

Hampshire Fire and Rescue Authority

Performance Review and Scrutiny Committee

Item: 7

26 July 2016

LGA Peer Challenge Review 2015 – update and Members Involvement

Report by the Chief Officer

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1 Summary

- 1.1 Hampshire Fire and Rescue Authority voluntarily participated in a Peer Challenge Review in November 2015 and the final report was published in March 2016.

2 Recommendation

- 2.1 That the Committee note the contents of this report.
- 2.2 That the Committee consider and agree the appointment of a lead member for each of the individual peer review outcomes.

3 Introduction and background

- 3.1 On 19 April 2016 the Performance Review and Scrutiny Committee recommended to the Fire Authority that it receive the LGA Peer Challenge Review Report and approve the proposed approach to addressing the areas identified for improvement by the Peer Review team. On 9 June the Authority received the report and gave approval to the proposed approach by addressing the areas identified for improvement by the Peer Review Team.
- 3.2 A major aspect of the scope of the 2015 Peer Review that the Peer Challenge team committed to was assessing the political and managerial leadership within the Fire Authority and the Service and recommending opportunities for further improvement. To aid this approach the Fire Authority Chair has recommended that all Members of the Authority have a role to play in contributing to improvements in political leadership and that nominated Members of the Authority should take responsibility for identified areas within the Peer Review Action Plan.
- 3.3 Progress of the Peer Review Action Plan will be routinely reported to the Fire Authority through this committee and formally reviewed at the annual Business Stocktake that is undertaken by the Service Management Team (SMT) at the end of each calendar year. The Knowledge Management Department will retain strategic oversight of progress in each of the areas.
- 3.4 A detailed Peer Review Action Plan that focuses on individual improvement areas has been developed by Knowledge Management and approved by the Service Management Team. Individual members within SMT continue to take accountability for the delivery against agreed areas.

- 3.5 Through the Peer Review a number of themed areas have been identified, and it is these themed areas that could benefit from close Member involvement. These are as follows:-

	Peer Review Themed Area	Officer Lead
1	Visibility and leadership of the Fire Authority	Director of Professional Services
2	Develop a one page Service Strategy	Deputy Chief Fire Officer
3	Close the loop between outlying teams and the Centre	Head of Communications, Administration and Inclusion
4	A focus on inclusion and diversity	Head of Communications, Administration and Inclusion
5	Engagement of middle managers across Service	Head of Communications, Administration and Inclusion
6	Conversations with retained staff	Senior HR Business Partner
7	Improvement of managerial leadership and internal governance	Director of Professional Services
8	Enhance how business cases are developed	Head of Knowledge Management
9	Strengthen the Pathway to Progression	Senior HR Business Partner
10	Rationalisation of Performance Indicators	Head of Knowledge Management

4 Supporting our corporate aims and objectives

- 4.1 In addressing the areas for further improvement and consideration, Hampshire Fire and Rescue service will continue to fulfil its mission of making Hampshire safer. The priorities within the Service Plan align with continual improvement and carrying out this important improvement work will ensure that we progress towards the end states of each priority.

5 People Impact Assessment

- 5.1 The proposals in this report are considered compatible with the provisions of the equality and human rights legislation.

6 Resource implications

- 6.1 There are no specific Resource implications as the actions associated with each area for improvement or further consideration will be included within routine business planning activities.

7 Background papers

- 7.1 The following documents disclose the facts or matters on which this report, or an important part of it, is based and has been relied upon to a material extent in the preparation of the report:

LGA Peer Review Action Plan

Note: The list excludes: (1) published works; and (2) documents that disclose exempt or confidential information defined in the Act.