

CORPORATE MANAGEMENT BOARD

Ron Dobson	Commissioner
Dany Cotton	Director of Safety and Assurance
Sue Budden	Director of Finance and Contractual Services
Susan Ellison-Bunce	Head of Strategy and Inclusion
Glenn Sebright	Head of Communications
Miles Smith	Head of Legal and Democratic Services
Peter Cowup	EUR Director
Sabrina Cohen Hatton	DAC North West
Steve Hamm	Head of London Resilience (OR)
Dominic Johnson	Head of Human Resources Management
Jackie Adams Bonitto	Head of Training Assurance (D&T)
Andy O'Loughlin	DAC Operational Risk (S&I)
David Wyatt	Clerk to CMB (Head of Information Management)

703346751 v1

	Action
<p>2.2 Implementation of revalidation of incident command competence – update (049/16)</p> <p>DAC NW (Sabrina Cohen Hatton) introduced the report and responded to questions.</p> <p>The Commissioner asked that the draft policy come back to CMB for sign-off after internal consultations were completed.</p> <p>HoS&I queried why ACs/DACs were not subject to independent assessment like other roles, and felt that other staff might find this odd. The Commissioner added that that the term ‘peer review’ was slightly devalued now and should be avoided. He felt that ACs could be assessed by Directors (plus himself) and felt that ACs should review DACs. Agreed to amend the proposed process to remove the ‘peer review’ element.</p> <p>Agreed that if the Unions were supportive of the new approach, this should be included in any documents/Member briefings. Commissioner asked that the HoC consider the scope for external communications in due course.</p> <p>At the Commissioner’s request DAC NW explained that she had won a prize for a paper published in 2015 about her research, whilst working with the NOG team, which uses psychological theory to improve the way officers attending incidents make risk-critical decisions. The paper was published in The Journal of Experimental Psychology: Applied, and won the industry recognised Raymond Nickerson Best Paper Award for 2016. Noted that the Press Office were already considering wider publicity about the award. The Commissioner asked for a Member briefing note be prepared before any publicity about the award.</p>	<p>DAC NW</p> <p>DAC NW</p> <p>HoC / DAC NW</p> <p>HoC</p>
<p>3.1(a) Representation on outside bodies (050/16)</p> <p>HoLDS introduced the draft Authority report. Subject to the views of the LFEPA Chair, the report was agreed.</p>	
<p>3.1(b) Reconstitution committees, standing orders, allowances, delegations and related matters (051/16)</p> <p>HoLDS (Miles Smith) introduced the report and said that the proposal was to continue with the existing committee structure for the last year of the LFEPA. He added that the opportunity had been taken to do some minor tidying of the scheme of delegations; the Commissioner asked that a briefing be prepared for leading Members to underline the limited nature of these changes.</p> <p>The Commissioner said that from his meeting with the Chair it was clear that she did not want too many changes to governance arrangements for the final year of LFEPA. Decisions about a Vice-Chair, and chairs of committees had not yet been made.</p> <p>The Commissioner indicated that he had advised the Mayor that he was probably not the right person to carry out the Mayor’s proposed review of LFB resources (arising from a manifesto commitment). The Commissioner said that the Mayor would probably appointment an independent person to carry out a review which would feed into LSP6.</p> <p>The Commissioner indicated that if the Chair were to establish a Chair’s Coordinating Group (CCG) then this would be the forum for early discussions on LSP6 and its contents. If a CCG was not established then the Chair was likely to want a ‘development forum’ of some sort.</p> <p>DoFCS said that as the GPAC meeting was so soon after the Authority annual meeting, it had been agreed to send draft papers to ‘some’ Labour members before they were formally despatched.</p>	<p>HoLDS</p> <p>DoFCS / HoS&I</p>

