	110
50-55	15.99%	55
56+	8.72%	30
Prefer not to say	15.99%	55
TOTAL		345



#### Q23: Main workplace:

(Please answer this as we want to see if one group is more affected than another) (Tick one box only)

Answered: 334 Skipped: 141



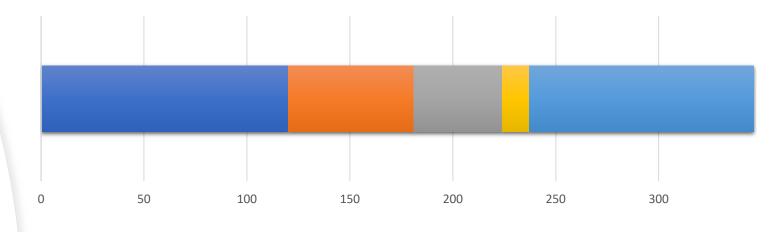
ANSWER CHOICES	RESPONSES	
East Riding	25.45%	85
Hull	23.95%	80
North Lincolnshire	10.48%	35
North East Lincolnshire	13.17%	44
Headquarters or Workshops	28.74%	96
Fire Control	4.19%	14
TOTAL 305		354



#### Q24: Job Type:

(Please answer this as we want to see if one group is more affected than another) (Tick one box only)

Answered: 334 Skipped: 141



■ Wholetime uniformed ■ On Call uniformed ■ Both Wholetime and On Call uniformed ■ Fire Control ■ Green Book / Support Staff

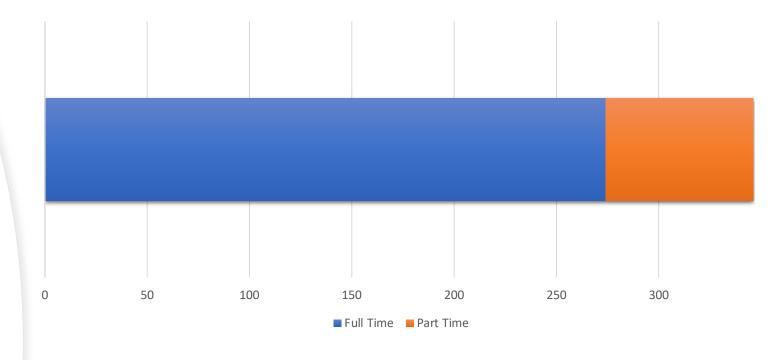
ANSWER CHOICES	RESPONSES	
Wholetime uniformed	35.93%	120
On Call uniformed	18.26%	61
Both Wholetime and On Call uniformed	12.87%	43
Fire Control	3.89%	13
Green Book / Support Staff	32.63%	109
TOTAL <b>306</b>		346



#### Q25: Working Hours:

(Please answer this as we want to see if one group is more affected than another) (Tick one box only)

Answered: 335 Skipped: 140



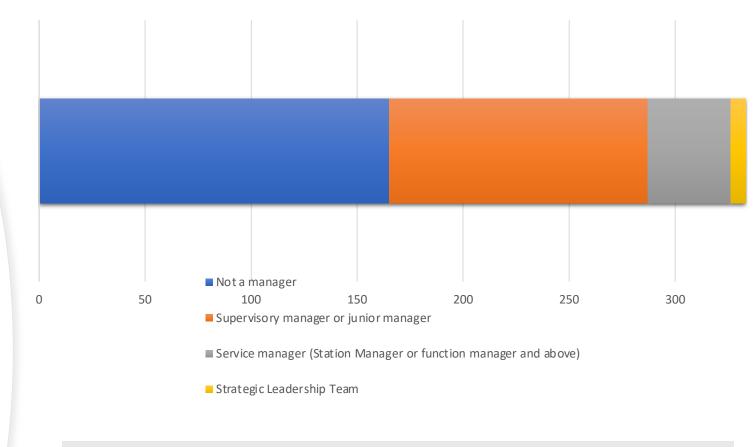
ANSWER CHOICES	RESPONSES	
Full Time	81.79%	274
Part Time	21.49%	72
TOTAL		346



#### Q26: Leadership role:

(Please answer this as we want to see if one group is more affected than another) (Tick one box only)

