



**MINUTES OF THE MEETING OF THE CHESHIRE FIRE AUTHORITY held on Wednesday, 12 February 2020 at Lecture Theatre - Sadler Road, Winsford, Cheshire at 10.30 am**

**PRESENT:** Councillors Bob Rudd (Chair), Rachel Bailey, Michael Beanland, Mike Biggin, David Brown, Razia Daniels, Martyn Delaney, David Edwardes, Phil Harris, Marilyn Houston, Gina Lewis, Nick Mannion, Les Morgan, Karen Mundry, Stef Nelson, James Nicholas, Stuart Parker, Jonathan Parry, Rob Polhill, Morgan Tarr, Peter Wheeler, Norman Wright, Steve Wright and Police and Crime Commissioner, David Keane

**1 PROCEDURAL MATTERS**

**A Recording of Meeting**

Members were reminded that the meeting would be audio-recorded.

**B Apologies for Absence**

There were no apologies submitted.

**C Appointment of Members of the Fire Authority**

The Chair welcomed newly appointed Members Councillor Les Morgan and Councillor Marilyn Houston to the Authority.

**D Changes to the Appointment of Committees etc. and Member Roles 2019-20**

**RESOLVED:**

**That Members note and approve the changes to committees etc. and Member Champion roles, as shown in red, subject to the following addition:**

- **Councillor Marilyn Houston be appointed as an additional Equality and Diversity Member Champion.**

**Note: The full list is attached to these minutes.**

**E Appointment of Lead Member for Cheshire East Borough Council**

Members from Cheshire East Borough Council were asked to appoint a Lead Member. Councillors Nick Mannion and Micheal Beanland were nominated and seconded and a vote took place.

Councillor Nick Mannion was appointed with 5 votes to 3 votes for Councillor Michael Beanland.

**RESOLVED:**

**That Councillor Nick Mannion be appointed as Lead Member for Cheshire East Borough Council.**

**F Independent (Non-Elected) Member - Further Term of Office**

**RESOLVED:**

**That a further term of office for Lesley Thomson be approved (four years to begin in June 2020 when Lesley's first term expires).**

**G Chair's Announcements**

The Chair asked Members to note the content of the Chair's announcements which included details of Authority achievements and events Members had attended.

He referred Members to a section of the Chair's announcements containing information on the Service achieving third place within the Stonewall Top 100 Workplace Index for a second year in a row. He congratulated and thanked all who were involved in the process.

**H Declaration of Members' Interests**

There were no declarations of Members' interest.

**I Questions from Members of the Public**

No questions had been submitted.

**J Minutes of Fire Authority**

**RESOLVED:**

**That the minutes of the Fire Authority meeting held on 10<sup>th</sup> December 2019 be approved as a correct record.**

**K Minutes of Governance and Constitution Committee**

The Director of Governance and Commissioning informed Members that the Committee had granted dispensations in relation to decisions concerning the setting of the Council Tax precept and approval of the Members' Allowances Scheme (and any changes and/or additions to it).

The following Members had been granted both dispensations:

Councillors Michael Beanland; Mike Biggin; David Brown; Razia Daniels; Martyn Delaney; David Edwardes; Gina Lewis; Nick Mannion; Les Morgan; Karen Mundry; Stef Nelson; James Nicholas; Stuart Parker; Jonathan Parry; Rob Polhill; Bob Rudd; Morgan Tarr; Peter Wheeler; Norman Wright; and Steve Wright

The following Member had been granted the dispensation relating to the Members' Allowances Scheme:

Councillor Phil Harris

The Authority was asked to consider extending the benefit of both dispensations to Councillors Rachel Bailey and Marilyn Houston. The Authority was also asked to extend the benefit of the dispensations relating to the setting of the Council Tax precept to Councillor Phil Harris.

