

# HUMBERSIDE FIRE AUTHORITY

FRIDAY, 27 MARCH 2026

## PRESENT:

### Members

#### **Representing East Riding of Yorkshire Council:**

Councillors Bayram, Cantrell, Cary, Dennis, Gill, Heslop-Mullens and Sutton

#### **Representing Hull City Council:**

Councillors Collinson, Henry, Hofman, McMurray, Neal and Nicola

#### **Representing North East Lincolnshire Council:**

Councillors Bonner, Lindley, Patrick

#### **Representing North Lincolnshire Council:**

Councillors Ogg and Sherwood

### Officers of Humberside Fire & Rescue Service

Phil Shillito – Chief Fire Officer/Chief Executive, Niall McKinry – Deputy Chief Fire Officer, Matt Sutcliffe - Assistant Chief Fire Officer, Antoinette Diovisalvi – Joint Deputy Chief Finance Officer/Deputy Section 151 Officer, Donna Chambers - Assistant Director of People and Culture, Jason Kirby - Area Manager of People and Culture, Steve Duffield - Area Manager of Emergency Response, Richard Gibson – Area Manager of Service Improvement, Dan Meeke - Area Manager of Resilience and Public Safety, Lisa Nicholson - Monitoring Officer/Secretary and Alison Finn - Committee Manager.

### GAS Committee

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

The meeting was held at Service Headquarters, Hessle.

**13/26 APOLOGIES FOR ABSENCE** - Apologies for absence were submitted from Bovill, Grant, Shepherd, Waltham and Jonathan Evison PCC.

**14/26 DECLARATIONS OF INTEREST** - There were no declarations of interest.

**15/26 MINUTES - Resolved** - That the minutes of the meeting of the Authority held on 13 February 2026 be approved as a correct record.

**16/26 MINUTES OF THE APPOINTMENTS AND REMUNERATION COMMITTEE – Resolved –**

- (a) That the minutes of the Appointments and Remuneration Committee meeting held on 13 February 2026 be received;
- (b) That the minutes of the Appointments and Remuneration Committee meeting held on 9 March 2026 be approved and Niall McKinry be appointed to the post of Chief Fire Officer.

**17/26 MINUTES OF GOVERNANCE, AUDIT AND SCRUTINY COMMITTEE**– The Chair of the GAS Committee, Chris Brown, presented the minutes of the Committee meetings of 9 February 2026 and 16

March 2026, providing Members with a highlight of the key areas of focus and recommendations to the Fire Authority.

**Resolved** – That the Minutes of the Governance, Audit and Scrutiny Committee of 9 February and 16 March 2026 be received.

**18/26 QUESTIONS BY MEMBERS** - There were no questions by Members.

**19/26 COMMUNICATIONS** – There were no communications

**20/26 INTERNAL AUDIT PLAN 2026/27** - David Robinson (TIAA) presented the Internal Audit Plan 2026/27.

The Annual Plan set out the assignments that would be carried out in 2025/26, the planned times and the high-level scopes for each of these assignments. Ten topics were proposed as part of the Internal Audit Plan 2026/27:

1. Managerial support and direction for watches
2. Staff competencies
3. Regulation of fire safety
4. Responding to fires and other emergencies
5. Leading people
6. Project management
7. National operational guidance
8. ICT controls
9. Key financial controls
10. TBC

The draft plan was produced through extensive engagement with the Service's Strategic Leadership Team (SLT). The Plan also included the following standard subjects:

- Financial resilience;
- Devolution and reorganisation;
- Digital transformation and AI
- Cyber security governance;
- Net zero;
- People and culture; and
- Wellbeing.

The draft Internal Audit Annual Plan 2026/27 had been received and endorsed for approval to the Fire Authority by the GAS Committee at its meeting of 16 March 2026 (minute 15/26 refers).

**Resolved** - that the Internal Audit Plan 2026/27 be approved.

**21/26 TREASURY MANAGEMENT AND CAPITAL EXPENDITURE STRATEGY 2026/27** - The Executive Director of Finance/Section 151 Officer submitted a report that set out the Prudential Indicators for Treasury Management and Capital and the Treasury Management Policy Statement for adoption for the financial year 2026/27.

