

**At a meeting of the HAMPSHIRE FIRE AND RESCUE AUTHORITY  
PERFORMANCE REVIEW AND SCRUTINY COMMITTEE held at Hampshire Fire  
and Rescue Service Headquarters, Eastleigh  
on 25 October 2016**

The Chairman announced that the press and members of the public were permitted to film and broadcast the meeting. Those remaining at the meeting were consenting to being filmed and recorded, and to the possible use of those images and recording for broadcasting purposes.

**PRESENT:**

Councillors:

a	Ann Briggs	p	Andy Moore
p	Mark Cooper	p	Frank Pearce (Vice Chairman)
p	Jane Frankum	a	David Simpson
a	Jonathan Glen (Chairman)	p	John Wall
a	Frank Jonas		

[Councillor Pearce in the Chair]

In attendance: Councillor Chris Carter, Chairman of the Hampshire Fire and Rescue Authority.

**101. APOLOGIES**

Apologies were received from Councillors Briggs, Glen and Simpson.

**102. DECLARATIONS OF INTEREST**

Members were mindful of their duty to disclose at any 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.

No interests were declared under this item.

**103. MINUTES AND MATTERS ARISING**

The Minutes of the previous meeting held on 26 July 2016 were confirmed as a correct record and signed by the Vice-Chairman. In relation to Minute 98, the arrangements for the engagement of Lead Members with their respective Peer Review Area were discussed and clarified.

**104. DEPUTATIONS**

No deputation requests had been received for this meeting.

## **105. CHAIRMAN'S ANNOUNCEMENTS**

The Vice-Chairman had no announcements on this occasion.

## **106. UPDATE ON PEER REVIEW ACTION PLAN**

The Committee considered a report from the Chief Officer (Item 6 in the Minute Book), setting out progress against the Peer Review Action Plan.

The report was introduced and the Committee heard that the aim of the Action Plan was to ensure transparency and accountability for delivery against specified improvement points. Member's involvement in key areas was also highlighted. It was explained that progress on the Peer Review Action Plan would remain as an item for discussion at future Corporate Management Team meetings, and a meeting with Peer Review Team members to analyse progress would be organised. It was heard that the ownership of the action plan and management of it would rest within the Knowledge Management Team.

Members were taken through the appendix detailing the specific actions to address areas identified as benefiting from further improvement or those that had been identified as a critical enabler by the Peer Team. Members noted that action number 8 – Adopt an integrated approach to Equality and Diversity – had now been completed. In relation to action number 13, it was heard that the integration of business and commercial planning had been successfully embedded. It was also noted that some of the actions in the area of Organisation Change had recently been completed, and with regards to absence management, it was explained that this was an ongoing action and a review into organisational resilience was being undertaken.

Members discussed how Professional Service staff could contribute more widely to operational activity. In response to Member questions, it was heard that staff without specific operational skills would continue to contribute to support incidents in the wider sense and at a non-operational level. Following a discussion around Service Management Visit's (SMV's), Members felt that it would be useful to receive a paper providing progress on these at a future meeting of the Committee.

Members noted that an HFRS People Workshop would be taking place on the 29 November 2016 in Basingstoke, and that the HR Committee would be considering Member engagement with this event.

Officers explained that the Peer Review Action Plan was an ongoing process and an updated Action Plan would be brought to a future meeting of the Committee.

**RESOLVED:**

That the Performance Review and Scrutiny Committee note the progress against the Peer Review Action Plan (Appendix A to the Report).