**RESOLVED: That**

**[1] the minutes of the Governance and Constitution Committee meeting held on 29<sup>th</sup> January 2020 be noted; and**

**[2] dispensations be extended to:**

- **Councillors Rachel Bailey and Marilyn Houston to allow them to take part in debates and votes concerning the setting of the Council Tax precept and approval of the Members' Allowances Scheme (and any changes/additions to it);**
- **Councillor Phil Harris to allow him to take part in debates and votes concerning the setting of the Council Tax precept.**

**L Minutes of Brigade Managers' Pay and Performance Committee**

**RESOLVED:**

**That the minutes of the Brigade Manager's Pay and Performance Committee meeting held on 15<sup>th</sup> January 2020 be noted.**

**M Minutes of Staffing Committee**

**RESOLVED:**

**That the minutes of the Staffing Committee meeting held on 15<sup>th</sup> January 2020 be noted.**

**N Notes of the Member Training and Development Group**

**RESOLVED:**

**That the notes of the Member Training and Development Group meeting held on 14<sup>th</sup> February 2020 be noted.**

## 2 **TREASURY MANAGEMENT STRATEGY**

The Head of Finance presented the report which sought approval of the Treasury Management Strategy 2020-21 (the Strategy). This was a requirement of guidance issued by the Ministry of Housing, Communities and Local Government (MHCLG), the CIPFA Treasury Management Code and the CIPFA Prudential Code. It also assisted the Authority in showing its compliance with requirements in the Local Government Act 2003.

The Strategy comprised of four main elements:

- Capital Expenditure Plans and Prudential Indicators
- Borrowing Strategy and Prudential Limits
- Annual Investment Strategy
- Minimum Revenue Provision (MRP) Statement

The Head of Finance referred Members to 'Table 2: Capital Financing' at paragraph 4.1.3 of Appendix 1 to the report. She informed Members that the Authority had not yet borrowed any of the anticipated £11m required over the period to finance the planned major build projects. She also referred Members to the table at paragraph 5.3.1 of Appendix 1 which provided a forecast of interest rates from December 2019 to March 2023, which forecast no increase in interest rates this year. The Head of Finance reiterated that, when required, a recommendation to borrow would be brought to the Authority when officers felt that the time was right.

The Head of Finance informed Members that the Authority's reserves were reducing and would be just under £20m by the end of March 2020. She referred Members to 'Table 4: Reserves' at paragraph 4.3.1 of Appendix 1. It indicated that reserves would reduce to approximately £8.6m by March 2023 and, going forward, would be maintained at 5% of the net revenue budget.

A Member queried whether a statement could be included within the Treasury Management Strategy regarding the Authority's approach to ethical or environmental investment. The Head of Finance confirmed that, going forward, she would incorporate this into future iterations of the Treasury Management Strategy.

### **RESOLVED: That**

**[1] the Treasury Management Strategy 2020-21 approved; and**

**[2] the Authority's Prudential Indicators including the Authorised Limit (Appendix 1, paragraph 5.2.7) and Operational Boundary (Appendix 1, paragraph 5.2.3) be approved.**

## 3 **DRAFT BUDGET 2020-21, COUNCIL TAX PRECEPT AND MEDIUM TERM FINANCIAL PLAN 2020-25**

Note: an updated copy of 'Table 4 – Council Tax Precepts' on page 60 of the Agenda Pack was circulated ahead of the meeting. The figures are set out below:

Unitary Council	Taxbase	1.99% Increase
		£
Cheshire East	<b>152,597.84</b>	12,099,483.00
Cheshire West and Chester	<b>123,713.30</b>	9,809,228.00
Halton	<b>35,359.00</b>	2,803,615.00
Warrington	<b>68,464.00</b>	5,428,511.00
	<b>380,134.14</b>	<b>30,140,837.00</b>

The Treasurer presented the report which asked Members to:

- Approve the Authority's Medium Term Financial Plan 2020/25
- Agree the Authority's budget for 2020/21
- Agree the Authority's Council Tax precept for 2020/21 as required by law
- Approve the Authority's Capital Programme and funding
- Approve the Authority's Capital Strategy
- Approve the Authority's Reserves Strategy

The Treasurer informed Members that officers were proposing a council tax increase of 1.99%. The Medium Term Financial Plan and Reserves Strategy 2020/25 appended to the report reflected the assumption of a council tax increase of 1.99%.