Answered: 333 Skipped: 142



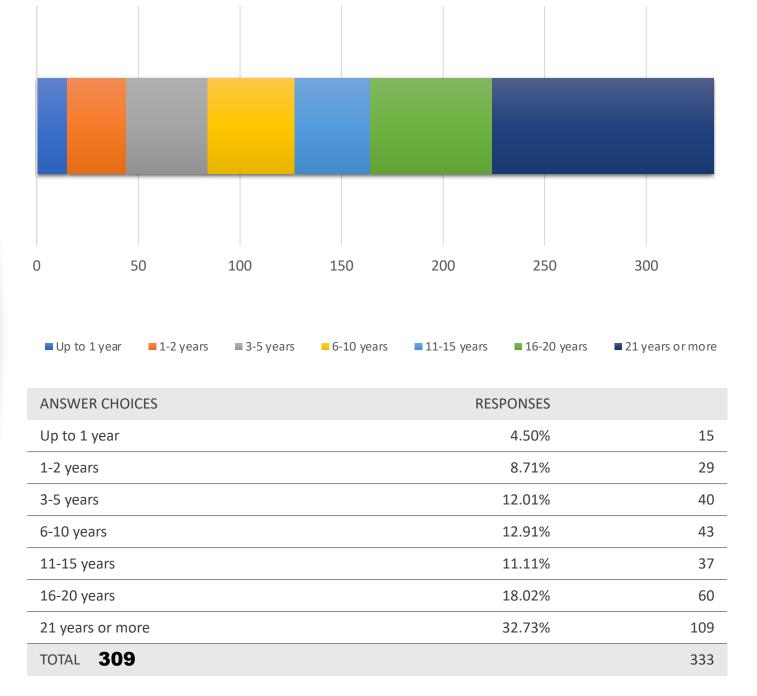
ANSWER CHOICES	RESPONSES	
Not a manager	49.55%	165
Supervisory manager or junior manager	36.64%	122
Service manager (Station Manager or function manager and above)	11.71%	39
Strategic Leadership Team	2.10%	7
TOTAL 308		333



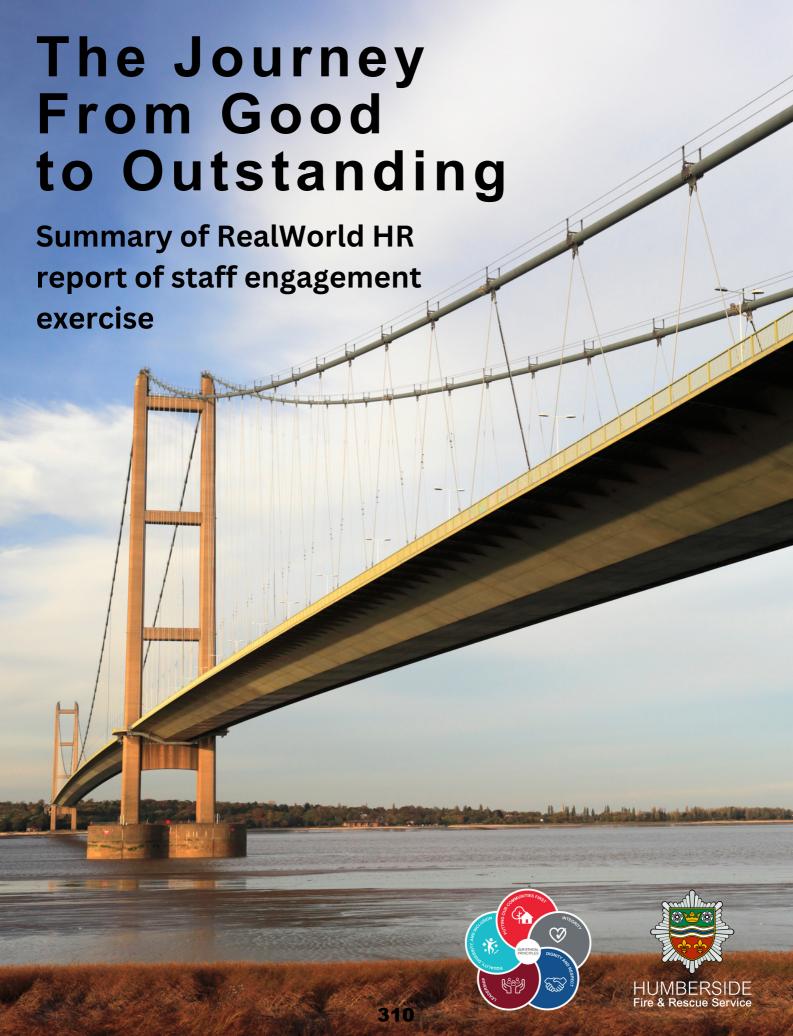
### Q27: Length of Service at HFRS:

(Please answer this as we want to see if one group is more affected than another) (Tick one box only)

Answered: 333 Skipped: 142







#### Where we are now

#### **Snapshots from the Engagement Survey**

### Staff's positive experiences of working for HFRS

- Supportive teams and line management
- Pride in the work we do, working with/for the community
- Receiving praise and thank you in the form of yearly awards, commendations, verbal and written recognition from colleagues and management
- Support services being available during times of need
- Feeling valued by management, not being micromanaged and being allowed to have an opinion and being listened to
- Positive change within the culture and a belief that HFRS is moving forward



#### What three things would improve your experience of working for HFRS?







Communication



Development

#### **Communication snapshot**

Feedback from staff at Focus Groups and survey completions.

