

HUMBERSIDE FIRE AUTHORITY

FRIDAY, 18 JULY 2025

PRESENT:

Members

Representing East Riding of Yorkshire Council:

Councillors Bovill, Cantrell, Heslop-Mullens, Meredith and Sutton

Representing Hull City Council:

Councillors Collinson, Hofman, McMurray, Neal and North

Representing North East Lincolnshire Council:

Councillors Bonner, Lindley, Patrick and Shepherd

Representing North Lincolnshire Council:

Councillors Grant

Officers of Humberside Fire & Rescue Service

Niall McKiniry - Deputy Chief Fire Officer & Executive Director of Service Delivery, Matt Sutcliffe - Assistant Chief Fire Officer & Executive Director (Corporate Services and People), Martyn Ransom - Executive Director of Finance/Section 151 Officer, Jason Kirby – Area Manager of People and Culture, Dan Meeke – Area Manager of Resilience and Public Safety, Richard Gibson - Area Manager of Service Improvement, Lisa Nicholson - Monitoring Officer/Secretary and Samm Campbell - Committee Manager.

Also in attendance:

Leo Hammond – Deputy Police and Crime Commissioner (as observer)

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The meeting was held at Service Headquarters, Hessle.

47/25 APOLOGIES FOR ABSENCE - Apologies for absence were submitted from Councillors Bayram, Dennis, Gill, Henry, Ogg, Sherwood and Waltham MBE.

48/25 DECLARATIONS OF INTEREST - There were no declarations of interest.

49/25 MINUTES - Resolved - That the minutes of the meeting of the Authority held on 13 June 2025 be approved as a correct record.

50/25 QUESTIONS BY MEMBERS - There were no questions by Members.

51/25 COMMUNICATIONS - There were no communications.

52/25 ANNUAL STATEMENT OF ACCOUNTS 2024/25 (UNAUDITED) - The Executive Director of Finance/ S.151 Officer submitted a report detailing the unaudited Annual Statement of Accounts for 2024/25.

The report contained the Authority's full unaudited Statement of Accounts for 2024/25 and highlighted key aspects of revenue and capital outturn for the year. The Accounts covered by the report in would be subject to audit by Forvis Mazars in their role as the Authority's external auditor. The draft unaudited Statement of Accounts for 2024/25 had been signed and published on the Authority's website on 5 June 2025, which was an excellent achievement.

The outturn position for the revenue budget for 2024/25 was a £0.029m overspend. This compared well to the February 2025 projection (£0.020m underspend) in the Quarterly Finance and Procurement Update.

The outturn for the Capital Programme showed a spend of £4.570m, as the table in Appendix 2 of the report set out in detail. Across the categories of the capital programme, the summary was as follows:

- Estates: Immingham East (£0.5m), Howden (£0.4m), Training Infrastructure (£0.3m) and other minor schemes (£0.4m)
- Vehicles: fleet replacement (£1.4m)
- Plant and Equipment: ICT (£0.3m), Operational Equipment (£0.3m) and Breathing Apparatus (£0.9m)

Resolved - (a) that the Statement of Accounts for 2024/25 be approved;

(b) that, having reviewed the Accounts presented in Appendix 1 of the report, the Authority take assurance in their accuracy and completeness, reflecting its role in scrutinising financial governance and risk management, and

(c) that, to ensure that investment decisions remain aligned with the Authority's strategic objectives and public value responsibilities, the capital slippage and reprioritisation in detailed in the report be approved.

53/25 TREASURY MANAGEMENT OUTTURN 2024/25 - The Executive Director of Finance/ S.151 Officer submitted a report detailing the Treasury Management Outturn 2024/25.

The Authority's temporary investments totalled £24.5m on 31 March 2025:

Investment Income Earned 2024/25

Interest Earned 2024/25	Rate of Return 2024/25	Benchmark Return 2024/25	Difference (+ favourable)
£1.191m	4.99%	4.46%	0.53%

The interest earned during 2024/25 had been £0.941m higher than originally budgeted for in respect of investment activity during the year. This was due to higher interest rates and higher cash balances than originally anticipated due to additional Firefighters' Pension Fund grant that was given during the year.

The Authority sought to minimise the use of short-term borrowing to fund temporary cash shortfalls. However, due to a temporary cash flow issue following an error in cash flow planning, £8.2m short-term borrowing had been taken during the course of the year. £4m of this remained outstanding on 31 March 2025.

Long-Term loans were taken out either to replace existing loans which had matured or to fund capital expenditure. Under the Prudential Regime there were no longer centrally imposed limits on borrowing, but individual authorities were required to determine themselves what a sustainable and affordable level of borrowing was as an integral part of their medium-term financial planning processes.

The Authority's average level of borrowing was £16.5m for 2024/25, on which £0.6m of interest was payable. The Authority repaid £0.8m of Public Works Loan Board (PWLB) debt upon maturity whilst taking no new borrowings during the year. The closing PWLB debt at 31 March 2025 was £15.8m.

Resolved - that the Treasury Management Outturn 2024/25 be received and assurance taken from the treasury management activities undertaken during 2024/25.

