



HUMBERSIDE
Fire Authority

Fire & Rescue Service Headquarters Summergroves Way Kingston upon Hull HU4 7BB

Telephone 01482 565333

To: Members of the Fire Authority	Enquiries to: Alison Finn Email: committeemanager@humbersidefire.gov.uk Tel. Direct: (01482) 393204 Date: 5 February 2026
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Dear Member

I hereby give you notice that a meeting of **HUMBERSIDE FIRE AUTHORITY** will be held on **FRIDAY, 13 FEBRUARY 2026 at 10.30AM** at **HUMBERSIDE FIRE & RESCUE SERVICE HEADQUARTERS, SUMMERGROVES WAY, KINGSTON UPON HULL, HU4 7BB.**

The business to be transacted is set out below.

Yours sincerely

for Lisa Nicholson
Monitoring Officer & Secretary to Fire Authority

Enc.

A G E N D A

Business	Page Number	Lead	Primary Action Requested
1. Apologies for absence	-	Chairperson	To record
2. Declarations of Interest	-	Chairperson	To declare
3. Minutes of the Authority meeting held on 28 November 2025	(pages 1 - 11)	Chairperson	To approve
4. Update from meeting of GAS Committee held on 9 February 2026	Verbal	Chair of GAS Committee	To receive
5. Questions by Members	-	Monitoring Officer & Secretary	To receive
6. Communications	-	Chairperson & Chief Fire Officer	To receive
7. Finance and Procurement update Period ending 31 December 2025	(pages 12 - 13)	Executive Director of Finance/ Section 151 Officer	To receive
8. Medium Term Resource Strategy 2026/27 to 20230/31 and Precept 2026/27	(pages 14 - 41)	Executive Director of Finance/ Section 151 Officer	To approve

Business	Page Number	Lead	Primary Action Requested
9. Fees and Charges 2026/27	(pages 42 - 46)	Executive Director of Finance/ Section 151 Officer	To approve
10. Suggested Scrutiny Topics 2026/27	(pages 47 - 52)	Assistant Chief Fire Officer	To approve
11. Estates Update	Verbal	Deputy Chief Fire Officer	To receive
12. Chief Fire Officer Update	Verbal	Chief Fire Officer/ Chief Executive	To receive

HUMBERSIDE FIRE AUTHORITY

FRIDAY, 28 November 2025

PRESENT:

Members

Representing East Riding of Yorkshire Council:

Councillors Bayram, Bovill, Cantrell, Christon-Whyte, Dennis, Gill, and Sutton

Representing Hull City Council:

Councillors Collinson, Henry, Hofman, Neal and Nicola

Representing North East Lincolnshire Council:

Councillors Bonner, Lindley, and Patrick

Representing North Lincolnshire Council:

Councillors Grant, Ogg, Sherwood and Waltham MBE.

Officers of Humberside Fire & Rescue Service

Phil Shillito – Chief Fire Officer/Chief Executive, Matt Sutcliffe - Assistant Chief Fire Officer & Executive Director (Corporate Services and People), Martyn Ransom - Executive Director of Finance/Section 151 Officer, Donna Chambers - Assistant Director People and Culture, Jason Kirby - Area Manager of People and Culture, Steve Duffield - Area Manager Emergency Response, Lisa Nicholson - Monitoring Officer/Secretary and Alison Finn - Committee Manager.

HMICFRS

Phil Innis – HMICFRS Service Liaison Lead.

GAS Committee

Chris Brown – Chair of the Governance, Audit and Scrutiny Committee

External Auditors

Rejoice Mapeto and James Collins were in (remote) attendance from Forvis Mazars for minutes 71/25 and 72/25.

The meeting was held at Service Headquarters, Hessle.

64/25 APOLOGIES FOR ABSENCE - Apologies for absence were submitted from Councillors Heslop-Mullens, McMurray, Shepherd and Jonathan Evison PCC.

65/25 DECLARATIONS OF INTEREST - There were no declarations of interest.

66/25 MINUTES - Resolved - That the minutes of the meeting of the Authority held on 18 July 2025 be approved as a correct record.

67/25 MINUTES OF THE GOVERNANCE, AUDIT AND SCRUTINY COMMITTEE – The Chair of the Governance, Audit and Scrutiny Committee presented the minutes of the Committee from its meetings of 7 July and 10 November 2025.

Resolved - That the minutes of the Governance, Audit and Scrutiny Committee held on 7 July 2025 and 10 November 2025 be received, and the recommendations therein adopted.

68/25 MINUTES OF THE PENSION BOARD - Resolved - That the minutes of Pension Board held on 14 July 2025 be approved.

69/25 MINUTES OF THE APPOINTMENTS AND REMUNERATION COMMITTEE – Resolved - That the minutes of the Appointments and Remuneration Committee held on 22 September 2025 be received subject to the following addition to the recommendations -

c) that the Chief Fire Officer's salary would be positioned at the mid-point of the upper quartile of Combined Fire Authority and PFCC services, forming the basis for senior officer pay be approved

d) that the Gold Book Pay Award of a £1,500 consolidated uplift on all salaries effective from 1 January 2025 be approved

70/25 QUESTIONS BY MEMBERS - There were no questions by Members.

71/25 COMMUNICATIONS – The Chief Fire Officer extended the Service's deepest sympathies to all those affected by the recent tragic fires in the high-rise residential estate in Hong Kong..

72/25 EXTERNAL AUDIT COMPLETION REPORT 2024/25 - Forvis Mazars, the external auditor, submitted the audit completion report for the Year ending 31 March 2025.

The Auditor's Completion report summarised the work undertaken by external auditors for the year ended 31 March 2025. Responsibilities of auditors were defined by the Local Audit and Accountability Act 2014 and the Code of Audit Practice ('the Code') issued by the National Audit Office ('the NAO'). The remaining sections of the completion report outlined how auditors had discharged those responsibilities and the findings from its work, a summary of which could be seen below:

- Status on the audit – the work was substantially completed and there were currently no matters that would require modification of the audit opinion other than a few outstanding matters set out in the report.
- Opinion on the financial statements – auditors anticipated issuing an unqualified opinion on the financial statements.
- Value for Money arrangements – auditors anticipated having no significant weaknesses in arrangements to report in relation to the arrangements that the Authority had in place to secure economy, efficiency and effectiveness in its use of resources.
- Wider reporting responsibilities – The 2014 Act required them to give an elector, or any representative of the elector, the opportunity to question Mazars about the accounting records of the Authority and to consider any objection made to the accounts. No such questions had been raised.
- Reporting to the Group Auditor - they had not yet received group instructions from the National Audit Office in respect of the work on the Authority's WGA submission. They were unable to commence the work in that area until such instructions had been received.

Resolved - That the report be received.

73/25 EXTERNAL AUDIT ANNUAL REPORT 2024/25 - Forvis Mazars, the external auditor, submitted the External Audit Annual Report for the Year Ending 31 March 2025.

The Auditor's Annual Report summarised the work undertaken as the auditor for Humberside Fire Authority ('the Authority') for the year ended 31 March 2025. The responsibilities were defined by the Local Audit and Accountability Act 2014 and the Code of Audit Practice ('the Code') issued by the National Audit Office ('the NAO'). The remaining sections of the Auditors Annual Report outline how those responsibilities were discharged and the findings. Those were summarised below.

- Audit status - Our audit procedures are now substantially complete for the year ended 31 March 2025. We will provide an update to Humberside Fire Authority and the Governance, Audit and Scrutiny Committee on completion of those outstanding matters by way of a follow-up letter.
- Areas of focus and audit approach, and significant findings - We have not made any changes to our initial risk assessment and planned audit approach that was communicated to Humberside Fire Authority and the Governance, Audit and Scrutiny committee in our Audit Strategy Memorandum.
- Significant control deficiencies - We identified significant deficiencies in internal control. We have not identified any non-significant control observations to date.
- Audit misstatements - A summary of the adjusted and unadjusted misstatements above our reporting threshold we have identified to date is set out in the '*Summary of misstatements*' section.
- Audit opinion - At the time of issuing this report and subject to the satisfactory conclusion of our remaining audit work, we anticipate issuing an unqualified opinion, without modification, as set out in Appendix C.
- Value for Money - We anticipate having no significant weaknesses in arrangements to report in relation to the arrangements that the Authority has in place to secure economy, efficiency and effectiveness in its use of resources. Further details have been provided in the '*Value for Money*' section of this report.
- Wider reporting powers - The 2014 Act requires us to give an elector, or any representative of the elector, the opportunity to question us about the accounting records of the Authority and to consider any objection made to the accounts. No such questions have been raised.
- Reporting to the group auditor - We have not yet received group instructions from the National Audit Office in respect of our work on the Authority's WGA submission. We are unable to commence our work in this area until such instructions have been received.

Resolved - That the report be received.

74/25 ANNUAL STATEMENT OF ACCOUNTS 2024/25 (AUDITED) - The Executive Director of Finance/Section 151 Officer submitted the annual accounts for 2024/25 for approval.

The report contained the Authority's full audited Statement of Accounts for 2024/25. Mazars had completed the audit work, and the Audit Assurance Report was expected by 30 November 2025.

The Government specified timescales for Annual Account sign-off by the S151 Officer of 30 June 2025 and deadline for the completion of the audit of 27 February 2026. The Authority would have delivered ahead of both of those deadlines.

Resolved - That the annual accounts for 2024/25 be approved.

75/25 FINANCE AND PROCUREMENT UPDATE – PERIOD ENDING 30 SEPTEMBER 2024 - The Executive Director of Finance/Section 151 Officer presented a report with an update on finance and procurement to the end of September 2025.

The Quarterly Finance and Procurement Update replaced the Management Accounts that had been produced in previous years and would be reported to Members four times a year with the financial position at 30 June, 30 September, 31 December and 28 February.

The summary estimated outturn position for the current financial year based on information to 30 September 2025 was as follows:

CATEGORY	2025/26 OUTTURN PROJECTION
HFA	
Revenue Budget	£0.058m underspend
Capital Programme	£8.511m spend against a £8.156m allocation
Pensions Account	£13.372m deficit

Resolved - That Members take assurance from the report and the Authority's financial position for the period ending 30 September 2025.

76/25 TREASURY MANAGEMENT HALF-YEAR UPDATE REPORT 2025/26 - The Executive Director of Finance/Section 151 Officer presented a report with a mid-year update on treasury management.

The Authority's temporary investments totalled £26.73m as at 30 September 2025.

Investment Income April to September 2025

Interest Earned April to September 2025	Rate of Return April to September 2025	Benchmark Return April to September 2025	Difference April to September 2025 (+ favourable)
£0.387m	4.25%	3.97%	(0.28%)

* Benchmark set as average SONIA (Sterling Over Night Index Average)

The Authority sought to minimise the use of short-term borrowing to fund temporary cash shortfalls, as such none had been taken in the period April to September 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 was a sustainable and affordable level of borrowing as an integral part of their Medium-Term Financial Planning processes.

The Authority's level of borrowing was £15.428m as at 30 September 2025, with an equated average rate of interest payable at 2.86 per cent. An expected £545k of interest was projected to be payable on external debt for 2025/26.

The Authority had not undertaken any new long-term borrowing to date this financial year but that position would continue to be reviewed against the backdrop of interest rate changes and projections.

The approach outlined within the report was aimed at achieving effective and efficient management of the Authority's financial resources and reflected a prudent approach to the management of financial risk for the Authority.

The Authority had delivered an under-borrowed position in relation to long-term borrowing of £8.7m at September 2025.

Resolved - That the report be approved.

77/25 CAPITAL PROGRAMME 2026/27 ONWARDS – The Assistant Chief Fire Officer presented a report on the capital programme for 2026/27 onwards.

The report set out for approval the proposed capital programme for vehicles, estates, and digital services for a five-year period from 2026/27 to 2030/31.

The total planned capital fleet spend for the five-year period from 2026/27 onwards was summarised in the table below.

