

NOTICE OF MEETING

Meeting: CABINET

Date and Time: WEDNESDAY, 3 OCTOBER 2018, AT 10.00 AM*

Place: COUNCIL CHAMBER, APPLETREE COURT,
LYNDHURST

Telephone enquiries to: Lyndhurst (023) 8028 5000
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PUBLIC PARTICIPATION:

***Members of the public may speak in accordance with the Council's public participation scheme:**

- (a) immediately before the meeting starts, on items within the Cabinet's terms of reference which are not on the public agenda; and/or
 - (b) on individual items on the public agenda, when the Chairman calls that item.
- Speeches may not exceed three minutes. Anyone wishing to speak should contact the name and number shown above.

Bob Jackson
Chief Executive

Appletree Court, Lyndhurst, Hampshire. SO43 7PA
www.newforest.gov.uk

This Agenda is also available on audio tape, in Braille, large print and digital format

AGENDA

Apologies

1. MINUTES

To confirm the minutes of the meeting held on 5 September 2018 as a correct record.

2. DECLARATIONS OF INTEREST

To note any declarations of interest made by members in connection with an agenda item. The nature of the interest must also be specified.

Members are asked to discuss any possible interests with Democratic Services prior to the meeting.

3. PUBLIC PARTICIPATION

To note any issues raised during the public participation period.

4. SMARTER WORKING - THE CASE FOR CHANGE (Pages 1 - 6)

To be advised of the proposed strategic approach to Smarter Working and to agree related expenditure.

5. REVIEW OF SERVICE LEVEL AGREEMENTS WITH THE NEW FOREST NATIONAL PARK AUTHORITY RELATING TO THE PLANNING SERVICE (Pages 7 - 12)

To review the provision of various services by the National Park Authority on behalf of New Forest District Council.

6. COMBINED FIRE AUTHORITY CONSULTATION (Pages 13 - 36)

To consider a response to the consultation on the proposed creation of a new combined Fire Authority for Hampshire, the Isle of Wight, Portsmouth and Southampton.

7. DATES OF MEETINGS

To agree the following dates of meetings of the Cabinet (All Wednesdays starting at 10.00 a.m.)

5 June 2019	4 December 2019
3 July 2019	No meeting in January 2020
7 August 2019	5 February 2020
4 September 2019	4 March 2020
2 October 2019	1 April 2020
6 November 2019	6 May 2020

To:

Councillors

Mrs D E Andrews
J E Binns
Mrs J L Cleary
M R Harris

Councillors

E J Heron (Vice-Chairman)
J D Heron
Mrs A J Hoare
B Rickman (Chairman)

SMARTER WORKING – THE CASE FOR CHANGE

1. PURPOSE OF REPORT

- 1.1 To set out the case for a Strategic Approach to “Smarter Working” and an implementation and budget plan for the period 2018 to 2021 to assist with delivery.

2. BACKGROUND

- 2.1 It is said that people are the Council’s greatest asset and the dedication and commitment of staff helps make the Council what it is.

However, all too often Council staff are delivering high quality services against a background of outdated IT, poorly designed workplaces and inflexible working practices. The Council will only be able to realise its full potential if we empower staff with the right tools and create the right environment. More than anything, we have to free up the culture of work so people can just get on with it unhindered. This is why the way we work is so very important. Working smarter will lead us to challenge all the assumptions of our traditional ways of working and bring a new approach to management and teamwork, with a sharp focus on management by outcomes. We need to develop skills and shared expectations about how work is done, and be innovative in developing more effective and efficient ways of working.

- 2.2 Transforming the way we work is not a “nice to have”. It is the only way to make sure we provide the services our customers expect and demand, both now and in the future.

3. STRATEGIC APPROACH

- 3.1 In the current challenging climate we need to take steps not only to weather the current economic pressures, but also to plan for the longer term. Smarter Working is at the heart of transforming and streamlining the Council.

- 3.2 We are taking a strategic approach to modernising working practices across the Council. It is based upon the following principles:

- Work takes place at the most effective locations and at the most effective times, respecting the needs of the task, the customer, the individual and the team.
- Simplified collaboration and connectivity virtually everywhere, means sharing information and working with others, regardless of location.
- Space is allocated to activities, not individuals and not on the basis of seniority.
- A flexibility-first approach, where flexibility is the norm, rather than the exception.
- A shared and agreed approach to Smarter Working which balances the freedom to choose, with the responsibility to meet Council business needs.
- The processes people are asked to work with are continuously challenged to make sure they are fit for purpose.
- Managing performance focuses on results and outcomes, rather than presence.

- 3.3 The outcomes of adopting this strategic approach:

- Greater productivity and services delivered more effectively.
- The costs and environmental impacts of work are reduced as space is shared and used more intensively.

- Staff have more choice about when, where and how they work, supported and connected by effective and appropriate technology.
- Staff have the opportunity to lead more balanced and healthier lives.
- An end to wasteful working practices which are currently built into traditional ways of working, including:
 - ❖ Commuting (average UK worker commutes for an hour a day – equivalent to 4 years over a working life)
 - ❖ Office space (average UK office occupancy is 45%)

3.3 In summary, there are positive impacts from Smarter Working on the “Triple Bottom Line” - benefits for public service, for staff and for the environment.

3.4 We aim to ensure we will be a Council in which:

- Well-designed workplaces support how people work best, with location options such as shared hubs with other public bodies, hosted space, an HQ and home.
- Work is undertaken in a variety of settings, to ensure staff are no longer tethered to a desk.
- IT is usable, convenient and works just as well in and away from the office.
- Connectivity to colleagues and to data can be provided from virtually anywhere.
- Security and access arrangements make it easy and safe to work in a variety of settings.
- Management embrace and exploit the flexibility, productivity and effectiveness offered by the changes to our workplace.

3.5 Work in the future is about what you do, not where you do it. The strategic use of technology will enable much of the work we do to be carried out from other locations, as well as offices.

4. BUSINESS CASE

4.1 It is vital that the move to Smarter Working has strong support from Members and Senior Management. Without strong messages coming down, individual managers may resist or introduce compromise that will in the end lead to failure of the project. So the vision and the broad direction of the changes need to be clearly understood by everyone at the outset and throughout implementation.

4.2 The business case for Smarter Working is relatively straightforward:

The Council will invest in:

- The working environment
- Technology and business processes
- Flexible working practices

The benefits are:

- Lower operating costs
- Higher productivity
- Improved staff performance
- Better service delivery

In addition, non-financial benefits can include improved environmental and social sustainability and better employee health and wellbeing.

4.3 In summary, investing in a combination of new working environments, technology, business processes can deliver substantial business benefits.

