

REPORT REFERENCE NO.	HRMDC/18/29
MEETING	HUMAN RESOURCES MANAGEMENT & DEVELOPMENT COMMITTEE
DATE OF MEETING	21 SEPTEMBER 2018
SUBJECT OF REPORT	PROPOSED EXTENSION OF SECONDMENT OF CHIEF FIRE OFFICER LEE HOWELL
LEAD OFFICER	Director of Corporate Services
RECOMMENDATIONS	<p>(a). <i>That the Committee approves the extension of secondment for Chief Fire Officer Lee Howell to the Avon & Somerset Constabulary as Senior Responsible Officer for the Multi-Agency Integrated Service Analytics Hub (Office for Data Analytics) initiative until 31 March 2019;</i></p> <p>(b). <i>That it be noted that, in accordance with the original Authority decision on 20 October 2017:</i></p> <ul style="list-style-type: none"> (i) <i>The substantive Assistant Chief Fire Officer (Service Improvement) (Glenn Askew) will continue as Acting Chief Fire Officer for the Service for the duration of the secondment;</i> (ii) <i>The Acting Chief Fire Officer will undertake an appointments process to determine ongoing temporary Assistant Chief Fire Officer arrangements; and</i> (iii) <i>Any further proposed extension of the secondment be subject to a further report to the Authority.</i>
EXECUTIVE SUMMARY	<p>At its meeting on 20 October 2017, the Authority approved the secondment of Chief Fire Officer Lee Howell to the Avon & Somerset Constabulary to serve as the Senior Responsible Officer for a Home Office funded initiative to develop a Multi-Agency Integrated Services Analytics Hub for an initial period to 31 October 2018. At its meeting on 30 July 2018, the Authority received a progress report on this secondment which, amongst other things, advised that a number of issues (including ongoing funding arrangements) relating to any possible extension were still to be resolved. In light of this, and given that the next full Authority meeting was not scheduled until 31 October 2018, the Authority resolved to delegate to this Committee authority to determine any proposals relating to an extension of the secondment.</p> <p>The Avon & Somerset Constabulary has now confirmed that it would wish to extend the secondment to 31 March 2019 and that this would be on a fully-funded basis (i.e. no costs would fall to the Authority). The Committee is invited to consider with a view to approving this request.</p>
RESOURCE IMPLICATIONS	Nil.

EQUALITY RISKS AND BENEFITS ANALYSIS (ERBA)	The contents of this report are considered compatible with existing equalities and human rights legislation.
APPENDICES	Nil.
LIST OF BACKGROUND PAPERS	<p>Report DSFRA/17/31 (Regional Collaboration Initiative) to the Authority meeting on 20 October 2017 (and the Minutes of that meeting).</p> <p>Report DSFRA/18/ (Secondment of Chief Fire Officer Lee Howell) to the Authority meeting on 31 July 2018 (and the Minutes of that meeting).</p>

1. INTRODUCTION AND BACKGROUND

- 1.1. At its meeting on 20 October 2017, the Authority considered a report of the Director of Corporate Services on the proposed secondment of Chief Fire Officer Lee Howell to the Avon & Somerset Constabulary to undertake the Senior Responsible Officer role for a Home Office funded initiative to establish a Multi-Agency Integrated Services Analytics Hub. The Authority resolved (Minute DSFRA/33 refers):
- (a). that, pending successful confirmation of the funding bid to the Home Office, the Chief Fire Officer be seconded to act as the Senior Responsible Officer (SRO) for the Mutli-Agency Integrated Service Analytics Hub regional collaboration initiative, subject to an appropriate secondment agreement being in place and also to key posts being backfilled to ensure resilience in the Devon & Somerset Fire & Rescue Service;
 - (b). That the Assistant Chief Fire Officer (Service Improvement) be appointed as the Temporary Chief Fire Officer for the duration of the secondment (as set out in paragraph 3 of report DSFRA/17/31);
 - (c). that, in relation to the funding associated with (a) and (b) above, Option 1 as set out at paragraph 7.2 of the report be approved, with any decision on extension beyond the period identified in that paragraph being subject to a further report to be submitted to the Authority towards the end of that period;
 - (d). that, subject to the Chief Fire Officer secondment proceeding, Area Manager Peter Bond be appointed as Temporary Assistant Chief Fire Officer for a period of twelve months;
 - (e). that, in the event of the Chief Fire Officer secondment extending beyond twelve months, an appointment process be undertaken by the Acting Chief Fire Officer to determine ongoing temporary Assistant Chief Fire Officer arrangements.
- 1.2. The funding bid to the Home Office was subsequently confirmed and the secondment commenced on 1 November 2017.
- 1.3. At its meeting on 30 July 2018, the Authority considered an update report on this secondment. This report identified that, while any proposed extension to the secondment would be subject to further consideration and determination by the Authority prior to the end of the current secondment period (31 October 2018), at that point in time remained a number of issues (including confirmation of funding arrangements) still to be resolved. As the next full Authority meeting was not scheduled until 31 October 2018, the Authority resolved (Minute DSFRA/21 refers):
- That the Human Resources Management & Development Committee be delegated authority to consider and determine any proposals relating to an extension of the secondment of Chief Fire Officer Lee Howell to the Avon & Somerset Constabulary as Senior Responsible Officer for the Office for Data Analytics initiative.