	2026/27 £m	2027/28 £m	2028/29 £m	2029/30 £m	2030/31 £m	Total £m
Heavy Vehicles	1.160	1.417	1.764	1.653	0.924	6.918
Light Vehicles	0.394	0.385	0.381	0.470	0.401	2.031
Equipment	0.926	0.810	0.452	0.370	0.389	2.947
Total	2.480	2.612	2.597	2.493	1.714	11.896

The Service continued to implement the five-year modernisation programme (2025-2029), which incorporated new build projects and improvements to general condition, welfare and fire contaminants across our estate. Joint Estates Services were currently in the planning phase for two sites (Bridlington and Epworth) within the financial year.

The proposed Estates programme moving forward was as follows:

	2026/27 £m	2027/28 £m	2028/29 £m	2029/30 £m	2030/31 £m	Total £m
Land & Buildings	4.777	1.164	9.010	6.980	4.897	26.828

The above figures were given as indicative costs and would be subject to HLM making an assessment and recommendation on the programme of estate works and anticipated costs taking into consideration inflationary and wider pressures within the construction industry and economy as a whole.

Operational Training facilities at Service Headquarters and Immingham West fire station continued their improvement and modernisation programme, with new decontamination, working at height and hot fire facilities now complete.

The Operational Training programme moving forward was therefore as follows:

	2026/27 £m	2027/28 £m	Total £m
Additional investment in training facilities	0.950	1.000	1.950

In 2025/26, the Digital Services Capital Program funding was strategically deployed to modernise infrastructure, enhance operational agility, and align with the Service's broader transformation goals.

The proposed Digital Services capital programme was therefore as follows:

	2026/27 £m	2027/28 £m	2028/29 £m	2029/30 £m	2030/31 £m	Total £m
Core Replacement Programme	0.200	0.200	0.250	0.250	0.200	1.100
Data Centre Hardware Upgrade	0.100	0.100	0.100	0.100	0.100	0.500
Total	0.300	0.300	0.350	0.350	0.300	1.600

Resolved – That the capital programme as set out for Vehicles, Estates and Digital Services be approved.

78/25 FINANCIAL OUTLOOK 2025/26 ONWARDS AND DRAFT MEDIUM TERM RESOURCE

STRATEGY 2025/26 – 2029/30 - The Executive Director of Finance/Section 151 Officer presented a report on the financial outlook from 2025/26 onwards and the draft medium term resource strategy for 2025/26 to 2029/30.

The Authority's outturn for 2024/25 delivered an overspend of £0.029m (0.05 per cent) and a closing level of total Revenue Reserves of £15.7m.

The Authority had set a balanced budget for 2025/26 and the last budget monitoring to 30 September 2025 set out a slight underspend of £0.058m.

Pay awards in the current year had been agreed at 3.2 per cent.

Following the Local Government Fair Funding Review 2.0 consultation, the Service now faced significant financial strain for the medium-term. The Finance team were in the early stages of planning for 2026/27 with the confirmed three-year settlement expected on 15 December 2025.

The combination of a reduction in government grant funding and continued pressures from pay awards left the Authority in a position of deficit, summarised below:

	2026/27	2027/28	2028/29	2029/30	2030/31
Surplus/(Deficit) (£k)	(1,085)	(1,734)	(2,311)	(1,710)	73
Savings Required (£k)	-	(1,500)	(1,000)	(1,000)	-
Reserves (£m)	12.7	11.0	8.7	7.0	7.0
Precept Assumption	£4.99	£4.99	£4.99	2.99%	2.99%

The current Medium Term Resource Strategy (MTRS) incorporated savings requirements of c.£0.3m per annum. The MTRS projections for 2027/28 would require additional savings of £1.5m, followed by additional savings of £1.0m in 2028/29 to 2029/30, to deliver a balanced position. The Fair Funding review would result in Government grant funding reducing by approximately 2 per cent per annum for the next three years. Humberside Fire and Rescue Service would lose £5m grant funding over the medium term. That was the third highest reduction across all Fire and Rescue Services. The result was the Revenue Support grant was expected to remain flat over the medium term.

Reserves were held by the Authority to meet general financial risks and costs that might materialise and to meet specific project costs or financial liabilities (Earmarked Reserves).

The expected General Reserve at 1 April 2026 would be adjusted to £6.0m to match the identified level required following the risk assessment used to produce the Prudent General Minimum Level of Reserves following the end of 2025/26 financial year.

The S.151 Officer confirmed that the current reserves held by the Authority were adequate. The position on reserves would be kept under continuous review and would be reviewed again during 2026/27. Any material changes would be reported to the Authority.

Resolved – (a) That the draft Medium Term Resource Strategy 2026/27 – 2030/31 and the Authority's medium-term financial position, prior to approval at the 13 February 2026 meeting, be received, and

(b) that the Prudent General Minimum Reserve be approved.

79/25 EQUALITY, DIVERSITY AND INCLUSION ANNUAL REPORT 2024/25 – The Assistant Chief Fire Officer presented the annual report on Equality, Diversity and Inclusion for 2024/25.

Humberside Fire and Rescue Service's Equality, Diversity and Inclusion Annual Report 2024/25 outlined continued progress in meeting its statutory duties under the Equality Act 2010 and delivering against five key priorities for the period 2021-25:

- ❖ Priority 1 - leading by example on equality.
- ❖ Priority 2 - Increasing diversity throughout our workforce.
- ❖ Priority 3 - Ensuring a safe and fair workplace for all staff.
- ❖ Priority 4 - Continuing to improve our knowledge of our diverse communities and how we engage with them.
- ❖ Priority 5 - Identifying the fire and other emergency risks linked to multiple disadvantage and discrimination.

Over the past year, the Service had strengthened its culture through visible equality leadership, inclusive recruitment initiatives, such as the Community Interview Panel and enhanced wellbeing and fairness measures supported by Equality Impact Assessments (EIAs).

Engagement with underrepresented communities, through events like PRIDE and the Asia Cup Cricket Tournament, had improved trust and accessibility, while multi-agency work had identified and mitigated risks linked to multiple disadvantage. As the current EDI plan concluded, those achievements provided a strong foundation for the next phase of priorities to be developed through public consultation in 2025.

Resolved - That the Equality, Diversity and Inclusion Annual Report 2024/25 be approved.

80/25 BI-ANNUAL PERFORMANCE REPORT (APRIL – SEPTEMBER 2025) - The Area Manager of Service Improvement presented a report on Bi-Annual Performance for April to September 2025.

The Bi-Annual Performance Report reported on the following areas of activity between 1 April and 30 September 2025, all of which were aligned to the Community Risk Management Plan 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 the first half of the financial year the Service had continued to perform strongly across core functions of prevention, protection, and emergency response, while embedding equality, diversity, and inclusion throughout the organisation. The achievements during that period demonstrate resilience, adaptability, and a clear focus on community safety.

Key highlights during this period included:

- Incident Activity: Continuing effective response to emergencies with first engines attending Dwelling Fires or Road Traffic Collisions (RTC) within the specified times on 96.51% of occasions and second engines on 92.94% of occasions.

- Prevention and Protection: increased engagement with school children (33,639 compared to 23,088 for the same period in 2024) and continuing action being taken against businesses who fail to meet the necessary standards of the Fire Safety Order; 73 per cent of inspections resulted in further action or enforcement.
- People and Workforce: Investment in wellbeing and development initiatives, which at the same time has seen a reduction in average days sickness absence per employee (3.45 days down from 5.17 days for the 2024 corresponding period).

These achievements were testament to the dedication of staff and the support of our partners and communities. While challenges remain, particularly in adapting to evolving risks and resource pressures, we remain focused on continuous improvement and organisational learning.

Resolved - That the Bi-Annual Performance Report (April – September 2025) be approved.

81/25 WORKFORCE PLANNING (APRIL TO SEPTEMBER 2025) - The Assistant Chief Fire Officer submitted a report detailing the Workforce Plan Update (April to September 2025).

The Workforce Plan laid out the detail of the Service's position as of 30 September 2025 in relation to the Establishment, vacancies and recruitment plan with consideration for the potential retirement and subsequent resulting recruitment. The document was designed to be a "working document" to enable continual evolution as the Service progresses but is also formally updated on an annual basis on 31 March.

In September 2025 the Service Workforce Plan was reviewed to consider 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.

Progress between 1 April to 30 September 2025 included:

- 9 new Full Time Recruit Firefighters started a training course in September 2025, to be posted to stations in December 2025
- 8 transferees (On-Call to FT or External) to be posted to positions by April 2026 and July 2026, subject to the retirement profile.

Promotion Processes from April 25 to September 2025 included:

- Area Manager (AM) Process – Advertised March 2025, 9 applications, 2 appointable, 1 temporary appointable
- On-Call Watch Manager (WM) – Preston, July 2025
- On-Call Crew Manager (CM) – Driffield and Preston, September 2025

Other developments over the period had seen:

- The introduction of a diverse Community Interview Panel in 2024 has resulted in members of the same being incorporated into all recruitment and promotion processes.
- Ongoing positive action initiatives to collect electronic expressions of interest continue to enable the Service to target applications from all under-represented groups.
- The reenergising of the positive action programme (Rookie Reds) to equip underrepresented groups to undertake the selection process with more confidence. The programme is being fully supported by Stations across all Districts and is a joint collaboration between Emergency Response and Human Resources.

- The use of the expressions of interest process to target individuals regarding the option to apply to become an On-Call Firefighter in rural areas where it is more geographically challenging to recruit in accordance with the five-minute response time.

Resolved - that the Workforce Plan Update (April to September 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.

82/25 COMMUNITY RISK MANAGEMENT PLAN PROJECTS UPDATE - The Assistant Chief Fire Officer submitted a report detailing updates to Community Risk Management Plan projects.

The Community Risk Management Plan identified the prevalent risks in the community and specified the methods and resources employed to mitigate them. The Authority approved the CRMP 2025-28 at its meeting of 28 March 2025.

One of the sections in the CRMP was dedicated to eight projects aimed at improving the effectiveness of the Service in key areas. Those projects had been created following detailed analysis of incident data, which helped the Service to understand the resources in place and make sure the Service could respond effectively to specific risks. Each project was managed separately, but they were all interconnected and strengthen the ability to respond to future demands and risks.

Appendix 1 of the report provided an update on the eight projects within the CRMP. Those projects were designed to strengthen the Service's ability to manage risk and respond effectively to community needs. A summary of Appendix 1 depicts that:

- All projects had completed their initial options appraisal phase and were now moving into implementation.
- Several projects involve operational changes, such as new shift patterns for wholetime and Control Room staff, and repurposing Watch Manager roles to improve flexibility and efficiency.
- Investment is being made in new resources, including nine Rapid Response Vehicles and enhanced specialist rescue equipment, supported by improved mobilisation arrangements.
- Estate-related work is progressing, including the sale of Cromwell Road Fire Station and the completion of a data-driven estate review, which delivered a mapping tool to assess risk and demand.
- On-call staffing arrangements are being reviewed to increase flexibility and improve availability across the Service.

Overall, the report demonstrated that the CRMP was a dynamic plan, with projects evolving to meet the emerging risks and operational demands of the Service while maintaining a strong focus on efficiency, resilience, and service improvement.

The report also proposed slight scope changes to Projects 1-5 and 8 to reflect the need to adapt to current progress and future direction, ensuring projects remained aligned with strategic priorities and community safety.

Resolved – (a) That the Fire Authority receive assurance over the progression of the Community Risk Management Plan projects; and

(b) That the proposed amendments to the CRMP project scopes be approved.

83/25 AMENDMENTS TO THE CONSTITUTION – The Monitoring Officer submitted a report detailing amendments needed to the Constitution.

The report sought approval from the Fire Authority to amend the Constitution to formally recognise the delegation of all powers and responsibilities of the Chief Fire Officer and Chief Executive to the Deputy Chief Fire Officer and, where appropriate, the Assistant Chief Fire Officer during periods of absence, whether short, medium or long-term.

The report also proposed the formalisation of the ability for the Secretary/Monitoring Officer to appoint a deputy, who in their absence, would assume the role and responsibilities of the Secretary/Monitoring Officer. Likewise, the report also proposed to formally recognise the delegation of all powers and responsibilities of the S.151 Officer to the Deputy S.151 Officer during periods of absence, whether short, medium or long-term.