5. IMPLEMENTING CHANGE

- 5.1 Implementing the changes will involve close liaison between members, senior management, the facilities team, estates, IT and HR working with the management of service teams undergoing the change. This will likely involve rethinking the culture and management practices of the service. To help support this approach, the services of Portsdown Office Ltd have been procured to assist with interior designers/project managers/furniture suppliers. They are a local business that has done significant work for Hampshire County Council and previously assisted the Council.
- 5.2 The Council recognises that it is not in a position to do everything at once; there are constraints on the investment in IT, the availability and suitability of accommodation. There are also opportunities with the need to vacate Lymington Town Hall with demand from new tenants to occupy the space. The approach to change both recognises these constraints as well as taking the opportunities to progress Smarter Working.
- 5.3 Following on from this strategic approach detailed below is the Council's implementation plan for 2018-2020 which covers the themes of Culture, Technology and Workspace. The themes are running in parallel and cover the following key areas:
- Learning and support for staff and managers – this has involved both managers and employee sessions for some service areas with further sessions completed by March 2019. This gives staff a chance to discuss the changes and opportunities smarter working will offer, with action plans to support the teams through the change
 - We are working with Portsdown to deliver modern flexible workspaces in Appletree Court (Ground floor south wing) and will also focus on the much-needed drop in spaces across the District.
 - On the technology theme, we are 60% through the roll out of Hybrid Devices (Laptops), with the first phase of Office365 implementation scheduled for March 2019.

Tasks	Q4, 18	Q1, 19	Q2, 19	Q3, 19	Q4, 19	Q1, 20	Q2, 20	Q3,20	Theme
Learning and support for Staff and Managers									Culture
Workspace changes									Workspace
New ICT infrastructure and Hybrid Device roll out									Technology
Office 365 - Phase 1 email, instant messenger									Technology
Office 365 - Phase 2 external telephony									Technology
Office 365 Phase 3 – replace Meridio with SharePoint									Technology

6. BUDGET INVESTMENT PLAN

- 6.1 Investment in technology and accommodation is essential to meet the key themes of Smarter Working:

6.1.1 TECHNOLOGY

The aim of Smarter Working is to enable our staff to work from any location. In practical terms, the appropriate technologies for the future are 'hybrids' combining the best features of laptops with the touch-screen ease of use of tablets, rather than desktop computers. These are then combined with new ICT infrastructure, together with a new communications network, new ways of remotely connecting into it, and new in-office Wi-Fi. All of this will make flexible working a practical reality for staff. Choosing the right technologies for staff has been based on a rigorous assessment both of operational and user needs, as well as an awareness of the ever-increasing possibilities as technologies evolve.

Effective use of new technologies is central to Smarter Working. With the right technology choices, staff can work more effectively in the office and away from it, using internet, broadband and wireless communications to work at the most effective times and locations. The focus is on empowering employees wherever they work with productivity tools, collaboration tools and access to systems and data.

6.1.2 WORKSPACE

The aim is to create attractive and inspiring work environments across the Council that support the new work styles, increase the adaptability of space, and increase performance. A smart and flexible approach to office design will seek to achieve these benefits while at the same time achieving significant savings and efficiency gains. Unlike, traditional offices, which are based on having ranks of personally allocated desks, Smart office environments will have a mix of work positions and meeting spaces where work can be carried out. While one of the aims is to have offices utilised more efficiently and to save costs by eliminating wasted space, it is also the aim to use under-occupied space to provide alternative non-desk spaces that are closely aligned to the needs of modern, Smart employees. Some interesting facts are that a traditional office is used only 30% of the time (Monday to Friday 8am to 6pm); typical desk occupancy is 45% and office costs per desk are around £5,000 per annum on average. There is an opportunity for significant financial savings.

7. FINANCIAL IMPLICATIONS

- 7.1 The transition towards Smarter Working and the need for investment in order to deliver was recognised by the Council with budget provision approved (Feb '18) within the Council's MTFP capital programme 2018/19 – 2020/21. The budget provision approved by Council over the 3 financial years was £3.5m. This was intended to cover in addition to any upfront Design and Feasibility work, ICT requirements and accommodation and related expenditure when opportunities to progress the Council's readiness for Smarter Working occurred.
- 7.2 When opportunities arose, Cabinet was given authority by Council to develop and authorise draw down on this budget as appropriate.
- 7.3 The development of the Council's ICT strategy recognises the important role it can play in ensuring the Council best utilises technology in the future design of services. The essential replacement of the existing Avaya telephone system and the existing Meridio electronic document filing and retention solution creates the opportunity to develop solutions that support the development of Smarter Working. The introduction of Office 365, which provides Email, Calendar, Office tools as well as Skype for telephony and SharePoint for document management has been identified as the best way forward. Replacement of Meridio alone is

estimated at £250,000 and Telephony has a similar cost. Full implementation of Office 365 is estimated to require investment of about £750,000 spread over the next 18 months, with an ongoing net annual cost of around £200,000 per annum.

- 7.4 The opportunity to move the Revenue & Benefits team from Lymington Town Hall to Appletree Court not only generates a net saving and income opportunity of approximately £140,000 per annum it provides the opportunity to redesign the ground floor of the South Wing, in addition to improvements to a limited number of other workspaces at Appletree Court, making them all Smarter Working Workspaces.
- 7.5 Work is ongoing with the Council's appointed design and building contractors on these initial areas of Appletree Court. In addition other and existing satellite sites, like Ringwood Gateway are being reviewed to determine whether investment could create more suitable Smarter Working workplaces.

- 7.6 In order to deliver the types of benefits set out in this report Cabinet is asked to approve the utilisation of budgets previously provided in the MTFP of £1.25 million to be utilised as follows:

	£'000
Office 365 Including Meridio	750
Accommodation Changes	500
	1,250

- 7.7 Identified annual financial benefits/additions that achieve a neutral budget position as required by the MTFP, are as follows:

Rental from Lymington Town Hall	(140)
ICT annual costs (Office 365)	200
Savings and productivity to be identified from Smarter Working transition	(60)

TOTAL CHANGE TO ANNUAL REVENUE POSITION **Neutral**

- 7.8 The accelerated technology equipment replacement programme is well underway; this will enable Smarter Working to progress. It is being funded by bringing forward funds earmarked for the next 2 financial years, that would probably been utilised for more general equipment replacement (this equates to £150K p.a. over the next 2 years).

8. CRIME AND DISORDER, EQUILITY AND DIVERSITY AND ENVIRONMENTAL IMPLICATIONS

- 8.1 None arising directly from this report.

9. PORTFOLIO HOLDERS' COMMENTS

Leader and Corporate Affairs:

It is important we continue to develop and change into a fit-for-purpose organisation for the future, and invest in suitable technology for our staff and customers alike.

Finance, corporate Services and Improvement:

We continue to invest in technology to ensure that we deliver for our residents in both timely and cost efficient ways.

10. RECOMMENDATION

- 10.1 That the strategic approach to Smarter Working, as set out in this report, be endorsed; and
- 10.2 Approve the utilisation of £1.25 million of the Medium Term Financial Plan Smarter Working budget previously approved by Council in 2018 to 2020. .

For further information contact:

Bob Jackson

Chief Executive

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Background Papers:

None

REVIEW OF SERVICE LEVEL AGREEMENTS WITH NEW FOREST NATIONAL PARK AUTHORITY RELATING TO THE PLANNING SERVICE

1. INTRODUCTION

1.1 The Council currently has arrangements in place for the New Forest National Park Authority to provide the following services under Service Level Agreements:

- Tree Service
- Conservation Service
- Ecology Advice Service
- Archaeological Advice Service
- Ranger Service (Habitat Mitigation)

1.2 The current service level agreements end on 31 March 2019. In order to ensure that value for money is being achieved and to ensure services are delivered in the most effective way, consideration now needs to be given as to how these services will be provided in the future.

