



LONDON FIRE BRIGADE

Report title

Home Office Grant Fund Expenditure Plan

Report to	Date
Operational Delivery DB	30 June 2021
Commissioner's Board	11 August 2021
Deputy Mayor's Fire and Resilience Board	7 September 2021
London Fire Commissioner	

Report by	Report number
Assistant Commissioner, Fire Safety	LFC-0566y

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I agree the recommended decision below.

Andy Roe
London Fire Commissioner

This decision was
remotely signed on
07 October 2021

Date

Summary

In September of 2020 LFB received two grants from the Home Office totalling £5.5 million. These grants are to be utilised to bolster LFB Protection activities and to assist in carrying out the Building Risk Review (BRR). A third grant of £3.9 million was received from the Home Office in April 2021.

This report sets out proposed plan to allocate a spend against the grants. In order to support the various projects, both planned and ongoing, which meet the requirements of the Grant offer letter it is proposed to recruit additional staff as supernumerary for a number of years. These staff would be employed on a mixture of permanent and temporary basis, relating to their role. It is proposed to recruit Fire Safety Advisers (FSAs) and admin support staff.

This approach to expenditure has been discussed and is agreeable with the Home Office. This expenditure will require no funding from LFB existing budgets.

Recommended decision

For the London Fire Commissioner

That the London Fire Commissioner approves the recruitment of 40 supernumerary FSR staff, to comprise 36 supernumerary FSAs and 4 additional Administration support officers.

Background

1. Grant funding was made available to LFB in September 2020 from the Home Office, its purpose to "make a significant impact in driving improvement in the protection function within fire and rescue services, tackling risk in the built environment and supporting the Building Risk Review work"(Home Office Grant offer letter 29/7/20).
2. Prior to, and since, the receipt of this fund a great deal of work has gone on to identify ways LFB Protection (Fire Safety Regulation) can improve its efficiency and deliver a better service. The major projects which now are underway are:
 - a. The Centre of Learning and Excellence, a bespoke training centre to ensure we have the best people trained to the levels set out in the NFCC joint Competency Framework.
 - b. Building Design and Consultation Hub. A new function of Fire Engineering where all aspects of the building consultation process are brought under one roof to ensure a consistently high standard of advice and guidance to address risk in the built environment.
 - c. Building Risk Review Team. A new team set up to manage and quality assure the triage of over 8000 high rise residential premises in London. This task is on track to be completed by December 2021. There will also be a requirement for quality assuring the work going beyond December 2021.
3. These major projects require a significant number of qualified and experienced staff in order for them to deliver on these key goals. The Home Office made it clear in December 2020 that HM Treasury rules dictate LFB could not use grant funds to pay for new posts which were filled with existing staff. This includes existing staff fulfilling different roles, which means operational staff cannot be used to fulfil Fire Safety posts whilst claiming back grant money. A separate workstream is underway to look at increasing the number of operational staff in Fire Safety. It must be new staff who are employed in order to fulfil the Home Office and Treasury conditions around expenditure. This rule presents all FRSs with an acute problem due to the shortage of trained Fire Safety Staff in the jobs market. Employing retired staff was also hindered by a rule forbidding pension abatement costs to be paid using grant funds.
4. In order to meet the requirements of these projects staff have, and will be, seconded from existing posts in various Fire Safety departments (primarily Delivery) and these posts require backfilling. Clarification from the Home Office in February means that LFB can employ full time staff to backfill as long as there is clear "additionality", a term used by the Home Office accountants. This additionality can best be demonstrated by employing staff on a supernumerary basis. Due to the aforementioned shortage of trained staff in the marketplace, training staff from scratch is the only viable option. The role of Fire Safety Adviser (FSA) is the entry level role for Protection. As of February 2021 the FSA establishment in LFB is 24. In contrast to the difficulty

faced in recruiting trained staff, FSA roles have attracted approximately 100 applicants each time a recruitment round has been advertised. These applicants are of diverse backgrounds and experience which is of additional benefit to LFB. It is possible that COVID 19 has encouraged many people to consider a change of career.

5. It is recognised that FSAs require training as they can be employed with little or no Fire Safety experience and therefore LFB fire safety would, as a matter of normal business, forward plan its recruitment to take the training period of circa six months into consideration. Following this period an FSA should undergo further development and attain the role of Inspecting Officer (IO) in approximately 1 year. Staff turnover means that approximately 15 Inspecting officer roles become vacant every year due to staff leaving or retiring.
6. Employing 36 FSAs immediately along with 4 Administrative Support Officers would enable LFB to start addressing the issue of backfilling posts that will be vacated.. The costs would be:
 - a. FSAs $£42,837 \times 36 = £1,542,132$ pa
 - b. Admin Support Officers $£36,911 \times 4 = £147,644$ pa
7. This staffing level will therefore cost £1,700,000 per annum based upon current costs. The current grant level (and expenditure rules) would enable LFB to employ this number of staff for three years.
8. During this three year period LFB could reasonably assume to lose 45 FSR staff (mainly IOs) and therefore these supernumerary staff will be available to take up establishment positions and be assimilated before the grant funding is exhausted. The staff turnover rate, including promotions and leavers will be carefully monitored by a new role in the establishment team as this may have an effect on the number and duration of the funded posts. It is accepted that there is a risk of carrying supernumerary staff without future funding guaranteed and this will be added to the corporate risk register with the requisite control measures in place.
9. As of August 2021 Fire Safety has an establishment of 199 Inspecting Officers (IOs) and FSAs with 156 of these currently filled. This leaves 43 vacancies. Current plans allow for a minimum of 48 new FSAs taken in per year. Taking in a predicted loss of 15 staff per year full (current) establishment should be reached by the end of 2022, with the supernumerary 36 FSAs covered by this paper in place by the end of 2023. These figures are based upon the minimum level of recruitment.
10. In order to measure the benefit these additional staff will bring there should be a quarterly evaluation of audit and enforcement numbers in line with the return that the NFCC require to show the Home Office how their investment is bolstering the Protection function. This should be carried out by Fire Safety Management. It should be appreciated that many of the new staff will not be working at full capacity immediately as they will require training and they will be backfilling posts which have been vacated by staff undertaking specialist roles and therefore there may not be an immediate uplift of numbers of audits.
11. To date LFB have drawn down on £1.1 million of the available grants and this has, in the main, been on staffing costs. This expenditure would account for approximately £5 million over three years. The remaining grant expenditure is laid out in Appendix 1 and includes £600,000 on training and development (including upskilling Operational Staff), £400,000 on property works and £200,000 on a new web based auditing tool. There is also a contingency of approximately 10% remaining.

Conclusion

12. This staffing model and proposed expenditure of grant funds will allow for flexibility in staffing projects and initiatives whilst providing the greatest possible resilience for replenishing experienced IOs who retire from the traditionally mature workforce with trained and experienced staff in an otherwise difficult recruitment environment.

Finance comments

13. This paper recommends that the LFC approves the recruitment of 40 supernumerary FSR staff. This is at a total cost of £1,700,000 per annum from 2021/22, for an estimated three year period. The cost of this will be contained from within the £9.4m in fire safety grants from the Home Office. Staff turnover and any resulting vacancies against these 40 supernumerary positions may impact their forecast duration. Spend against this will be monitored and is reported on as required on a quarterly basis in the regular financial position reports and also to the Home Office.
14. Total spend of £1,100k has been made against the grant income in 2020/21, and in addition planned expenditure includes £600,000 on training and development, £400,000 on property works and £200,000 on a new web based auditing tool. These items are in addition to the planned supernumerary staff costs, resulting in a total of £7,400,000. Additional information on these spend areas and residual grant balances will form part of future reports as required, to ensure governance requirements are met.

