

**WEST MIDLANDS FIRE AND RESCUE AUTHORITY**

**CHAIR'S COMMITTEE**

**13 OCTOBER 2014**

**1. THE ADRIAN THOMAS REVIEW INTO CONDITIONS OF SERVICE – AUTHORITY QUESTIONNAIRE**

Report of the Chief Fire Officer.

**RECOMMENDED**

THAT the Committee consider the recommendations of the Chief Fire Officer and where appropriate decide its response, to be submitted on behalf of the Fire Authority to the Adrian Thomas Questionnaires into the Review of the Conditions of Service for Firefighters.

**2. PURPOSE OF REPORT**

This report is submitted to members to assist the Committee's response to the two questionnaires due for return to the Department of Communities and Local Government (DCLG).

**3. BACKGROUND**

- 3.1 Sir Ken Knight's review, *Facing the Future*, which was published in May 2013, highlighted a number of areas where it is believed greater efficiencies could be achieved.
- 3.2 One of the areas identified was whether the conditions of service under which all uniformed members of staff operate present a barrier to changes that may enable the achievement of further efficiencies. In support of this the Fire Minister, Penny Mordaunt MP, has launched an independent review of the National Joint Council (NJC) for Local Authority Fire and Rescue Services Scheme of Conditions of Service, known as the Grey Book and the NJC for Principal Fire Officers of Local Authority Fire Brigades, Constitution and Scheme of Conditions of Service, known as the Gold Book. Adrian Thomas, a senior civil servant, who has a background in personnel management in the private sector, has been commissioned to undertake this review.

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- 3.3 As part of the initial stages of this review Adrian Thomas has called for Fire Authorities to complete an initial questionnaire which is split into two parts. The first part seeks statistical information. Answers to these questions have been proposed and these are set out in Appendix 1. The second part asks wider questions. Answers to these questions have been proposed and these are set out in Appendix 2 for the Committee's consideration. A separate questionnaire has been made available to firefighters directly, the deadline for which expired on 19 September 2014. An extension to this deadline has been agreed for Fire Authority responses until 17 October 2014.

#### 4. **EQUALITY IMPACT ASSESSMENT**

- 4.1 In preparing this report an initial Equality Impact Assessment is not required at this stage as the Report is in response to questionnaires being completed by the Authority that will be limited to the provision of data as well the views of the Authority across a range of areas. The Report does not extend to proposals to make organisational decisions or changes to policy.
- 4.2 It is recognised that any proposals for change to the schemes of conditions of service set out in either (or both) the Grey Book or Gold Book will be subject to an Equality Impact Assessment.

#### 5. **LEGAL IMPLICATIONS**

The course of action recommended in this report does not at this stage raise issues which should be drawn to the attention of the Authority's Monitoring Officer.

#### 6. **FINANCIAL IMPLICATIONS**

There are no direct financial implications at this stage arising with this report.

#### **BACKGROUND PAPERS**

The contact name for this report is Phil Loach, Chief Fire Officer, 0121 380 6909.

PHIL LOACH  
CHIEF FIRE OFFICER

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