2. SUMMARY OF CURRENT SERVICE LEVEL AGREEMENTS WITH NEW FOREST NPA

2.1 The following table summarises existing agreements in place with the New Forest National Park Authority.

Service Description	Service Provider	Value of SLA	Length of Agreement	Start Date	Renewal Date
Tree Service	New Forest National Park Authority	Year 1 - £107,000, and thereafter 55% of cost of service. Annual increase capped at Retail Prices Index.	3 ½ years	1 October 2012 (Renewed 1 October 2015)	31 March 2019
Conservation Service	New Forest National Park Authority	£88,000 indexed link to reflect annual pay awards	3 years	1 April 2015	31 March 2018 Extended to 31 March 2019
Ecology Advice Service	New Forest National Park Authority	£10,970 p.a. Annual increase to reflect inflation.	3 years	1 July 2015	30 June 2018 Extended to 31 March 2019
Archaeological Service	New Forest National Park Authority	£3,500 p.a.	Agreed on annual basis	n.a.	n.a.

Service Description	Service Provider	Value of SLA	Length of Agreement	Start Date	Renewal Date
Ranger Service (Funding of People and Wildlife Ranger for Habitat Mitigation)	New Forest National Park Authority	£39,830 p.a. (Wholly funded by Developers' contributions)	3 years	1 April 2015	31 March 2018 Extended to 31 March 2019

3. THE MAJOR 'CORE' SERVICE AREAS

- 3.1 The Tree Service and the Conservation Service are both major 'core' service areas for the planning function of a local planning authority.
- 3.2 The Conservation Service has a significant role in the handling of Heritage applications and provides a limited degree of other advice to owners of Listed Buildings and with respect to Conservation Areas in general.
- 3.3 The Tree Service again has direct involvement with planning applications but also deals with all Tree Preservation Order matters.

Tree Service

- 3.4 The Tree Service function was originally transferred to the New Forest National Park Authority in October 2012, under an initial three year agreement. This was extended in September 2015 to cover the period up to 31 March 2019. The cost of the service in 2018/19 is budgeted as £114,830.
- 3.5 Three members of the District Council's staff were transferred to the National Park Authority under the arrangement; two professional tree officers and an administrative assistant.

Conservation Service

- 3.6 The Conservation Service function was transferred to the New Forest National Park Authority in April 2015, under an initial three year agreement. This was extended in March 2018 to cover the period up to 31 March 2019. The cost of the service in 2018/19 is budgeted as £94,180.
- 3.7 Two conservation officer posts were transferred to the National Park Authority under the arrangement.

4. EVALUATION OF MAJOR CORE SERVICE AREAS

- 4.1 Whilst the standard of the service provided by the National Park Authority has generally been of an acceptable quality, there have been issues associated with the 'arms-length' delivery of these services, and sometimes the timeliness of response.
- 4.2 While New Forest District Council continues to have responsibility for Tree and Conservation Services, in practice the services, particularly Trees, operate largely independently of the Council. There is little involvement or influence on the decisions

made on its behalf by the National Park Authority or the content of consultation responses received. There is no integration of 'back office' records and systems. While the National Park Authority is required under the SLA to keep records relating to listed buildings and conservation areas on 'relevant systems', the District Council's officers do not have access to records of matters the Park Authority have dealt with on this Council's behalf. This Council has limited influence on the decisions made or the factors taken into account.

- 4.3 Advice on tree and conservation matters is given often in isolation from consideration of wider planning issues. The scope for design professionals and planners to work together to come up with a joined-up approach can be hindered by this separation of function and responsibilities. While in practice individual officers from both authorities will speak to each other to resolve issues, current "arms-length" arrangements do not assist this process.
- 4.4 It can be a confusing to members of the public that some planning services within the district are not provided directly by the District Council itself, and are referred to the National Park Authority. This is particularly the case for the 'front-line' Tree service where enquiries are directed straight to the National Park Authority. For Conservation, the District Council remains the initial point of contact.

5. FUTURE INFLUENCES

- 5.1 Changes in the National Planning Policy Framework, and in particular the absence of any formal form of regional or sub-regional planning in England, together with a clearly stated national agenda to plan for housing growth in all areas, has brought to an end the thirty year planning strategy for the New Forest area of development restraint to protect the area's sensitive environment. The emerging Local Plan Review plans for very significant increases in development within the district outside the National Park.
- 5.2 In the context of a 'growth' strategy, planning activity will inevitably increase. Cabinet and Council agreed additional resources for the District Council's Planning Service in July 2018. In particular, focus was given to a strengthening of the resources available to deliver quality development on major greenfield sites with extended resources for environmental design, development management and implementation and enforcement. This was a reflection of Members' concerns that accommodating growth must be in the context of securing very high standards of design and minimising environmental impacts. However, two key components of this wider environmental design service – trees and conservation - are resourced externally.

6. PROPOSED WAY FORWARD

- 6.1 Having regard to the issues identified in paragraph 4, it is considered that the best option is to bring the main services (Trees and Conservation) back in-house and seek to enter into new arrangements for provision of specialist services (Ecology and Archaeology).
- 6.2 This would clearly address the identified issues identified in section 4 which have arisen under current arrangements. It is considered that the cost of providing these services in house would be comparable with the amount spent through SLAs with the National Park Authority.

- 6.3 Transfer of Undertakings (Protection of Employment) Regulations 2006 (TUPE) would apply to posts affected by the ending of the SLA. It is understood that the National Park Authority currently employs three staff in each of the Tree and Conservation Service Areas. Information will be required from the National Park Authority relating to the proportion of their staff time spent on delivery of the service to New Forest District Council. However, as a guide, it is likely that one or two post-holders from each service area would transfer to this Council under TUPE arrangements.

7. CONCLUSIONS ON CORE SERVICES

7.1 It is recommended that:

- a. Notice is given to the National Park Authority that this Council will not be seeking to continue with the Service Level Agreements regarding the provision of the Tree Service and Conservation Service beyond 31 March 2019.
- b. Discussions are entered in to with the New Forest National Park Authority to secure transfer of records to this Council relating to the Tree and Conservation Services during the life of the SLA arrangements.
- c. Officers commence the process of TUPE transfers and recruitment of Conservation and Tree Service staff.

8. OTHER SERVICES

Ecology and Archaeological Service

8.1 Advice on ecology and archaeology matters is often required by the planning authority, but the level of service required does not justify employment of a specialist post in either of these areas of professional expertise within the Authority. Both the National Park Authority and Hampshire County Council employ specialists that can provide (under a service level agreement) the required specialist advice. The Council has had arrangements in the past with both Hampshire County Council and the New Forest National Park Authority to provide the required advice. Both have provided good services.

8.2 It is recommended that both Hampshire County Council and the New Forest National Park Authority be invited to put forward proposals to this Council for the future provision of these services.

People and Wildlife Ranger Service

8.3 For the purpose of this exercise it is suggested that the Ranger Service currently supplied to this Authority by the National Park Authority, and funded by developers' contributions as part of meeting obligations under the Conservation of Habitats and Species Regulations 2017 to mitigate the impact of recreational pressures arising from development on the New Forest Natura 2000 site, is excluded from this review. The reason for this is that consideration of alternative arrangements could be regarded as premature pending the completion of the "New Forest International Nature Conservation Designations: Recreational Effects – Surveying and Review of Evidence Regarding Likely Impact of Additional Development" research project. (This Council is working with Test Valley Borough Council, New Forest National park Authority, Wiltshire Council, Southampton City Council and Eastleigh Borough Council, on this

Government funded project.) One of the outcomes of the project may be a review of ranger services providing mitigation.