Workforce comments

15. This report has been circulated to the Fire Brigades Union, GMB and Unison for comment by the end of June, none was received. It has been forwarded again, with a reminder, at the start of August.

Legal comments

16. Under section 9 of the Policing and Crime Act 2017, the London Fire Commissioner (the "Commissioner") is established as a corporation sole with the Mayor appointing the occupant of that office. Under section 327D of the GLA Act 1999, as amended by the Policing and Crime Act 2017, the Mayor may issue to the Commissioner specific or general directions as to the manner in which the holder of that office is to exercise his or her functions.
17. By direction dated 1 April 2018, the Mayor set out those matters, for which the Commissioner would require the prior approval of either the Mayor or the Deputy Mayor for Fire and Resilience (the "Deputy Mayor").
18. Paragraph (b) of Part 2 of the said direction requires the Commissioner to seek the prior approval of the Deputy Mayor before "[a] commitment to expenditure (capital or revenue) of £150,000 or above as identified in accordance with normal accounting practices...".
19. The Deputy Mayor's approval is therefore required for the expenditure of the grant funding as set out in this report.
20. The relevant statutory duties and powers are to be found under section 6 of the Fire and Rescue Service Act 2004 (FRSA 2004) whereby the Commissioner "must make provision for the purpose of promoting fire safety in its area". In making such provision the Commissioner must "in particular, to the extent that it considers it reasonable to do so, make arrangements for ... the provision of information, publicity and encouragement in respect of the steps to be taken to prevent fires and death or injury by fire", "the giving of advice, on request, about how to prevent

fires and restrict their spread in buildings and other property; and the means of escape from buildings and other property in case of fire."

21. Furthermore under section 5A of the FRSA 2004, the Commissioner, being a 'relevant authority,' may do "anything it considers appropriate for the purposes of the carrying - out of any of its functions..." including anything incidental, to any number of removes.
22. The proposals in this report therefore fall within the Commissioner's functions under section 6 and under the powers set out in section 5A FRSA 2004.

Sustainability implications

23. No appreciable sustainability impact as this is a proposal to employ more staff on existing conditions.

Equalities implications

24. The London Fire Commissioner and decision takers are required to have due regard to the Public Sector Equality Duty (s149 of the Equality Act 2010) when exercising its functions and taking decisions.
25. It is important to note that consideration of the Public Sector Equality Duty is not a one-off task. The duty must be fulfilled before taking a decision, at the time of taking a decision, and after the decision has been taken.
26. The protected characteristics are: Age, Disability, Gender reassignment, Pregnancy and maternity, Marriage and civil partnership (but only in respect of the requirements to have due regard to the need to eliminate discrimination), Race (ethnic or national origins, colour or nationality), Religion or belief (including lack of belief), Sex, and Sexual orientation.
27. The Public Sector Equality Duty requires us, in the exercise of all our functions (i.e. everything we do), to have due regard to the need to:
 - a) Eliminate discrimination, harassment and victimisation and other prohibited conduct.
 - b) Advance equality of opportunity between people who share a relevant protected characteristic and persons who do not share it.
 - c) Foster good relations between people who share a relevant protected characteristic and persons who do not share it.
28. Having due regard to the need to advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it involves having due regard, in particular, to the need to:
 - a) remove or minimise disadvantages suffered by persons who share a relevant protected characteristic where those disadvantages are connected to that characteristic;
 - b) take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it;
 - c) encourage persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.

29. The steps involved in meeting the needs of disabled persons that are different from the needs of persons who are not disabled include, in particular, steps to take account of disabled persons' disabilities.
30. Having due regard to the need to foster good relations between persons who share a relevant protected characteristic and persons who do not share it involves having due regard, in particular, to the need to—
- a) tackle prejudice, and
 - b) promote understanding.
31. As this report deals with the recruitment of additional staff fulfilling existing, agreed role maps, it is assessed that there are no additional considerations in this instance. All considerations will have been assessed in the existing roles EIAs. Recruitment to posts will be undertaken in line with relevant Equal Opportunities and Recruitment Policies.

List of Appendices

Appendix	Title	Protective Marking
1.	NFCC Proposed Expenditure return 2021	

Appendix 1

Link to document on Sharepoint

http://deptsite/docs/FS/Stat/FSR/Del/shrd/NFCC%20Forms/2021_22%20Protection%20Uplift%20Grant%20Predict%20complete.pdf



NFCC
National Fire
Chiefs Council

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* Required

1. Contact Information

1. Fire and Rescue Service *

- Avon
- Bedfordshire
- Buckinghamshire
- Cambridgeshire
- Cheshire
- Cleveland
- Cornwall
- County Durham & Darlington
- Cumbria
- Derbyshire
- Devon & Somerset
- Dorset & Wiltshire
- East Sussex
- Essex
- Gloucestershire
- Greater Manchester
- Hampshire & Isle of Wight
- Hereford & Worcester
- Hertfordshire
- Humberside
- Isle of Wight
- Kent
- Lancashire
- Leicestershire
- Lincolnshire

- London
- Merseyside
- Norfolk
- North Yorkshire
- Northamptonshire
- Northumberland
- Nottinghamshire
- Oxfordshire
- Royal Berkshire
- Shropshire
- South Yorkshire
- Staffordshire
- Suffolk
- Surrey
- Tyne and Wear
- Warwickshire
- West Midlands
- West Sussex
- West Yorkshire

2. Name *

David George

3. Role *

Station Commander

4. Email Address *

david.george@london-fire.gov.uk

2. Existing Salary Commitments

This section should only be used to capture information about predicted expenditure on salaries for staff recruited using funds from the 2020/21 Protection Uplift Grant which will be continuing over to the 2021/22 financial year. Information on new staff will be captured in Section 3.

5. Does your FRS intend to spend grant money on existing salary commitments? *

Yes

No

6. In which quarter does your FRS intend to start spending grant money on this area? *

Quarter 1

Quarter 2

Quarter 3

Quarter 4

7. Approximately how much of the grant does your FRS intend to spend on this area? *

£4,000,000 over 3 years

Please enter a number greater than 0

8. Please list the type of roles, how many of each your FRS continues to fund, and the unit costs below *

Approximately 30 FRS C grade Fire Safety Advisers at £42,837 each pa

2 Learning and development assistants at £36,911 each

9. What benefits will spending the money on this area bring? *

These roles allow LFB to backfill roles vacated by existing staff who are undertaking new roles in new departments which have been set up to bolster the protection function of LFB. In addition, the people being recruited and trained now will be the IOs and managers of the future. This secures LFB's supply of trained staff and ability to carry out Protection functions into the future in a competitive recruitment market for existing trained staff.

The learning and development assistants are allowing LFB to create and implement more innovative and flexible training and CPD

10. How do you plan to evaluate the spending? *

The evaluation criteria for this spend is to assess the level of establishment across the Protection going forward for the next three to five years

The L and D assistants are evaluated against the department's ability to meet it's commitments

3. Staff Recruitment and Salaries

This section should only be used to capture information on predicted expenditure for new staff in posts that did not previously exist or extra payments to cover the difference in wages for those whose old jobs have been back-filled and are now employed in new Protection Uplift roles on a higher wage (e.g. due to a promotion or the changing nature of the job). Costs incurred during the recruitment process of new staff can also be included.