#### **Shareable Practice**

Reading Siren together as a Watch and found that discussing its content worked well

- Some focus groups said they did not read Siren, but 44% of survey respondents saw the survey in it
- Some staff want more 'top down' communications
- Suggestion of a monthly briefing aimed at On-Call staff

### Potential barriers to engagement

At July's Leadership Forum, managers were asked to anonymously write down three barriers they personally saw to improving engagement. These comments were grouped into themes by the researchers. Interestingly, these views were repeated throughout the survey and the focus groups.

#### **Top 3 barriers**







**Trust** 



Communication and engagement

Throughout the research, managers appeared to have some of the same concerns as the staff about nothing happening as a result of the survey, though were unlikely to share concerns openly

"We're not given a rational for decisions"

Examples of feedback themes RealWorldHR received

"I can't see the point, nothing will change"

#### Areas of note

#### **Personal characteristics**

40%

Didn't give personal details in the survey

On the optional survey questions on personal characteristics.

- Over a quarter skipped the questions
- A further 1 in 10 selected 'prefer not to say' or 'other' on these questions
- This dropped to 29% for the job-related categories, working hours and contract type.

The reluctance to give personal details is noticeably higher than in the 2016 and 2019 surveys.

#### What changed since 2019 to make people afraid of being identifiable?

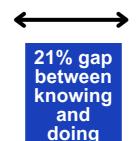
- Free text responses and focus groups indicated there is a fear of being identified
- There is also a view that there has been a lack of confidentiality when matters have been raised previously
- Those who have experienced poor behaviours at work were less likely to complete survey questions about their personal characteristics

#### **Bystanders**

The gap between 'knowing' and 'doing' also illustrates the volume of possible bystanders

81%

Say if they witnessed inappropriate behaviour they would report it

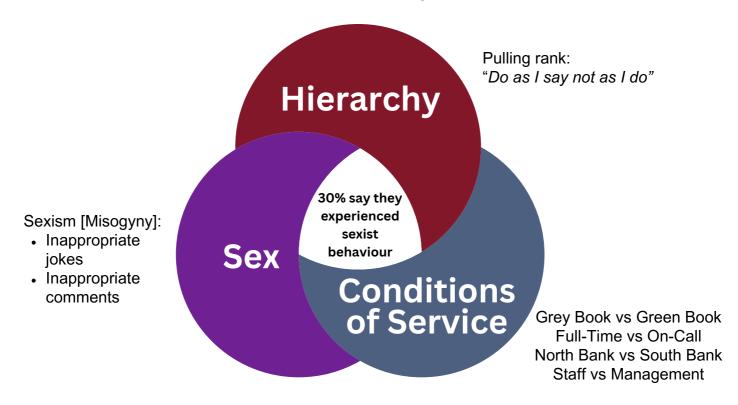


60%

Took action when they witnessed behaviour not in line with HFRS Ethical Principles and Behaviours

#### Women's experience

#### Factors in women feeling less respected is more complex than it may appear



#### Sexist behaviour

RealWorldHR did not hear examples of the kinds of behaviours that were identified in LFB Independent Culture Review, but they did hear experiences described as sexist [misogynistic] behaviour.

#### **Examples of feedback RealWorldHR received**



#### Lack of respect

- Spoken over in meetings, ignored, belittled, micromanaged, rudeness
- Males don't take instruction from female managers
- Don't respond to emails unless the manager is cc'd



#### Opportunities, career progression

- · Perceived 'glass ceiling'
- Not wishing to apply for promotion because they feel accepted in current team
- Stay under the radar so they are not targeted



#### Perceived "lowering of standards"

- Perception there are diversity quotas
- Rookie Reds perceived as a secret group for women
- Females feel pre-judged and that they are seen as 'ticking a box' rather than capable

### What would an outstanding organisation do?

Responses to the survey question "What do you do to build trust within your team that others can learn from"

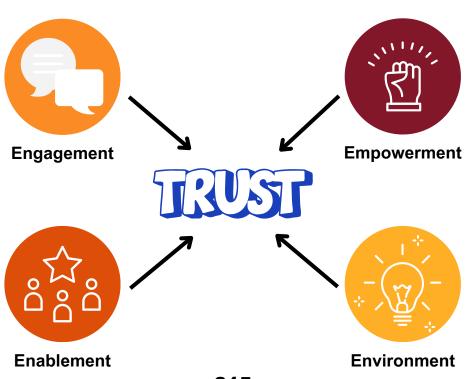
The top responses focused around the following areas:

Openness, honesty, transparency, treating others with respect, being kind, supportive.