Article 2 'Members of the Humberside Fire Authority' of the Constitution set out terms of office of Members. It was proposed to add an additional clause stating that a Member ceases to be a Member of the Authority with immediate effect when they change political allegiance. Ultimately this proposed addition was not supported by Members.

Resolved – That the proposed changes to Part 3, Section B - Scheme of Delegation of the Constitution, as set out at Appendix 1 of the report, be approved:

- (a) the delegation of all powers and responsibilities of the Chief Fire Officer and Chief Executive to the Deputy Chief Fire Officer and, where appropriate, the Assistant Chief Fire Officer, during periods of absence, whether short, medium or long-term.
- (b) the ability for the Secretary/Monitoring Officer to appoint a deputy, who in their absence, would assume the role and responsibilities of the Secretary/ Monitoring Officer.
- (c) the delegation of all powers and responsibilities of the S.151 Officer to the Deputy S.151 Officer during periods of absence, whether short, medium or long-term.
- (d) that the proposed amendment to Article 2, as set out at Appendix 2 of the report, be referred to the GAS Committee for consideration and recommendation back to the Fire Authority.

84/25 HMICFRS STANDARDS OF BEHAVIOUR - 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 were informed about the publication of His Majesty's Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS) report titled 'Standards of Behaviour: The Handling of Misconduct in the Fire and Rescue Services'. Members gained insight into the HMICFRS report, which outlined the recommendations that all Fire and Rescue Services (FRS) must consider, manage, complete, and provide evidence for.

HMICFRS 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 or completion. Many of those actions aligned with existing Service practices.

The Service Improvement Plan (SIP) effectively addressed and managed the report's recommendations and associated actions, ensuring compliance with HMICFRS deadlines. The resulting narrative and supporting evidence were submitted onto HMICFRS monitoring portal.

The update concentrated on HMICFRS report recommendations 9 and 14. The deadlines for those recommendations had now passed, and the Service had provided evidence of their completion.

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

85/25 HMICFRS STATE OF FIRE AND RESCUE 2024/25: HIGHLIGHTS AND RECOMMENDATIONS – The Assistant Chief Fire Officer submitted a report on HMICFRS state of Fire and Rescue 2024/25.

The report provided an overview of the key findings, recommendations, and positive references to Humberside Fire and Rescue Service from His Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) Annual Assessment 2024/25. The report also outlined how the Service's current improvement plans and practices align with national expectations and sector-leading practice.

Areas of Service practice specifically referenced in the report included:

- Outstanding Prevention Work
- Effective Use of Technology and Data
- Strong Governance and Continuous Improvement
- Promoting Diversity and Inclusion
- Staff Well-being Initiatives
- Alignment with Service Improvement Plan

The HMICFRS Annual Assessment 2024/25 evaluated the effectiveness and efficiency of fire and rescue services in England. The report drew on inspection findings, sector feedback, and national data, highlighting both progress and persistent challenges across the sector.

Resolved – That the Fire Authority -

- a) Takes note of the key findings and recommendations from HMICFRS State of Fire and Rescue report 2024/25;
- b) Takes assurance that the Service is positively referenced for innovation, governance, diversity, and staff wellbeing, and
- c) Continues to support the Service in addressing sector-wide challenges and implementing national recommendations.

86/25 CHIEF FIRE OFFICER UPDATE - The Chief Fire Officer delivered a verbal update making the following points:

- Fair Funding Review – Members were thanked for their involvement in lobbying for increased funding following the consultation on the Government’s proposed approach to local authority funding reform through the Local Government Finance Settlement from 2026 to 2027.
- HMICFRS Thematic Inspection – The Service had been selected as one of three Fire and Rescue Services to be inspected as part of a thematic inspection into Cyber Security at the beginning of 2026.
- Recognition Awards – 235 people attended the annual Recognition Awards held at the MKM Stadium in October 2025.
- SLT visit with Civil Service – The Strategic Leadership Team had met with Peter Lee, senior Civil Servant for Fire and Rescue, highlighting the Service’s best practice.
- Bonfire night – the Service had received 200 telephone calls, mobilising to 115 incidents. Pleasingly there had been no reported incidents of significance or acts of aggression towards fire fighters.
- Howden Fire Station – the rebuild of Howden Fire Station continued.
- New Control System– Control staff had received training on the new control system which was due to go live in quarter 1 of 2026.
- Fleet replacement scheme – as part of the fleet strategy, 16 new officer cars had been acquired on a three-year cycle to maximise efficiency savings.
- Chief Fire Officer retirement – the Chief Fire Officer announced that would be retiring from the Service in 2026. A recruitment process to appoint his successor would commence in the new year.

Resolved - that the Chief Fire Officer Update be received.

	Agenda Item No. 7
Humberside Fire Authority 13 February 2026	Report by the Executive Director of Finance/S.151 Officer

FINANCE AND PROCUREMENT UPDATE 2025/26 FOR THE PERIOD ENDING 31 DECEMBER 2025

1. SUMMARY

- 1.1 This report highlights the current financial position based on information to 31 December 2025.
- 1.2 The end of year projections are set out at section 4.1 for the revenue budget, capital programme and pensions account.

2. RECOMMENDATIONS

- 2.1 It is recommended that the Fire Authority takes assurance of the Authority's financial position for the period ending 31 December 2025.

3. BACKGROUND

- 3.1 The Quarterly Finance and Procurement Update is reported to Members four times a year with the financial position at 30 June, 30 September, 31 December and 28 February.

4. PERIOD ENDING 31 DECEMBER 2025

- 4.1 The summary estimated outturn position for the current financial year, based on information to 31 December 2025, is as follows:

CATEGORY	2024/25 OUTTURN PROJECTION
HFA	
Revenue Budget	£0.034m overspend
Capital Programme	£8.437m spend against a £8.156m allocation
Pensions Account	£13.943m deficit

- 4.2 Further details on these areas are available electronically alongside the agenda papers on the Fire Authority's website at www.humbersidefire.gov.uk/about-us/fire-authority.

5. EQUALITY, DATA PROTECTION AND RISK IMPLICATIONS

- 5.1 There is no requirement to carry out an Equality Impact Analysis (EIA) and/or Data Protection Impact Assessment (DPIA) as this report does not relate to a policy or service delivery change or involves the processing of personal data.
- 5.2 Associated risks have been duly assessed and are captured on the Risk and Opportunity Register as a Strategic risk (Reference 2023/24 – 01 Financial Constraints Around National Grant Funding).

6. CONCLUSION

- 6.1 Members should take assurance from this report and the Authority's financial position for the period ending 31 December 2025.

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Background Papers

2025/26 Quarterly Finance and Procurement Update working papers

Glossary/Abbreviations

EIA	Equality Impact Assessment
DPIA	Data Protection Impact Assessment
S.151	Section 151 Officer under the Local Government Act 1972

	Agenda Item No. 8
Humberside Fire Authority 13 February 2026	Report by the Executive Director of Finance/S151 Officer
MEDIUM-TERM RESOURCE STRATEGY 2026/27 TO 2030/31 AND PRECEPT 2026/27	

1. SUMMARY

- 1.1 This report considers the Authority's Budget for 2026/27 onwards and the setting of the precept for 2026/27.
- 1.2 The report has been prepared in accordance with the Local Government Finance Act 1992 as amended by the Localism Act 2011 Sections 72 to 79 and the Local Government Finance Act 2012 to allow the Authority to approve:
 - The Council Tax Requirement for 2026/27,
 - The Council Tax Base figure for 2026/27; and
 - The basic amount of Council Tax for 2026/27.
- 1.3 The report also complies with the Local Government Act 2003 and allows the Authority to approve:
 - The financial spending plans that are necessary to support the Authority's activities [Section 25(1)(a)]; and
 - Maintenance of adequate reserves and provisions [Section 25(1)(b)].

2. RECOMMENDATIONS

- 2.1 It is recommended that the Fire Authority:
 - (i) Approves the 2026/27 precept at a level of £4.99 higher on a Band D property than the 2025/26 level; and
 - (ii) Approves Appendix 1 (Medium-Term Resource Strategy 2026/27 – 2030/31) and Appendix 2 (Calculation of Precept £4.99).

3. BACKGROUND

2025/26 Financial Year

- 3.1 There have been a series of reports to the Fire Authority on the budget position for 2025/26 onwards. Reports have been considered at the September, October and December 2024 round of meetings.
- 3.2 The Provisional Local Government Finance Settlement for 2026/27 was released in December 2025 and the key headlines were:
 - The assumption that Fire Authorities will make the maximum use of the precept flexibility in the calculation of core spending power.
 - Council Tax Referendum threshold of £5 or above on a Band D property for Humberside Fire Authority for 2026/27.
 - A £0.789m (2.7%) decrease non-Council Tax Funding for the 2026/27 financial year.

- 3.3 The Authority's Medium-Term Resource Strategy (Appendix 1) has been updated in line with new information that has become available since December 2025. The main examples of this are:
- the Council Tax Base for 2026/27,
 - Collection Fund surplus/deficit figures,
 - the Capital Programme which is based on the Premises, IT and Vehicles reports for 2026/27 onwards approved at the November 2025 Fire Authority.

Delivering Efficiencies and Improved Productivity

Efficiencies

- 3.4 We have worked extremely hard at delivering efficiencies as a Service and achieved over £11M of cashable efficiencies between 2010 and 2018. We have continued to achieve efficiencies in recent years and have delivered a further £1.9M of recurring efficiencies in the period 2018 to 2024. We continue to set a non-pay savings target for each financial year and for 2025/26 this is 3% (which is intended to stretch us more than the 2% target that has been included in previous CSRs), saving £0.38M per annum.
- 3.5 We have a proactive and professionalised procurement function that has achieved cost avoidance savings of £2.68M since April 2020 through national, regional and local procurement.

Improved Productivity

- 3.6 The Authority is actively engaged in NFCC Efficiency and Productivity workstreams with our Chief Fire Officer/Chief Executive being the National NFCC Lead for Productivity and Efficiency. The Authority has produced an efficiency and productivity plan which is published annually on the Authority's website:
<https://humbersidefire.gov.uk/about-us/our-vision-and-plans>

4. FINANCIAL POSITION/CONSULTATION

2026/27 Precept

- 4.1 The decision on the 2026/27 precept for Humberside Fire Authority must be taken in the light of a number of significant factors.
- 4.2 The Government has set a referendum threshold for 2026/27 of £5 or above on a Band D property for Humberside Fire Authority. Therefore, any increase at or above this level will require a Humberside area-wide referendum in support. Clearly, there would be a significant cost attached to any such referendum.
- 4.3 The Authority has provided for 3% pay awards in 2026/27. There remains a significant risk that they could be more than this.
- 4.4 The Authority has suffered a historic reduction in Government support over 2011/12 to 2022/23. Much has been done to respond to this, but the fact remains that the Authority has lost circa £11m of its funding from Government over this period.
- 4.5 The Fair Funding review has resulted in Humberside FRS losing £2.7M in non-Council Tax funding over the next 3 years.

Council Tax/Precept – Consultation

- 4.6 The Authority ran a public consultation for the 2026/27 council tax precept. For 2026/27 options were not to increase, increases of 2.99 per cent (£3.08), 4.85 per cent (£4.99) and 9.71 per cent (£9.99). The Service has generated an excellent level of engagement on the issue and the responses in summary are as follows:

Options	Increase of £3.08 (2.99%)	Increase of £4.99 (4.85%)	Increase of £9.99 (9.71%)	No Increase	Total
Number of responses	187	582	431	353	1,553
Percentage	12%	37%	28%	23%	100%

- 4.7 Appendix 3 and 4 of this report sets out the summary findings and demographics to the consultation responses.

Medium-Term Resource Strategy 2026/27 To 2030/31

- 4.8 Members have been regularly briefed on the Authority's medium-term financial position.