He referred Members to 'Table 1: Financing of the Proposed Net Revenue Budget' at paragraph 8 of the report which provided an overview of the Authority's overall funding position. An increase of 1.99% in the council tax precept would generate an additional £1m income compared to 2019/20, based on the increased council taxbase of Band D equivalent properties. With the inclusion of other elements of funding, such as revenue support grant and business rate income, the overall net revenue budget would increase by £1.369m compared to the previous year.

The Treasurer referred Members to 'Table 2 – Construction of Proposed 2020-21 Revenue Budget' which showed proposed adjustments to the revenue budget. He indicated that the increase in funding of approx. £1.3m would not be sufficient to balance the budget, therefore savings proposals of £2.4m had been identified to ensure that planned spending matched the level of proposed resources. Appendix 2C to the report contained details of proposed savings for 2020/21.

Permanent growth for 2020/21 was contained within Appendix 2A to the report and one-off growth items for 2020/21 were detailed in Appendix 2B to the report.

A Member referred to Appendix 2A to the report and queried why Service Delivery was running over establishment. The Chief Fire Officer and Chief Executive informed Members that, due to previous years when recruitment had not taken place, there was a risk that the Service could have experience/skills shortages as a result of retirements over the next few years. To enable the Service to mitigate this risk, a strategy was deployed to temporarily over-establish ahead of any experience/skills shortage occurring to ensure that there were sufficient numbers of trained firefighters to work alongside any new recruits. The Treasurer informed Members that, with the volume of retirements and leavers expected over the next few years, the overspend was expected to reduce. In the meantime, a contribution had been built into reserves to cover the cost.

A Member referred to paragraphs 20 and 24 within the report, highlighting that she was pleased to see that the Government had awarded an additional grant to the Service to assist with firefighter pension costs. She also welcomed the environmental focus of several of the growth items listed in Appendix 2A.

A Member queried what the £18k increase listed in Appendix 2A for 'Equality, diversity and inclusion – supplies and services budget' would be utilised for. The Director of Transformation informed Members that there was currently no dedicated non-pay budget for the Service's equality, diversity and inclusion work. The £18k would be utilised to fund events, conferences, networking activity and any other non-pay supplies/services linked to the promotion of equality, diversity and inclusion.

**RESOLVED: That**

- [1] the Medium Term Financial Plan as set out in Appendix 1 be approved;**
- [2] the Budget Requirement of £44.830m for 2020/21 (as set out in Table 1, paragraph 8) which takes account of adjustments for inflation, growth, one off items and savings (as set out in Table 2, paragraph 12 and Appendices 2a, 2b and 2c respectively) be agreed;**
- [3] the proposed council tax increase of 1.99% (which represents a Band D council tax precept of £79.29) for 2020/21 be agreed;**
- [4] the council tax precepts set out in the updated Table 4, be agreed;**
- [5] the proposed capital programme for 2020/21 set out in Table 3, paragraph 26 together with its associated financing be approved;**
- [6] the Capital Strategy set out in Appendix 3 be approved;**
- [7] the Reserves Strategy set out in Appendix 4 be approved;**
- [8] the Statement of Robustness of Estimates set out in Appendix 5 be noted; and**
- [9] the Financial Health Targets in paragraph 28 be adopted.**

#### **4 PAY POLICY STATEMENT 2020-21**

The Director of Transformation presented the report which sought approval to publish the Pay Policy Statement for 2020-21, attached as Appendix 1 to the report.