Ongoing costs for any additional staff that were recruited using the 2020/21 Protection Uplift or Building Risk Review Grants should be listed in Section 2.

11. Does your FRS intend to spend grant money on staff recruitment and salaries? *

Yes

No

12. In which quarter does your FRS intend to start spending grant money on this area? *

Quarter 1

Quarter 2

Quarter 3

Quarter 4

13. Approximately how much of the grant does your FRS intend to spend on this area? *

£2,000,000 over three years

Please enter a number greater than 0

14. Does your FRS intend to recruit new Fire Safety Advisors? *

Yes

No

15. How many of these roles does your FRS intend to fund? *

Please answer using numbers in full time equivalent (FTE) e.g. 0.4 for a member of staff who works two days a week

6

Please enter a number greater than 0

16. What is the unit cost for this role? *

£42,837

Please enter a number greater than 0

17. Does your FRS intend to recruit new Fire Safety Inspectors? *

Yes

No

18. How many of these roles does your FRS intend to fund? *

Please answer using numbers in full time equivalent (FTE) e.g. 0.4 for a member of staff who works two days a week

3

Please enter a number greater than 0

19. What is the unit cost for this role? *

£51,326

Please enter a number greater than 0

20. Does your FRS intend to recruit new Competent Fire Safety Managers / Team Leaders? *

Yes

No

21. How many of these roles does your FRS intend to fund? *

Please answer using numbers in full time equivalent (FTE) e.g. 0.4 for a member of staff who works two days a week

Please enter a number greater than 0

22. What is the unit cost for this role? *

Please enter a number greater than 0

23. Does your FRS intend to recruit new Fire Safety Managers / Team Leaders? *

This applies to staff who do not currently meet the competency requirements as defined in the Competency Framework for Fire Safety Regulators

Yes

No

24. How many of these roles does your FRS intend to fund? *

Please answer using numbers in full time equivalent (FTE) e.g. 0.4 for a member of staff who works two days a week

Please enter a number greater than 0

25. What is the unit cost for this role? *

Please enter a number greater than 0

26. Does your FRS intend to recruit new Fire Engineering Design Technicians? *

Yes

No

27. How many of these roles does your FRS intend to fund? *

Please answer using numbers in full time equivalent (FTE) e.g. 0.4 for a member of staff who works two days a week

Please enter a number greater than 0

28. What is the unit cost for this role? *

Please enter a number greater than 0

29. Does your FRS intend to recruit new Fire Safety Engineers? *

Yes

No

30. How many of these roles does your FRS intend to fund? *

Please answer using numbers in full time equivalent (FTE) e.g. 0.4 for a member of staff who works two days a week

Please enter a number greater than 0

31. What is the unit cost for this role? *

Please enter a number greater than 0

32. Does your FRS intend to recruit new Senior Fire Safety Engineers? *

Yes

No

33. How many of these roles does your FRS intend to fund? *

Please answer using numbers in full time equivalent (FTE) e.g. 0.4 for a member of staff who works two days a week

Please enter a number greater than 0

34. What is the unit cost for this role? *

Please enter a number greater than 0

35. Does your FRS intend to recruit any other new roles not listed above? *

Yes

No

36. Please list the type of roles, how many of each your FRS intends to recruit (FTE), and the unit costs below *

4 Admin officer roles to support additional activities at £36,911 each pa

1 project manager to oversee "one risk" project to amalgamate various IT systems into one database.
approx £120,000 pa

37. What benefits will spending the money on this area bring? *

These roles being filled will further secure the staffing requirements for the department into the future as well as allowing LFB to deliver the protection function efficiently

38. How do you plan to evaluate the spending? *

Regular modelling of the future staffing requirements of the Protection departments is carried out. This modelling allows LFB to predict recruitment and training needs in advance so that the grant funds are used in the most efficient way

4. Contractor Costs

This section should only be used to capture contractor costs, such as for their fees or day rates.

39. Does your FRS intend to spend grant money on contractor costs? *

Yes

No

40. In which quarter does your FRS intend to start spending grant money on this area? *

Quarter 1

Quarter 2

Quarter 3

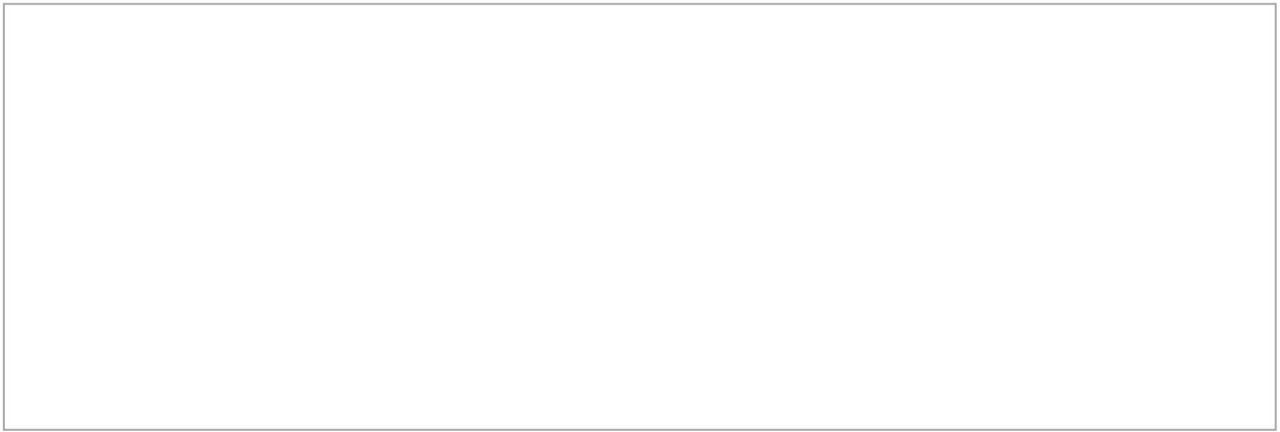
Quarter 4

41. Approximately how much of the grant does your FRS intend to spend on this area? *

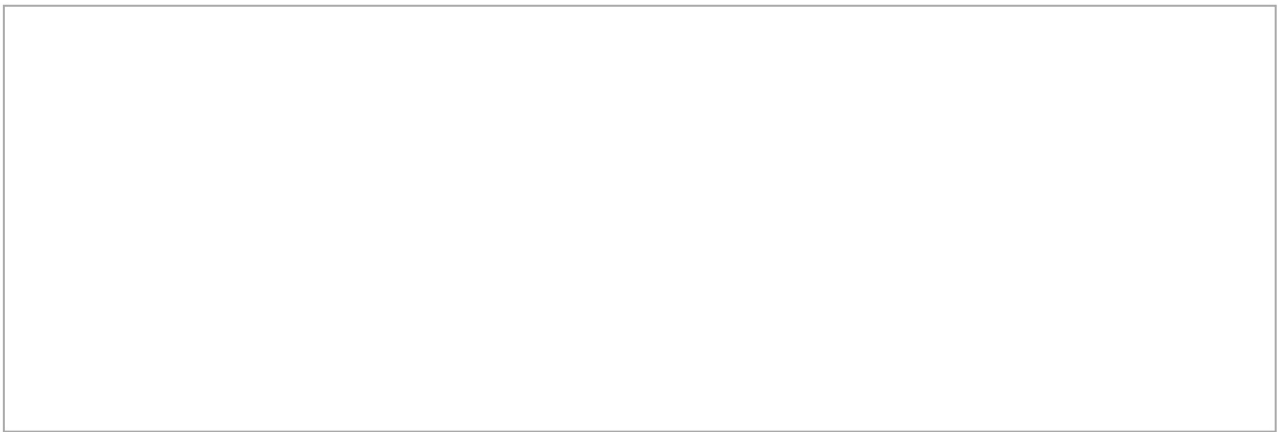
Please enter a number greater than 0

42. Please provide further information below *

43. What benefits will spending the money on this area bring? *



44. How do you plan to evaluate the spending? *



5. Overtime

This section should only be used to capture predicted staff overtime. This may be hard to predict, but could be informed by the costs of overtime hours from previous years.

