

## **Minutes of the Executive Committee**

26 March 2018 at 1000 hours

Fire Service Headquarters, Vauxhall Road, Birmingham

**Present:** Councillor John Edwards (Chair)  
Councillors Aston, Davis, Mottram, Sealey, P Singh

**Apologies:** Councillors Allcock, Cartwright, Idrees, Atwal Singh

### **1/18 Declarations of Interest**

There were no Declarations of Interest.

### **2/18 Minutes of the Executive Committee held on 19 December 2017**

**Resolved** that the minutes of the meeting held on 19 December 2018, be approved as a correct record.

### **3/18 Corporate Performance Indicators 2018-19**

Councillor Tranter, Chair of the Scrutiny Committee, and Gary Taylor, Assistance Chief Fire Officer, provided an overview of the Corporate Performance Indicators 2018-19.

In accordance with its planning framework, the Service had reviewed its rolling three-year corporate strategy, 'The Plan', for 2018-2021. The revised outcomes had been approved by the Authority at the full Fire Authority meeting held on 19 February 2018 and the outcomes were set out in The Plan and were enablers to achieving the Service's

vision of 'Making the West Midlands Safer, Stronger and Healthier'.

Following approval of the outcomes set out in The Plan, the Assistant Chief Fire Officer, as the lead officer for scrutiny matters, had worked with stakeholders to:

- Consider past performance
- Review the internal strategies and approaches and external influencers that would shape the 2018/19 performance and drive the target setting
- Identify the appropriate performance indicators (PIs) for 2018/19

In accordance with the Service's commitment to enabling governance through effective engagement and transparency and in line with The Constitution, officers met with the Chair of the Scrutiny Committee on 26 February 2018. At this meeting the Chair of the Scrutiny Committee recommended that the proposed corporate PIs and targets for 2018/19 be submitted to the Executive Committee for approval.

Graduated tolerances had been reviewed after being introduced in 2017/18. These assisted the interpretation of PIs particularly where figures were small at the beginning of the year, avoiding potentially misleading performance ratings, for example a PI marked as red where the figures are only marginally above target.

The use of three year averages continued to prove to be effective, allowing easy identification of trends. Challenging yet realistic targets had been set using data analysis and professional judgement. All targets for 2018/19 were at or below the three year average with the exception of PI 10 The number of deliberate vehicle fires, which had been steadily rising since 2012/13 despite all of the interventions and activities that the Service had delivered over that period.

There had been a change of terminology to the PIs related to arson, with the term 'arson' changed to 'deliberate'. Deliberate fires include those where the motive for the fire

was 'thought to be' or 'suspected to be' deliberate. This included fires to an individual's own property, others property or property of an unknown owner. Despite deliberate fire records including arson, deliberate fires were not the same as arson. Arson was defined under the Criminal Damage Act of 1971 as 'an act of attempting to destroy or damage property, and/or in doing so, to endanger life'. This change in terminology would align the Service to other metropolitan Fire and Rescue Services, to the Police and other agencies.

In answer to Members' questions, the following points were raised:

- With regard to PI 16 The number of female uniformed staff, and PI 17a The percentage of uniformed staff from Black, Minority Ethnic communities; realistic but ambitious targets had been set to increase representation of the workforce over the next few years, supported by the positive action strategy and supporting strategies. The positive action approach was proving to be effective and the Service was confident that it could support change in the diversity of the workforce.
- The Home Office had looked at the taster days held by the Service which were designed to encourage and support applications from people from under-represented groups, with the possibility of including the approach as notable practice.
- The Members acknowledged the work of People Support Services in developing the recruitment strategy to make the workforce of the Service more representative of the West Midlands.
- PI 22 The total number of RIDDOR injuries; the figures were broken down further by the Service for internal use but were presented to the Authority in this manner to enable higher level reporting.
- PI 24 To reduce gas use of Fire Authority premises, and PI 25 To reduce electricity use of Fire Authority premises; the two PIs reported units of usage per quarter. There was the potential to break the figures down to fire station level which could then contribute to the estates strategy and examine local usage levels

and to see where improvements could be made. The continued reduction in the use gas and electricity was positive.

- Road safety and the work that went on behind this remained an area that Fire and Rescue Services funded uniquely. Road casualty reduction was one of the areas that had suffered as part of the comprehensive spending review. It was noted that support from Section 41 Members for Local Authorities to continue to champion road safety would be well received.

**Resolved** that the Corporate Performance Indicators and targets for 2018/19 be approved.

The meeting finished at 1025 hours.

Stephen Timmington Strategic Hub 0121 380 6680 <a href="mailto:stephen.timmington@wmfs.net">stephen.timmington@wmfs.net</a>
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