- 4.9 In broad terms the budget for 2026/27 to 2030/31 is balanced subject to:

- Council Tax increases of £4.99 on a Band D property in 2026/27.
- Pay awards of 3% in 2026/27 and 2027/28, and 2% in subsequent years.
- Additional recurring savings of £1m in each of the years 2026/27 to 2028/29.
- The use of £6.7m funding from reserves during the period within the MTRS. £4.8m of this funding is to support the capital investment in the estate approved at the November meeting of HFA.
- The recurrent revenue budget is balanced over the medium-term.

Reserves

- 4.10 The Authority's reserves consist of the General Reserve (£6.0m at 1 April 2025) and a number of Earmarked Reserves created to meet specific areas of future expenditure (£9.7m at 1 April 2025).
- 4.11 Again, as a result of good forward planning by the Authority, the reserves are in a sound position, but they do need to be seen in the context of the current and future significant reductions in Government funding and the major financial uncertainties that still lie ahead.

Local Government Act 2003

- 4.13 Section 25 of the Local Government Act 2003 specifically requires the 'Chief Finance Officer' (which for Humberside Fire Authority is the S.151 Officer) to report on the robustness of the estimates, the adequacy of reserves and the budget monitoring arrangements in place when determining a budget requirement and precept for a given financial year. These are set out below:

- Robustness of estimates - the S.151 Officer confirms that the budget estimates have been compiled on a robust and prudent basis.
- Adequacy of reserves - the S.151 Officer confirms that the current reserves held by the Authority are adequate. This position is kept under continuous review and any material changes will be reported to Members.

- Budget monitoring arrangements - the S.151 Officer confirms that the Authority has timely and robust monitoring arrangements. The proposal is to again issue management accounts to all Members and SLT within 10 working days of 30 June, 30 September, 31 December and 28 February.

5. EQUALITY, DATA PROTECTION AND RISK IMPLICATIONS

- 5.1 There is no requirement to carry out an Equality Impact Analysis (EIA) and/or Data Protection Impact Assessment (DPIA) as this report does not relate to a policy or service delivery change or involves the processing of personal data.
- 5.2 Associated risks have been duly assessed and are captured on the Risk and Opportunity Register as a Strategic risk (Reference 2023/24 – 01 Financial Constraints Around National Grant Funding).

6. CONCLUSION

- 6.1 In broad terms the budget for 2026/27 to 2030/31 is balanced subject to:
- Council tax increases of £4.99 on a Band D property in 2026/27,
 - Pay awards of 3% in 2026/27 and 2027/28, and 2% in subsequent years; and
 - The use of £2.7m funding from reserves during 2026/27 and 2027/28 (£1.5m of which is to fund the investment in the Estate).
- 6.2 Members are asked to approve the 2026/27 precept at a level of £4.99 higher on a Band D property than the 2025/26 level and also approve Appendices 1 and 2.

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Background Papers

November 2025 MTRS report

Glossary/Abbreviations

CSR	Comprehensive Spending Review
HFA	Humberside Fire Authority
MTRS	Medium-Term Resource Strategy



HUMBERSIDE FIRE AUTHORITY

MEDIUM-TERM RESOURCE STRATEGY 2026/27 – 2030/31

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I. Purpose of the Medium-Term Resource Strategy

- 1.1 This is the Medium-Term Resource Strategy (MTRS) of Humberside Fire Authority. It covers a period of five years but will be reviewed annually to reflect the dynamic nature of both the fire service and changes in funding. It describes the financial direction of the organisation and outlines financial pressures.
- 1.2 The MTRS provides options for delivering a sustainable budget and capital programme over the medium term. It also sets out how the Authority can provide the resources to deliver the priorities in the Community Risk Management Plan (CRMP) within the challenging financial climate.
- 1.3 The MTRS sets the financial context for the Authority's revenue budget, capital programme and precepting decisions.
- 1.4 The overall financial strategy seeks to deliver the Authority's Community Risk Management Plan, 2025 – 2028 and will be refined to reflect this.

2. Aims of the Strategy

- 2.1 The MTRS assists in:
 - (i) Supporting delivery of the Community Risk Management Plan 2025-2028;
 - (ii) Improving financial planning and the financial management of the Authority's resources, both revenue and capital;
 - (iii) Maximising the use of resources available to the Authority, both internal and external;
 - (iv) Ensuring that the Authority provides value for money and continues to deliver efficiency gains;
 - (v) Reviewing the Authority's policy on the use of reserves, ensuring the position continues to be sustainable and that there are sufficient resources over the medium term;
 - (vi) Responding to external pressures, including changes to funding resulting from the Government's annual funding announcements.
 - (vii) Ensuring that the Authority's long-term plans are sustainable and efficient.

3. Principles of the Strategy

- 3.1 The key principles underlying the Authority's MTRS 2026/27 – 2030/31 are:
 - (i) Overall expenditure of the Authority will be contained within original estimates each year.
 - (ii) The Authority will maintain a Prudent Minimum General Reserve (PMGR), reviewed annually, to cover any major unforeseen expenditure or loss of funding. A flexible approach will be taken to the use of reserve balances above this level where appropriate, balancing the opportunity costs of maintaining reserves against the benefits of alternative approaches.
 - (iii) The Authority will maintain earmarked reserves for specific purposes only when appropriate, and which are consistent with achieving objectives.

- (iv) The Authority will continue to prioritise the achievement of Value for Money, securing economy, efficiency and effectiveness in the use of resources; in establishing the framework for the Fire Service within Humberside and; in commissioning and procurement decisions.
- (v) The Authority's Chief Finance Officer will prepare a rolling programme of five-year budget forecasts to inform the Authority's budget and precepting decisions.
- (vi) The Authority, supported by the Authority's Chief Finance Officer and Chief Fire Officer/Chief Executive, will continue to contribute to national reviews of fire funding and take every opportunity to engage in order to pursue the fair and equitable funding of Humberside Fire Authority.

4. Reviewing the Strategy

4.1 The Authority's MTRS review for 2026/27 to 2030/31 has been carried out under the following key themes:

- (i) The financial context in which the Authority operates;
- (ii) The Authority's current financial position;
- (iii) The impact of the revised CRMP including the impact of the Grenfell Tower tragedy, increased focus on business safety and Local and National Resilience arrangements;
- (iv) The impact of inflation;
- (v) The future budget pressures that the Authority will face over the period of the strategy;
- (vi) Budget savings;
- (vii) The Authority's capital programme;
- (viii) Reserves policy;
- (ix) Risk assessment;
- (x) Financial Resilience.

5. Community Risk Management Plan

- 5.1 The successful delivery of the Strategy requires the Chief Fire Officer to manage a complex set of resources, demands, and priorities whilst reviewing and revising plans to meet the risk profile for fire services within the available financial resources.
- 5.2 HMICFRS (His Majesty's Inspectorate of Constabulary and Fire & Rescue Services) considers that a Service is efficient if it is making the best use of its resources to provide fire services that meet expectation and follow public priorities, and if it is planning and investing wisely for the future.
- 5.3 The Authority's MTRS is underpinned by workforce planning and capital programmes which are aligned with the delivery of the Community Risk Management Plan priorities and the continued delivery of an efficient and effective fire service to the communities of Humberside.
- 5.4 The Service is instrumental in identifying the risk in communities and providing engagement using the community safety teams. The CRMP identifies the level of risk in each of the four Local Authority areas and resources are located and distributed on this basis. The intervention standards allow measurement of the response to incidents based on the risk rating established.

6. Financial Context

- 6.1 **Funding Formula** – The Fire and Rescue Service relative needs formula (RNF), used to distribute Grant between Fire and Rescue Services, was introduced in 2010/11. 2026/27 marks the first full reassessment of the formula. The aim of the review was to ensure that funding distribution more accurately reflects up-to-date data on need, risk, and cost, and that the method used to allocate resources is transparent, robust, and aligned to the current operational environment of the Fire and Rescue Service. These assumptions have been modelled in this MTRS.
- 6.2 **Local Government Finance Settlement and Council Tax Precept** – The Autumn Statement was announced on the 26th November 2025. Following this announcement amendments to grant and council tax assumptions were made. The Provisional Local Government Finance Settlement and Council Tax referendum rules were announced on 17 December 2025.
- 6.3 This MTRS as presented includes an increase in the precept of £4.99 for a Band D property for the period 2026/27 – 2028/29. An increase of 2.99% has been included for future years. Final decisions on the actual precept will be made each year by the Authority based on the financial circumstances at the time.
- 6.4 The Secretary of State determines the maximum increase that Fire and Rescue Authorities can make to Council Tax Precept without requiring a referendum and in 2026/27 this is £5.
- 6.5 The Authority has run a public consultation on the level of Council Tax Precept for 2026/27. There have been 1,553 responses with 77% of these agreeing with an increase.

7. Current 2025/26 Financial Position

- 7.1 The Authority's budget for 2025/26 is £60.131m. The quarter three revenue monitoring report shows a projected budget overspend of £0.034m as at 31 December 2025.

2025/26 Revenue Monitoring – Quarter 3 Position			
	Current Budget 2025/26	Projected Outturn 2025/26	Variance 2025/26
<u>Financial Position</u>	£m	£m	£m
Fire Response and Protection	59.350	58.190	(1.160)
Capital Financing	3.211	2.844	(0.367)
Net Expenditure	62.561	61.034	(1.527)
Central Government Grant	22.424	22.424	-
Business Rates	7.013	7.013	-
Council Tax Precept	30.694	30.694	-
Central Grant and Precept Total	60.131	60.131	-
Appropriations (to) / from reserves	2.430	0.869	1.561
Net Position	-	0.034	0.034

7.2 The budget is held by the Authority to provide financial resources to deliver operational fire response and protection. The Capital Financing budget comprises the revenue provision for repayment of borrowing, interest costs and investment income.

7.3 The overall forecast represents an overspend of £0.34m.

7.4 The forecast closing position on reserves for 2025/26 is £14.160m.

8. Medium Term Budget Pressures in Humberside

8.1 When calculating the medium-term budget projections for Humberside consideration has been given to a number of budget pressures including:

- (i) Pay and price increases;
- (ii) Budget pressures;
- (iii) Revenue implications of the capital programme.

8.2 **Pay and price increases** - Indicative budget forecasts for 2026/27 to 2030/31 reflect the impact of inflation on budgets wherever possible such as energy, business rates and rent increases along with known contract increases. In addition, estimates for future pay awards are at 3% in both 2026/27 and 2027/28, and 2% in each of the years 2028/29 to 2030/31.

8.3 **Budget pressures** - The MTRS also includes estimates of the impact of the valuation of the Firefighters' Pension Scheme and the triennial review of the Local Government Pension Scheme (LGPS).

8.4 **Revenue implications of the capital programme** – The most recent approved five-year capital programme is summarised in Section 10 below. The implications of this programme are fully reflected in the MTRS.

9. Medium Term Efficiencies and Productivity

9.1 Throughout the MTRS period efficiencies will continue to be delivered wherever possible, to sustain the investment in the fire service and balance the budget (See 11.2), for example:

- (i) Service Improvement Plan;
- (ii) Non-pay savings (3% each year);
- (iii) Savings through procurement through the continued use of regional and national frameworks;
- (iv) Maximising income generation wherever possible.

9.2 The Authority is actively engaged in NFCC Efficiency and Productivity workstreams with our Chief Fire Officer/Chief Executive being the National NFCC Lead for Productivity and Efficiency. The Authority has produced a Productivity and Efficiency Plan which is published on the Authority's website. [Productivity and Efficiency Plan 2025/26](#)

10. Capital Estimates and Financing

10.1 The following table provides a summary of the 5-year capital programme:

Capital Estimates	2026/27 £m	2027/28 £m	2028/29 £m	2029/30 £m	2030/31 £m	Total £m
Major and Minor Building Schemes	5.727	2.164	9.010	6.980	4.897	28.778
Information Technology	0.300	0.300	0.350	0.350	0.300	1.600
Vehicles and Equipment	2.480	2.612	2.597	2.493	1.714	11.896
Total	8.507	5.076	11.957	9.823	6.911	42.274

10.2 Key areas to note in the proposed programme are:

- (i) **Building Schemes** - Estates refurbishment and replacement programme based on operational requirements;
- (ii) **Information Technology** - the Service have a number of Improvement Schemes to deliver change and efficiency through transformation and costs relating to the implementation of the Emergency Services Network (ESN);
- (iii) **Vehicles and Equipment** - a rolling programme of vehicle replacement and programmes for upgrading equipment.