The report set out the prudential indicators for treasury management and capital and the Treasury Management Strategy Statement proposed for adoption for the financial year 2026/27. The Authority's Constitution required that the Policy Statement was approved by the Fire Authority.

The report outlined the recommended policy to be adopted to create the minimum revenue provision for 2026/27, in line with the statutory requirements set out in The Local Authorities (Capital Finance and Accounting) (England) (Amendment) Regulations 2008 and 2017.

The suggested strategy for 2026/27 in respect of the following aspects of the treasury management function was based on the S.151 Officer's views on interest rates, supplemented by leading market

forecasts provided by the Authority's treasury management advisors and support from the treasury management team within Hull City Council. The strategy covered:

- limits in force which will limit the treasury risk and activities of the Authority;
- the Treasury Management and Prudential Indicators;
- the current treasury position;
- prospects for interest rates;
- the borrowing requirement strategy;
- policy on borrowing in advance of need;
- debt rescheduling;
- the investment strategy;
- creditworthiness policy;
- the MRP strategy;
- policy on use of external service providers

**Resolved** - That the Treasury Management Strategy Statement 2026/27 be approved.

**22/26 MEMBERS ALLOWANCES 2026/27** - The Monitoring Officer/Secretary submitted a report summarising the Members Allowance Scheme for the 2026/27 financial year.

The Fire Authority, on an annual basis, considered and approved a scheme of allowances paid to its Members. The approval of the scheme was a matter for the full Authority.

The Local Authorities (Members' Allowances) (England) Regulations 2003 made provision for Combined Fire Authorities to establish Member Allowances Schemes from May 2003.

The Fire Authority set new basic and special responsibility allowances from 1 October 2024. It was proposed that that scheme would continue in 2026/27 until a recommendation was received from the Independent Remuneration Panel at the June AGM meeting.

**Resolved** - That the scheme for Members Allowances for 2026/27 be approved.

**23/26 PAY POLICY STATEMENT 2026/27** – The Assistant Director of People and Culture submitted a report that proposed a Pay Policy Statement for Humberside Fire Authority for 2026/27, as required by the Localism Act 2011, for approval by the Fire Authority.

The Act introduced senior staff pay transparency into local authorities with a requirement that authorities prepare a Pay Policy Statement for each financial year. A statement for Humberside Fire Authority was first produced for 2012/13 and approved by the Fire Authority at its meeting on 17 April 2012 (Minute 3839 refers).

The Authority agreed at that time that the Pay Policy Statement should be reviewed annually by officers and that any proposed amendments would be brought before the full Fire Authority for consideration.

The proposed statement for 2026/27 reflected the pay details for the current Strategic Leadership Team posts. A draft Pay Policy Statement for 2026/27 had been produced in compliance with the legislative requirements and having regard to the relevant guidance. The proposed Statement complied with the legislative requirements and reflected the structure of the Strategic Leadership Team as agreed by the Humberside Fire Authority on 12 March 2021.

**Resolved** - (a) That the draft Pay Policy Statement for 2026/27 be approved;

(b) that the Chief Fire Officer and Chief Executive be authorised to make factual adjustments to the Policy during the course of 2026/27;

(c) that any further amendments to the Policy be brought before the Full Authority for consideration.

**24/26 GENDER, ETHNICITY AND DISABILITY PAY GAP REPORT 2024/25** - The Assistant Director of People and Culture submitted a report on the Gender, Ethnicity and Disability Pay Gap.

The report detailed the pay gap reporting information and supportive narrative for the Service to meet its legislative obligations for the 2024/2025 gender pay gap reporting requirements. The report used data as of 31 March 2025. The Service had a legal duty to report on its gender pay gap by 30 March 2026 by publishing the report, along with an easy read version, and submitting data sets to Government Gender Pay Gap Portal by the same date. The Service continued to report not only on gender but (voluntarily) on both ethnicity and disability pay gaps.

**Resolved** - That the Service's data sets be submitted to the Government Gender Pay Gap Portal and an easy-read version of the report be published.