45. Does your FRS intend to spend grant money on overtime? *

Yes

No

46. In which quarter does your FRS intend to start spending grant money on this area? *

Quarter 1

Quarter 2

Quarter 3

Quarter 4

47. Approximately how much of the grant does your FRS intend to spend on this area? *

£200,000

Please enter a number greater than 0

48. Please provide further information below *

Overtime is being used to catch up on work that would normally be carried out by trained staff undertaking new roles. Also a cadre of staff is being created to carry out Quality assurance of the new functions, this role will be fulfilled by existing staff on overtime

49. What benefits will spending the money on this area bring? *

the QA roles will allow LFB to demonstrate the quality and consistency of service, whilst providing feedback and learning to improve the delivery of the protection function

50. How do you plan to evaluate the spending? *

The QA project has evaluation points built in to ensure that the team are providing an efficient service

6. Agency Staff

This section should only be used to capture agency staff costs, such as for their fees or day rates.

51. Does your FRS intend to spend grant money on agency staff? *

Yes

No

52. In which quarter does your FRS intend to start spending grant money on this area? *

Quarter 1

Quarter 2

Quarter 3

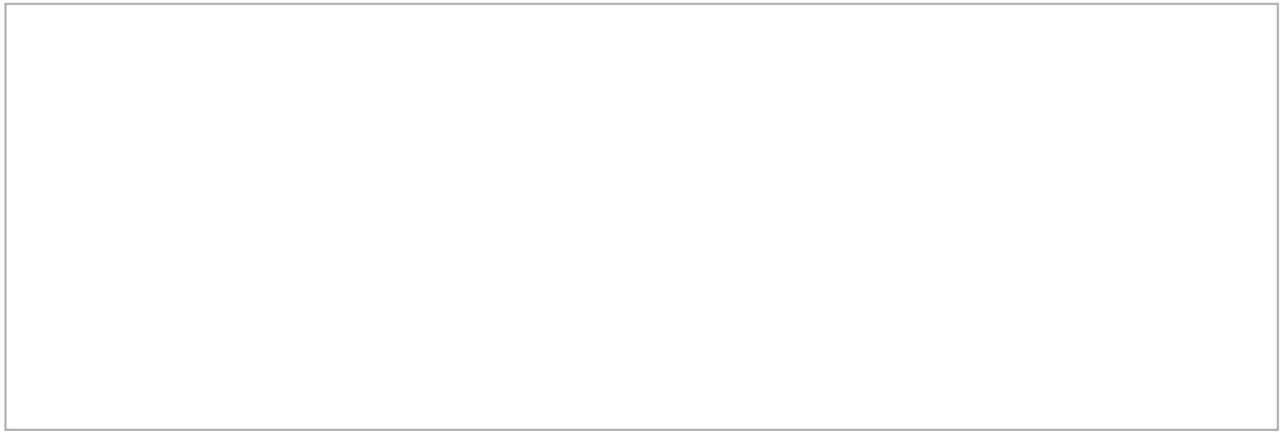
Quarter 4

53. Approximately how much of the grant does your FRS intend to spend on this area? *

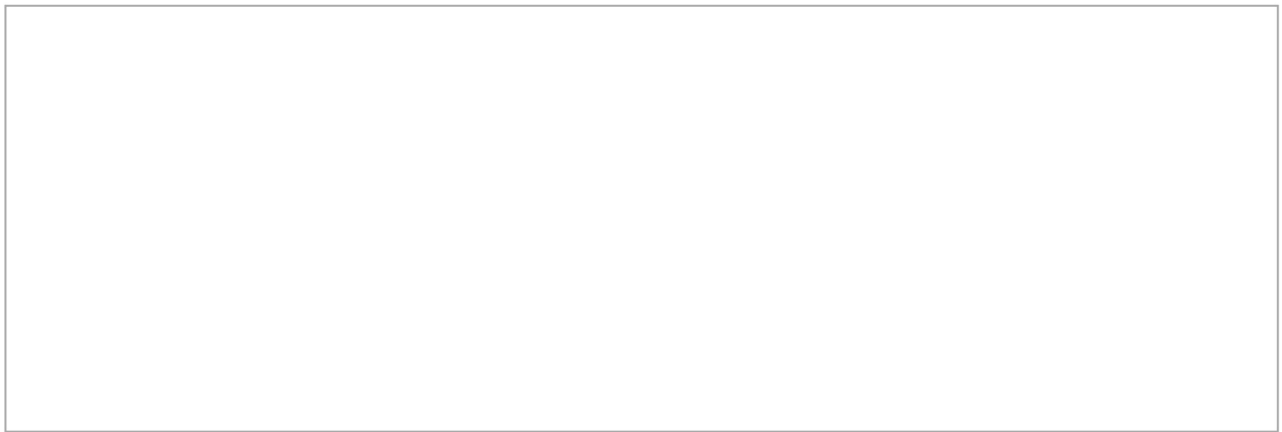
Please enter a number greater than 0

54. Please provide further information below *

55. What benefits will spending the money on this area bring? *



56. How do you plan to evaluate the spending? *



7. Consultancy Costs

This section should only be used to capture costs from outside consultants, such as for their fees or day rates.