She explained that, under the Localism Act 2011, all local authorities were required to publish a pay policy statement on an annual basis. The document set out the Authority's policies for the financial year relating to the remuneration of its Chief Officers, the remuneration of its lowest paid employees, and the relationship between the pay of Chief Officers and that of other employees. The requirement was intended to increase transparency and accountability, and to give local people access to information to allow them to determine whether pay is appropriate.

Paragraphs 9-17 of the report provided an overview of changes to the Pay Policy Statement since it was previously approved in February 2019. Changes included: the Service's new Brigade Manager structure; increased employer contribution rates for the firefighter pension schemes; adoption of the Living Wage as the Service's minimum rate of pay; and the adjustment of the pay multiples to reflect the lower salary of the Chief Fire Officer and Chief Executive and an overall increase in the pay of other staff.

The Director of Transformation referred Members to two known outstanding issues pertaining to pay in the report that could necessitate changes to the Pay Policy Statement during the course of the financial year 2020/21. The first issue concerned the national firefighter pay negotiations and the second concerned the Public Sector Exit Payments Regulations which were expected to come into force during 2019. She asked Members to authorise her, in conjunction with the Director of Governance and Commissioning, to make any necessary in-year changes to the Pay Policy Statement as necessitated by new legislation or guidance.

A Member asked for further information regarding the Service's gender pay gap. The Director of Transformation confirmed that a separate report would be submitted to the Authority later in the year on this and that she would provide further information to the individual Member outside of the meeting.

A Member queried what the exit payment cap of £95k included. Officers confirmed that they would provide Members with a breakdown of what was included.

#### **RESOLVED: That**

- [1] the Pay Policy Statement 2020-21, attached at Appendix 1 to the report, be approved; and**
- [2] the Director of Transformation, in conjunction with the Director of Governance and Commissioning, be authorised to make any necessary in-year changes to the pay Policy Statement as necessitated by new legislation or guidance.**

## **5 ACCREDITATION AS A LIVING WAGE EMPLOYER**

The Director of Governance and Commissioning presented the report which enabled Members to determine whether to pursue accreditation as a Living Wage Employer. He informed Members that the Living Wage was an hourly rate of pay set independently and updated by the Living Wage Foundation, rather than a statutory requirement. Item 10 also provided background information about third party contractors and the potential financial impact of accreditation.

He referred Members to paragraph 24 within the report which detailed the additional annual cost of securing the payment of the Living Wage to cleaning and catering staff employed by third party contractors. He explained that the figure quoted was overstated. Taking into account the increase of the National Living Wage from £8.21 to £8.72 on 1<sup>st</sup> April 2020, the additional cost of paying the Living Wage was expected to be £17k-£20k per year. An updated copy of Appendix 2 to the report was published and circulated ahead of the meeting, indicating the changes to hourly rates from 1<sup>st</sup> April 2020.

### **RESOLVED: That**

**[1] accreditation as a Living Wage Employer be pursued by the Fire Authority.**

## **6 DRAFT INTEGRATED RISK MANAGEMENT PLAN 2020-24 CONSULTATION UPDATE**

The Policy and Transformation Officer presented the report which provided a progress update regarding the consultation concerned with the draft Integrated Risk Management Plan 2020-24 (IRMP). At the meeting of the Authority in December 2019 Members approved the draft IRMP. The consultation was launched on Monday 16<sup>th</sup> December 2019 and was due to conclude on Friday 20<sup>th</sup> March 2020.

The report provided a progress update against each strand of the consultation: the public consultation, the staff consultation and consultation with local partners. Interim feedback received from all parties was outlined in paragraphs 13 to 21. The Policy and Transformation Officer explained that figures had changed slightly since the publication of the report as further survey responses had been received.

Several public roadshows and staff conferences had taken place since January. Officers had also met with two Members of Parliament from Cheshire to discuss the proposals within the draft IRMP. Copies of the draft IRMP had also been sent to councillors across the Service area and neighbouring fire and rescue services for their feedback.

