

AT A MEETING of the Hampshire & Isle of Wight Fire & Rescue Authority
(Shadow Authority) held virtually on Microsoft Teams on Tuesday, 22nd
September, 2020

Chairman: * Councillor Chris Carter

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| * Councillor Roz Chadd | * Councillor Sharon Mintoff |
| Councillor Liz Fairhurst | * Councillor Roger Price |
| Councillor Jason Fazackarley | * Councillor David Simpson |
| * Councillor Jonathan Glen | * Councillor Dave Stewart |
| Councillor Geoff Hockley | * Councillor Rhydian Vaughan MBE |

Also present with the agreement of the Chairman: Emeka Ibeh, Home Office

16. APOLOGIES FOR ABSENCE

Apologies were received from Councillor Liz Fairhurst and Councillor Jason Fazackarley.

17. 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.

18. MINUTES OF PREVIOUS MEETING

The minutes of the last meeting were reviewed and agreed.

19. DEPUTATIONS

There were no deputations.

20. CHAIRMAN'S ANNOUNCEMENTS

There were no Chairman's announcements for this meeting.

21. MEMBER DEVELOPMENTS

There were no updates from Members for this meeting.

22. BUDGET SETTING 2021/22 AND MEDIUM TERM FINANCIAL PLANNING

The Shadow Authority considered a report from the Treasurer (item 7 in the minute book), which requested provisional guidance for future funding

assumptions. It also provided some initial information in respect of the impact of Covid-19 on budget setting for next year.

The officer summarised the report and highlighted how it was anticipated that there would be a requirement for savings over the coming years. These would be drawn up to ensure that budget reductions could be made as required, together with the previously agreed principle that the Combined Fire Authority (CFA) would use reserves or reduce contributions to reserves to balance the budget in the first year.

Appendix A to the report provided an early indication of the funding expected to be available and the expenditure required, based on the currently available information. At the moment, this represented a 'normal' roll forward of the combined budgets for HFRA and the Isle of Wight Fire and Rescue Service (IWFRS), although it did include proposed base budget changes or new spending some of which have been previously agreed by HFRA, which were contained in Appendix B to the report.

During questions, Members noted that paragraph 40 of the report stated that a proportion of the Isle of Wight's actual reserves would be transferred, but could be impacted by the need to deal with Covid-19 financial pressures. The officer confirmed that the CFA expected 100% of the earmarked reserves and 4-5% of general balances held by the Isle of Wight.

It was assumed that the net cost of pensions would continue along with the grant available to assist with them, otherwise many Fire Service's would be put in financial turmoil.

It was noted that Appendix C included the £3.5 million allocated for the Warsash training facility, however that was subject to the final arrangements for the facility.

RESOLVED

The Shadow Authority:

- a) Approved that for financial planning purposes only, the assumption that council tax will be increased by the maximum allowed within the referendum limit set by Government, currently expected to be 1.99% for the 2021/22 budget.
- b) Noted the 'base' position for the combined roll forward budget as set out in Appendix A.
- c) Approved the base changes and adjustments in Appendix B.
- d) Noted the updated Capital Programme and funding as set out in Appendix C

23. **BRANDING - NEW SERVICE IDENTITY**

The Shadow Authority considered a report from the Chief Fire Officer (item 8 in the minute book) regarding a combined brand identity that had been put out to staff for consultation and had since been amended following feedback from the workforce.

To reduce costs, it was proposed to introduce the new brand gradually to fit in with the timescales of planned upgrades and replacements across the Service. Station branding and digital imagery was a priority and vehicles would be wrapped with the new branding over the first year in line with testing and servicing carried out.

During questions, officers reassured that testing had been carried out with regards to accessibility and visual impairment and the contrasts in colour and design within the logo met the requirements.

RESOLVED

Hampshire and Isle of Wight Shadow Authority approve the new joint branding approach as in Appendix A of the report.

24. **PEOPLE AND ORGANISATIONAL DEVELOPMENT (POD) POLICY**

The Shadow Authority considered a report from the Chief Fire Officer (item 9 in the minute book), which set out the commitment and vision for HIWFRA to staff.

It contained guiding principles that would govern all working practices by HIWFRA and the suite of HR procedures would sit beneath the overarching People and Organisational Development (POD) Policy.

The Policy would be used with staff discussions going forward as part of the CFA and managing staff and contractual arrangements along with development, opportunities, wellbeing and cultural aspects.

Members were happy with the report and there were no questions.

RESOLVED

Hampshire and Isle of Wight Fire and Rescue Shadow Authority approved Option 1 – the new People and Organisational Development (POD) Policy Principles for HIWFRA, for consultation with Representative Bodies, Trade Unions and staff.

25. **EXCLUSION OF PRESS AND PUBLIC**

Members queried why the following item was exempt and it was confirmed that whilst the exemption partly applied to information since removed from the report, there was still sensitive financial and other information included and potential for discussions and questions to include information that could hinder future business transactions.

The decision went to a vote, with the majority voting to go into exempt session.

It was then 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.

26. **CFA/IWFRS ESTATES IMPROVEMENT**

The Shadow Authority considered a report from the Chief Fire Officer (item 11 in the minute book), [SEE EXEMPT MINUTE]

Chairman,