**25/26 PERFORMANCE REPORTING AND SERVICE PERFORMANCE INDICATORS 2026/27** - The Assistant Chief Fire Officer & Executive Director of Corporate Services submitted a report that provided information regarding the reporting of Service level performance for the period 2026/27, monitored and retrospectively reported to Members on a bi-annual basis.

Indicators and measures would be adopted under the following categories to ensure consistent assessment of performance across all CRMP activities during 2026/27:

- Incident Activity
- Response
- Prevention
- Protection
- People
- Corporate Governance

**Resolved** - That the frequency and content of the reporting of Service performance during 2026/27 be approved.

**26/26 AMENDMENT TO THE CONSTITUTION** - The Monitoring Officer/Secretary submitted a report summarising a change to the Constitution.

At its meeting on 28 November 2025, the Authority considered a proposal to strengthen its governance arrangements by introducing an additional clause to Article 2 of the Constitution. That clause would clarify that a Member ceased to hold office immediately upon changing political allegiance. To ensure transparency and accountability, the GAS Committee was tasked with reviewing the proposed change and make a recommendation to the Authority on whether it should be adopted.

Upon consideration, as the meeting Minute 07/26 refers, the GAS Committee recommended, "That the Authority approve the proposed amendment to Article 2 of the Constitution."

**Resolved** – That the amendment to the Constitution, as set out at section 4.4 of the report, be approved.

**27/26 ESTATES CAPITAL PROGRAMME UPDATE** - The Deputy Chief Fire Officer/ Executive Director of Service Delivery submitted a report summarising the Estates Capital Programme.

The report detailed the Service's progress in the development of the estate, linked to £23.469m of capital funding agreed by the Fire Authority at its November 2024 meeting, with further support and bolstering the investment to £26.828m and £1.95m for Training estate at the November 2025 meeting.

HLM Architects had been procured and on-boarded as the strategic partner and brought extensive experience in the fire and emergency services estate, with a strong track record of delivering modern, compliant fire stations and estate strategies across the UK.

HLM Architects reviewed the five-year capital programme, to ensure the planning assumptions aligned with strategic aims and provided best value. They would be recommending investment over five years but also medium-term ten-year period.

HLM assessed condition, lifecycle, functional suitability, operational alignment, risk and value for money across all sites. Cross cutting priorities within the HLM review included:

- Contaminants: clean/dirty zoning, ventilation, decontamination facilities.
- Operational effectiveness: turnout flow, appliance bays, site access, resilience.
- Welfare: changing rooms, showers, gyms, staff spaces.
- Collaboration: co location, shared use, One Public Estate (OPE) opportunities.
- PV / sustainability: PV potential, EV charging and energy efficiency upgrades.
- Smart systems: BMS, remote monitoring, automated compliance and smarter controls

The report summarised the process to implement the capital programme for the estates five-year period from 2026/27 to 2030/31, with a forward look into the medium term to 2036, and it was proposed that the Authority supports the programme development.

**Resolved** - That the Authority support the programme development.

**12/26 CHIEF FIRE OFFICER UPDATE** - The Chief Fire Officer delivered a verbal update making the following points:

- The productivity plan would be updated and published on the website.
- The Health and Safety Executive would be visiting the Service on 5 May and considering decontamination and contaminants.
- The new control system would go live within three weeks.
- Following the successful appointment of Niall McKiniry as the new Chief Fire Officer, the Deputy Chief Fire Officer recruitment process would now ensue.
- A ten appliance exercise had been carried out at the top of a multi-storey car park in Hull.
- Firefighter Millie Margetts had recently appeared on the TV programme Gladiators; it was hoped that would encourage more women to join the Service.
- Over £11,000 had been fundraised for the MND Rob Burrows association.

**Resolved** - that the Chief Fire Officer Update be received.

**13/26 VOTE OF THANKS TO THE MONITORING OFFICER** – The Monitoring Officer would be leaving their position at the end of April. The Authority presented her with a gift and paid tribute to the work she had undertaken over the years in supporting the work of the Authority. Members wished her well for the future.