#### These are the actions your staff want to improve engagement:

- Be clear and open with communications and hold frequent discussion within teams
- Listen to and ask for individuals' opinions and feedback
- · Be transparent over decisions
- Set a good example and lead by example, some spoke of treating others the way in which they wish to be treated
- Being consistent with management decisions
- Having a no blame culture, being open and honest about making mistakes and being able to learn from them
- · Being supportive as a manager and a peer

#### Get to outstanding by building trust



#### Real World HR Communication & Engagement Plan

Ref	Milestone description	Category	Assigned to	Progress	Start
Comr	nunications & Engagement Phase 1				
1.1	Publication of CFO Letter amongst workforce	On Track	Corp Comms	100%	09/01/2024
	SLT / TLT away day: Report Summary Presentation	On Track	ACFO / EXD P&D	100%	16/01/2024
	Distribution full report amongst SLT	On Track	ACFO / EXD P&D	100%	17/01/2024
	Report Distrubuted to TU 29/01/24)	Milestone	ACFO / EXD P&D	100%	31/01/2024
1.5	Leadership Forum: Report Summary Presentation	Milestone	ACFO / EXD P&D	100%	31/01/2024
	HFA Member Day: report presentation	Milestone	ACFO / EXD P&D	100%	02/02/2024
	Trade Union Meeting:	Milestone	ACFO / EXD P&D	0%	07/02/2024
	nunications & Engagement Phase 2	Willoutono	7.0.072,00100	070	10170272021
2.1	Meet T2 and share the work key areas / link to development pathway.	Milestone	ACFO / EXD P&D	0%	06/02/2024
2.2	Share & discuss the report & Lets talk line below (W/C 9/2/24)	WINCOLOTIC	ACFO / EXD P&D	0%	09/02/2024
	HFA Agenda Item & Report	On Track	ACFO / EXD P&D &	50%	09/02/2024
2.3	I II / I / Golda Iom a Roport	On Hack	Corp Assurance	0070	00/02/2021
2.4	SM, Grade 10&11 – full day (cascade to FF via a set PowerPoint) – link	Milestone	ACFO / EXD P&D	0%	31/03/2024
	to WM wanting more autonomy – skill of managing them.				
2.5	On-call WM meeting evening (extraordinary one)	Milestone	ACFO / EXD P&D	0%	31/03/2024
2.6	On-call WM / CM update meeting monthly via Teams (themed – issues	Milestone	ACFO / EXD P&D	0%	31/03/2024
	affecting them in relation to people)				
Comr	nunications & Engagement Phase 3				
3.1	Day staff meeting ½ (Green & Grey – WM and 9 above) (cascade to lower level staff via a set PowerPoint)	Milestone	ACFO / EXD P&D	0%	31/03/2024
3.2	Training Section specific inc. Driver Training	Milestone	ACFO / EXD P&D	0%	31/03/2024
3.3	6 x WM & CM Meetings (Days / Rota)	Milestone	ACFO / EXD P&D	0%	31/03/2024
3.4	Fire Control WM/CM Meeting (cascade to FF via a set PowerPoint)	Milestone	ACFO / EXD P&D	0%	31/03/2024
	Feedback process –	Milestone	ACFO / EXD P&D	0%	31/03/2024
3.5	on the day / MS Forms / demonstrate they have received the training		7.0.072/13.00	• "	0 17007202 1
0.0	and also any suggestions.				
Comr	nunications & Engagement Phase 4				
-	Green book staff to do a ½ day on a station / Prevention and Protection	Milestone	ACFO / EXD P&D	0%	31/03/2024
	visit – particularly HQ.			• "	
4.1	Firefighters coming to HQ and understand what we do ? – surplus				
	crewing assigned into HQ and working alongside Green & Grey				
4.2	Attend staff forums to deliver the report and seek feedback and help	Milestone	ACFO / EXD P&D	0%	31/03/2024
4.3	Publishing outcomes of Disciplines / grievances and lessons learnt	Milestone	Corp Comms & HR	50%	31/03/2024
	Communication strategy - EDI aligned to CA Tactical Plan 24/25 and	Milestone	Corp Comms & HOF	50%	31/03/2024
4.4	Workforce Development Hub & Take the action tracker that Real World		OCC Health		
	HR – particular points over a men's group				
	Specific station intervention with GM, SM and wider team planning and	Milestone	SLT	0%	31/03/2024
4.5	action plan. WM Team into the conversation		- <del></del> ·	"	
	SLT / TLT visits 3 per person per year (inc on-call) SLT to do the extra	Milestone	SLT & TLT	0%	31/03/2024
4.6	i.e. (SLT 4 / TLT 4) Target stations of concern.	.,		•,,,	, 00, 202
	(,)  get etallette et dellociti.				