57. Does your FRS intend to spend grant money on consultancy costs? *

Yes

No

58. In which quarter does your FRS intend to start spending grant money on this area? *

Quarter 1

Quarter 2

Quarter 3

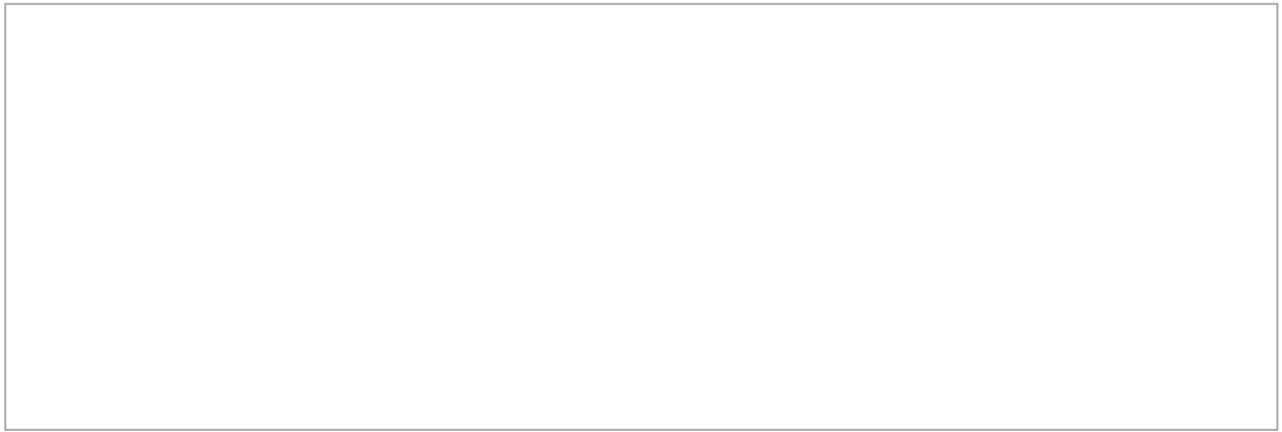
Quarter 4

59. Approximately how much of the grant does your FRS intend to spend on this area? *

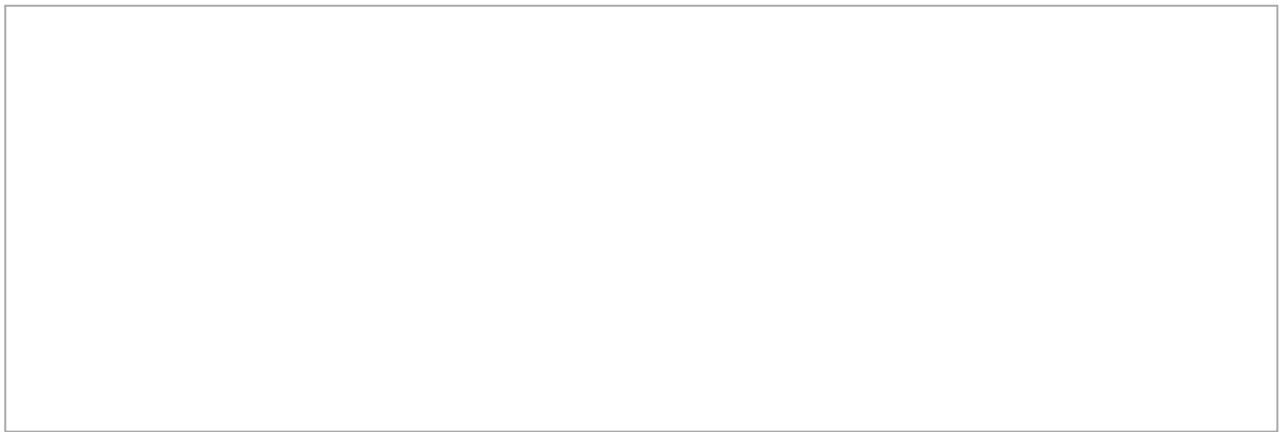
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60. Please provide further information below *

61. What benefits will spending the money on this area bring? *



62. How do you plan to evaluate the spending? *



8. Staff Training and Professional Development

This section should only be used to capture costs for training and development courses, which could include procurement costs as well as trainers' fees.

63. Does your FRS intend to spend grant money on staff training and professional development? *

Yes

No

64. In which quarter does your FRS intend to start spending grant money on this area? *

Quarter 1

Quarter 2

Quarter 3

Quarter 4

65. Approximately how much of the grant does your FRS intend to spend on this area? *

£572,063

Please enter a number greater than 0

66. Does your FRS intend to fund Level 3 Certificates in Fire Safety? *

Yes

No

67. How many of these qualifications does your FRS intend to fund? *

144

Please enter a number greater than 0

68. What is the unit cost for the qualification? *

£1525

Please enter a number greater than 0

69. Does your FRS intend to fund Level 4 Certificates in Fire Safety? *

Yes

No

70. How many of these qualifications does your FRS intend to fund? *

80

Please enter a number greater than 0

71. What is the unit cost for the qualification? *

£2000

Please enter a number greater than 0

72. Does your FRS intend to fund Level 4 Diplomas in Fire Safety? *

Yes

No

73. How many of these qualifications does your FRS intend to fund? *

48

Please enter a number greater than 0

74. What is the unit cost for the qualification? *

£2333.50

Please enter a number greater than 0

75. Does your FRS intend to fund Level 5 Diplomas in Fire Engineering Design? *

Yes

No

76. How many of these qualifications does your FRS intend to fund? *

12

Please enter a number greater than 0

77. What is the unit cost for the qualification? *

1000

Please enter a number greater than 0

78. Does your FRS intend to fund Level 6 Bachelor's Degrees in a Fire Safety Engineering related subject? *

Yes

No

79. How many of these qualifications does your FRS intend to fund? *

5

Please enter a number greater than 0

80. What is the unit cost for the qualification? *

£3800 per three year course

Please enter a number greater than 0

81. Does your FRS intend to fund Level 7 Master's Degrees in a Fire Safety Engineering related subject? *

Yes

No

82. How many of these qualifications does your FRS intend to fund? *

7

Please enter a number greater than 0

83. What is the unit cost for the qualification? *

£7065

Please enter a number greater than 0

84. Does your FRS intend to fund any training for Operational crews in order for them to undertake Protection activities, such as low-level inspections? *

Yes

No

85. Will this training cover wholetime or on-call operational personnel? *

Please select all that apply

Wholetime

On-call

86. Please provide further information below, including any relevant qualifications, how many of each your FRS intends to fund, and the unit costs *

LFB are offering operational crews a Level 3i award in fire safety

87. Does your FRS intend to fund any qualifications not listed above? *

Yes

No

88. Please list the qualifications, how many of each your FRS intends to fund, and the unit costs below *

training courses (not necessarily qualifications will include:
CPD
PAS 79 input
Changes to the build enviroment
Changes to the RRO
Enforcement training
Sprinkler and water mist system
Hospital input
Hertiage
Input on Cladding
Up skilling Senior Fire Safety officer
Up Skilling station based staff

89. What benefits will spending the money on this area bring? *

The upskilling of staff at all levels will bring better consistency and ability. In addition increasing the knowledge of Operational staff at Fire Stations will increase LFB ability to gather intelligence on protection risk in the built environment as well as increase Firefighter Safety.

90. How do you plan to evaluate the spending? *

Training courses have a set evaluation process which already exists through LFB Protection Learning and Development department

9. Travel and Subsistence

This section should only be used to capture travel and subsistence costs, such as for staff spending on business travel and meals.

Please note: Home Office guidance applies when utilising grant money to pay for travel and subsistence.

