

Appendix A FRS National Framework

Fire and Rescue National Framework	
Framework Requirement	How this is met
Delivery of functions	
<ul style="list-style-type: none"> • Produce an IRMP • Have arrangements to prevent and mitigate the risks including working with Strategic Resilience Board 	<ul style="list-style-type: none"> • Strategic Community Safety Plan and IRMP. • Community Risk Profile. • MTFS • Policies and procedures to implement the Plan, including targeting • Specific IRMP reviews including evidence base. • Detailed risk data used in decision making e.g. Workload Modelling, MOSAIC. • Community Engagement Strategy. • Monitoring of performance by Performance Action Group and Policy and Performance Committee to ensure risk is being mitigated. • Improved mapping based on various data sources to provide a comprehensive picture of local risks and increase efficiency. • Ongoing Community Safety Education Programme. • HSC Re-inspection Programme. • Lighter Nights campaign. • MDT risk information and maps. • Revised Learning & Organisational Development Policy. • Fire Safety Risk Based Inspection Programme (RBIP) • Contribution to LRF
<ul style="list-style-type: none"> • Make provision for promoting fire safety, including fire prevention, and have a locally determined risk-based inspection programme • Targeted at those at greatest risk including businesses economic risk 	<ul style="list-style-type: none"> • Delivery of HSCs and Safe and Well visits. • Sharing of NHS (Exeter) Data. • Ongoing partnership working. • Use of shared data via multi agency groups. • Workload Modeller. • Historical accidental dwelling fire data cross-referenced with

Appendix A FRS National Framework

	<p>Mosaic to target most vulnerable for HSCs and Safe and Well.</p> <ul style="list-style-type: none"> • Partners for life. • Volunteers. • Community Safety Advocates. • 100+ partners referring vulnerable people to TWFRS. • Employee Advisory Groups. • Attendance at local community events e.g. Mela and Pride. • Social Media. • Risk Group. • RMAD • Targets for number of HSC • Revised Targeting Strategy.
<ul style="list-style-type: none"> • Where working to increase the effectiveness and efficiency of public services, this should not be at the expense of effective delivery of statutory core fire functions. 	<ul style="list-style-type: none"> • SCSP • CSS • Data sharing • Collaboration Board • TWFRS Ltd • Co-location at stations
<ul style="list-style-type: none"> • Assess what the FA is aiming to achieve through prevention and protection activities, what type of intervention is most likely to achieve the aims and how best to measure and evaluate outcomes. • Share good practice / learning from interventions 	<ul style="list-style-type: none"> • Risk Based Inspection Programme (RBIP). • Development of Post Fire Audit guidance. • Collaboration with other Regulatory Bodies • Primary Authority Scheme (PAS) with eight National Partners including Sainsbury's, Home Group and Intu. • Member of NFCC Protection and Business Safety Group • Project Start-Ups and Evaluations • Fire Investigations and Fire Safety Prosecutions including use of Barrister
<ul style="list-style-type: none"> • Considering the wide range of roles that personnel 	<ul style="list-style-type: none"> • PDR process

Appendix A FRS National Framework

<p>undertake, including with people with complex needs and vulnerabilities, ensure staff have appropriate skills and training</p> <ul style="list-style-type: none"> • Safeguarding arrangements in place – including ensuring staff have appropriate vetting clearance 	<ul style="list-style-type: none"> • Watch Skills profile • Dementia Friends • Dyslexic advocates • Training (CSE, safeguarding, equalities, Hording) • Safetyworks CSE provision • Safe and Well visits and training • Vetting of all staff above SM to SC clearance • Key roles have DBS checks
<ul style="list-style-type: none"> • Make provision to respond to incidents such as fires, road traffic collisions and other emergencies • So far as is practicable, enter into reinforcement schemes, or mutual aid agreements, for securing mutual assistance. 	<ul style="list-style-type: none"> • Improved incident performance. • DCCC staffing. • Emergency Call Management Policy. • Mobilising system. • Negotiated common command arrangements. • Undertake compatible training exercises e.g. Exercise Black Kite. • TRVs. • Cross border response arrangements. • Cobra cold cutting. • Collaboration with NEAS and Northumbria Police. • Contingency re Industrial Action. • Review of Operational Response. • Swap a shift and bank a shift • Zero fire deaths in 2012/13 and 2015/16 and low deaths overall. • Digital fire ground radios. • AFA Policy change. • Development of Resilient Tyne and Wear Plan. • National Resilience Advisory Team (NRAT) audits. • External audit of financial systems and value for money. • Mutual aid agreements • Cross Border support arrangements

