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**Hampshire
& Isle of Wight**
FIRE & RESCUE AUTHORITY

NOTICE OF MEETING

<i>Meeting</i>	Hampshire and Isle of Wight Fire and Rescue Authority	<i>Clerk to the Hampshire & Isle of Wight Fire and Rescue Authority</i> CFO Neil Odin
<i>Date and Time</i>	Tuesday 9th April, 2024 10.30 am	<i>Fire & Police HQ</i> <i>Leigh Road,</i> <i>Eastleigh</i> <i>Hampshire</i> <i>SO50 9SJ</i>
<i>Place</i>	Room X - Hampshire & IOW Fire & Police HQ, Eastleigh	
<i>Enquiries to</i>	<u>members.services@hants.gov.uk</u>	

The Openness of Local Government Bodies Regulations are in force, giving a legal right to members of the public to record (film, photograph and audio-record) and report on proceedings at meetings of the Authority, and its committees and/or its sub-committees. The Authority has a protocol on filming, photographing and audio-recording, and reporting at public meetings of the Authority which is available on our website. At the start of the meeting the Chairman will make an announcement that the meeting may be recorded and reported. Anyone who remains at the meeting after the Chairman's announcement will be deemed to have consented to the broadcast of their image and anything they say.

Agenda

1 **APOLOGIES FOR ABSENCE**

To receive any apologies for absence.

2 **DECLARATIONS OF INTEREST**

To enable Members to disclose to the meeting any disclosable pecuniary interest they may have in any matter on the agenda for the meeting, where that interest is not already entered in the Authority's register of interests, and any other pecuniary or non-pecuniary interests in any such matter that Members may wish to disclose.

3 **MINUTES OF PREVIOUS MEETING - 27 FEBRUARY 2024** (Pages 5 - 10)

To approve the open minutes from the Full Authority meeting that took place on 27 February 2024.

4 **DEPUTATIONS**

Pursuant to Standing Order 19, to receive any deputations to this meeting.

5 **CHAIRMAN'S ANNOUNCEMENTS**

To receive any announcements the Chairman may wish to make.

6 **MEMBER DEVELOPMENTS**

To receive any updates from Members of the Combined Fire Authority.

7 **HEALTH AND SAFETY POLICY AND STATEMENT OF INTENT
2024/25** (Pages 11 - 20)

To consider a report from the Chief Fire Officer, which seeks approval for the new Health and Safety Policy, and the Health and Safety Statement of Intent for 2024/25.

8 **MINUTES FROM 3SFIRE CIC STAKEHOLDER COMMITTEE - 27
FEBRUARY 2024** (Pages 21 - 22)

To receive the open minutes from the 3SFire CIC Stakeholder Committee meeting that took place on 27 February 2024.

9 **EXCLUSION OF PRESS AND PUBLIC**

To resolve that the public be excluded from the meeting during the following items of business, as it is likely, in view of the nature of the business to be transacted or the nature of the proceedings, that if members of the public were present during these items there would be disclosure to them of exempt information within Paragraph 3 of Part 1 of Schedule 12A to the Local Government Act 1972, and further that in all the circumstances of the case, the public interest in maintaining the exemption outweighs the public interest in disclosing the information, for the reasons set out in the reports.

10 **EXEMPT MINUTES FROM 3SFIRE CIC STAKEHOLDER COMMITTEE
- 27 FEBRUARY 2024** (Pages 23 - 24)

To receive the exempt minutes from the 3SFire CIC Stakeholder Committee meeting that took place on 27 February 2024.

11 **EXEMPT MINUTES FROM FULL AUTHORITY - 27 FEBRUARY 2024**
(Pages 25 - 26)

To approve the exempt minutes from the Full Authority meeting that took place on 27 February 2024.

ABOUT THIS AGENDA:

This agenda is available through the Hampshire & Isle of Wight Fire and Rescue Service website (www.hantsfire.gov.uk) and can be provided, on request, in alternative versions (such as large print, Braille or audio) and in alternative languages.