The Consultation Institute had been contracted by the Service to provide an independent quality assurance assessment against the consultation process. The Policy and Transformation Officer informed Members that a mid-point review with the institute was planned for 17<sup>th</sup> February 2020 and that their feedback would be published online.



A Member queried whether consultation response rates were similar to those from previous year. The Policy and Transformation Officer confirmed that response rates were comparable.

**RESOLVED: That**

**[1] the report be noted.**

**7 APPOINTMENT OF INDEPENDENT PERSON (HANDLING OF COMPLAINTS ABOUT MEMBER CONDUCT)**

The Director of Governance and Commissioning presented the report which enabled Members to decide upon the appointment of an Independent Person to assist the Authority in handling complaints about breaches of the Members' Code of Conduct.

An application had been received from Mr Donald Clark, who lived in Cheshire and already acted as an Independent Person for Warrington Borough Council. The application made it clear that Mr Clark fulfilled the key requirement, i.e. to be "independent".

A panel of three members of the Governance and Constitution Committee, together with one of the independent (non-elected) members, interviewed Mr Clark on 29th January 2020. Following the interview, the Committee considered a brief report and heard the views of the Members involved in the interview. The Committee unanimously agreed to recommend Mr Clark's appointment as an Independent Person to the Fire Authority.

**RESOLVED: That**

**[1] Mr Donald Clark be appointed to the role of Independent Person for Cheshire Fire Authority for a period of three years (until February 2023).**

**8 COLLABORATION STRATEGY**

The Director of Governance and Commissioning presented the report which contained a Collaboration Strategy (the Strategy) for approval, attached as Appendix 3 to the report.

The Strategy in Appendix 3 was presented to the Governance and Constitution Committee (the Committee) on 13<sup>th</sup> November 2019. The Committee had supported the structure and content of the document but asked whether it needed to reference any national collaborative activity. The Director of Governance and Commissioning had agreed to further develop the draft Strategy and submit it to the Fire Authority for approval.

A Member queried whether a review date should be scheduled for the Strategy to be brought back to the Authority. It was agreed that it should be brought back to the Authority for review every 2 years.

**RESOLVED: That**

**[1] the Collaboration Strategy by approved; and**

**[2] the Collaboration Strategy be reviewed by the Authority every two years.**

**9 EXCLUSION OF THE PRESS AND PUBLIC**

Members did not discuss the information in Item 10 so there was no requirement to exclude the press and public.

**10 ACCREDITATION AS A LIVING WAGE EMPLOYER**

Members took the information in Item 10 into account when making a decision about Item 5.

## Updated Fire Authority Membership 2019-20

Appointed by Cheshire East Borough Council (3 Con, 3 Lab, 2 Ind)

Labour	Conservative	Independent
Cllr Marilyn Houston (Jan 2020)	Cllr Rachel Bailey	Cllr David Edwardes
Cllr Nick Mannion	Cllr Michael Beanland	Cllr James Nicholas
Cllr Jonathan Parry	Cllr David Brown	

Appointed by Cheshire West and Chester Borough Council (3 Con, 4 Lab)

Labour	Conservative
Cllr Martyn Delaney	Cllr Razia Daniels
Cllr Gina Lewis	Cllr Stuart Parker
Cllr Bob Rudd	Cllr Norman Wright
Cllr Peter Wheeler	

Appointed by Halton Borough Council (3 Lab)

Labour  
Cllr Phil Harris  
Cllr Stef Nelson  
Cllr Rob Polhill

Appointed by Warrington Borough Council (4 Lab, 1 Lib Dem)

Labour	Liberal Democrat
Cllr Les Morgan (Dec 2019)	Cllr Mike Biggin
Cllr Karen Mundry	
Cllr Morgan Tarr	
Cllr Steve Wright	

Note: The Police and Crime Commissioner for Cheshire, Mr David Keane, has also been afforded certain rights in relation to Fire Authority business, including the right to attend meetings.