2. DETAILS OF INITIATIVE AND BENEFITS TO THE FIRE & RESCUE AUTHORITY

- 2.1. The initiative aims to develop a multi-agency integrated analytics hub working across service, agency and geographical boundaries to gather data and provide, for the first time, a true and full picture of threat, harm and risk within communities served. Predictive analytics and visualisation will be applied to the collated multi-agency data to provide a joined-up collaborative view on vulnerability, risk and early intervention opportunities. By identifying and protecting vulnerable people at the earliest opportunity, communities will be made safer and partner agency demand and cost reduced.

2.2. Set out below is an extract from the initial report to the Authority in October 2017 identifying the benefits to the Authority from participation in the initiative:

6. BENEFITS TO THE FIRE & RESCUE AUTHORITY

6.1 The project aims to reduce late intervention costs by a minimum of 1% as outlined above. The annual programme savings are forecast to be £4.2m and a proportion of these savings would benefit all participants including Devon and Somerset Fire & Rescue Service. The savings from this programme will more than offset its costs as well as significantly improving outcomes.

6.2 There will also be performance management system savings if a collective approach towards performance management and data analytics is progressed together with reduced requirements for inputting data and the associated analysis time. It will also build trust and confidence between partners leading to other collaboration benefits (cashable and non-cashable) for the Fire & Rescue Authority, namely:

- A clear demonstration of the implementation of the statutory duty on all emergency services to collaborate (enacted under the Police & Crime Act 2017);
- The ability to be in the centre of a fundamental piece of transformation which will bring police, fire and local authority activity together to directly benefit communities and save costs;
- Being associated with the national profile that will be generated as a result of this ground breaking work;
- Direct benefits to Devon & Somerset Fire & Rescue Service to support both the Integrated Risk Management Plan objectives (using data to identify those most vulnerable and working together with partners to make them safer) and our use of technology to drive improvements and efficiency within the revised operating model (saving money).

2.3. The initial report also identified that Chief Fire Officer Lee Howell was particularly well placed to undertake the Senior Responsible Officer role for the initiative given his prior involvement in promoting multi-agency work in the region (having been instrumental in establishing the South West Emergency Services Forum to co-ordinate such activities at political and senior officer level).

3. CURRENT POSITION AND PROPOSAL

3.1. The Avon & Somerset Constabulary has now confirmed that it would wish to extend the secondment for a further period, between 1 November 2018 and 31 March 2019. This would be fully funded by the Constabulary, meaning that no cost would fall on the Authority should the secondment extension be agreed.

3.2. On this basis, the Committee is invited to approve the secondment extension for Chief Fire Officer Lee Howell. In doing so the Committee is asked to note that, in accordance with the original Authority decision:

- the substantive Assistant Chief Fire Officer (Service Improvement) (Glenn Askew) would continue to serve as Acting Chief Fire Officer for the Service for the duration of the secondment (paragraph 1.1(b) above refers); and

- the Acting Chief Fire Officer will undertake an appointments process for ongoing temporary Assistant Chief Fire Officer arrangements (paragraph 1.1(e) above refers).

3.3. Any further proposed extension to this secondment period would be subject to a further report to the Authority in accordance with the original Authority decision (paragraph 1.1 (c) above refers).

MIKE PEARSON
Director of Corporate Services