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Agenda Item 3

AT A MEETING of the Hampshire and Isle of Wight Fire and Rescue Authority
held at Fire & Police HQ, Eastleigh on Tuesday 27th February, 2024

Chairman:

* Councillor Rhydian Vaughan MBE

* Councillor Zoe Huggins	* Councillor Hugh Lumby
* Councillor Fran Carpenter	* Councillor George Madgwick
* Councillor David Drew	* Councillor Derek Mellor
* Councillor Sally Goodfellow	* Councillor Roger Price
* Councillor David Harrison	
Councillor Karen Lucioni	* Present

229. **APOLOGIES FOR ABSENCE**

Apologies were received from Councillor Karen Lucioni. An apology was also received from Donna Jones, Police and Crime Commissioner.

230. **DECLARATIONS OF INTEREST**

Members were mindful to disclose to the meeting any disclosable pecuniary interest they may have in any matter on the agenda for the meeting, where that interest was not already entered in the Authority's register of interests, along with any other pecuniary or non-pecuniary interests in any such matter that Members wished to disclose.

231. **MINUTES OF PREVIOUS MEETING - 5 DECEMBER 2023**

The minutes of the last meeting were reviewed and agreed.

232. **DEPUTATIONS**

There were no deputations for the meeting.

233. **CHAIRMAN'S ANNOUNCEMENTS**

The Chairman shared that on the 5 December 2023 he and the Chief Fire Officer officially opened the new live fire training facilities at the Service Headquarters. The unit had been designed in conjunction with firefighters and was one of very few of its kind, offering firefighters from across HIWFRS and neighbouring services the opportunity to train in realistic, controlled situations, to learn how fire behaved in different conditions, and how best to respond.

It was confirmed that the independent review by Green Park into culture within HIWFRS had concluded. The findings and recommendations of the report were being considered and would enhance the work already underway. A progress report would come to a later Authority meeting.

The Chairman confirmed that he and other Members had recently completed the Service's mandatory Equality, Diversity and Inclusion training and had been very impressed with the delivery. The Chairman had also attended an event run by the Service's Fire Proud network group marking the start of LGBTQ+ history month with a guest speaker, Katie Cornhill, sharing her affirmation story.

234. **MEMBER DEVELOPMENTS**

Members provided the following updates:

- Councillor Roger Price had visited Cosham Fire Station to see how it was progressing and was very impressed at the work being done. He had also attended an external reference group (ERG) Fire Inspectorate meeting.
- Councillor Sally Goodfellow had attended the live fire training event on 5 December as well as a Prince's Trust event at Redbridge Fire Station. Cllr Goodfellow had visited St Mary's Fire Station earlier in February on equality, diversion and inclusion (EDI) work that was ongoing and was keen to start a Cadets group. She had also attended EDI training for Members at Service Headquarters.
- Councillor George Madgwick shared how on behalf of Portsmouth City Council, he was looking for improvements to the access for the new Cosham Fire Station and would forward a report of the City Council onto the Service.
- Councillor Fran Carpenter had attended the live fire training event as well as the Prince's Trust event at Redbridge Fire Station.
- Councillor Derek Mellor had visited Basingstoke Fire Station in December as well as attended the EDI training at Service Headquarters.
- Councillor David Drew shared how he had visited the 9/11 memorial in New York and thought it inspiring how art and creativity had been used by those who had suffered. Councillor Drew had also attended the Fire Christmas carol service.
- Councillor Zoe Huggins had attended the live fire training event and the Fire carol service. She had also met with the Waterlooville and Basingstoke Prince's Trust cohorts in her Children and Young People champion role.
- Councillor Hugh Lumby had attended the Gosport Passing Out event on the 6 December and Fire carol service.
- Councillor Rhydian Vaughan offered to forward on a report regarding the safe storage of lithium batteries to Members in case they were approached regarding storage in their local areas.

235. **BUDGET AND PRECEPT REQUIREMENT 2024/25 INCLUDING MEDIUM TERM FINANCIAL PLAN**

The Authority considered a report from the Chief Financial Officer (item 7 in the minute book)

The report was summarised by the officer, highlighting that a 2.99% increase had been assumed with Council Tax.