Capital Financing

Capital Estimates	2026/27 £m	2027/28 £m	2028/29 £m	2029/30 £m	2030/31 £m	Total £m
Forecast Expenditure	8.507	5.076	11.957	9.823	6.911	42.274
Financed by:						
Grants and Contributions	1.620	1.495	2.183	1.950	1.200	8.448
Prudential Borrowing	6.887	3.581	9.774	7.873	5.711	33.826
Total Financing	8.507	5.076	11.957	9.823	6.911	42.274

10.3 The capital financing approach is to use Prudential borrowing and identified revenue contributions and reserves where appropriate to fund the Capital Programme and as mentioned in paragraph 8.4 the revenue implications of this borrowing is fully reflected in the MTRS Budget Forecast.

11. Indicative Budget Forecasts 2026/27 to 2030/31

11.1 All the budget pressures, budget savings and funding assumptions outlined earlier in this Strategy are summarised below. Having considered the savings proposals and the availability of reserves to support the MTRS an important consideration is the precept proposal for 2026/27. The MTRS includes a precept increase of £4.99 built into the funding for each of the years 2026/27 to 2028/29, with a 2.99% increase in future years.

11.2 The budget forecast position is set out in the following table:

MTRS Budget Forecast	2026/27 £m	2027/28 £m	2028/29 £m	2029/30 £m	2030/31 £m
Base budget	62.561	62.469	63.138	64.621	66.119
Budget pressures					
Pay Related Increases	1.596	1.481	1.153	1.627	1.101
Non-Pay Inflation	0.482	0.379	0.351	0.368	0.397
Budget pressures / (Savings)	(0.412)	0.100	0.154	0.050	-
Revenue Impact of Capital Financing	(0.392)	0.077	1.203	0.158	(0.514)
Total budget pressures	1.274	0.037	2.861	1.887	0.984
Efficiency Savings Requirement	(0.366)	(0.368)	(0.378)	(0.389)	(0.400)
Additional Savings Requirement	(1.000)	(1.000)	(1.000)	-	-
Net Budget Requirement	62.469	63.138	64.621	66.119	66.703
Central Government Grant Income	24.004	22.474	20.494	20.904	21.322
Funding Floor	0.337	0.874	1.420	1.447	1.475
Business Rates Received from Local Authorities	4.476	4.556	4.652	4.738	4.830
Business Rates – Collection Fund Surplus / (Deficit)	0.038	(0.300)	(0.300)	(0.300)	(0.300)
Council Tax Precept Income	32.019	33.918	35.860	37.395	38.994
Council Tax Precept - Collection Fund Surplus / (Deficit)	0.272	0.250	0.250	0.250	0.250
Total Income	61.146	61.782	62.376	64.434	66.571
Funding Gap / (Surplus) Before Reserves	1.323	1.356	2.245	1.685	0.132
Planned use of reserves:					
Transfer (from)/to Earmarked Reserves	(0.620)	(0.895)	(1.983)	(1.350)	-
Transfer (from)/to General Reserves	(0.703)	(0.461)	(0.262)	(0.335)	(0.132)
Funding gap / (surplus) after use of reserves	-	-	-	-	-

11.3 The deficits resulting from changes in the Fire Funding Formula, have meant that additional savings of £1m per year for the years 2026/27 to 2028/29 are required. Should the Funding Floor Grant be removed in subsequent years then further savings requirements of £1.5m will be needed from 2029/30.

- 11.4 The forecast budget is allocated as follows between Fire Service and Capital Financing.

Humberside Fire Authority	2026/27 £M	2027/28 £M	2028/29 £M	2029/30 £M	2030/31 £M
Fire Response and Protection	59.399	59.691	59.921	61.528	62.625
Capital Financing	3.070	3.447	4.700	4.591	4.078
Total	62.469	63.138	64.621	66.119	66.703

- 11.4 **Budget Monitoring arrangements** – the S.151 Officer confirms that the Authority has timely and robust monitoring arrangements. Management Accounts are reported to the Fire Authority and the Governance, Audit and Scrutiny Committee on a quarterly basis.

12. Reserves

Background information on Reserves

- 12.1 Sections 32 and 43 of the Local Government Finance Act 1992 require billing and precepting authorities in England and Wales to have regard to the level of reserves needed for meeting estimated future expenditure when preparing budgets.
- 12.2 In establishing reserves, the Authority must comply with the Code of Practice on Local Authority Accounting in the United Kingdom (the Code). The Chief Finance Officer is required as part of the budget setting process to provide a statement on the adequacy of reserves.
- 12.3 Chartered Institute of Public Finance and Accountancy (CIPFA) guidance on Reserves and Balances (LAAP Bulletin No 77 November 2008) and the requirements of the Code suggests twice yearly reviews of reserves. By doing this, the visibility of reserves are increased and consideration of their use is placed at the forefront of the decision-making process. Reserves are cash backed balances, held on the balance sheet until they are spent or released for other purposes. As such, they can only be spent once, and are not part of the base budget.
- 12.4 In addition, CIPFA along with the Home Office recommended as good practice that Fire Authorities publish an Annual Reserve Strategy Statement. The statement provides an explanation for each reserve along with its value. It also includes a narrative explaining whether the current and projected level of reserves is appropriate, and if governance arrangements for reserves are adequate and appropriate.
- 12.5 The Authority's balance sheet reserves are summarised as follows:
- (i) **General Reserves** - a contingency for unexpected events or emergencies;
 - (ii) **Earmarked Reserves** - to meet known or predicted liabilities.
- 12.6 CIPFA guidance issued in June 2003 confirms that relevant bodies should make their own judgements on such matters, taking in to account relevant local circumstances and an assessment of risk and the advice of the Chief Finance Officer.

Reserves Strategy

- 12.7 The Authority must retain adequate reserves so that unexpected budget pressures can be met without adverse impact on the achievement of key objectives and council taxpayers. The Authority's policy for reserves and balances is based on a thorough understanding of the

organisation's needs and risks. Part of this process is to give a clear explanation of the existing and proposed use of reserves and this is addressed in the paragraphs below.

General Reserve

- 12.8 The expected General Reserve at 1 April 2026 will be adjusted to £6.0m to match the identified level required following the risk assessment used to produce the Prudent General Minimum Level of Reserves following the end of 2025/26 financial year.

Earmarked Reserves

- 12.9 Earmarked Reserves represent funds which have been set aside by the Authority for specific purposes. The table below shows the overall strategy for use of reserves over the MTRS period.

MTRS Reserves Forecast	At 1 April 2026 £m	At 1 April 2027 £m	At 1 April 2028 £m	At 1 April 2029 £m	At 1 April 2030 £m	At 1 April 2031 £m
Earmarked Reserves						
Insurance	0.500	0.500	0.500	0.500	0.500	0.500
National Flood Resilience Centre	1.000	1.000	1.000	-	-	-
Capital Programme Funding	3.848	3.228	2.333	1.350	-	-
Business Continuity	0.500	0.500	0.500	0.500	0.500	0.500
Strategic Transformation Fund	0.500	0.500	0.500	0.500	0.500	0.500
Control Room	1.245	0.545	0.045	-	-	-
Pay and Prices	0.600	0.600	0.600	0.400	0.100	-
Total Earmarked Reserves	8.193	6.873	5.478	3.250	1.600	1.500
General Reserves	5.967	5.964	6.004	5.986	5.951	5.919
Total Reserves	14.160	12.837	11.482	9.236	7.551	7.419

- 12.10 The Authority retains £8.193 Earmarked reserves for the following purposes:

- Insurance – to meet potential uninsured losses;
- National Flooding Resilience Centre – to meet HFA contribution to the project;
- Capital Programme Funding – funding for the Capital Programme;
- Business Continuity – to meet any expenditure required in relation to maintaining the Service's resilience;
- Strategic Transformation Fund – funding to support transformation initiatives;
- Control Room – to meet costs in relation to the introduction of a new Control system; and
- Pay and Prices – funding for pay and prices increases in excess of budget assumptions.

- 12.11 **Adequacy of Reserves** – the S.151 Officer confirms that the current reserves held by the Authority are adequate. The position on reserves will be kept under continuous review and will be reviewed again during 2026/27. Any material changes will be reported to the Authority.

13. Risk Assessment

- 13.1 The MTRS contains the most up to date information at the time of drafting, but the Authority's financial position is dynamic. A comprehensive financial risk assessment is undertaken for the revenue and capital budget setting process to ensure all risks and uncertainties affecting the Authority's financial position are identified. The Authority faces a number of significant financial pressures that could affect the position over the medium term. An assessment of the likelihood and impact of each risk and the management controls in place are shown in the following table:

Risk	Likelihood	Impact	Risk Management
Pay awards and price inflation being higher than anticipated.	Possible	Medium	Budget based on best information available and set at a prudent level.
Failure to deliver planned savings.	Possible	High	Revenue monitoring updates to the Fire Authority.
Industrial Action	Possible	High	Recruitment of contingency crews. Inclusion of funding in the General Reserve
Further reductions in funding included in the next Comprehensive Spending Review and an unfavourable review of funding formula.	Possible	High	Balance on the General Reserve maintained at the Prudent General Minimum; forward planning; regular monitoring.
Future council tax precept rises limited by excessiveness principles determined by the Government.	Likely	Medium	Balance on the General Reserve maintained at the Prudent General Minimum; forward planning.

- 13.2 **Robustness of Estimates** - the S.151 Officer confirms that the budget estimates have been compiled on a robust and prudent basis.

14. Financial Resilience

Sensitivity analysis

- 14.1 The MTRS refresh is being undertaken in a more uncertain environment as significant inflationary pressures impact the economy.
- 14.2 Funding assumptions both in relation to local and national funding are likely to cause material changes late on in the planning process. This cannot be avoided but needs to be recognised.
- 14.3 The current MTRS assumes pay awards at 3% in both 2026/27 and 2027/28, and 2% in each of the years 2028/29 to 2030/31.
- (i) Pay makes up circa 85% of the total net spend which remains one of our single largest assumptions. The table below shows the impact of differing pay awards in terms of sensitivity. Each additional 1% will cost an additional £0.5m per year.
- (ii) The following information has been received from external sources around medium-term inflation rates based on their in-depth analysis of the current market:

Budget	Increase 2026/27 %	Reason
Insurances	10.0	Renewals due and hardening of market
Waste, Cleaning, Building Maintenance	5.0	Contract price increases
Electricity	5.0	Supply and demand on global market
Gas	5.0	Supply and demand on global market
Water	5.0	Historical rate of increase
Rates	5.0	Inflation
Fuel	5.0	Forecast oil price
IT	10.0	Shortage in skilled labour and higher shipping costs

- (iii) The uncertain environment in relation to income continues to be a challenge in relation to medium term financial planning. The following sensitivity analysis has been undertaken across three scenarios ahead of the spending review across both central government and local funding streams:

Medium Term Resilience

14.4 The following six indicators have been developed by CIPFA to demonstrate the medium-term financial resilience of Fire Authorities. These indicators allow benchmarking with other Authorities and organisations and provide an overall assessment of financial resilience.

14.5 Funding gap as a percentage of Net Revenue Expenditure (NRE) over the MTRS period - Authorities need to have a clear estimate of their funding gap over the Medium-term Resource Strategy.

	2026/27 £m	2027/28 £m	2028/29 £m	2029/30 £m	2030/31 £m
NRE	63.835	64.506	65.999	66.508	67.103
Estimated Funding Gap	2.689	2.724	3.624	2.074	0.532
Gap as a % of NRE	4.21%	4.22%	5.49%	3.12%	0.79%
Savings Required	1.366	1.368	1.378	0.389	0.400
Use of Earmarked Reserves	0.920	0.895	1.983	1.350	-
Unidentified Gap as a % of NRE	1.10%	0.71%	0.40%	0.50%	0.20%

14.6 Savings delivered as a percentage of planned savings – Authorities need to be sure that savings plans are effective and planned savings are delivered.