Appendix A FRS National Framework

<ul style="list-style-type: none"> • Effective business continuity arrangements in place • Every endeavour to meet the full range of service delivery risks and national resilience duties and commitments that they face and not be developed on the basis of armed forces assistance being available. 	<ul style="list-style-type: none"> • Alignment with ISO22301. • Internal Audit accreditations. • Relevant BCP across the Service. • Maintained and tested on an ad-hoc basis. • Resilience plans developed and confirmed with the HO in the event of depleted resources
<ul style="list-style-type: none"> • Statutory duty to keep collaboration opportunities under review; • Notify other emergency services of proposed collaborations that could be in the interests of their mutual efficiency or effectiveness; and • Give effect to a proposed collaboration where agreed it would be in the interests of efficiency or effectiveness and not have an adverse effect on public safety. • Collaborate with other FRAs to deliver intraoperability and interoperability • Collaborate with the National Resilience Lead Authority to ensure interoperability 	<ul style="list-style-type: none"> • Joint Delivery Board • Fire Service collaboration MOU • Mutual aid agreements. • Local Resilience Forum (structures, roles, plans, procedures and exercising records etc.). • Common systems for Command and Control with Northumberland FRA. • Further collaboration with Northumbria Police and NEAS. • Multi agency exercises. • Deployment of special assets e.g. USAR and HVP. • Mass decontamination resource. • DIM re CBRN and MTFA. • SafetyWorks! • Shared resources including Northumbria Police MOU. • Assisted other FRS re flooding incidents (Morpeth 2012, Somerset 2013, North Yorkshire 2015 and Carlisle 2015). • SLA with DDFRS re IOSH Training. • Developed USAR training to be shared with partners. • Joint exercises working group. • JESIP. • Joint procurement • Joint recruitment (ACFO and FF)

Appendix A FRS National Framework

National Resilience	
<ul style="list-style-type: none"> • Work with the lead authority to support the national resilience assurance processes • Includes for example devolved training and long-term capability management including via Strategic Resilience Board analysis of the National Risk Assessment. • Assess the risk of emergencies occurring to inform contingency planning. • Assess existing capability and identify any gaps as part of the IRMP process. • Proactively engage with, and support, the NCAF arrangements including the NFCC's lead operational role. 	<ul style="list-style-type: none"> • Policies and procedures relating to local and national risks. • Engagement in NFCC groups relating to resilience. • Ongoing development of USAR. • NRAT multi capability assurance inspection. • Multi agency community risk register (LRF) • National and Local Exercises.
<ul style="list-style-type: none"> • Be able to respond to the threat of terrorism and ready to respond to incidents in own communities and across England. • Be interoperable to provide operational support across the UK to terrorist events • Responsible for maintaining the robustness of MTFA capability • Work collectively and with the Strategic Resilience Board and the national resilience lead authority to provide assurance to government that resilience capabilities are fit for purpose and risks and plans are assessed and any gaps identified • Work with police forces and ambulance trusts to provide tri-service assurance 	<ul style="list-style-type: none"> • Resilience Department • National and Local Exercises. (Border Riever, Black Kite, Custodian) • COMAH officer • CFO on Strategic Resilience Board • Out of area deployment packs • NILO course in collaborations with NPol and NEAS • Trained NILOs • LRF

Appendix A FRS National Framework

Governance	
<ul style="list-style-type: none"> • Each FRA has a statutory duty to ensure provision of their core functions • Each FRA will appoint an individual – commonly known as a Chief Fire Officer – who has responsibility for managing the FRS. • Each FRA must hold this person to account for the exercise of their functions and the functions of persons under their direction and control. • The CFO must, in exercising their functions, have regard to the FRAs IRMP and SCSP • The FRA should give due regard to the professional advice of the CFO while developing the IRMP and when making decisions affecting the FRS • The FRA must produce an IRMP covering at least 3 years reflect effective consultation and be published, annual Statement of Assurance, Financial Plans including medium-term financial strategy, efficiency plan and reserves strategy which can be combined or published separately. • The FRS should consult the NFCC for advice and support when developing improvement plans, particularly in response to inspections. • Expectation is that FRS engage with NFCC and, in turn, that the NFCC works to support and represent every service. 	<ul style="list-style-type: none"> • Chief Fire Officer / CEO appointed • Corporate Governance Framework. • Standing Orders. • Annual review of Governance. • Authority minutes • IRMP published • SCSP • Observe statutory requirements • National Framework assessment • All officers including CFO have PDRs. • Unqualified opinion • Membership of NFCC groups • CFO Chair of the NFCC Operational Coordination Committee
Value for Money	
<ul style="list-style-type: none"> • Regularly review the numbers and deployment of firefighters and other staff to ensure the workforce is commensurate with the risks faced 	<ul style="list-style-type: none"> • Statement of Assurance • SOAAR • MTFS