During questions of the report, the following points were clarified:

- The Fire Authority continued to be part of the Fire and Rescue Indemnity Company (FRIC), and confirmed that a lot of research and development was done collectively to learn and improve. Zurich Municipal however continued to cover elements like Business Travel, Engineering Insurance and Engineering Inspection. FRIC continued to encourage and invite others to join the entity.
- Carbon reduction spending had been focused on electric vehicle charging points and improving building fabrics and the Carbon Trust was consulted in order to help assess the effectiveness of investments.
- It was confirmed that there was no 'fund' for the Firefighters' Pension Scheme, as there is for the Local Government Pension Scheme (LGPS).
- Future efficiencies would be closely looked at, with the HR model being assessed as it moved in-house. The future employment of on-call firefighters was not a concern for expenditure due to the lower numbers and the increase being steady. The timescales required for the relevant training and onboarding would allow time to plan to reduce other spend.
- Members acknowledged the continuing lobbying of central government to contribute to the additional costs of pensions and it was confirmed that any money received or pension changes would be brought back to the Full Authority.
- Advice was always taken with regards to borrowing.
- Work around contaminants prioritised stations at higher risk.

RESOLVED

The Hampshire and Isle of Wight Fire and Rescue Authority approved the following:

- a) The 2023/24 monitoring position as set out in paragraphs 31 – 37, including the £500,000 contribution to the Capital Payments Reserve in 2023/24 and the split of the 2023/24 underspend between the Transformation Reserve and the Capital Payments Reserve.
- b) The one off pressures set out in paragraphs 65 and 66, to be funded from the Transformation Reserve.
- c) The Revenue Budget for 2024/25, as set out in **Appendix A1**.
- d) The Revised Revenue Budget for 2023/24 as set out in **Appendix A2**.
- e) The Medium Term Financial Plan, as set out in **Appendix B**.
- f) The Capital Programme and funding as set out in **Appendix C1** and exempt **Appendix C2**.
- g) The Reserves Strategy as set out in **Appendix D**. This includes the contribution of £1.5m from an underspend on Capital Financing costs to the Transformation reserve as set out in paragraph 96 of the main report.

- h) The Treasury Management Strategy for 2024/25 (and the remainder of 2023/24) as set out in **Appendix E**.
- i) Delegated authority to the Chief Financial Officer to manage the Fire and Rescue Authority's investments and borrowing according to the Treasury Management Strategy Statement as appropriate.
- j) The Capital and Investment Strategy as set out in **Appendix F** for 2024/25, (and the remainder of 2023/24).
- k) The Section 25 Report as set out in **Appendix G** which should be taken into account by the Authority in agreeing the budget and council tax.
- l) The council tax requirement for the Authority for the year beginning 1 April 2024 of £59,533,418.31.
- m) That the Authority's council tax be increased by 2.99% for a Band D property for the year beginning 1 April 2024 and for the properties in each band to be increased by 2.99%, as set out in paragraph 44 of the report:

Band A:	£55.23	Band E:	£101.25
Band B:	£64.43	Band F:	£119.66
Band C:	£73.64	Band G:	£138.07
Band D:	£82.84	Band H:	£165.68

- n) That the precepts set out in paragraph 50 of this report, totalling £59,533,418.31 are issued on the billing authorities in Hampshire, requiring the payment in such instalments and on such dates set by them and previously notified to the Authority, in proportion to the tax base of each billing authority's area as determined by them.
- o) The principle of adding any early delivery of savings from the efficiencies developed to meet the anticipated budget gap in 2025/26 to the Budget Equalisation Reserve was agreed.

236. **ANNUAL PAY POLICY STATEMENT**

The Authority considered a report from the Chief Fire Officer, which sought approval for the Annual Pay Policy Statement for the Fire Service (item 8 in the minute book).

The report was summarised, and it was confirmed that even though the methodology at Appendix B had been updated, the information required as part of the process remained the same.

Decisions made historically by the Principal Officers Pay Review Working Group were always made public, but rationale for the decision remained exempt.

It was agreed that continuing professional development awards would be looked at in more detail at a future APAG meeting.

RESOLVED

a) The Hampshire and Isle of Wight Fire and Rescue Authority approved the Pay Policy Statement at Appendix A for publication on Hampshire and Isle of Wight Fire and Rescue Service's website.

b) The Hampshire and Isle of Wight Fire and Rescue Authority approved the updated methodology for the annual local review of Principal Officer pay at Appendix B.