	2021/22 £m	2022/23 £m	2023/24 £m	2024/25 £m	2025/26 £m
MTRS Savings Planned	0.127	0.240	0.280	0.285	0.379
MTRS Savings Achieved	0.127	0.240	0.280	0.285	0.379
% of Savings Achieved	100.00%	100.00%	100.00%	100.00%	100.00%

14.7 Over/underspends relative to Net Expenditure – It is important that Authorities keep over/underspending under control and that actual expenditure is as close as possible to the levels planned.

	2021/22 £m	2022/23 £m	2023/24 £m	2024/25 £m	2025/26 £m
NRE	45.290	47.614	52.127	58.082	60.131
Over/(Under)spend	(0.991)	(0.448)	(0.277)	(0.046)	0.034
Over/(Under)spend as a % of NRE	(2.19%)	(0.94%)	(0.53%)	(0.01%)	0.00%

*estimated position

- 14.8 Useable Reserves as a percentage of Net Revenue Budget – Reserves allow for periods of uncertainty to be managed and healthy levels of useable reserves are an important safety net to support financial stability.

	2021/22 £m	2022/23 £m	2023/24 £m	2024/25 £m	2025/26 £m	2026/27 £m	2027/28 £m	2028/29 £m	2029/30 £m	2030/31 £m
NRE	45.290	47.614	52.127	58.082	60.131	62.469	63.138	64.621	66.119	66.703
Resource Reserves										
General	6.373	6.946	6.000	6.001	5.967	5.964	6.004	5.986	5.951	5.919
Earmarked	7.408	7.865	9.090	9.680	8.193	6.873	5.478	3.250	1.600	1.500
Resource Reserves as a % of NRE	30.4%	31.1%	28.6%	27.0%	23.5%	20.1%	18.2%	14.3%	11.4%	11.1%
Change in %	7.8%	0.7%	(2.5%)	(1.6%)	(3.5%)	(3.4%)	(1.9%)	(3.9%)	(2.9%)	(0.3%)

- 14.9 Council Tax as a percentage of Income – This shows the reliance of Fire and Rescue Services on core grants and potential impact changes in core grant funding could have on the financial sustainability of the Authority.

	2021/22 £m	2022/23 £m	2023/24 £m	2024/25 £m	2025/26 £m	2026/27 £m	2027/28 £m	2028/29 £m	2029/30 £m	2030/31 £m
Precept	24.148	25.312	27.055	28.326	30.288	32.019	33.918	35.860	37.395	38.994
Total Financing	45.163	47.614	52.127	58.082	60.131	61.146	61.782	62.376	64.434	66.571
Precept as a % of Total Financing	53.5%	53.2%	51.9%	48.8%	50.4%	52.4%	54.9%	57.5%	58.0%	58.6%

- 14.10 The Cost of Borrowing as a percentage of Net Revenue Expenditure – Borrowing commitments are long term and must be funded from ongoing revenue budgets. This table shows the amount of revenue funding committed to meet current and future borrowing commitments.

	2021/22 £m	2022/23 £m	2023/24 £m	2024/25 £m	2025/26 £m	2026/27 £m	2027/28 £m	2028/29 £m	2029/30 £m	2030/31 £m
NRE	45.290	47.614	52.127	58.082	60.131	62.469	63.138	64.621	66.119	66.703
Borrowing	16.984	18.169	16.669	15.828	15.000	18.000	19.000	20.000	23.000	24.000
MRP	0.792	0.818	0.955	0.963	1.266	1.286	1.428	1.579	1.791	1.999
Interest	0.621	0.358	0.510	0.364	0.608	0.663	0.724	0.788	0.951	0.979
Cost of Borrowing as a % of NRE	3.1%	2.5%	2.8%	2.3%	3.1%	3.1%	3.4%	3.7%	4.2%	4.5%
Level of Debt	16.984	18.169	16.669	15.828	15.000	18.000	19.000	20.000	23.000	24.000
Level of Debt as a % of NRE	37.5%	38.2%	31.6%	27.2%	24.9%	28.8%	30.1%	31.0%	34.8%	36.0%

15. Procurement Strategy

- 15.1 We recognise the importance of procurement to our core business and the strategic impact of procurement decisions. Furthermore, good procurement is essential to achieving the actions and objectives set out within our Community Risk Management Plan (CRMP). Good procurement delivers fit for purpose solutions that meet stakeholder requirements whilst achieving value for money. It is integral to delivering commercially advantageous and innovative solutions essential for meeting our objectives and driving continuous improvement.
- 15.2 The term 'Procurement' has a far broader meaning than simply buying products. Procurement is defined as the efficient acquisition of appropriate goods, services and/or works that provide the best possible value taking into account quality and cost during the life cycle of what is being procured.
- 15.3 The procurement process spans the whole life cycle of a product or service from identification of the requirement through to the useful life of a product or service (also defined as an asset). HF&RS's procurement processes promote fair and transparent competition, minimising exposure to fraud and collusion by effectively managing commercial risk and ensuring optimum value for money.
- 15.4 Achieving best value for public services and driving economic growth are both fundamental objectives set by the Government in tackling the current economic climate. Public sector procurement is uniquely placed to contribute to both objectives. The Government has identified improved procurement as having an important role to play in delivering its economic policy. As such the current economic climate introduces an opportunity for the role of procurement to operate at a strategic level delivering an important contribution to our Service.
- 15.5 As a public sector body we are subject to Regulations on Public Sector Procurement. These regulations are introduced into law by the UK Public Contract Regulations (PCRs). We are bound by this legislation of which the founding principles are fairness, non-bias, and transparency. We are also required to consider how our services benefit people living in the local community under the Public Services (Social Value) Act.
- 15.6 We set out our standards for contracts and purchasing arrangements in our own Constitution through the Financial and Contract Procedure Rules, with a view to ensuring that the Authority's procurement is conducted in a sound and proper manner, constitute value for money, and minimise the risk of legal challenge to the Service. All of our procurement must be carried out in accordance with this framework.
- 15.7 Procurement within the sector is structured with both national and regional groups. These groups facilitate collaborative procurement, share best practice and embark on procurement related projects.
- 15.8 With the support of the National Fire Chiefs Council (NFCC), National Procurement Groups and the Yorkshire and Humber Procurement Group. We have strong links which support effective communication and information sharing.
- 15.9 Collaboration and partnerships with other emergency services has been an increasing focus of Government policy in recent years and we are making procurement collaboration a fundamental aspect of procurement in HF&RS. In particular we work to explore the business case for further shared procurement where these present value for money. We will be an active participant in initiatives flowing from the NFCC. We will also support a joint approach to evaluating products

procured to reduce duplication, facilitate the sharing of knowledge, and make procurement more efficient.

15.10

Objective 1 - Achieve Value for Money

Securing value for money is central to our procurement strategy. This means achieving the optimal balance between cost, quality, and delivery for the goods, services, or works we procure. We actively participate in regional and national procurement exercises to identify opportunities for enhancing our practices. Additionally, we enter into collaboration agreements whenever practicable and beneficial. We will continue to explore the business case for increased shared procurement with other emergency services.

Objective 2 – Procure Fit for Purpose Solutions

The success of our centralised procurement section relies on strong and effective communication channels. Undertaking procurement within a governance framework which forms a strong basis for procuring fit for purpose solutions. Our procurement processes are designed to deliver the right things, in the right place, at the right time.

Objective 3 – Ensure Legislative Compliance

Public sector procurement is governed by the Public Contract Regulations. The main principle of this legislation is to ensure procurement is undertaken in a fair, open and transparent manner. Ensuring that we undertake our procurement processes in accordance with this legislation is mandatory.

Objective 4 – Work in support of the wider agenda

Intelligent procurement goes beyond securing the best price for our organisation. The Public Services (Social Value) Act requires commissioners of public services to consider how their services benefit the local community. We leverage our role as a procurer to positively impact outcomes, securing broader social, economic, and environmental benefits.

Objective 5 – Promote Professional Standards

Our procurement activity is founded on professional standards. The principle of integrity, fairness, and transparency is central to everything we do and is aligned with our organisations core values. We invest significant resource in continuous professional development of our procurement professionals. This ensures we have competent individuals with strong commercial awareness undertaking our procurement processes.

16. Conclusion

- 16.1 The overall financial position for Humberside Fire Authority is sustainable over the medium term. However, this position relies on annual council tax increases of £4.99 on a Band D property in 2026/27, additional savings of £3m above the assumed efficiency savings targets in the period 2026/27 to 2028/29, and the use of £2.7m from reserves during 2026/27 and 2027/28. The Authority's overall financial position will be reviewed on an on-going basis.
- 16.2 The MTRS sets out how all five years will be financed and general reserves are set at the level identified in the Prudent Minimum General Reserve assessment, estimated at £6.0m for 2026/27.

Calculation of Precept £4.99 Increase on a Band D Property

<u>2025/26</u>		<u>2026/27</u>
£		£
62,561,100	Net Revenue Budget	62,469,713
(142,885)	Add : Contribution to/(from) General Reserve	(703,223)
(2,287,000)	Contribution to/(from) Earmarked Reserves	(620,000)
<u>60,131,215</u>	Net Budget Requirement	<u>61,146,490</u>
(22,423,572)	Less : Exchequer Assistance	(24,004,373)
-	Formula Grant	(337,117)
	Funding Floor	
(6,833,397)	Less : Business Rates received from Local Authority	(4,476,076)
(406,447)	Less : Council tax net collection fund (surplus)/deficit	(272,409)
(179,905)	Less : NNDR net collection fund (surplus)/deficit	(37,611)
<u>30,287,894</u>	Amount to be raised from Tax	<u>32,018,904</u>
294257.20	Divided by Tax Base	296691.10
£102.93	Band D Council Tax	£107.92
5.09%	Precept Increase over Previous Year	4.85%

<u>2025/26</u>	<u>Tax Band</u>	<u>2026/27</u>	<u>2026/27 Increase over -</u>	
			<u>Year</u>	<u>Month</u>
			£p	£p
68.62	A	71.95	3.33	0.28
80.06	B	83.94	3.88	0.32
91.49	C	95.93	4.44	0.37
102.93	D	107.92	4.99	0.42
125.80	E	131.90	6.10	0.51
148.68	F	155.88	7.20	0.60
171.55	G	179.87	8.32	0.69
205.86	H	215.84	9.98	0.83

<u>2025/26</u>			<u>2026/27</u>	
<u>Collection</u>			<u>Collection</u>	
<u>Fund</u>			<u>Fund</u>	
<u>Balances</u>			<u>Balances</u>	
£			£	£
264,000	East Riding of Yorkshire	14,009,581	220,000	14,229,581
94,824	Kingston upon Hull	7,253,087	51,047	7,304,134
78,414	North East Lincolnshire	5,095,378	(5,167)	5,090,211
(30,791)	North Lincolnshire	5,660,857	6,529	5,667,386
<u>406,447</u>		<u>32,018,904</u>	<u>272,409</u>	<u>32,291,313</u>

Council Tax Precept Consultation for 2026-2027

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Summary of findings

A public consultation ran for six weeks from 19 December 2025 to 30 January 2026, receiving a total of 1,553 responses. The majority were submitted through the online survey, with three received by email; these email submissions did not include demographic or local authority information and were therefore excluded from demographic analysis.

Overall participation increased by 39% compared with the previous year. Option 2, proposing a 4.85% increase, was the most selected choice, receiving 37% of all responses. Across all options that included an increase (Options 1, 2 and 3) 77% of respondents supported some level of rise, while 23% selected no increase, 6% fewer than last year. Just over half of all responses (51%) came via My Community Alert, which continues to be the strongest driver of public engagement and may influence the demographic profile of respondents.