Appendix A FRS National Framework

<ul style="list-style-type: none"> Financial decisions are taken with the advice and guidance of the chief finance officer and decisions are taken with an emphasis on delivering vfm Ensure management of finances is undertaken with regard to published guidance 	<ul style="list-style-type: none"> Published and reported on Efficiency Plan Reserves Policy Reserves reported to Members and in Statement of Assurance Workforce surveys Workforce planning meetings and review of workforce Budget monitoring, reviews and business cases Internal audit and external audit
<ul style="list-style-type: none"> MTFS should include funding and spending plans for revenue and capital, take into account multiple years, the inter-dependencies of revenue budgets and capital investments, the role of reserves and the consideration of risks. MTFS to have regard to affordability and CIPFA's Prudential Code for Capital Finance, and be aligned with the IRMP Publish efficiency plan 	<ul style="list-style-type: none"> MTFS Capital programme reported to Members Funding/savings aligned to IRMP Efficiency Plan published and reported to Members.
<ul style="list-style-type: none"> Publish policy on reserves Reserves strategy should include details of current and future planned reserve levels, setting out a total amount of reserves and the amount of each specific reserve that is held for each year. The reserves strategy should cover resource and capital reserves and provide information for the period of the medium term financial plan (and at least two years ahead). The strategy should include how the level of the general reserve has been set, justification for holding a general reserve larger than five percent of budget and details of the activities or items to be funded from 	<ul style="list-style-type: none"> Reserves Policy Statement of Assurance and Annual Report. Documents signposted from it including Statement of Accounts, Annual Governance Statement and reports of internal and external auditors. Publication of financial information. Financial Resilience. Reserves reported to Members and in Statement of Assurance Budget Planning Framework Four year Efficiency Plan

Appendix A FRS National Framework

<p>each earmarked reserve, and how these support the FRA's strategy.</p> <ul style="list-style-type: none"> • Provide clarity on how much funding falls into planned expenditure in MTFS, specific projects beyond MTFS and general contingency. 	
<ul style="list-style-type: none"> • Improve commercial practices including whether to aggregate procurement with other FRS or local services to improve efficiency • Demonstrate and support national and local commercial transformation programmes where appropriate • Demonstrate full awareness of the objectives to standardise requirements, aggregate demand and manage suppliers of products and services within their commercial arrangements. • Ensure that their commercial activities, be that the placement of new contracts or the use of existing contracts, is in line with their legal obligations. 	<ul style="list-style-type: none"> • National Procurement Frameworks • Drive procurement efficiencies achieved 70% of total non-staffing and non-PFI funding now on framework agreements • PPE informed national procurement • Government basket of goods • CFO to sign all single supplier justifications
<ul style="list-style-type: none"> • Engage with national research and development programmes, including those overseen by the NFCC, unless there is a good reason not to. • Where embark on research and development outside of any national programme, processes should be put in place to ensure it meets quality standards and, where possible and appropriate, is available to the sector to enable good practice to be shared. 	<ul style="list-style-type: none"> • Support national research with staff • UK Fire & Rescue Service Research & Development Function supporting setting up workshops with 25 other Fire & Rescue Services • National Operational Guidance (NOG) Operational Guidance Forum, Subject Matter Advisor • Establishing how to use COBRA (cold cutting technology) with Buildings over 18m • Operations Department Tyne and Wear FRS working with Civic working group on Site Specific Risk Information work in line with NOG. Intent to offer up a concept to National Fire Chiefs Council on a new Provision of Operational Risk Information System and SSRI