54/25 ANNUAL STATEMENT OF ASSURANCE 2024/25 - The Assistant Chief Fire Officer submitted a report detailing the Annual Statement of Assurance 2024/25.

The Fire and Rescue National Framework for England set out a requirement for fire and rescue authorities to provide annual assurance on financial, governance and operational matters and show they had due regard to the expectations set out in their Community Risk Management Plan (CRMP) and the requirements included in the Framework. The Statement covered financial, governance and operational assurance. The Statement had been considered and endorsed by the Governance, Audit and Scrutiny Committee at its meeting of 7 July 2025.

Resolved - that the Annual Statement of Assurance 2024/25 be approved.

55/25 ANNUAL GOVERNANCE STATEMENT 2024/25 - The Assistant Chief Fire Officer submitted a report detailing the Anti-Fraud and Corruption Statement 2024/25.

Humberside Fire Authority (HFA) was required to publish an Annual Governance Statement (AGS) on a yearly basis. Such publication ensures that HFA complied with regulation 4(2) of the Accounts and Audit Regulations 2003 as amended 2006 and 2011. Although the AGS forms part of the Annual Accounts, it is felt appropriate that HFA specifically review the AGS separately from the Annual Accounts. The Statement had been considered and endorsed by the Governance, Audit and Scrutiny Committee at its meeting of 7 July 2025.

Resolved - that the Annual Governance Statement 2024/25 be approved.

56/25 ANTI-FRAUD AND CORRUPTION STATEMENT 2024/25 - The Assistant Chief Fire Officer submitted a report detailing the Anti-Fraud and Corruption Statement 2024/25.

The Anti-Fraud and Corruption Statement set out the effective arrangements in place to manage and counter the risk of fraud and corruption to the Authority. The annual Anti-Fraud and Corruption Statement was produced in response to recommendations within an Internal Audit review of Counter Fraud Arrangements conducted during 2016/17. The Statement covered key actions taken throughout the reporting year to provide an assurance of the processes in place. The Governance, Audit and Scrutiny Committee reviewed the anti-fraud related policies on an annual basis and made any necessary recommendations to enhance effectiveness of the relevant policy. At its meeting of 17 February 2025, the Committee made recommendations to aid the effectiveness of the policies, which had been implemented, and also expressed that it was assured of the review process undertaken for each anti-fraud related policy. There had been no whistle-blowing incidents during the reporting period and staff were aware of their ability to whistle-blow. The Statement had been considered and endorsed by the Governance, Audit and Scrutiny Committee at its meeting of 7 July 2025.

Resolved - that the Anti-Fraud and Corruption Statement 2024/25 be approved.

57/25 MODERN SLAVERY STATEMENT 2024/25 - The Assistant Chief Fire Officer submitted a report detailing the Modern Slavery Statement 2024/25.

Modern slavery was a crime and a violation of fundamental human rights. It could take various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which had in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

The Authority had a zero-tolerance approach to modern slavery and was committed to acting ethically and with integrity in all business dealings and relationships, and to implementing and enforcing effective systems and controls to ensure modern slavery was not taking place anywhere in its own business, or in any of its supply chains. Although not a statutory requirement for public sector organisations to do so, the Service had produced a statement under Section 54(1) of the Modern Slavery Act 2015 which constituted the Authority's Modern Slavery Statement for the financial year ending 31 March 2025.

Resolved - that the Modern Slavery Statement 2024/25 be approved.

58/25 WORKFORCE PLAN UPDATE (OCTOBER 2024 TO MARCH 2025) - The Assistant Chief Fire Officer submitted a report detailing the Workforce Plan Update (October 2024 to March 2025).

In March 2025 the Service Workforce Plan had been updated to reflect current staffing levels and the retirement profile. It also reflected how the Service met its obligations under the Community Risk Management Plan (CRMP) and optimised the use of the 24-hour shift system.

The Workforce Plan set out the detail of the Service's position at 31 March 2025 in relation to the Establishment, with vacancies and recruitment plans with consideration for the potential retirement and subsequent resulting recruitment. The document had been designed to be a "working document" to enable continual evolution as the Service progresses but was formally updated on an annual basis on 31 March.

Resolved - that the Workforce Plan Update (October 2024 to March 2025) be received and assurance taken that the Service regularly reviews and addresses workforce planning needs through both long-term planning and dynamic response as required.

59/25 ANNUAL PERFORMANCE REPORT 2024/25 - The Assistant Chief Fire Officer submitted a report detailing the Annual Performance Report 2024/25.

The Annual Performance Report detailed the following areas of activity between 1 April 2024 and 31 March 2025, all of which were aligned to the Community Risk Management Plan (CRMP) and supported the delivery of the Strategic Plan:

- Prevention & Protection activity
- Emergency Response
- People
- Health, Safety and Environment
- Organisational Learning
- Corporate elements, including public feedback

During 2024/25 the Service had responded to 13,678 emergency incidents, consistent with the previous year's figure of 13,708, while continuing to exceed its response targets. The Service's average first-fire engine response was within the required time in 97.77 per cent of incidents, well above the 90 per cent target. The Service also achieved a 90.01 per cent success rate for second-engine attendance within five minutes, and 80.12 per cent of all rescues were completed within target times.