237. HIWFRA SAFETY PLAN: YEAR 5 IMPROVEMENTS

The Authority considered a report from the Chief Fire Officer on the Safety Plan (item 9 in the minute book), which provided an update on activity to date and focussed on the final year of the current plan.

The report was summarised and during questions, the following points were clarified:

- A lot of work had been done on community engagement, targeting specific areas and the communications team had been restructured to allow set roles to focus on consultations and community engagement.
- Advice and guidance was provided from international learnings on a more general basis rather than directly.
- A lot of improvement work had already been done around building regulations, but this would be looked at again following the publication of new building safety regulations to ensure everything had been covered.
- Official actions were being awaited following Phase 2 of the Grenfell Tower learnings, but the Service had been proactive and already embedded new practice.

RESOLVED

The HIWFRS Safety Plan Year 5 improvements was approved by the HIWFRA Full Authority.

238. EXCLUSION OF PRESS AND PUBLIC

It was agreed that the public be excluded from the meeting during the following items of business, as it was likely, in view of the nature of the business to be transacted or the nature of the proceedings, that if members of the public were present during these items there would be disclosure to them of exempt information within Paragraph 3 of Part 1 of Schedule 12A to the Local Government Act 1972, and further that in all the circumstances of the case, the

public interest in maintaining the exemption outweighed the public interest in disclosing the information, for the reasons set out in the reports.

239. **BUDGET AND PRECEPT REQUIREMENT 2024/25 INCLUDING MEDIUM TERM FINANCIAL PLAN - EXEMPT APPENDIX**

The Authority considered the appendix alongside the main budget item at agenda item 7.

240. **RETROSPECTIVE BUILDING DESIGN PRINCIPLES REPROFILE OF CAPITAL - HEALTHY AND INCLUSIVE WORKPLACES**

The Authority considered a report from the Chief Fire Officer (item 12 in the minute book) on retrospective building design principles and healthy and inclusive workplaces [SEE EXEMPT MINUTE].

Chairman,



**Hampshire
& Isle of Wight**
FIRE & RESCUE AUTHORITY

HIWFRA Full Authority

Purpose: Approval

Date: **9 April 2024**

Title: **Health and Safety Policy and Statement of Intent 2024/25**

Report of Chief Fire Officer

SUMMARY

1. This report seeks approval of the Hampshire and Isle of Wight Fire and Rescue Authority (HIWFRA) to its new Health and Safety Policy, and the Health and Safety Statement of Intent for 2024/25.
2. There is a statutory duty under the Health and Safety at Work etc. Act 1974 and The Management of Health and Safety at Work Regulations 1999 that an employer must suitably assess work-based activities and implement any appropriate controls to manage potential risks to the health and safety of employees and others who may be affected by our work. Arrangements include the effective planning, organisation, control, monitoring, and review of preventative and protective measures.
3. In compliance with legislation, HIWFRA must prepare, and as often as may be appropriate, revise a written statement of its general policy with respect to the health and safety at work of its employees and the organisation and arrangements in force to carry out that policy, and bring the statement and any revision of it to the notice of all of its employees.

RECOMMENDATION

4. That the proposed Health and Safety Policy be approved by the HIWFRA Full Authority.
5. That the Health and Safety Statement of Intent 2024/25 be approved by the HIWFRA Full Authority.
6. That the amendment to the Constitution as described at paragraph 15 be approved by the HIWFRA Full Authority.

BACKGROUND

7. This activity is in connection with the HIWFRA Safety Plan: Year 5 Improvements Report, approved at HIWFRA's meeting on 27 February 2024 which included the improvement activity to review the Authority's Policy framework and to complete identified gaps (see below (point 31) background paper for further details).

LEGISLATIVE REQUIREMENTS

8. The Health and Safety Executive (HSE) guidance explains that a health and safety policy should set out an organisation's general approach to health and safety. There are three sections that an employer must cover to illustrate how health and safety is managed; who does what, when and how:
 - Section one: Statement of Intent - sets out the organisation's aims and principles.
 - Section two: Roles and responsibilities – outlines who has specific responsibility for managing health and safety and what they are responsible for.
 - Section three: Arrangements – details how risks are managed in the workplace and often includes – risk assessments, safety procedures, training of workers, consultations such as safety committees, emergency and evacuation arrangements.
9. To satisfy the relevant legislation and HSE guidance, the proposed Authority Policy and Statement of Intent clearly captures the Authority's commitment to health and safety and ensures full compliance with section one of the legislation and HSE guidance. Sections two and three will be met through an amended Service policy which will list roles and responsibilities, as well as details of the Service's Health and Safety Management System.