Feedback themes strongly reflected the pressures of the cost of living crisis, with raising overall taxation levels and repeated year on year rises. At the same time, many respondents acknowledged the essential nature of the Fire and Rescue Service and recognised that some level of increase is necessary to maintain frontline services, equipment and staffing. This balance between affordability and sustaining capability appears to underpin the popularity of Option 2, which many viewed as a realistic and manageable compromise that avoids the cost of a referendum.

A notable change in tone compared with previous years was an increase in emotionally charged or politically framed comments, including expressions of distrust regarding public spending, senior leadership structures and perceived 'non-core' activities. Additionally, a very small minority of comments contained discriminatory views about women in operational roles. This is the first time that misogynistic sentiment of this nature has appeared within a precept consultation. These comments are not representative of the wider feedback but are significant enough to be acknowledged as an emerging concern.

Overall, the consultation shows strong engagement, clear public concern about financial pressures and broad support for a moderate increase where residents feel it is necessary to protect essential frontline services while remaining affordable.

Table - Total responses online and paper survey

	Total response	Staff	Not Staff	East Yorkshire	Hull	North Lincs	North East Lincs	I live outside
Option 1: A 2.99% increase.	187	13	174	77	32	44	33	1
Option 2: A 4.85% increase.	582	90	492	232	97	129	117	4
Option 3: A 9.71% increase.	431	51	380	164	89	91	79	8
Option 4: No increase	353	28	325	139	95	65	53	1

Feedback themes

As part of the consultation process, a reason for their selection was not required. Below are the key themes from the responses received on each option:

Option 1: 2.99% increase – approx 26p/month (£3.08/year)

The statements show a strong emphasis on affordability, with many respondents facing financial pressures due to the cost of living, low or fixed incomes and limited pension rises. While there is clear appreciation for the essential role of the fire service and recognition that costs are increasing, most people feel only the smallest rise is manageable. Many believe any increase should stay in line with inflation and several argue that government, not local taxpayers, should provide adequate funding. Overall, the comments show support for sustaining vital services, but needs to keep the precept increase modest and realistic.

Option 2: 4.85% increase – approx 42p/month (£4.99/year)

The comments show strong support for maintaining and investing in the fire and rescue service, which is widely viewed as an essential, high-performing and trusted emergency service that protects community safety. Respondents recognise the need for additional funding to sustain staffing, equipment and service levels, particularly in the face of rising costs and reduced government support. While many stress the importance of affordability and avoiding the added expense of a referendum, there is broad agreement that a moderate, inflation-linked increase is a fair and realistic way to preserve vital services without placing undue pressure on households.

Option 3: 9.71% increase – approx 83p/month (£9.99/year)

The statements overwhelmingly emphasise the essential and life-saving role of the fire and rescue service, with many respondents expressing strong support for increased investment to maintain service quality, equipment, staffing and training. People consistently describe the service as invaluable, highly professional and underfunded, noting that a modest rise in the precept is a small price to pay for community safety and reliable emergency response. While some highlight wider concerns about cost of living, there is broad agreement that a reasonable increase is justified to protect public safety, prevent further cuts and ensure the service can continue to operate effectively in the face of growing demands and future risks.

Option 4: No increase

When reviewing the full set of comments, the vast majority relate to affordability, cost-of-living pressures, or concerns about organisational efficiency. However, a small but notable cluster of comments express discriminatory views about women in the fire service, including claims that female firefighters are:

- inherently less capable
- unsafe to work with
- a risk to the public
- appointed for diversity reasons rather than competence

These comments go beyond scepticism about recruitment standards and enter the territory of gender-based prejudice, suggesting that women are intrinsically unfit for operational roles regardless of training, assessment, or evidence.

Consultation Survey Response - Demographics

The questions within this section of the Consultation were not mandatory and the breakdown below provides comparison from the consultation survey since 2023/24.

Who took part

The overall mix of respondents was similar to previous years. There were small increases in responses from mixed-heritage backgrounds and a slight rise in those under 18. Engagement from 18-24 year olds also grew compared to last year, although it remains low overall. Older age groups continued to make up the largest proportion of respondents, reflecting the popular engagement channel of My Community Alert.

What we noticed this year

Compared with last year, a higher share of respondents aged 25-44 selected 'no increase', indicating sharper affordability concerns among younger/middle adults, while residents aged 65+ were least likely to oppose an increase and most likely to support the higher option, reflecting a split in attitudes by life stage.

	2023/24				2024/25				2025/26				2026/27			
	Option 1	Option 2	Option 3	Option 4	Option 1	Option 2	Option 3	Option 4	Option 1	Option 2	Option 3	Option 4	Option 1	Option 2	Option 3	Option 4
Genderfluid	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Man	125	415	179	454	277	77	139	197	123	274	175	28	101	277	260	166
Non-binary	0	2	1	4	0	0	0	2	0	3	3	0	1	1	1	3
Prefer not to say	12	18	5	96	13	5	13	38	10	10	50	5	7	22	10	55
Trans Woman	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Woman	96	332	121	218	272	65	87	125	98	174	82	12	76	233	155	103
Disability: Maybe	12	32	20	33	40	9	13	25	16	13	7	4	11	31	21	14
Disability: No	183	625	241	566	413	111	172	244	152	353	207	32	117	395	304	222
Disability: Prefer not to say	10	20	5	81	15	4	12	36	12	9	41	1	10	22	13	45
Disability: Yes	26	92	40	99	101	23	43	69	52	84	61	8	46	81	87	55

	2023/24				2024/25				2025/26				2026/27			
	Option 1	Option 2	Option 3	Option 4	Option 1	Option 2	Option 3	Option 4	Option 1	Option 2	Option 3	Option 4	Option 1	Option 2	Option 3	Option 4
Asian or Asian British – Bangladeshi	0	2	0	0	0	0	0	0	0	0	0	0	0	0	2	0
Asian or Asian British – Indian	0	0	0	3	1	0	0	1	0	2	2	0	0	1	2	0
Asian or Asian British – Pakistani	0	1	0	1	0	0	0	1	0	1	1	0	1	3	2	0
Asian British – Other Asian Background	0	0	0	3	0	1	0	1	0	0	0	0	0	0	1	0
Black or Black British – African	2	2	1	3	1	0	0	0	0	1	2	0	0	1	0	2
Black or Black British – Caribbean	0	1	1	1	0	0	1	0	0	0	0	0	0	1	0	0
Black or Black British – Other Black Background	0	0	0	0	1	0	0	1	0	1	0	0	0	1	2	1
Chinese	0	0	1	1	0	1	0	0	0	0	0	0	1	0	0	0
Mixed – Other Dual Heritage	0	3	0	3	2	0	0	2	1	1	0	0	0	1	0	3
Mixed – White & Asian	0	2	1	1	1	0	0	2	0	3	1	0	1	0	1	3
Mixed – White & Black African	1	1	0	1	1	0	0	1	0	0	1	1	0	0	1	2
Mixed – White & Black Caribbean	0	0	1	3	0	0	0	1	0	2	1	0	0	0	0	1
Prefer not to say	15	22	10	94	20	4	13	36	12	13	45	5	10	19	14	62

	2023/24				2024/25				2025/26				2026/27			
	Option 1	Option 2	Option 3	Option 4	Option 1	Option 2	Option 3	Option 4	Option 1	Option 2	Option 3	Option 4	Option 1	Option 2	Option 3	Option 4
White – British	201	695	273	620	527	139	215	314	210	423	249	35	168	481	386	245
White – Irish	1	2	3	3	4	0	1	1	1	3	3	0	0	3	3	2
White – Other	4	18	6	22	7	0	8	11	4	9	6	3	0	10	6	11
Under 18	0	0	0	0	0	0	1	0	0	2	0	0	0	7	0	0
18-24	2	9	2	5	3	2	3	0	1	1	3	0	0	11	2	0
25-34	7	43	20	44	19	9	9	22	8	30	20	0	7	20	19	28
35-44	22	88	37	99	51	4	22	43	25	44	46	5	12	43	44	54
45-54	35	119	52	142	76	13	27	65	33	63	41	8	30	68	49	43
55-64	56	155	64	163	125	28	50	79	62	77	61	9	33	86	78	76
65+	97	335	121	237	283	87	117	122	93	231	91	19	85	272	218	77
Prefer not to say	12	18	4	83	13	5	10	40	9	12	49	5	16	25	15	60

	Agenda Item No. 9
Humberside Fire Authority 13 February 2026	Report by the Executive Director of Finance/S.151 Officer

FEES AND CHARGES 2026/27

1. SUMMARY

- 1.1 In accordance with relevant Fire Service Acts, Fire Authorities have the discretion to charge for special services performed (where there is no immediate threat of fire) and for services relating to training, fire safety and administration. The total income for the Fire Authority generated through these sources was circa £10k in 2024/25.

2. RECOMMENDATIONS

- 2.1 It is recommended that the Fire Authority approves the revised charges shown in Appendices A and B with effect from 1 April 2026.

3. BACKGROUND

- 3.1 In accordance with relevant Fire Service Acts, Fire Authorities have the discretion to charge for special services performed (where there is no immediate threat of fire) and for services relating to training, fire safety and administration. The total income for the Fire Authority generated through these sources was circa £10k in 2024/25.

4. REPORT DETAIL

Special Services and Other Charges

- 4.1 The revised charges proposed at Appendix A reflect the following:
- Staff related costs – charges are uplifted in line with the pay award that have been received during the year.
 - Non staff related costs – charges are uplifted in line with Consumer Price Index (CPI) at September 2025.

Pension Sharing on Divorce

- 4.2 Fire Service Circular 17/2001 advised Fire Authorities on the charges they may levy when dealing with cases of pension sharing involving serving members of the Firefighter's Pension Scheme or pensioners. The charges for 2026/27 have been increased in line with the average local government pay award for 2025/26 of 3.2%. These charges are shown at Appendix B.

Financial Implications

- 4.3 The annual inflationary uplift of fees and charges ensures that the Fire Authority continues to recover reasonable costs for chargeable services.

Legal Implications

- 4.4 There are no legal requirements in relation to the uplift of fees but the Authority has the discretion to charge for certain activities and the inflationary uplift of fees and charges is good practice.

5. EQUALITY, DATA PROTECTION AND RISK IMPLICATIONS

- 5.1 There is no requirement to carry out an Equality Impact Analysis (EIA) and/or Data Protection Impact Assessment (DPIA) as this report does not relate to a policy or service delivery change or involves the processing of personal data.
- 5.2 Upon review, no risk implications have been identified in relation to this subject, and no further action is deemed necessary.

6. CONCLUSION

- 6.1 That Members approve the revised charges shown in Appendices A and B with effect from 1 April 2026.