### LEAD MEMBERS

Cheshire East: Councillor Nick Mannion  
Cheshire West and Chester: Councillor G Lewis  
Halton: Councillor S Nelson  
Warrington: Councillor M Tarr

## APPOINTMENTS TO COMMITTEES, BOARDS AND GROUPS FOR 2019-20

### BODIES COVERED BY POLITICAL PROPORTIONALITY RULES

#### PERFORMANCE AND OVERVIEW COMMITTEE – 8 Members and 1 independent member

Chair: Cllr Phil Harris

Deputy Chair: Cllr Peter Wheeler

CONSERVATIVE	LABOUR	INDEPENDENT	independent member
Cllr Norman Wright	Cllr Phil Harris	Cllr James Nicholas	Derek Barnett
Cllr Razia Daniels	Cllr Les Morgan		
	Cllr Gina Lewis		
	Cllr Jonathan Parry		
	Cllr Peter Wheeler		

#### Substitute Members for Performance and Overview Committee

CONSERVATIVE	LABOUR	INDEPENDENT
Cllr Rachel Bailey	Cllr Rob Polhill	Cllr Mike Biggin

#### GOVERNANCE AND CONSTITUTION COMMITTEE – 7 Members and 2 independent members

Chair: Cllr Steve Wright

Deputy Chair: Cllr Rob Polhill

CONSERVATIVE	LABOUR	INDEPENDENT	independent member
Cllr David Brown	Cllr Steve Wright	Cllr Mike Biggin	Derek Barnett
Cllr Rachel Bailey	Cllr Rob Polhill		Lesley Thomson
	Cllr Martyn Delaney		
	Cllr Nick Mannion		

#### Substitute Members for Governance and Constitution Committee

CONSERVATIVE	LABOUR	INDEPENDENT
Cllr Michael Beanland	Cllr Peter Wheeler	Cllr David Edwardes

#### BRIGADE MANAGERS' PAY AND PERFORMANCE COMMITTEE – 7 Members

It is the usual convention that the Committee includes the Fire Authority Chair, Deputy Chair, and Group spokesperson(s).

Chair: Cllr Bob Rudd

Deputy Chair: Cllr Stef Nelson

CONSERVATIVE	LABOUR	INDEPENDENT
Cllr Stuart Parker	Cllr Bob Rudd	Cllr Mike Biggin
Cllr Michael Beanland	Cllr Stef Nelson	
	Cllr Morgan Tarr	
	Cllr Karen Mundry	

**Substitute Members for Brigade Managers' Pay & Performance Committee**

<b>CONSERVATIVE</b>	<b>LABOUR</b>	<b>INDEPENDENT</b>
Cllr David Brown	Cllr Jonathan Parry	Cllr James Nicholas

**ESTATES AND PROPERTY COMMITTEE – 7 Members and 1 independent member**

**Chair: Cllr Karen Mundry**

**Deputy Chair: Cllr Stef Nelson**

<b>CONSERVATIVE</b>	<b>LABOUR</b>	<b>INDEPENDENT</b>	<b>independent member</b>
Cllr Stuart Parker	Cllr Karen Mundry	Cllr David Edwardes	Derek Barnett OR
Cllr Norman Wright	Cllr Marilyn Houston		Lesley Thomson
	Cllr Peter Wheeler		
	Cllr Stef Nelson		

**Substitute Members for Estates and Property Committee**

<b>CONSERVATIVE</b>	<b>LABOUR</b>	<b>INDEPENDENT</b>
Cllr Michael Beanland	Cllr Phil Harris	Cllr James Nicholas

**Note:** Appointments to this body should where possible include the four Lead Members and the Procurement and Environment Member Champions

**JOINT CONSULTATIVE COMMITTEE – 4 Members**

**Chair: Cllr Rob Polhill**

**Deputy Chair: Cllr Phil Harris**

<b>CONSERVATIVE</b>	<b>LABOUR</b>
Cllr Rachel Bailey	Cllr Rob Polhill
	Cllr Phil Harris
	Cllr Morgan Tarr (was substitute)