STATEMENT OF INTENT

10. The Statement of Intent is the Authority's pledge to put health and safety at the heart of everything we do, giving an ongoing and determined commitment to supporting and improving health and safety at work. It confirms we will continue to provide and implement a process of continual improvement to ensure a safe and healthy working environment.
11. The Statement of Intent is an appendix to the Authority's Policy and will be reviewed annually. Following its approval, it will be signed by the HIWFRA Chairman and HIWFRA Chief Fire Officer (CFO) in accordance with best

practice guidance as a commitment to health and safety leadership at our highest level.

AUTHORITY'S HEALTH AND SAFETY POLICY

12. The Authority's Policy provides a commitment that the Statement of Intent will be reviewed annually, as explained above. The Authority's Policy will be published on the Service's website alongside the Statement of Intent as an appendix. Additionally, the Statement of Intent will be prominently displayed within every workplace.
13. While the Authority's Policy is designed to last a number of years before review, the Statement of Intent will be reviewed annually in accordance with best practice. This will allow for priorities to be identified and responded to as needed.
14. In accordance with the Constitution, the Authority's Policy clearly states that HIWFRA delegates to the Chief Fire Officer, the day-to-day responsibility of ensuring health and safety requirements are effectively managed and the principles contained within the Statement of Intent are maintained. The Service's health and safety performance is regularly monitored by the Executive Group who will continue to oversee progress.
15. Within the Constitution, the Full Authority meeting terms of reference currently includes:
 - To consider and approve the Health, Safety and Wellbeing Statement of Intent for signature by the Chief Fire Officer and Chairman of the Authority.

We propose a minor amendment to the Constitution, being the removal of wellbeing to remain consistent with the specific requirements of health and safety legislation.

SERVICE HEALTH AND SAFETY POLICY

16. The Authority's Health and Safety Policy refers to the Service's Health and Safety Policy which is the Chief Fire Officer's responsibility in accordance with the Constitution. As outlined above, the Service Policy will meet the requirement of sections two and three of the legislation and HSE guidance by defining roles and responsibilities of individuals across the service, and describing the health and safety management system, including its robust health and safety arrangements and structures in place to meet the requirements of the Authority's Policy and Statement of Intent.

SUPPORTING OUR SAFETY PLAN AND PRIORITIES

17. The Statement of Intent and its supporting policies and procedures ensure that all employees are aware of, and are committed to, health and safety. It is directly linked to the delivery of our priorities, specifically supporting our people, learning and improving, and it also fits with our core values.
 - (a) Our people: supports clear strategic intent to ensure we look after each other by creating great places to work and promoting the health and safety of our people.
 - (b) High performance: provides clarity that our teams are skilled and feel equipped to deliver a leading fire and rescue service today and into the future.
 - (c) Learning and improving: supports a learning culture of learning from ourselves and others.

CONSULTATION

18. The Service encourages a culture of co-operation in its management of health and safety. The Service promotes the use of the guidance within the TUC Safety Representatives and Safety Committees regulation and Code of Practice 1977 (commonly known as “the Brown Book”) where appropriate.
19. Trade unions (representative bodies) have always played a vital role in ensuring we operate to the highest safety standards. We continue to pro-actively consult with our trade union health and safety representatives whenever needed. Engaging representative bodies in decisions about health and safety provides opportunities to encourage a culture of good health and safety which is achieved through trust and consensus. This is also recognised by health and safety laws which create legal obligations on employers to work with recognised trade unions in the belief that this is the best way to develop a positive health and safety culture in the workplace.
20. The Authority’s Statement of Intent has been shared with representative bodies for comment.

COLLABORATION

21. As outlined above, the Service will be unable to meet the Statement of Intent in isolation and is dependent on the involvement of representative bodies and others. We will use our existing relationships to fulfil our requirements.