- 8.4 It is recommended that current arrangements with the National Park Authority are extended until March 2021.

9. FINANCIAL IMPLICATIONS

- 9.1 The costs of providing the core services relating to trees and conservation in house is comparable with the costs of the service level arrangements the Council currently has with the National Park Authority.

10. CRIME & DISORDER IMPLICATIONS

- 10.1 There are none.

11. ENVIRONMENTAL IMPLICATIONS

- 11.1 All the services areas involved have a significant role to play in protecting and delivering a high quality environment within the district. However, the services are provided, it is fundamental to service provision that high environmental standards are secured however these services are provided.

12. EQUALITY & DIVERSITY IMPLICATIONS

- 12.1 There are none.

13. PORTFOLIO HOLDER COMMENTS

- 13.1 While the shared Tree and Conservation Services with the National Park Authority have represented good value for the District Council over the past nearly 6 and 4 years respectively, given the predicted level of development in future years within the District, it is timely to consider the appropriate way forward. I am pleased that this has been carefully evaluated by officers and support the recommendations set out within this report.

14. RECOMMENDATIONS

- 15.1 As set out in the report above, it is recommended that:

In relation to the Tree and Conservation Services:

- a. Notice is given to the National Park Authority that New Forest District Council will not be seeking to continue with the Service Level Agreements regarding the provision of the Tree Service and Conservation Service beyond 31 March 2019.
- b. Discussions are entered in to with the New Forest national Park Authority to secure transfer of records to this Council relating to the Tree and Conservation Services during the life of the SLA arrangements.

- c. Officers commence the process of TUPE transfers and recruitment of Conservation and Tree Service staff.

In relation to Ecology and Archaeology Services:

- d. It is recommended that both Hampshire County Council and the New Forest National Park Authority be invited to put forward proposals to this Council for the future provision of these services.

In relation to the People and Wildlife Ranger Service:

- e. It is recommended that current arrangements with the National Park Authority are extended until March 2021.

For further information contact:

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Background Papers:

None

CABINET – 3 OCTOBER 2018

PORTFOLIO: LEADER &
CORPORATE AFFAIRS/
COMMUNITY AFFAIRS

CONSULTATION ON THE PROPOSED CREATION OF A NEW COMBINED FIRE AUTHORITY FOR HAMPSHIRE, ISLE OF WIGHT, PORTSMOUTH AND SOUTHAMPTON

1. PURPOSE

- 1.1 The Hampshire Fire and Rescue Authority and the Isle of Wight Council are running a consultation on the proposed creation of a new combined Fire Authority for Hampshire, the Isle of Wight, Portsmouth and Southampton which runs from 6 August to 26 October 2018. Responses are invited from members of the public and local authorities. District Councillors' views have recently been sought and are set out in this report.

2. BACKGROUND

- 2.1 The principal driver for the proposal is given as the increasing pressure on all Fire and Rescue Authorities to ensure they are operating in the most efficient and effective way due to reducing budgets. Any changes to the governance arrangements in Hampshire and the Isle of Wight would not affect the statutory duty of the services to respond to emergencies. There would be little effect on the day to day operations of both services. An information pack on the proposed creation of the new combined Fire Authority is attached as Appendix 1 to this report.

- 2.2 The consultation document explains:

- How fire and rescue services are managed
- Legislative framework
- Facts and figures about the Fire and Rescue Service in each location
- Service risk reviews
- The focus of the new combined Fire Authority and Service
- The reasons for the review (simpler governance arrangements, greater operational and financial efficiency, effectiveness and public safety, greater pooling of skills and knowledge and greater contribution towards national scale incidents)
- Potential impacts (impact on Council Tax and staff)
- Potential financial impact
- What happens if the new Combined Fire Authority is not created
- Other options (the option exists for Police and Crime Commissioners to make use of new powers within the Police and Crime Act 2017, to apply to the Government to take over governing responsibility to Fire Services in the area.

3. RESPONDING TO THE CONSULTATION

- 3.1 There are several ways of responding to the consultation:

Visit www.hantsfire.gov.uk/consultation

Alternatively email hfrsconsultation@hantsfire.gov.uk

or phone 02380 626 815 for a copy of the response form and information pack.

4. MEMBERS VIEWS

- 4.1 All members were invited to comment on the consultation and their views are summarised below:

Members recognised that many public bodies are reorganising to realise efficiencies. The proposals are supported as long as resources on the ground are sufficient, including local specialist services (eg animal rescues in the Forest).

5. ENVIRONMENTAL, CRIME & DISORDER AND EQUALITY & DIVERSITY IMPLICATIONS

- 5.1 None as a consequence of this report.

6. PORTFOLIO HOLDER COMMENTS

- 6.1 **Leader and Corporate Affairs:**

Fire and rescue services are a most important part of public safety. I feel the consultation document is well informed, fair and reflects a good assessment of the whole situation recognising the pressure on public finances, and fully support the proposals for a combined fire authority for Hampshire, Isle of Wight, Portsmouth and Southampton, (and note the support expressed at the recent HLOWLA meeting attended by the Chief Executive and myself)

- 6.2 **Community Affairs:**

If it is agreed that a Combined Fire Authority were to be approved it would provide a single point of governance and if resources were pooled, the various arrangements required to support the transition of budgets and liabilities would need to be carefully managed.

The transition arrangements must seek to be fair to all parties and the Combined Fire Authority must ensure sufficient support services are available in all areas that it is responsible for. I welcome the innovation and cost effectiveness that this would bring. I am also heartened that the new Combined Fire Authority intend to upgrade, support and better maintain the Isle of Wight fire stations.

The focus of this new Authority should be to run all services for the collective benefit of all communities. Hampshire, Isle of Wight, Portsmouth and Southampton.

I will follow the progress of this consultation with great interest.

7. RECOMMENDATION

- 7.1 That the following response be provided to the consultation on the proposed creation of a new combined Fire Authority for Hampshire, the Isle of Wight, Portsmouth and Southampton.

That the District Council recognises the pressure on all public bodies to deliver services in the most efficient way, in the face of financial and other challenges. Having examined the proposals and the expected outcomes, the District Council supports them, whilst emphasising the need for a smooth transition, and for the local service to be protected so there is no detrimental effect on public safety.

Further information:

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Background Papers:

None

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Consultation
on the proposed
creation of a new
Combined Fire Authority
for Hampshire, Isle of Wight,
Portsmouth and Southampton



Information Pack

6 August to 26 October 2018

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Consultation on the proposed creation of a new Combined Fire Authority for Hampshire, Isle of Wight, Portsmouth and Southampton

Introduction

Fire and Rescue Services are a key part of maintaining public safety. Our core business is in fighting fires. We are also there when there are other emergencies such as floods, road traffic incidents or terrorist attacks. We help to prevent fire and loss of life through safety information and awareness campaigns.