Martyn Ransom
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Background Papers

2025/26 NJC Local Government pay rates
2025/26 NJC Firefighter and Local Government pay rates

Glossary/Abbreviations

EIA	Equality Impact Assessment
DPIA	Data Protection Impact Assessment

SPECIAL SERVICES
REVISED CHARGES FROM 1 APRIL 2026

	Current Charge £	Revised Charge £
OPERATIONAL		
1. Personnel		
Total personnel hours to be rounded up to the next hour		
Grade 2	21.25	22.00
Grade 3	21.25	22.00
Grade 4	22.75	23.50
Grade 5	25.50	26.50
Grade 6	29.25	30.25
Grade 7	31.75	32.75
Grade 8	35.25	36.50
Grade 9	40.75	42.25
Firefighter	42.00	43.50
Grade 10	44.25	45.75
Crew Manager	45.25	46.75
Watch Manager Training	46.75	48.25
Grade 11	49.25	51.00
Watch Manager	50.50	52.25
Watch Manager FDS	51.75	53.50
Station Manager	51.75	53.50
Grade 12	54.50	56.25
Grade 13	59.50	61.50
Grade 13a	62.50	64.50
Grade 13b	66.50	68.75
Grade 13b+	79.75	82.50
Group Manager	59.50	61.50
Station Manager FDS	61.00	63.00
Group Manager FDS	71.00	73.25
Assistant Director	67.25	75.00
Area Manager	102.50	107.00
Executive Director *	131.25	125.00
ACO	128.00	142.75
DCFO	136.00	151.75
CFO	160.00	178.50
* the rate has fallen for 2026/27 due to contractual changes to this role		
Total personnel hours for professional advice to be rounded to the next hour (COMAH sites)	66.00	68.25
2. Vehicles		
Number of hours for each vehicle to be rounded up to the next hour		
a. Pumping appliance	169.25	175.75
b. Aerials	348.50	361.75
c. Light portable pumps	55.75	58.00
Aquator, ejector, deep lifts	33.25	34.50
d. Vehicles (all classes) – training or carrying	63.50	66.00

	Current Charge £	Revised Charge £
3. Equipment		
Charge per day/part day (collection and return by hirer)		
a. Hose (per length)	20.50	21.50
b. Branch and nozzle	18.25	19.00
c. Salvage sheet	20.50	21.50
d. Lighting unit/generator	52.25	54.25
4. Testing/repairing equipment		
a. Hose testing – per length	36.50	38.00
b. Hose repairs – per patch	20.50	21.50
c. Tying-in couplings – per pair	48.00	50.00
d. Recharge cylinders	36.50	38.00
NON-OPERATIONAL		
5. Administrative		
a. Copies of extracts of fire reports	122.25	127.00
b. Interviews with officers (per officer per occasion)	150.75	156.50
c. Photographs per storage device	25.50	26.50
1st Hard Copy Photograph	35.50	37.00
2nd and Subsequent Photograph	5.25	5.50
6. Maintenance of Fire Equipment		
a. Fixed charge	18.75	19.50
b. Per item inspected	5.25	5.50
c. Hourly rate	37.50	39.00
d. Minimum charge	22.50	23.50

**CHARGES IN 2026/27 FOR INFORMATION
RE : DIVORCE CASE ENQUIRIES AND SETTLEMENTS
CURRENT SCHEME MEMBERS (including deferred pensioners)**

<u>Type of Information/Service requested</u>	Current Charge £	Revised Charge £
One cash equivalent transfer value (CETV) in any 12 month period (provided to scheme member)		
Further CETV in any 12 month period (charge is recoverable from scheme member)	252.25	260.50
Other information (i.e. form E, letter from Solicitor or request from scheme member on behalf of Solicitor or Court)	126.00	130.25
<u>EARMARKING ORDER</u>		
One off initial cost for setting up (payable by - as decided by the Court Order, the payment should be enclosed when copy order sent to Corporate Finance & Procurement Section)	89.00	92.00
Payment of one off Lump Sum under the earmarking order - over and above the set up costs. (payable by the scheme member, the payment should be enclosed when the copy order sent to Corporate Finance and Procurement Section)	89.00	92.00
Periodic payments - over and above the set up cost (payable by the scheme member as an annual deduction taken from their pension in April each year)	89.00	92.00
<u>PENSION SHARING ORDER</u>		
One off set up/administrative charge (payable by - as decided by the Court Order or if not specified, by the Ex-Spouse of the scheme member, payment should be enclosed when copy Court Order sent to Corporate Finance and Procurement Section)	1,253.25	1,293.50

	Agenda Item No. 10
Humberside Fire Authority 13 February 2026	Report by Head of Corporate Assurance
Scrutiny Plan 2026/27	

1. SUMMARY

- 1.1 The Governance, Audit and Scrutiny (GAS) Committee, in line with their responsibilities set out in Part 2, Article 6, Section 6.4.5 Scrutiny Function and Scrutiny Process (a-f) of the Constitution, is responsible for determining its own work programme, which must remain tightly focused on a short list of topics each year.
- 1.2 The Committee determines its work programme using the shortlist of topics approved by the Fire Authority.
- 1.3 The topics, as set out at Appendix 1, outline the proposed scrutiny topics for 2026/27, from which six subjects will be selected by the GAS Committee, using clearly defined scopes to guide both the selection process and the focus of scrutiny.
- 1.3 The scrutiny topics have been informed by different sources which include risk registers, Service Improvement Plan, His Majesty's Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS) criteria and findings, Fire Standards, Strategic Plan and the National Framework for Fire and Rescue Services in England.

2. RECOMMENDATION

- 2.1 It is recommended that Fire Authority:
 - (i) Approves the short list of topics, as set out at Appendix 1, for the Committee to then select six topics for inclusion in its Scrutiny Work Programme for 2026/27.
 - (ii) Makes any recommendations necessary to refine and clarify the associated scopes.

3. BACKGROUND

- 3.1 The GAS Committee undertakes an annual scrutiny programme to provide the Fire Authority with independent assurance on the effectiveness of the Service's operational performance and related functions. By selecting a focused set of topics each year from the shortlist approved by the Authority, the Committee is able to examine key areas in depth and ensure its work remains targeted and meaningful.
- 3.2 Through this scrutiny process, the Committee reviews evidence, receives reports from officers, questions contributors, and formulates observations and recommendations that are non-political and aimed at supporting improvement rather than directing operational responsibility, and not designed to displace the functions or responsibility of the HFA.
- 3.2 Ultimately, the purpose of the scrutiny programme is to monitor how well the Service is performing, providing assurance to the Fire Authority, and make any recommendations any opportunities to strengthen efficiency, effectiveness and service delivery where necessary, as well as highlight best practice.
- 3.3 In exercising its scrutiny role, the GAS Committee is but rather compliment
- 3.3 The GAS Committee shall make such recommendations as it considers appropriate to the HFA arising out of the scrutiny process.

4. REPORT DETAIL

- 4.1 The GAS Committee shall determine its work programme using the shortlist of topics approved by the Fire Authority.
- 4.2 Officers shall, in accordance with the GAS Committee's scopes, provide reports to be included with the published agendas of relevant meetings
- 4.3 The GAS Committee shall receive scrutiny reports formally at its meetings and relevant officers and other invited contributors shall attend the meetings in order to answer its questions
- 4.4 The GAS Committee shall, as appropriate, formulate recommendations to the HFA based on the reports it receives in response to its scopes, and the answers it receives in response to its questions.
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5. EQUALITY, DATA PROTECTION AND RISK IMPLICATIONS

- 5.1 There is no requirement to carry out an Equality Impact Assessment (EIA) and/or Data Protection Impact Assessment (DPIA) as this report does not relate to a policy or service delivery change or involves the processing of personal data.
- 5.2 Upon review, no risk implications have been identified in relation to this subject, and no further action is deemed necessary.
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6. CONCLUSION

- 6.1 The Authority is requested to approve the proposed shortlist of topics, as set out at Appendix 1, allowing the GAS Committee to implement its constitutional responsibilities by selecting six topics for inclusion in its Scrutiny Work Programme for 2026/27.

Jamie Morris
Head of Corporate Assurance

Background Papers

None

Glossary/Abbreviations

DPIA	Data Protection Impact Assessment
EIA	Equality Impact Assessment
GAS	Governance, Audit and Scrutiny Committee
HMICFRS	His Majesty's Inspectorate of Constabulary and Fire and Rescue Services

Aim: Select six scrutiny topics, to assess, assure and provide recommendations to the Fire Authority.

Title		Scope	Source(s)	Directorate Team
1	Responding to fires and other emergencies	<ul style="list-style-type: none"> Developed response strategy that is based on a thorough assessment of risk to the community. Have an appropriate range of resources (people and equipment) available to respond to personal, property and environmental risk in line with its risk management plan. Understand and actively manages the resources and capabilities available for deployment. Able to handle calls in a timely manner to ensure public safety. Able to manage the fair deployment (and temporary redeployment) of resources to meet operational need 	HMI Criteria HFRS Strategic Plan 1.4 & 1.5	Emergency Response
2	Major and multi-agency incidents preparedness	<ul style="list-style-type: none"> Staff can work with neighbouring FRSs and form part of a multi-agency response in line with Joint Emergency Services Interoperability Principles. Actively participates in its local resilience forum and is well prepared for, or routinely contributes to, multi-agency debriefs. Local arrangements comply with, and support, the requirements within the 'National Coordination and Advisory Framework (NCAF) England'. 	HMI Criteria HFRS Strategic Plan 1.1	Emergency Preparedness
3	Procurement & Commercial	<ul style="list-style-type: none"> Have a Procurement/Commercial Strategy (or equivalent) linked to wider FRS goals and objectives Conduct all commercial and procurement activity in compliance with relevant procurement legislation and any other statute, law, government policy notes Clearly define those accountable and responsible for its procurement and commercial activity and ensure sufficient capability and capacity to deliver, including ongoing training and continued professional development 	Fire Standard: Procurement and Commercial HFRS Strategic Plan 3.1 & 3.4	Procurement

		<ul style="list-style-type: none"> Ensure that organisational decisions and the measures implemented support equality, diversity, and inclusivity, are non-discriminatory and that appropriate impact assessments are undertaken 		
4	Emergency Response Driving	<ul style="list-style-type: none"> Comply with legislation and regulations that apply to emergency response driving Give due regard to relevant National Guidance to support instructor and driver training including the NFCC Emergency Response Driver and Instructor Framework Ensure that records of driver competency and revalidation training are kept and maintained Ensure that driver training provision is periodically independently quality assured. 	<p>Fire Standard: Emergency Response Driving and</p> <p>HFRS Strategic Plan 1.5</p>	Driver Training
5	Communication and Engagement	<ul style="list-style-type: none"> Have a strategic approach to communications and engagement, including consultation, which includes clear principles about how the organisation will communicate with its audiences, aligned to organisational goals of the service, its values and the principles contained within the Core Code of Ethics Have leaders that support the strategic approach to communications and engagement and are exemplars in good communication behaviours and principles, aligned to those included in the NFCC Leadership Framework Have an appropriately resourced and competent communications and engagement capacity that: <ul style="list-style-type: none"> - plans for and manages reactive communication issues such as crises and emergencies, working with local resilience partners - plans proactive communications internally and externally; and - carries out meaningful engagement exercises and consultations, aligned to the Gunning Principles to inform strategic direction and support decision making processes 	<p>Fire Standard: Communication and Engagement</p> <p>HFRS Strategic Plan 4.2</p>	Corporate Assurance
6	Health and well-being the workforce	<ul style="list-style-type: none"> Effective, trusted and well-understood policies and procedures to support and maintain the health, safety and well-being of its staff. 	<p>HMI Criteria &</p> <p>HFRS Strategic Plan 2.3</p>	Health and Safety & Occupational Health

		<ul style="list-style-type: none"> Leaders at all levels prioritise and promote the physical and mental health of all staff, with a strong focus on prevention and early intervention 		
7	Environmental sustainability	<ul style="list-style-type: none"> Ensure operational practices that minimise our environmental impact and support the sustainability of the Service, including a clear policy and / or delivery plan Evidence compliance with related legislation and regulations that apply Evidence of the management, recording and reporting of related performance standards / targets Demonstrate evaluation and learning from activities 	HFRS Strategic Plan 3.3	Health and Safety
8	Community Risk Management Plan (CRMP)	<ul style="list-style-type: none"> Demonstrate compliance with the mandated requirements of the Fire and Rescue National Framework for England which ensures the CRMP must: <ul style="list-style-type: none"> reflect up to date risk analyses including an assessment of all foreseeable fire and rescue related risks that could affect the area of the authority demonstrate how prevention, protection and response activities will best be used to prevent fires and other incidents and mitigate the impact of identified risks on its communities, through authorities working either individually or collectively, in a way that makes best use of available resources outline required service delivery outcomes including the allocation of resources for the mitigation of risks set out its management strategy and risk-based programme for enforcing the provisions of the Regulatory Reform (Fire Safety) Order 2005 in accordance with the principles of better regulation set out in the Statutory Code of Compliance for Regulators, and the Enforcement Concordat cover at least a three-year time span and be reviewed and revised as often as it is necessary to ensure that the authority is able to deliver the requirements set out in this Framework reflect effective consultation throughout its development and at all review stages with the community, its workforce and representative bodies and partners 	<p>National Framework for Fire and Rescue Service in England</p> <p>HFRS Strategic Plan 3.2</p>	Corporate Assurance

		- be easily accessible and publicly available.		
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