RESOURCE IMPLICATIONS

22. There are no specific financial implications from the contents of this paper, as health and safety policies and procedures are already operating within our Service. Funding for our health and safety function (as well as all supporting activity) is funded through our normal budget setting process.

IMPACT ASSESSMENTS

23. There are no specific impact assessment implications from the contents of this report. An impact assessment should be completed for every new policy, procedure and guidance (PPG) document. Where a new PPG has health and safety implications, these will be considered through a specific impact assessment.

LEGAL IMPLICATIONS

24. Approving this report will demonstrate compliance with health and safety legislation and HSE guidance.

BENEFITS

25. The Authority's Policy and Statement of Intent will drive a pro-active and positive health and safety culture across the organisation, thereby supporting our people and our wider communities.

EVALUATION

26. The Statement of Intent will continue to be reviewed every year and updated based on new learning or any health and safety legislative changes.

CONCLUSION

27. By approving the Authority's Policy and Statement of Intent, HIWFRA will comply with legislation and best practice guidance. In addition, the Service will be able to continue developing our culture of accountability and engagement with respect to all health and safety matters.

APPENDICES ATTACHED

28. Appendix A: Health and Safety Policy
29. Appendix 1: Health and Safety Statement of Intent 2024/25

BACKGROUND PAPERS

30. [HIWFRA Safety Plan: Year 5 Improvements](#)

Contact: Stew Adamson, Deputy Chief Fire Officer,
Stew.adamson@hantsfire.gov.uk, 07918887596.



Health and Safety

Policy number - AP001

Next Review Due **30/04/2027**

Appendix A - HIWFRA Health and Safety Policy

1. PURPOSE

Hampshire and Isle of Wight Fire and Rescue Authority (HIWFRA) is committed to ensuring that Hampshire and the Isle of Wight have an efficient and effective fire and rescue service and together we make life safer.

All Policies within the Authority's Policy Framework are to be considered as a collective and not read in isolation.

This policy sets HIWFRA commitment to the health and safety of all employees and others who may be affected by our work.

HIWFRA will approve a Health and Safety Statement of Intent (as seen at Appendix 1) to establish a clear direction and commitment for the organisation to comply with legislative requirements and best practice.

To establish a positive health and safety culture, with visible leadership, the Statement of Intent will be signed by the Chairman and HIWFRS Chief Fire Officer and reviewed annually.

HIWFRA delegate to the Chief Fire Officer the day-to-day responsibility of ensuring health and safety requirements are effectively managed and the principles contained within the Statement of Intent are maintained. The roles and responsibilities and the Service's health and safety management system will be detailed within the Service's Health and Safety Policy.

HIWFRA will monitor HIWFRS health and safety performance including adherence to this policy and the Statement of Intent.



2. COMPLIANCE

Health and Safety at Work etc. Act 1974

Management of Health and Safety at Work Regulations 1999

The Workplace (Health, Safety and Welfare) Regulations 1992

Safety Representatives and Safety Committees Regulations 1977 (as amended), and Health and Safety (Consultation with Employees) Regulations 1996 (as amended)

All other relevant health and safety regulations, codes of practice and guidance

Professional guidance, including The Fire and Rescue Authorities – Health, Safety and Welfare Framework for the Operational Environment

3. CORE CODE OF ETHICS

HIWFRA is committed to meeting the principles within the Core Code of Ethics and will ensure that the principles in the Statement of Intent reflect the requirements of the Code.

4. GOVERNANCE

HIWFRA has responsibility for the health and safety of its employees and others who may be affected by Service activity.

HIWFRA delegates the policy principles contained within the Health and Safety Statement of Intent to the Chief Fire Officer in accordance with its Constitution.

5. APPENDIX

Appendix 1 – Health and Safety Statement of Intent



Health and Safety Statement of Intent 2024-25

Hampshire and Isle of Wight Fire and Rescue Authority (HIWFRA) and Hampshire and Isle of Wight Fire and Rescue Service (HIWFRS) are committed to providing the highest level of health and safety for all employees and others who may be affected by our work.