There is increasing pressure on all Fire and Rescue Authorities to ensure that Fire and Rescue Services are efficient, effective, provide value for money, and are continually working to make communities as safe as possible. Reducing budgets have driven us to consider new ways to make savings, while maintaining public safety and improving services.

Hampshire Fire and Rescue Authority (HFRA), which is responsible for Hampshire Fire and Rescue Service (HFRS), and Isle of Wight Council (IWC), which is responsible for the Isle of Wight Fire and Rescue Service (IWFRS), have been successfully working together in partnership for three years. We now believe that we are at a point where we need to look at further, more structural changes to the way Fire and Rescue Services are governed in Hampshire, Isle of Wight, Portsmouth and Southampton so that we can continue to act effectively to keep the public safe.

We have both agreed to consult on whether or not to submit a proposal to Government for the creation of a new Combined Fire Authority, which would cover Hampshire, Isle of Wight, Portsmouth and Southampton. This proposal offers an opportunity to improve efficiency, achieve better value for money, and maintain high quality public safety services.

This consultation, or decisions following it, would not affect the responsibilities of these services to respond quickly to 999 emergencies and to serve communities.

Have your say

We value your views. These are your Fire and Rescue Services and we want to know what you think before any decisions are made.

Your feedback to this consultation is important as it will inform our decisions about whether to put a proposal to create a new Combined Fire Authority to the Government (Home Office).

This Information Document is designed to help inform your response to this consultation. We recommend that you read this Information Document before completing the accompanying Response Form.

How to have your say

The consultation is open from **midday on 6 August until 11.59pm on 26 October 2018**. Please note that responses received after this time will not be included in the findings report.

Online

To provide your feedback, please complete the Response Form available online at www.hantsfire.gov.uk/consultation. This webpage also contains downloadable versions of the documents mentioned in the Information Document, including the Response Form.

Email

You can also email your response directly to us using the email address hfrsconsultation@hantsfire.gov.uk.

Paper copies and alternative formats

To request a paper copy of this Information Document and/or Response Form, please email hfrsconsultation@hantsfire.gov.uk or call **02380 626 815**.* The Information Document and Response Form can also be requested in other formats, including an alternative language, Braille, audio or large print, using this email and/or phone number.

An envelope will be provided to return your response to the Insight and Engagement Unit at Hampshire County Council. You do not need to add a stamp. If you do not have a pre-paid envelope, please send your response back to us by writing '**Freepost HAMPSHIRE**' on the front of an envelope, and '**I&EU**' written on the back.

If you have any other queries about this consultation please contact us by emailing hfrsconsultation@hantsfire.gov.uk or by calling **02380 626 815**.*

**Calls from a landline will be charged at the local rate, although mobile phone charges may vary. Please check with your provider.*

Section one: Background information about Fire and Rescue Services and Fire Authorities in Hampshire and the Isle of Wight

How Fire and Rescue Services are managed

All Fire and Rescue Services must ensure they provide services to their communities in relation to fire-fighting, road traffic incidents and other emergencies.

The Chief Fire Officer is responsible for the day-to-day work of Fire and Rescue Services, carried out by staff who respond to incidents, protect life and property, carry out prevention work and deal with fire safety. Their work is guided by an Integrated Risk Management Plan (IRMP). This plan sets out the risks and demands on the Service and how resources will be organised in order to keep communities safe.

Fire and Rescue Authorities hold Fire and Rescue Services to account. These authorities act as the overall governing bodies in a similar way that councils oversee, scrutinise and assure the provision of services to the public to ensure that they are delivered in the best interests of their communities. There are a variety of governance arrangements that apply to UK Fire and Rescue Services. Those applicable to Hampshire, Isle of Wight, Portsmouth and Southampton are explained below.

What legislation allows us to do

The Fire and Rescue Services Act 2004 (bit.ly/FireAct2004) added more functions to fire and rescue services, to ensure their role in supporting emergencies beyond firefighting was recognised in law. Part 1 of this Act allows for the combination of two or more fire and rescue authorities by order of Parliament. The Act also established the Fire and Rescue National Framework* for England, which provides the overall strategic direction to fire and rescue authorities in England.

In 2017, new legislation called the Policing and Crime Act (bit.ly/PolicingAct2017) was passed by Parliament. This Act sets out the ways in which blue light services such as the police, fire and ambulance services should collaborate. This Act also amends the Fire and Rescue Services Act to enable Police and Crime Commissioners to take on the responsibility for their local fire and rescue service through the creation of a new role, Police, Fire and Crime Commissioner, if it is considered to be in the interests of economy, efficiency, effectiveness and public safety.

These pieces of legislation give fire and rescue services the opportunity to consider options available to achieve greater efficiency and effectiveness.

* Fire and Rescue National Framework for England: bit.ly/FireFramework



**HAMPSHIRE
FIRE AND
RESCUE
AUTHORITY**

Hampshire

Hampshire Fire and Rescue Authority (HFRA) is the governing body responsible for ensuring that HFRS performs efficiently, effectively and in the best interest of the public and community it serves.

HFRA is a Combined Fire Authority. This means that it is governed by councillors from Hampshire County Council, Portsmouth City Council and Southampton City Council who act as one Fire and Rescue Authority. In total, the HFRA has ten members, eight from Hampshire County Council, one from Portsmouth City Council and one from Southampton City Council. This is based upon the proportion of people living in those communities.

The HFRS Integrated Risk Management Plan is available at:
bit.ly/HFRSIRMP



Isle of Wight

The Isle of Wight Council (IWC) is an Upper Tier Fire Authority. This means that the IWC is the governing body responsible for ensuring that IWFRS performs efficiently, effectively and in the best interest of the public and community it serves.

There are 40 elected councillors on IWC. There is a Cabinet which makes key decisions about matters that are delegated to it within the constitution of the council. The Cabinet member with responsibility for IWFRS makes decisions as part of the Community Safety and Public Protection portfolio. The portfolio holder speaks on matters relating to the provision of the council's fire and rescue services to the public. Decisions on significant matters such as budgets and the adoption of the Integrated Risk Management Plan (IRMP) are considered by the full council.

The IWFRS Integrated Risk Management Plan is available at:
<http://bit.ly/IWFRSIRMP>

Information about fire and rescue services provided

Both HFRS and IWFRS provide community safety, community response and community resilience services to the communities they serve. Both work in partnership with each other and support other public services in the delivery of community safety, wellbeing and social care, services for children and young people, as well as working with businesses and protecting the environment. They also work with partner agencies such as the police and healthcare professionals to deliver a range of local initiatives and schemes.

	HFRS	IWFRS
(covering Hampshire, Southampton and Portsmouth)		
Calls received in 2017/18	30,433	1,969
Incidents attended within the area in 2017/18	20,299	1,349
Emergency calls responded to in 2017/18	3,891	395
Accidental dwelling fires in 2017/18	796	68
Fire service officer inspections carried out in 2017/18	457	109
Annual budget in 2017/18	£64m	£6m
Response standards ¹	80% within 8 mins	80% within 10 mins

Information about resources and staff within scope of proposal

	HFRS	IWFRS
(covering Hampshire, Southampton and Portsmouth)		
Fire stations	51	10
On-call fire ² stations	38	10 ³
Fire engines	74	13
Wholetime ⁴ firefighters - full-time equivalent (FTE)	679	75.5
On-call ⁵ firefighters (FTE)	457	115
Corporate staff, non-uniformed service delivery staff ⁶ (FTE)	256	15.8
Fire Control staff (FTE)	31.5	0 ⁷

1 HFRS aims to respond to 80% of calls inside 8 mins. IWFRS aims to respond to 80% of calls inside 10 mins. These standards would be reviewed as part of a new joint IRMP under a Combined Fire Authority.