Prevention and protection efforts remained central to the Service's mission, with over 10,000 Home Fire Safety Visits conducted alongside engagement with more than 51,000 children through school programmes. The Service had also issued 15 enforcement notices, eight prohibition notices and 12 alteration notices, continuing to target high-risk premises using data-driven risk models.

The Service had continued to invest in its people, with a focus on wellbeing, diversity, and inclusion. Mental health support, occupational health services, and a new Wellbeing Hub had been key developments throughout 2024/25. While sickness absence had increased slightly, the Service remained committed to supporting staff through robust health and wellbeing initiatives.

Between July and September 2024 the Service had been inspected by His Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS), which rated the Service 'Outstanding' in two key areas 'Understanding fires and other risks' and 'Preventing fires and other risks'. Additionally, the Service

had received eight 'Good' and one 'Adequate' rating across the 11 inspection criteria - an achievement that reflected the dedication and professionalism of the entire workforce.

Resolved - that the Annual Performance Report 2024/25 be approved..

60/25 USE OF DELEGATED POWERS BY CHIEF FIRE OFFICER AND CHIEF EXECUTIVE - The Assistant Chief Fire Officer submitted a report detailing the Use of Delegated Powers by Chief Fire Officer and Chief Executive.

The report provided the Authority with details of the decisions taken by the Chief Fire Officer & Chief Executive during 2024/25 to vary the establishment, under delegated powers within the Fire Authority's Constitution. Members noted that the report concerned only permanent changes to the establishment. Temporary posts, re-gradings and changes in job content where the post remained substantially the same were not included as such decisions were constitutionally within the remit of the Chief Fire Officer & Chief Executive.

Resolved - that the report on the Use of Delegated Powers by Chief Fire Officer and Chief Executive during 2024/25 be received.

61/25 PRODUCTIVITY AND EFFICIENCY PLAN 2025/26 - The Area Manager of Service Improvement submitted a report detailing the Productivity and Efficiency Plan 2025/26.

In 2023, the Minister of State for Crime, Policing and Fire had mandated that all fire and rescue authorities create and publish an annual Productivity and Efficiency Plan (PEP). The 2025/26 PEP had been submitted to the Home Office in advance of the 30 April 2025 deadline, populated in accordance with the issued template, guidance and published on the Service's website. The PEP explained how Humberside Fire Authority (HFA) fulfilled the requirements of the following two metrics:

- Meet the 3% increase in productivity Spending Review (SR) target for wholetime firefighters.
- Create 2% of non-pay efficiencies

Notably the Service had achieved both targets exceeding three percent productivity for wholetime Firefighters resulting in a 9 percent increase for the reporting period alongside 3.65 percent non-pay efficiencies.

Resolved - that the Productivity and Efficiency Plan 2025/26 be received.

62/25 HMICFRS STANDARDS OF BEHAVIOUR RECOMMENDATIONS UPDATE - The Assistant Chief Fire Officer submitted a report detailing the HMICFRS Standards of Behaviour Recommendations Update.

At the Authority meeting on 20 September 2024, Members had been informed about the publication of His Majesty's Inspectorate of Constabulary and Fire and Rescue Service (HMICFRS) report titled 'Standards of Behaviour: The Handling of Misconduct in the Fire and Rescue Services'.

HMICFRS had published a total of 15 recommendations across three themes:

- The culture in FRSs
- The extent to which FRSs are identifying misconduct
- The effectiveness of the misconduct process

Some recommendations had multiple components, resulting in 35 actions needing evidence to demonstrate compliance. Many of these actions align with existing Service practices. During the Authority meeting on 14 February 2025, Members had received an update regarding recommendations 1, 2, 4, 6, 13 and 15. This update concentrated on recommendations 3, 7, 10, and 11. The May 2025 deadline for responses to these recommendations had passed, and the Service had provided evidence of their completion.

Resolved - that the HMICFRS Standards of Behaviour Recommendations Update be received.

63/25 CHIEF FIRE OFFICER UPDATE - The Chief Fire Officer delivered a verbal update making the following points:

- **Member Day** - A Member Day had been held on Friday 11 July 2025, at which Members had been able to view new equipment and meet staff.
- **Climate Change** - The seasonal impact of climate change had become increasingly apparent in recent years. The previous weekend had seen the country's third heatwave of the year and a hosepipe ban had been imposed by Yorkshire Water. The Service would use water responsibly in relation to non-firefighting activity. There had been 10 medium fires to date in June and July 2025, including terrace and industrial fires. External fires had been a particular issue in June 2025, with figures 22 percent higher than the three-year average. In relation to all types of fire, June 2025 had seen a 14 percent increase on June 2024.
- **Firefighters Fete** - The Peaks Lane, Grimsby station had raised £27,000 for charity at its annual summer Firefighters Fete.

Resolved - that the Chief Fire Officer Update be received.