91. Does your FRS intend to spend grant money on travel and subsistence? *

Yes

No

92. In which quarter does your FRS intend to start spending grant money on this area? *

Quarter 1

Quarter 2

Quarter 3

Quarter 4

93. Approximately how much of the grant does your FRS intend to spend on this area? *

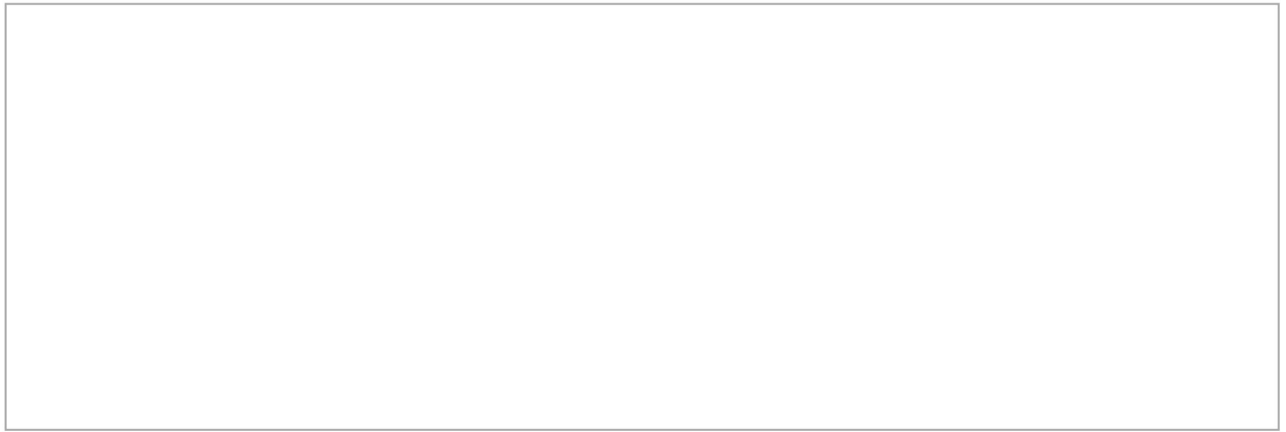
£10000

Please enter a number greater than 0

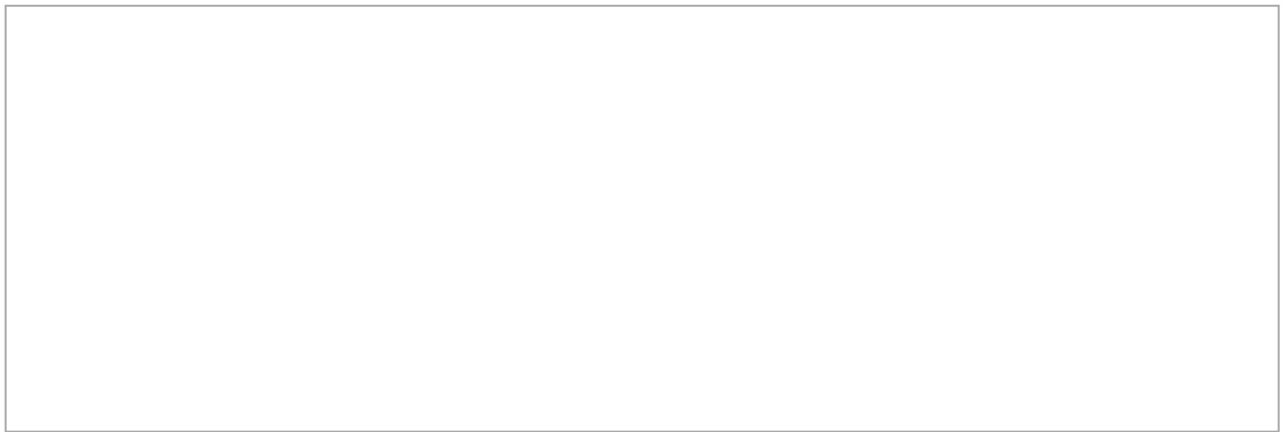
94. Please provide further information below *

These expenses will only be claimed for additional roles or training courses which are being funded from the grant

95. What benefits will spending the money on this area bring? *



96. How do you plan to evaluate the spending? *



10. Accommodation

This section should only be used to capture accommodation costs, such as for staff lodging and hotel expenses.

97. Does your FRS intend to spend grant money on accommodation? *

Yes

No

98. In which quarter does your FRS intend to start spending grant money on this area? *

Quarter 1

Quarter 2

Quarter 3

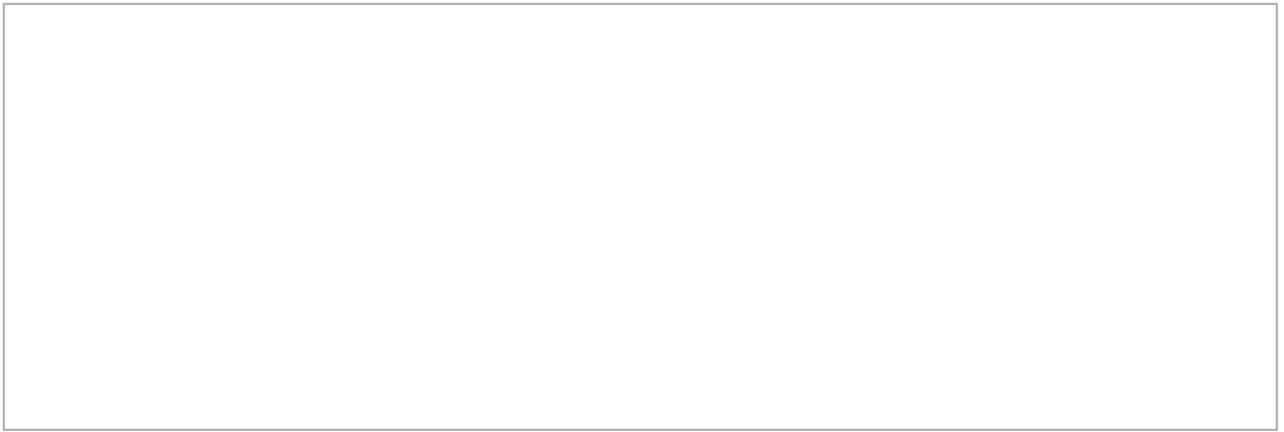
Quarter 4

99. Approximately how much of the grant does your FRS intend to spend on this area? *

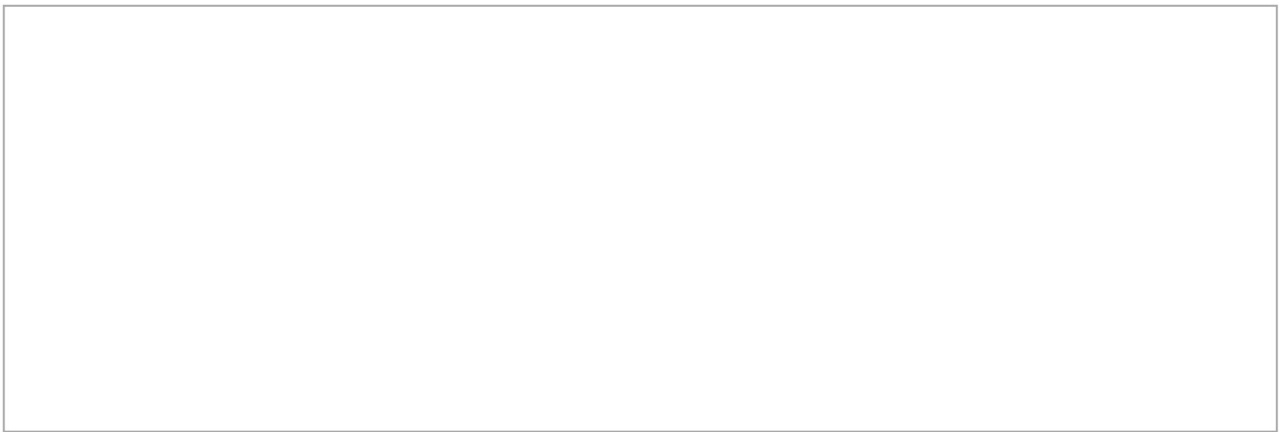
Please enter a number greater than 0

100. Please provide further information below *

101. What benefits will spending the money on this area bring? *



102. How do you plan to evaluate the spending? *



11. Venue and Catering Costs

This section should only be used to capture venue and catering costs, such as for venue hire and catering for Protection related events.

