



## **COMBINED FIRE AUTHORITY**

**22 NOVEMBER 2017**

## **THE ADRIAN THOMAS REVIEW**

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### **REPORT OF AREA MANAGER WORKFORCE DEVELOPMENT**

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#### **Purpose of Report**

1. The purpose of this report is to provide members with an update on the progress of the action plan which was developed in response to the 'Independent review of conditions of service for fire and rescue staff in England'; The Adrian Thomas Review.

#### **Background**

2. As members will be aware from previous updates, Adrian Thomas was commissioned, in October 2014 by the then Fire Minister, Penny Mordaunt MP, to undertake the independent review.
3. Although the report was completed in February 2015 it was not published until 03 November 2016. A copy of the report, the key findings and a letter from the Fire Minister were presented to the Fire Authority at its meeting on 24 November 2016.

#### **Contents of the report**

4. The report makes a total of 45 recommendations which are directed at: the Local Government Association (LGA); the National Joint Council (NJC); fire and rescue authorities; and government and are divided into 5 main themes:
  - The working environment
  - Documented conditions of service
  - Industrial relations
  - Retained Duty System
  - Management of fire and rescue services.
5. The Service undertook a gap analysis and developed an action plan divided into the 5 themes above to ensure that all the applicable recommendations are fully considered and progress against each is measured. A copy of the action plan is attached as Appendix A. Members were last updated on progress of the action plan at the Fire Authority meeting on 12 June 2017.
6. Of the 45 recommendations, 28 are directed at the LGA; the NJC and government and 17 are to be actioned by fire and rescue authorities. Of these 17 recommendations, 10 have been completed.

## Conclusion

7. Whilst CDDFRS continues to make good progress against the action plan and appears to be in a relatively strong position in relation to the findings from the Adrian Thomas Review we will not be complacent. Workforce reform is one of the three key pillars of the Fire Reform Programme and there is no doubt that the government are determined to introduce changes in these areas. Her Majesty's Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS), which is also a key feature of the Fire Reform Programme, we assume will expect to see significant progress made against the recommendations in the Report.

## Recommendations

8. The Authority is requested to:
  - (a) **note** the progress made against the action plan;
  - (b) **receive** further future reports and monitor progress against the action plan.

Sarah Natrass, Area Manager Workforce Development, 0191 3755587