	Action
<p>3.1(c) Inclusion strategy (052/16)</p> <p>HoS&I (Susan Ellison Bunce) introduced the draft report and responded to questions. She drew attention to the key areas of the strategy, and emphasised that the step change outlined in the strategy would not be universally popular with staff; some would not welcome it, she felt.</p> <p>DoFCS said that HoS&I's introduction had brought the paper to life for her and the Commissioner said that much of what HoS&I had said in her introduction to the Board about the strategy should be included in the covering report. He said it should emphasise what are the 'step change' improvements in the strategy.</p> <p>HoS&I said that all the actions in the strategy had been added to the PMF system to produce an action plan and that lead heads of service and delivery deadlines were currently being identified; she circulated a copy of this draft action plan. DoFCS said that heads should specifically be asked about any costs or budget impacts arising from actions.</p> <p>HoC and HoIM both suggested changes to para 22/23 of the covering report and removal of the explicit reference to an 'extranet' and replacement with language that set out what the Brigade wanted to achieve rather than suggesting a specific solution. The Commissioner supported this change. HoC asked that the digital team be involved in the work. HoIM asked for similar for IT staff.</p> <p>HoLDS queried whether the various Brigade complaints schemes (including confidential reporting) were working and whether staff understood which process to use (e.g. grievance, discipline, confidential reporting, bullying and harassment), and whether there was an opportunity to simplify/combine them. After discussion, it was agreed that a commitment to simplify the complaints (including confidential reporting) procedures should be added to the strategy and action plan.</p> <p>DoFCS said that on the proposed budget growth outlined in the draft report, she would rather make a statement that we would try to contain additional costs within existing budgets for 2016/17, with growth items considered as part of the 2017/18 budget. She said that where it was not possible to contain the items (e.g. the additional posts proposed) then a drawing could be made on the reserves. She advised HoS&I to speak to HoHRM about the correct recommendations for establishing the additional posts. DoFCS said that HoS&I should be prepared to justify why additional posts were needed now after deleting 'equalities' posts in the wake of the TMR.</p> <p>HoIM said that proposals to collect more data about people with protected characteristics at incidents and for other aspects of the Brigade's work, needed to recognise the practicalities of data collection on the incident ground, and the changing data protection landscape with explicit consent for data collection becoming the norm.</p> <p>The Commissioner agreed that his six monthly meetings with the equalities groups could be absorbed within the proposed Inclusion Board. It was also agreed that Members of the equalities working group should be invited to Inclusion Board meetings. HoS&I said that she would propose quarterly meetings of the Board in the first year.</p>	HoS&I
<p>3.1(d) Update on London Resilience arrangements (053/16)</p> <p>The HoLR (Steve Hamm) introduced the draft report and answered questions.</p> <p>HoLR pointed out the water office was still included in the structure chart but that alternative management arrangements were being considered.</p>	

	Action
<p>HoS&I wondered whether 'resilient cities' concept had a link with LSP6. The Commissioner said that this might be new news to members so that it would be worth explaining this, and other things in the report more fully. He drew particular attention to the HoLR's own post and the history of that. He also suggested that the report should firstly describe the 'achievements' of the LR programme over the last year. He said also to make clear that the structure is not approved at the current time but is being trialled to improve integrated working.</p> <p>DoFCS said that the report needed more to explain the funding arrangements</p>	HoLR
<p>3.2(a) Human resources digest: six months ending March 2016 (054/16)</p> <p>The HoHRM (Dominic Johnson) introduced the report. He explained that the report now included data linked to the public sector quality duty.</p> <p>The Commissioner recommended that HoHRM set a date when he and DoFCS could brief the new Chair of Resources Committee on the report.</p>	HoHRM
<p>3.2(b) Training contract: Babcock's performance – second half of 2015/16 (055/16)</p> <p>HoTA (Jackie Adams Bonitto) introduced the report and dealt with questions.</p> <p>Agreed that the proposition to increase car parking for Beckton TC should be written to say officers were doing it. The proposition for increased car park for Park Royal TC should be left out of this report and included in a future report (e.g. budget monitoring report).</p> <p>Agreed that the regular meeting with the staff side should be mentioned at para 45 (staff side consultations).</p>	HoTA
<p>4 Any other business</p> <p>None</p>	
The meeting ended at 12 noon.	