103. Does your FRS intend to spend grant money on venue and catering costs? *

Yes

No

104. In which quarter does your FRS intend to start spending grant money on this area? *

Quarter 1

Quarter 2

Quarter 3

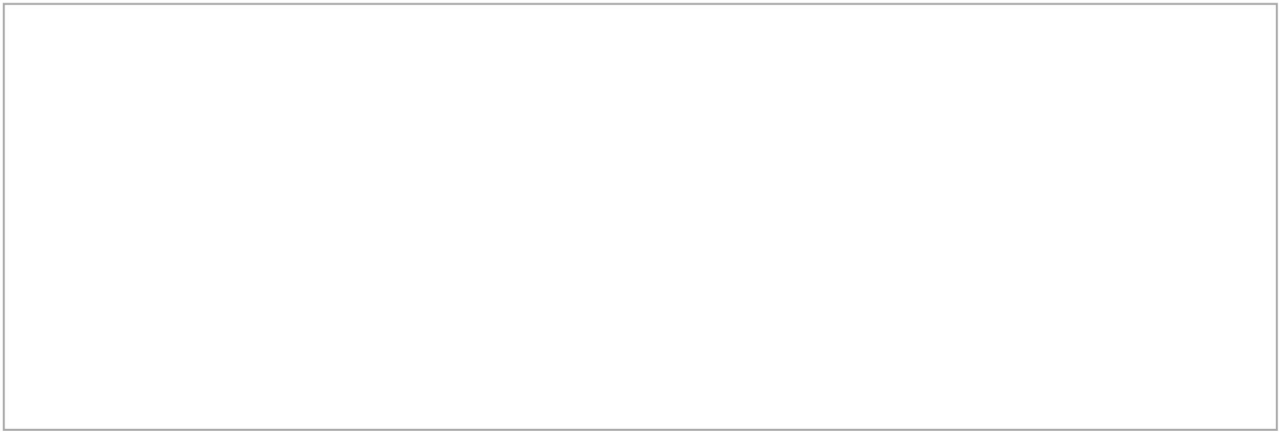
Quarter 4

105. Approximately how much of the grant does your FRS intend to spend on this area? *

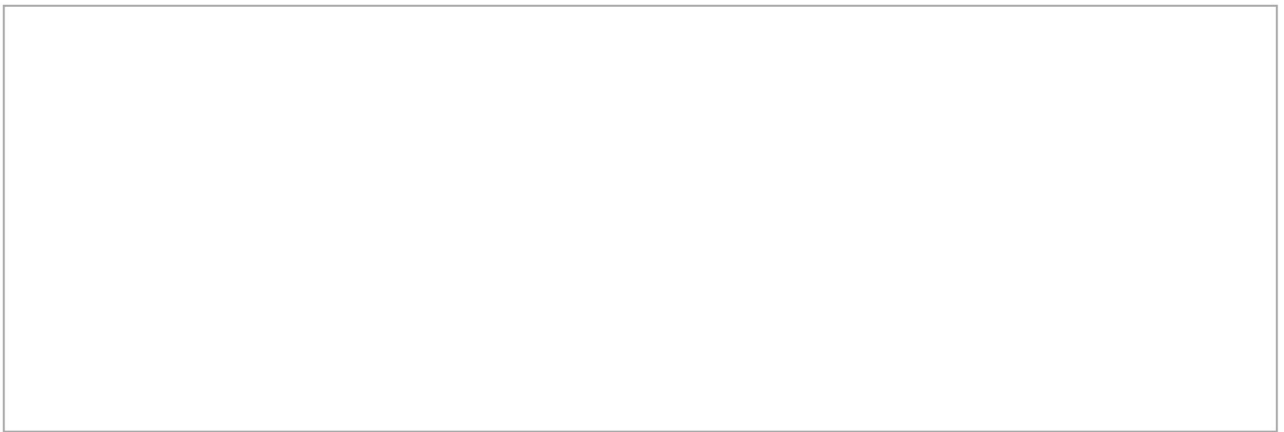
Please enter a number greater than 0

106. Please provide further information below *

107. What benefits will spending the money on this area bring? *



108. How do you plan to evaluate the spending? *



12. Reasonable Expenses

This section should only be used to capture reasonable expenses, such as on miscellaneous sundry items.

Please note: reasonable expenses incurred must be agreed by the S151/S112 officer

109. Does your FRS intend to spend grant money on reasonable expenses? *

Yes

No

110. In which quarter does your FRS intend to start spending grant money on this area? *

Quarter 1

Quarter 2

Quarter 3

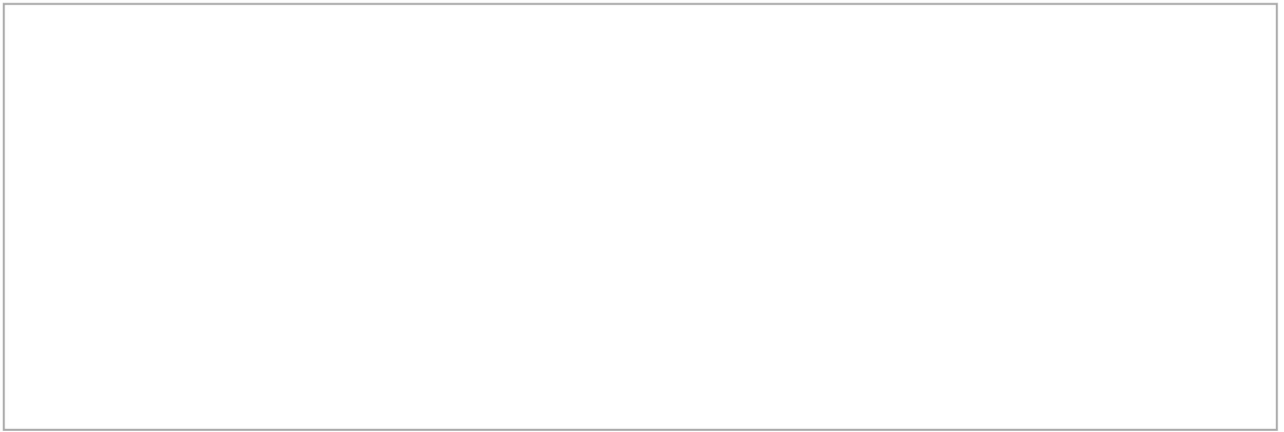
Quarter 4

111. Approximately how much of the grant does your FRS intend to spend on this area? *

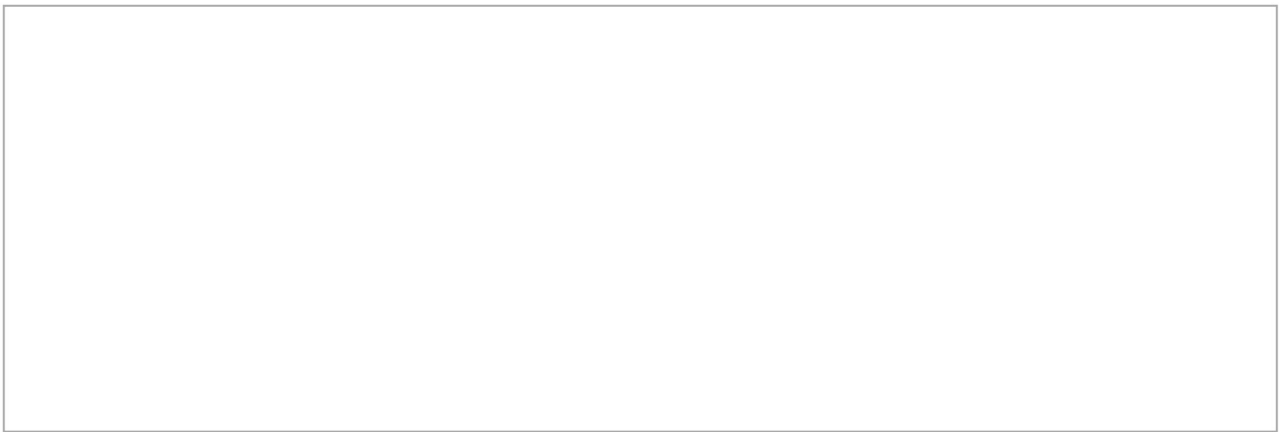
Please enter a number greater than 0

112. Please provide further information below *

113. What benefits will spending the money on this area bring? *



114. How do you plan to evaluate the spending? *



13. Payments to Local Authorities

This section should only be used to capture costs from payments to Local Authorities, such as for internal secondments or secondments from other FRSs.