2 These are sometimes called retained fire stations.

3 Currently, all ten fire stations on the Island have on-call response. Two of these stations provide a wholetime response: Newport Fire Station has a 24/7 response capability meaning it is immediately available; Ryde Fire Station has a day crew response between 0900-1700, Monday to Friday.

4 Wholetime is the term used to describe staff whose primary employment is the fire service. They are based at a fire station and are ready to be deployed at all times.

5 An on-call firefighter (often known as a retained firefighter) usually has other primary employment and works for the fire service on an on-call basis. They are required to live or work within a certain boundary close to the fire station and have a pager which alerts them when they are required to respond to an emergency.

6 Corporate staff, also known as support or professional services staff, carry out all the functions required to support the fire service, such as HR, payroll, fleet maintenance and administration support.

7 Control Services provided under contract by HFRS (see section two).

Service risk reviews

Within the last three years, both HFRS and IWFRS have completed reviews of the services they deliver to the public to ensure they are efficient and effective.

Hampshire

A review of the risks in Hampshire was held in 2015 to identify opportunities for improvements in how HFRS delivers services within its budget (bit.ly/HFRS-ServiceReview). The purpose of the review was to develop a new approach to service delivery which enables innovation and delivers a cost-effective model which contributes towards making Hampshire safer, lessens risks and addresses financial challenges.

As a result of the review, it was agreed that the 51 fire stations in the county would remain in place. The ways that these stations would be staffed and respond to incidents in the future would change, by utilising the most up-to-date techniques and technologies when responding to an incident.

Isle of Wight

A comprehensive service review has recently been undertaken which looked across all areas of IWFRS's delivery of public safety work, as well as exploring other opportunities for innovation, collaboration, continuous improvement, the development of the workforce and engagement with our partners and stakeholders. A link to the paper that was considered by the Council in April 2018 can be found here: bit.ly/IW-Service-Review.

The new review is being considered separately by the IWC in October 2018 and is not within this consultation which is focused on our future governance arrangements.

Section two: Proposed creation of a new Combined Fire Authority

The proposal

HFRA and IWC are considering whether to put a case to Government for the creation of a new Combined Fire Authority which covers the local authority areas of Hampshire, Isle of Wight, Portsmouth and Southampton.

How a decision would be made

The results of this consultation will be presented to the HFRA and the IWC for consideration. The business cases that were initially considered by both authorities when deciding to go forward and consult upon the proposal can be found at:

- HFRS Business Case: bit.ly/HFRS-CFA-Report
- IOW Business Case: bit.ly/IW-CFA-Report

Both Authorities would make a formal decision at a meeting held in public about whether or not to apply to the Government to create a new Combined Fire Authority. If it is agreed that a new Combined Fire Authority is in the public interest, then a formal written proposal would be made to the Government. The Government would then assess whether the creation of a new Combined Fire Authority is in the interests of efficiency, effectiveness and economy or public safety.

What would a new Combined Fire Authority look like?

If a proposal to create a new Combined Fire Authority is made and accepted by the Government, the current Combined Fire Authority for Hampshire, Portsmouth and Southampton would be dissolved. A new Combined Fire Authority would be created covering Hampshire, Isle of Wight, Portsmouth and Southampton.

The focus of the new Combined Fire Authority would be the services which are run for the collective benefit of all communities in Hampshire, Isle of Wight, Portsmouth and Southampton. Decisions on fire and rescue service-related matters, which are currently made locally on the Isle of Wight by directly elected councillors, would be made by the new Combined Fire Authority. The new Combined Fire Authority would be representative of the whole area it covers, so there would be direct representation from the IWC on the new Combined Fire Authority, as there would be for the councils of Hampshire, Portsmouth and Southampton. A new single IRMP will also be produced under the new Combined Fire Authority.

Currently, both HFRA and IWC have arrangements in place whereby they invite the Police and Crime Commissioner to meetings as an invited guest for fire and rescue service-related matters. There are also strong links between the respective authorities, the police and the ambulance services which serve their areas. While this would be a matter for the new Combined Fire Authority, it is anticipated that these arrangements would continue. Maintaining strong collaborative links between emergency services remains a benefit to communities as well as a requirement under the Policing and Crime Act 2017.

Who is being consulted?

We are seeking to engage with the public, the staff who work in both Services, our partners

and those who have a direct or indirect involvement in what we do. This includes organisations across all areas of Hampshire, Isle of Wight, Portsmouth, Southampton and on our borders, such as councils, MPs, blue light services, the Police and Crime Commissioner, health, business and community groups.

What would the fire and rescue services look like?

A new Combined Fire Authority would serve Hampshire, Isle of Wight, Portsmouth and Southampton.

Residents would continue to see their service's own fire engines and firefighters respond to incidents and carrying out community safety activities across their communities.

Fire officers and support staff would maintain their existing local relationships and continue to have an understanding of the local context of the area in which they work.

The new Combined Fire Authority would prepare a new combined IRMP which would cover the whole area for which it would become responsible.

Current approved service improvement plans and work would continue. Existing plans for continual improvement and changes that enable the services to operate effectively and within the budgets available would not be altered by the proposal to create a new Combined Fire Authority.

The contracts of employment for people who work for HFRS and IWFRS, along with the property and equipment owned by both, would be transferred to the new Combined Fire Authority.

Why this proposal is being put forward

Simpler governance arrangements

- A new Combined Fire Authority would provide a single point of governance, rather than two. There would be a clear route for decision making, with all authorities who make up the new Combined Fire Authority able to influence how the fire and rescue service is delivered to the public.
- Councillors would be appointed from and by each of the constituent authorities (Hampshire, Isle of Wight, Portsmouth and Southampton) to form the new Combined Fire Authority.
- A larger Combined Fire Authority would mean resources could be pooled, enabling better and faster improvement than can be achieved through the existing Delivering Differently in Partnership agreement (see section three).
- A new Combined Fire Authority would mean that the Isle of Wight is served by an organisation whose sole purpose is fire and rescue services.
- The financial separation would help with more effective forward planning for fire and rescue related services across the whole area.
- The creation of a Combined Fire Authority would give greater clarity for both staff and residents; it would be clearer who is responsible for what and to which standards.
- The current Delivering Differently in Partnership arrangements can only take partnership working so far. Under the current partnership arrangements, HFRS and IWFRS remain two separate organisations who are working together. Therefore, there are two sets of policies,

strategies, response standards and performance indicators to follow or report upon. Currently, HR, legal and employment practices cannot be shared as there are two different employers of Fire and Rescue Service teams. Having two different sets of processes and procedures means that things like legal challenges, trade union negotiations, grievance, discipline and pay procedures are more complex than would be the case for a single organisation. It would be beneficial to have a consistent approach, giving fire officers the peace of mind to know they are supported in their roles of protecting the public.