Appendix A FRS National Framework

	<p>guidance/ solution for NOG</p> <ul style="list-style-type: none"> • Updated and continuing to evaluate TWFRS procedure around Operations at buildings over 18m (6 Storeys) • Work with ROMAG to look at Firefighting methods at Photovoltaic array fires • Evaluation of Body Worn Cameras with West Midlands FRS • Engage with National Operational Learning and Joint Operational Learning Joint Emergency Services Interoperability Programme • Engaged with Teesside University on Women in Leadership.
<ul style="list-style-type: none"> • A Trading company is a separate legal entity and elected members and officers should at all times be aware of potential conflicts of interest when carrying out their roles for their authorities, or when acting as directors of trading companies. • Ensure any actions taken in respect of trading companies are considered against the requirements of competition law. • Financial assistance – in cash or in kind – given by an authority that establishes or participates in it, should be for a limited period, set against the expectation of later returns, and re-paid by those returns. • Any assistance should be provided under a formal agreement with the company and must be entered into for a commercial purpose. Before entering into such an agreement, the authority should satisfy itself that it will achieve its objective, and the company should satisfy itself that it will meet its objective in terms of its business plan. • The parties should consider any State Aid implications and obtain their own expert advice where 	<ul style="list-style-type: none"> • TWFRS Ltd • Company law compliant • TWFRS shares • No dividends paid as yet • Constitution agreed • Directors fixed to specified roles • Observe State Aid regulations

Appendix A FRS National Framework

necessary.	
Workforce	
<ul style="list-style-type: none"> • Have in place a people strategy that has been designed in collaboration with the workforce and take into account the principles set out in the NFCC's people strategy. • It should cover improving the diversity of the workforce, equality, cultural values and behaviours, recruitment, retention and progression; flexible working; professionalism, skills and leadership; training; health and safety, wellbeing, disabilities and support; and tackling bullying, harassment and discrimination. 	<ul style="list-style-type: none"> • Organisational Development Strategy • Leadership Bond • Engage programme • Training • Recruitment • Employee Survey
<ul style="list-style-type: none"> • Implement the approved professional standards that result from the national work. 	<ul style="list-style-type: none"> • IFE Exams Pilot in progress • Fire safety qualifications • <u>To do once national picture is clearer</u>
<ul style="list-style-type: none"> • Have a process of fitness assessment and development to ensure that operational personnel are enabled to maintain the standards of personal fitness required in order to perform their role safely • Ensure that no individual will automatically face dismissal if they fall below the standards required and cannot be deployed operationally; • Ensure that all operational personnel will be provided with support to maintain their levels of fitness for the duration of their career; • Consider where operational personnel have fallen 	<ul style="list-style-type: none"> • Work between OHU and LD to determine a strategy for all Operational personnel which includes: • All Operational staff provided with the time to undertake physical training on a daily basis when at work. • Chester step test – 6 monthly. • OHU Monitoring - 3 yearly and 1 yearly health surveillance. • Gymnasium on all fire stations and at HQ with time built into station work routine for fitness training. • HAVS assessments. • Special assessments. • Monthly health promotion topics and health education for operational

Appendix A FRS National Framework

<p>below the fitness standards required whether an individual is able to continue on full operational duties or should be stood down, taking into account the advice provided by the authority's occupational health provider. In making this decision, the safety and well-being of the individual will be the key issue;</p> <ul style="list-style-type: none"> • Commit to providing a minimum of 6 months of development and support to enable individuals who have fallen below the required fitness standards to regain the necessary levels of fitness; • Refer an individual to occupational health where underlying medical reasons are identified that restrict/prevent someone from achieving the necessary fitness; and ensure that individual receives the necessary support to facilitate a return to operational duties; and • Fully explore opportunities to enable the individual to remain in employment including through reasonable adjustment and redeployment in role where it appears the medical condition does not allow a return to operational duties. 	<p>staff.</p> <ul style="list-style-type: none"> • Operational vaccination programme. • Welfare officer support. • Access to Welfare officer. • Stress awareness programmes. • Promoting Positive Mental health programme. • Mind, Blue Light Time to Change. • OHU Monitoring and associated fitness plan. • Access to physiotherapy service. • Accelerated access to health scheme. • Independent qualified medical practitioner • Ongoing health surveillance. • Advice from the Occupational Health Physician. • Redeployment if appropriate. • Policy and procedure. • Annual figures regarding this data. • The provision of a fitness support with bespoke training programmes. • Referral to physiotherapy or other specialist OH advisor when required. • A physical fitness plan appropriate for the individual concerned. • Referral to an Occupational Health Advisor / Physician for effective case management. • Written policy for guidelines around this. • Risk assessments to determine reasonable adjustments. • Recommendations can be made by OHU to assist in this process with regards to capability and reasonable adjustments. • Redeployment process. •
<ul style="list-style-type: none"> • Not re-appoint principal fire officers after retirement to their previous, or a similar, post save for in 	<ul style="list-style-type: none"> • No PO fire officers have been reappointed • Recruitment for CFO, ACFO, AM, GM and Heads of Department