**Substitute Members for Joint Consultative Committee**

<b>CONSERVATIVE</b>	<b>LABOUR</b>
Cllr Stuart Parker	Cllr Peter Wheeler

**BODIES NOT COVERED BY POLITICAL PROPORTIONALITY RULES**

**MEMBER TRAINING AND DEVELOPMENT GROUP – 5 Members and 1 Independent Member**

**Chair: Cllr Gina Lewis**

Cllr Gina Lewis	Cllr Karen Mundry	Cllr Stuart Parker	Cllr David Brown
Cllr David Edwardes	<b>independent member</b> Lesley Thomson		

### **RISK MANAGEMENT BOARD – 2 Members**

Cllr Stef Nelson	Cllr Stuart Parker
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### **PHOENIX BOXING CLUB BOARD – 2 Members (Warrington Members only)**

<b>Members</b>	<b>Substitutes</b>
Cllr Karen Mundry	Cllr Les Morgan
Cllr Steve Wright	Cllr Morgan Tarr

### **HEALTHY HEART RUNCORN TRAINING GYM BOARD – 1 Member (from Halton Members)**

<b>Member</b>
Cllr Stef Nelson

### **PENSION BOARD – 1 Member**

<b>Member</b>
Cllr David Brown

### **SPRINKLER GROUP – 4 Members (from each constituent authority)**

<b>Members</b>	
Cllr David Edwardes	Cllr Les Morgan
Cllr Gina Lewis	Cllr Stef Nelson

### **EQUALITY STEERING GROUP – 1 Member**

<b>Member</b>
Cllr Razia Daniels

### **SERVICE HEALTH, SAFETY AND WELLBEING COMMITTEE – 1 Member**

<b>Member</b>
Cllr Mike Biggin

### **BODIES WHERE NO APPOINTMENTS ARE REQUIRED**

#### **CLOSURE OF ACCOUNTS COMMITTEE**

The Performance and Overview Committee sits as the Closure of Accounts Committee and meets once a year to close the Authority's accounts.

#### **STAFFING COMMITTEE – 7 Members**

The Brigade Managers' Pay and Performance Committee sits as the Staffing Committee.

## **BUSINESS CONTINUITY COMMITTEE**

The membership of the Business Continuity Committee comprises the Chair, Deputy Chair, Group Spokesperson(s) and Lead Member(s). The Committee meets on an ad-hoc basis, as required.

## **UNITARY PERFORMANCE MANAGEMENT GROUPS**

The Unitary Performance Area Groups are the performance delivery groups in each of the Unitary Performance Areas and are chaired by the local Unitary Performance Manager, and attended by the local Members for that area.

## **MEMBER CHAMPION ROLES**

<b>Equality and Diversity</b> Sits on Equality Steering Group (Note: 2 appointments for 2019-20)	Cllr Razia Daniels Cllr Marilyn Houston
<b>Health and Safety</b> Sits on Health and Safety Committee	Cllr Mike Biggin
<b>Information and ICT</b>	Cllr Rob Polhill
<b>Environment</b>	Cllr Karen Mundry
<b>Procurement</b>	Cllr Martyn Delaney
<b>Finance</b> (Note: 2 appointments for 2019-20)	Cllr Stef Nelson Cllr David Brown
<b>Older People</b>	Cllr Peter Wheeler
<b>Young People</b>	Cllr Jonathan Parry
<b>Performance Management</b>	Cllr Phil Harris
<b>Commercial/Business Risk Reduction</b>	Cllr Stuart Parker
<b>Industrial Relations (JCC Chair)</b>	Cllr Rob Polhill
<b>Road Safety</b>	Cllr Nick Mannion
<b>Pensions (Local Pension Board Chair)</b>	Cllr David Brown
<b>Sprinklers</b>	Cllr Gina Lewis