Financial efficiency

- As one of the range of public services provided by the IWC, IWFRS continues to seek ways to work more efficiently and effectively without impacting service quality and safety. This may limit the IWFRS's ability to take on some of the wider functions that larger Fire and Rescue Services deliver. Such as taking on roles that support national resilience including urban search and rescue (USAR), decontamination, identification and monitoring (DIM) and enhanced logistics support. Being part of the council enables IWFRS to work closely with a number of other IWC services as part of the aim to create 'One Public Service'. This approach to collaboration would not change if a new Combined Fire Authority was created.
- Within the next five years, the investment required to replace fire and rescue vehicles on the Island is £2.4million, against which the Isle of Wight Council has £600,000 put aside to help fund this. Local authorities have been managing challenging financial positions for a number of years and have had to make difficult decisions to best preserve public services. The new Combined Fire Authority would need to consider how best to manage its collective funding requirements.
- On the Isle of Wight, some fire stations are old and in a poor state of repair. Capital funding is likely to be required for major works and for other day-to-day inspections, maintenance and other works, to properly keep fire stations to an appropriate standard across the Island. The creation of a Combined Fire Authority would help to support the Island to better maintain its property.

Greater operational efficiency, effectiveness and public safety

- A new Combined Fire Authority would mean that there is the same system, process or procedure to follow for the many different areas of work undertaken to support communities. There would be an increased ability to respond flexibly to the needs of communities, to improve the organisation and there would be wider opportunities for staff.
- There would be one team providing emergency response and delivering consistent safety messages across the whole area.
- A new Combined Fire Authority would allow planning for teams to operate across the mainland and Island for specific events, as well as to provide cover and help during emergency conditions or where mutual support aids public safety.
- A Combined Fire Authority would enable the service to gather a single view of data and intelligence across Hampshire and the Isle of Wight, helping with the planning of resources. The future shape of the services and resourcing requirements would be determined by a new Combined Fire Authority if it is agreed for the proposal to proceed.

Greater pooling of skills and knowledge

- Public safety would be improved as the two Services join up to deliver community safety and business fire safety work, particularly in the sharing of expertise and resources to build capacity and resilience.
- Both Fire Authorities and Fire and Rescue Services have their own strengths. The skills,

knowledge and experiences which would be combined if the proposal goes ahead would be mutually beneficial and help drive continued service improvement. Examples include:

- o The sharing of specialist teams, for example, covering interagency liaison, maritime response, animal rescue, and water rescue.
- o The expansion of specific schemes. For example, in 2017, there were 100 HFRS volunteers supporting a wide variety of areas of the work we do such as community education.
- o The sharing of the IWFRS's experience in running an effective road safety programme and partnerships working with local road safety charities and organisations.

Greater contribution towards national scale incidents

- A new and larger Combined Fire Authority with more resources is of greater benefit during national scale incidents where whole communities become concerned, involved or affected. For example, following the Grenfell Tower fire incident, HFRS were able to draw from resources across the county and divert them to areas of greater risk in Portsmouth and Southampton. This supported the city councils in inspecting 272 high rise buildings and provided reassurance to the people who live in them. At present, the IWFRS has limited ability to be involved with national work due to its scale. A new Combined Fire Authority would provide fire officers from both Services with the opportunity to be more involved in national incidents and initiatives. The experiences and skills gained through this work would be used for the benefit of Hampshire, Isle of Wight, Portsmouth and Southampton communities.

Potential impacts

Impact on Council Tax

The current Council Tax is made up of charges from the local authorities in the area, the Police and Crime Commissioner and the Fire and Rescue Service.

For residents of the Isle of Wight, the share of local authority council tax would reduce, as it would no longer include fire and rescue services. A new separate charge would be included from the new Combined Fire Authority. A calculation has been done which indicates that IWC residents currently pay around £62.00 per Band D property for the Fire and Rescue Service. The Council Tax for HFRA in 2018/19 is £65.74 per Band D property, which is £3.74 higher than that charged for IWFRS by IWC.

This means that:

- Everyone within a single Combined Fire Authority area needs to pay the same for the services that are provided. Therefore, residents on the Isle of Wight living in a Band D property would initially need to pay £3.74 more per year for their fire and rescue service if a new Combined Fire Authority was created, in order to equal the amount paid by all residents who would be served by the new Combined Fire Authority.
- Residents in Hampshire, Portsmouth and Southampton would therefore see no change to the Council Tax they pay for the Fire and Rescue Service due to the creation of a new Combined Fire Authority.

If a new Combined Fire Authority was agreed locally and the Government gives permission for

it to be created, it is the Government that would ultimately determine how much Council Tax should be charged, taking into consideration the financial position of both authorities. Therefore the changes explained above would be a decision made by Central Government. This process is known as Council Tax harmonisation.

Impact on staff

The employment contracts of all existing employees of the two fire and rescue services would transfer to the new Combined Fire Authority. If it is agreed for the Combined Fire Authority to go ahead, the new Integrated Risk Management Plan (IRMP) would influence the future shape of the service and resourcing requirements. At the current time, we do not expect there to be impacts on staff as a direct result of the proposed creation of a new Combined Fire Authority. Should future discussions identify impacts on staff, these would be explored and discussed with individuals.

There will be the opportunity for staff to discuss the proposal. Initial discussions have begun with the various trade unions and representative bodies across the two organisations.

A new Combined Fire Authority would determine how services such as human resources (HR) and finance would be provided in order to support its business. IWC would no longer manage IWFRS's HR, finance, pensions or IT. The Combined Fire Authority would be required to ensure sufficient support services were available in all areas it is responsible for. Should a decision be made to go ahead with a submission to create a new Combined Fire Authority, formal discussions would be started to explore how and by whom those services could be provided to the new authority.

Potential financial impact on Isle of Wight Council

The IWC has calculated that, due to reduced national Government funding, they need to save a total of £16.5million by 2021/22. Whilst the proposal primarily supports the continued provision of public safety services there are potential financial benefits. It is estimated that this proposal could save the IWC up to £200,000 over the medium to long term if central support costs (e.g. pensions, HR), were no longer provided by IWC for the Fire and Rescue Service. That would contribute to the overall financial plans to support public services on the island. Due to its relatively small scale and in its current form, the Fire and Rescue Service may otherwise find it challenging to make any meaningful contributions to the £16.5million target.

If a Combined Fire Authority were created, the various arrangements required to support the transition of budgets, contracts, debts and liabilities would need to be carefully managed. The transition arrangements would seek to be fair to all parties.

Section three: What happens if a new Combined Fire Authority is not created

If a new Combined Fire Authority is not created then HFRA will remain as it is and IWFRS will remain part of IWC. Both fire services will therefore continue to exist separately and be governed by two separate bodies. This would mean there would be a review of the current Delivering Differently in Partnership arrangements to see if they remain appropriate. This review would be initiated if it was concluded that the option to create a new Combined Fire Authority was not to be progressed. A review of the partnership would be likely to alter the current arrangements. Details of the partnership review would be finalised if it is decided not to create a new Combined Fire Authority. This would be a matter for HFRA and IWC to agree as part of their normal management of services.