We recognise our legal and moral requirements and will always strive to achieve the highest health and safety standards

We will prioritise safety and put H&S at the heart of everything we do in all organisation activity

We will demonstrate the strategic importance of H&S with visible leadership, and commitment of directors and senior managers

We will evolve as an organisation to meet new or changing risks, through robust strategic planning and ongoing risk assessment

We will establish and maintain proportionate financial and physical resources to ensure effective H&S management

We understand that prevention of injury and illness is an indispensable part of our organisational culture

We will appoint a H&S competent person to provide advice and active support

We will provide and maintain safe workplaces and equipment, reducing our impact on the environment

We will provide and maintain suitable arrangements for employee welfare

We will follow sector approved guidance where practicable, including the health, safety, and welfare framework for the operational environment

We will support trade unions H&S representatives through engagement and involvement in consultation

We will recruit employees and provide all necessary training and instruction to enable them to work safely, improving our approach wherever possible

We will remind our employees of their legal requirement to use equipment provided in accordance with training and instruction, to co-operate and take care of their own H&S and that of others affected by their activities

We will empower our employees to carry out their work in a competent and diligent manner, and to report and where possible rectify, any unsafe act or condition

We will report and investigate all H&S events to identify and implement improvements, sharing learning and taking necessary action promptly

We will ensure robust quality assurance, through an inspection and audit process

We will monitor performance and review outcomes

We will define health and safety responsibilities at all levels within the organisation

We will follow approved guidance to maintain a suitable and flexible health and safety management system covering all activities

HIWFRA has overall responsibility for the health and safety of all employees in HIWFRS and others who may be affected by our activities.

Signed:

For and on behalf of HIWFRA
Chairman of HIWFRA
Councillor Rhydian Vaughan MBE
Date:



Signed:

For and on behalf of HIWFRS
Chief Fire Officer
Neil Odin QFSM
Date:



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Agenda Item 8

AT A MEETING of the HIWFRA 3S Fire CIC Stakeholder Committee of Hampshire and Isle of Wight Fire and Rescue Authority, held at Fire & Police HQ, Eastleigh on Tuesday 27 February 2024.

Chairman:

* Councillor Roger Price

* Councillor Fran Carpenter

* Councillor Zoe Huggins

* Councillor Hugh Lumby

* Councillor Sally Goodfellow

Councillor David Drew

48. **APOLOGIES FOR ABSENCE**

All Members were present for the meeting and there were no apologies.

49. **DECLARATIONS OF INTEREST**

Members were mindful of their duty to disclose at the meeting any disclosable pecuniary interest they had in any matter on the agenda for the meeting, where that interest was not already entered in the Authority's register of interests, and their ability to disclose any other personal interests in any such matter that they might have wished to disclose.

There were no declarations.

50. **MINUTES OF THE PREVIOUS MEETING**

The open minutes from the meeting held on 10 October 2023 were noted and approved.

51. **DEPUTATIONS**

There were no deputations for the meeting.

52. **CHAIRMAN'S ANNOUNCEMENTS**

The Chairman advised that he noted in the HIWFRA Full Authority Meeting that 3S Fire is contributing financially to the Full Authority.

53. **EXCLUSION OF PRESS AND PUBLIC**

It was resolved that the public be excluded from the meeting during the following items of business, as it was likely, in view of the nature of the business to be transacted or the nature of the proceedings, that if members of the public were present during the items there would be disclosure to them of exempt information within Paragraph 3 of Part 1 of Schedule 12A to the Local Government Act 1972, and further that in all the circumstances of the case, the

public interest in maintaining the exemption outweighs the public interest in disclosing the information, for the reasons set out in the reports.

54. BUSINESS UPDATE & FINANCIAL PROJECTIONS 2023/24

The Committee received a report from the Managing Director of 3SFire CIC (item 7 in the minute book) on financial results [SEE SUMMARY OF EXEMPT MINUTE]

55. BUSINESS PROSPECTS 2024-25

The Committee received a report from the Managing Director of 3SFire CIC (item 8 in the minute book) with a business update and projections [SEE SUMMARY OF EXEMPT MINUTE]

56. EXEMPT MINUTES OF THE PREVIOUS MEETING

The exempt minutes from the meeting held on 10 October 2023 were approved by the Committee.

Chairman,

By virtue of paragraph(s) 3 of Part 1 of Schedule 12A
of the Local Government Act 1972.

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By virtue of paragraph(s) 3 of Part 1 of Schedule 12A of the Local Government Act 1972.

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