Appendix A FRS National Framework

<p>exceptional circumstances when such a decision is necessary in the interests of public safety.</p> <ul style="list-style-type: none"> • In the exceptional circumstance that a re-appointment is necessary in the interests of public safety, this decision should be subject to agreement by a public vote of the elected members of the FRS, or a publicised decision by the appropriate elected representative of the FRA. • All principal fire officer posts must be open to competition nationally, and FRAs must take account of this in their workforce planning. • While the above requirements only extend to principal fire officers, we expect FRAs to have regard to this principle when re-appointing at any level. 	<p>posts were open to national competition</p> <ul style="list-style-type: none"> • Recruitment campaign jointly with DDFRA and Northumberland FRS
<p>Inspection Intervention and Accountability</p>	
<ul style="list-style-type: none"> • Cooperate with the inspectorate and its inspectors to enable them to deliver their statutory function. This includes providing relevant data and information to inform inspections. • FRAs must give due regard to reports and recommendations made by HMICFRS and if recommendations are made, prepare, update and regularly publish an action plan detailing how the recommendations are being actioned. • If the FRA does not propose to undertake any action as a result of a recommendation, reasons for this should be given. • When forming an action plan, the FRA could seek advice and support from other organisations, for example, the National Fire Chiefs Council 	<ul style="list-style-type: none"> • Full compliance with initial HMICFRS data request within deadline and preparations made for future data submissions. • Temp secondment of two staff (Inspection Support Team) to co-ordinate inspection planning and liaise with Inspectorate. • Proactive engagement with Service Liaison Lead and central HMI inspection team to make all required information available. • Internal comms plan in place to prepare Service for first inspection. • Inspection Support Team will co-ordinate outcome / recommendations of the first inspection. • Supporting regional sharing of information by hosting regional meeting.

Appendix A FRS National Framework

<ul style="list-style-type: none"> • Have governance and accountability arrangements in place covering issues such as financial management and transparency, complaints and discipline arrangements, and compliance with the seven principles of public life. • Each FRA must hold the individual who has responsibility for managing the fire and rescue service – an operational or non-operational Chief Fire Officer – to account for the delivery of the fire and rescue service and the functions of persons under their direction and control. • In demonstrating their accountability to communities for the service they provide, fire and rescue authorities need to: <ul style="list-style-type: none"> ○ be transparent and accountable to their communities for their decisions and actions; ○ provide the opportunity for communities to help to plan their local service through effective consultation and involvement; and ○ have scrutiny arrangements in place that reflect the high standard communities expect for an important public safety service. 	<ul style="list-style-type: none"> • Governance Committee • Policy and performance committee • Fire Authority • All staff including CFO PDR • IRMP • MTFS • SCSP • Publications scheme • Statement of Assurance • Final accounts • Governance framework • Annual review of governance arrangements • VFM conclusion • ATIS • Public consultation, social media and web site • Stakeholder engagement of CSS • Public engagement at events. • Comment, compliments and complaints
<ul style="list-style-type: none"> • Must comply with their statutory transparency requirements. • Publish certain information, including: senior salaries; register of interests; staffing; income and expenditure; property; rights and liabilities; and decisions of significant public interest. • Make communities aware of how they can access data and information on their performance. • Submit to the Secretary of State any reports and 	<ul style="list-style-type: none"> • Statement of Assurance and Annual Report (since 2013). • GDPR implementation May 2018. • Quarterly performance reports (benchmarked with Mets). • Compliance with the data transparency code as exemplified on website. • Policies and procedures relating to data. • Policies and procedures relating to information governance. • Data & Information Strategy. • Publication of Privacy notice.

Appendix A FRS National Framework

<p>returns that are required; and</p> <ul style="list-style-type: none">• Give the Secretary of State any information with respect to its functions that are required.• FRAs have a responsibility to provide regular data to the Home Office	<ul style="list-style-type: none">• Compliance with all recommendations of the Transparency agenda e.g. publication of senior salaries, procurement and expenditures.• ICO publication scheme.• Publication of peer review action plans.• Publication of pay policy statements.• IRMP Consultation.• Publication of FOI FAQs.• Data shared with Home Office and HMICFRS for data returns
--	--