About the partnership

In April 2015, HFRA and the IWC established a successful strategic partnership called Delivering Differently in Partnership. This arrangement has been operating for three years and has delivered financial and operational benefits to Fire and Rescue Authorities, Fire and Rescue Services and the communities across Hampshire, the Isle of Wight, Portsmouth and Southampton.

HFRS and IWFRS remain two separate organisations managed under separate governance arrangements by two different Authorities.

Support the partnership provides

The partnership has enabled the two Fire and Rescue Services to form an effective working relationship. The Partnership Agreement is available to read at: bit.ly/HFRSIWPartnership

The partnership allows the sharing of:

- Senior officers providing strategic leadership, including a shared Chief Fire Officer.
- Incident command.
- Health and safety management.
- Policy support and operational assurance.
- Support to manage and maintain fire vehicles and other equipment.
- Training and development support.

The HFRS control room also recently took over the call handling of 999 calls on the Isle of Wight, despatching emergency response teams on the Island according to agreed response plans under a separate contract. A 999 call on the Isle of Wight receives the same type and speed of response as it would in Hampshire.

Outcomes from the partnership

The partnership has enabled IWC to secure savings while making improvements to IWFRS. The partnership has led to improvements in the ability of both Fire and Rescue Services to react to demand and the better management of resources across the county, cities and the Island.

The partnership has delivered £470,000 savings per annum for IWFRS, mainly as a result of introducing shared management arrangements and sharing a control room. HFRA receives a payment to cover its costs of approximately £230,000 per year, which represents a saving to

them through the generation of income to the Service.

Potential impacts of reviewing the partnership

If the proposed new Combined Fire Authority did not go ahead, then there could be a number of potential impacts:

- The financial pressures on the IWC's budget and on IWFRS would remain; money to continue to provide adequate fire services on the island would still need to be found. The IWC would have various options to consider, and these may include: raising Council Tax, the use of reserves, changes to services, or raising income and/or charges. Should any of these proposals be explored, the IWC will lead a separate public consultation outlining any such changes and associated impacts.
- There would be a formal review of the partnership by the IWC and HFRA. HFRA and IWC could choose to alter, or choose not to renew the partnership agreement. This would mean that the HFRA would no longer receive income from the arrangement. This would mean that IWC would no longer benefit from shared leadership and other shared services; it would then need to consider how to best provide these services.

Section four: Other considerations

A Police, Fire and Crime Commissioner for Hampshire, Isle of Wight, Portsmouth and Southampton

The current Police and Crime Commissioner serves the Hampshire and Isle of Wight areas and is known as the Hampshire Police and Crime Commissioner.

The option exists for Police and Crime Commissioners to make use of new powers within the Policing and Crime Act 2017, to apply to the Government to take over governing responsibility for Fire Services in their area.

The Policing and Crime Act 2017 granted powers to Police and Crime Commissioners to take on the responsibilities of Fire and Rescue Services, instead of having a Fire and Rescue Authority or Combined Fire Authorities. If a Police and Crime Commissioner chose to go down this route, and the Government agreed, they can become Police, Fire and Crime Commissioners.¹ At the moment, only Essex has a Police and Fire Crime Commissioner, although West Mercia, Staffordshire and Cambridgeshire are due to move to this arrangement in the future.

This is not an option that either the HFRA or IWC can take. This is an option that only a Police and Crime Commissioner can take in consultation with the public.

In a recent letter to both the HFRA and IWC, the Hampshire Police and Crime Commissioner said that over the coming months he would continue to look for the following things before considering this option:

- The successful coming together of the fire authorities.
- The inspection regime within HMICFRS and the confirmation of ongoing excellent performance of our fire services.
- The bringing together of further significant savings through the existing collaboration arrangements, which have delivered so well in the past.

¹ Fire and Rescue Authorities can be organised in a variety of other ways, including:

- An upper tier local authority - Hampshire, Southampton, Portsmouth, and Isle of Wight Councils are upper tier local authorities.
- An Elected Mayor – like Greater Manchester Fire and Rescue Service.
- A Metropolitan Council – like Merseyside Fire and Rescue Service.
- A Combined Fire Authority – like Southampton, Portsmouth and Hampshire who come together to form a single body for the benefit of all three councils in the form the Hampshire Fire and Rescue Authority.

Conclusion

Although the Delivering Differently in Partnership arrangement has been successful, and is an efficient way to manage the IWFRS, a single Combined Fire Authority would enable further integration to take place, offering a greater focus on public safety and improved value for money.

Both authorities considered business cases around the creation of a proposed new Combined Fire Authority in March 2018:

- HFRA: bit.ly/HFRA-CFA-Report
- IWC: bit.ly/IW-CFA-Report

All partners are committed to ensuring the most efficient and effective way of running the Fire and Rescue Services is in place, which benefits residents and stakeholders across the county, cities and Island, while also ensuring that staff remain well supported in their roles. Any changes would not affect the responsibilities of these services to respond to 999 emergencies and serve communities.

Thank you

Thank you for reading through this Information Document.

You are invited to give your views on the proposed creation of a new Combined Fire Authority for Hampshire, Isle of Wight, Portsmouth and Southampton.

Online

To provide your feedback, please complete the Response Form available online at www.hantsfire.gov.uk/consultation. This webpage also contains downloadable versions of the documents mentioned in the Information Document, including the Response Form.

Email

You can also email your response directly to us using the email address and a copy of the consultation questions can be found on page 19 of this information pack:
hfrsconsultation@hantsfire.gov.uk.

Paper copies and alternative formats

To request a paper copy of this Information Document and/or Response Form, please email hfrsconsultation@hantsfire.gov.uk or call **02380 626 815**.* The Information Document and Response Form can also be requested in other formats, including an alternative language, Braille, audio or large print, using this email and/or phone number.

If you have any other queries or comments about this consultation please contact us by emailing hfrsconsultation@hantsfire.gov.uk or by calling **02380 626 815**.*

**Calls from a landline will be charged at the local rate, although mobile phone charges may vary.*

Next Steps

Your feedback will be analysed and collated into a findings report by Hampshire County Council's Insight and Engagement Unit. This report and full business cases will be presented for a decision about whether to propose a Combined Fire Authority to the Government on the following dates:

- HFRA on **24 January 2019**.
- IWC on **24 January 2019**.

These are public meetings and the reports will be published in advance on these websites:

- HFRA: bit.ly/HFRAMeetings
- IWC: bit.ly/IWCMeetings

The consultation questions:

Please go to www.hantsfire.gov.uk/consultation to complete the online response form or use the accompanying form.



Do you think that a proposal to create a new Combined Fire Authority for Hampshire, Isle of Wight, Portsmouth and Southampton should be submitted to the Government?

The answers you can choose from are:

- Yes
- No
- Not sure

Please tell us why you think this is.



If you have any alternative suggestions to the proposed creation of a new Combined Fire Authority, please provide these in the box below.

A text box is provided for you to write in your alternative suggestions, if you would like to do so.



Do you feel the creation of a new Combined Fire Authority would impact:

- you or your family
 - people you know or work with
 - a local organisation, group or business
 - other
 - none of the above
-



Please tell us more about that potential impact using the box below.

A text box is provided for you to write about any potential impacts the proposal may have, if you would like to do so.

The production of this consultation
has been supported by the
Insight and Engagement Unit,
Hampshire County Council