115. Does your FRS intend to spend grant money on payments to Local Authorities? *

Yes

No

116. In which quarter does your FRS intend to start spending grant money on this area? *

Quarter 1

Quarter 2

Quarter 3

Quarter 4

117. Approximately how much of the grant does your FRS intend to spend on this area? *

Please enter a number greater than 0

118. Please provide further information below *

119. What benefits will spending the money on this area bring? *

120. How do you plan to evaluate the spending? *

14. Office Supplies and Services

This section should only be used to capture costs for office supplies and services, such as for the purchase of stationery and other office supplies.

121. Does your FRS intend to spend grant money on office supplies and services? *

Yes

No

122. In which quarter does your FRS intend to start spending grant money on this area? *

Quarter 1

Quarter 2

Quarter 3

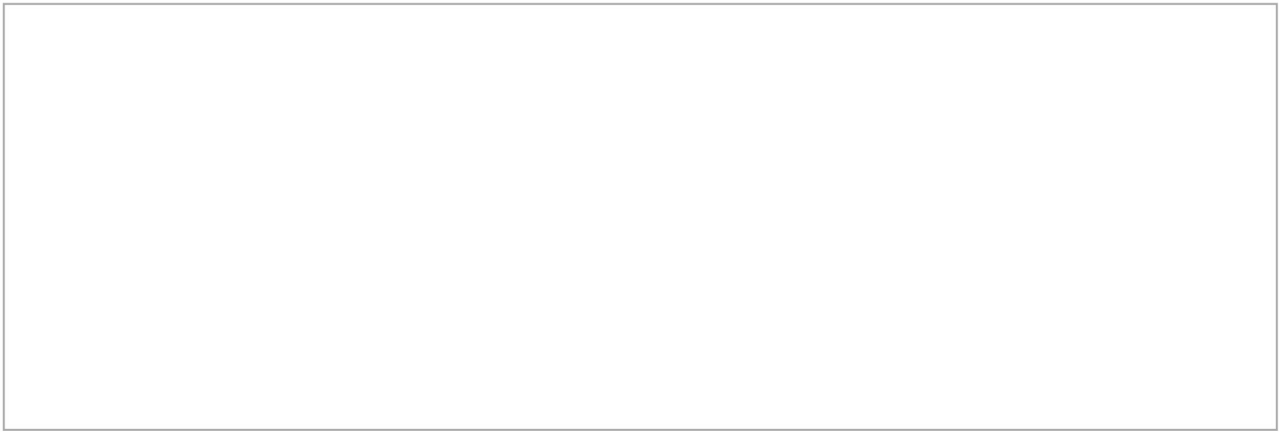
Quarter 4

123. Approximately how much of the grant does your FRS intend to spend on this area? *

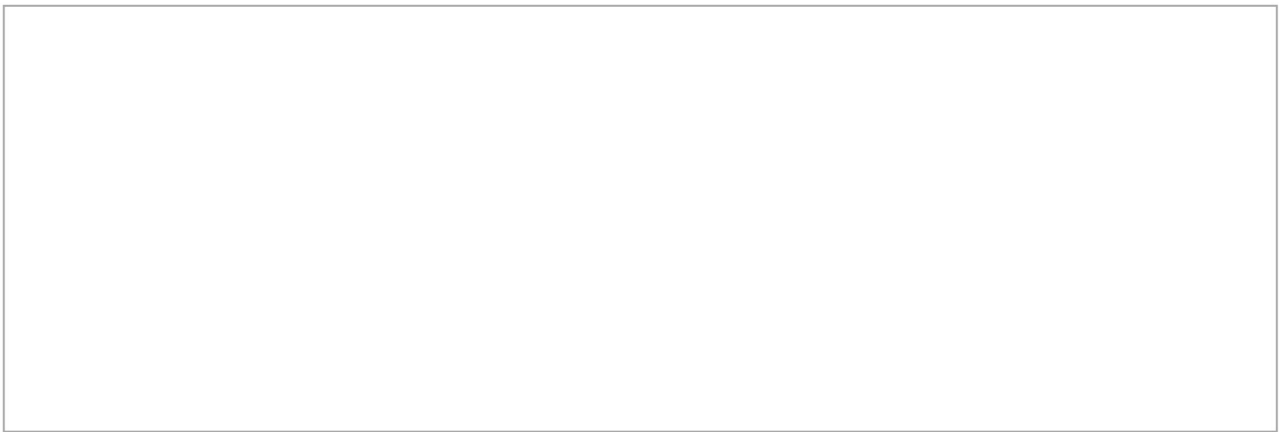
Please enter a number greater than 0

124. Please provide further information below *

125. What benefits will spending the money on this area bring? *



126. How do you plan to evaluate the spending? *



15. Mobile Phone Costs

This section should only be used to capture mobile phone costs, such as for staff mobile phone contracts including handsets and monthly rental fees.

127. Does your FRS intend to spend grant money on mobile phone costs? *

Yes

No

128. In which quarter does your FRS intend to start spending grant money on this area? *

Quarter 1

Quarter 2

Quarter 3

Quarter 4

129. Approximately how much of the grant does your FRS intend to spend on this area? *

Please enter a number greater than 0

130. Please provide further information below *

131. What benefits will spending the money on this area bring? *

132. How do you plan to evaluate the spending? *

16. Software and IT

This section should only be used to capture software and IT costs, such as for staff IT resources and specific software.

133. Does your FRS intend to spend grant money on software and IT? *

Yes

No

134. In which quarter does your FRS intend to start spending grant money on this area? *

Quarter 1

Quarter 2

Quarter 3

Quarter 4

135. Approximately how much of the grant does your FRS intend to spend on this area? *

£200,000

Please enter a number greater than 0

136. Please provide further information below *

To develop a web based audit tool which does not rely on specific mobile working devices (hardware)

137. What benefits will spending the money on this area bring? *

A web based auditing app will allow far greater flexibility in IO working and allow greater choice of hardware for the future when procuring devices

138. How do you plan to evaluate the spending? *

This will be evaluated as part of a project plan yet to be written

17. Capital Costs

This section should only be used to capture capital costs, such as costs incurred on one-off purchases of physical assets that will be of use or benefit for more than one financial year, and does not include vehicles.

Please note: Home Office approval is required if over 30% of the grant is spent on capital items.

139. Does your FRS intend to spend grant money on capital costs? *

Yes

No

140. In which quarter does your FRS intend to start spending grant money on this area? *

Quarter 1

Quarter 2

Quarter 3

Quarter 4

141. Approximately how much of the grant does your FRS intend to spend on this area? *

£400,000

Please enter a number greater than 0

142. Please provide further information below *

A project is being set up to refurbish a number of key "hub" locations which will provide more flexible and up to date facilities.

143. What benefits will spending the money on this area bring? *

Staff retention, flexible work space to allow for CPD training and improved IT infrastructure to support new hardware and software

144. How do you plan to evaluate the spending? *

Once the project has fully outlined it's objectives, evaluation will take place against these criteria.

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