

ROYAL BERKSHIRE FIRE AUTHORITY



Headquarters · 103 Dee Road · Tilehurst · Reading · Berkshire · RG30 4FS
Telephone Reading (0118) 945 2888 Facsimile (0118) 959 0510

MEETING: **Royal Berkshire Fire Authority**

DATE AND TIME: **Wednesday 19 September 2001 at 6.30pm**

VENUE: **Council Chamber, Slough Borough Council,
Town Hall, Bath Road, Slough, Berkshire**

NOTICE OF MEETING

You are requested to attend the above meeting at the time and date indicated, when it is proposed to deal with the business set out in the attached Agenda. A buffet will be provided before the meeting.

D C H Williams
Clerk to the Authority

To: MEMBERS OF THE ROYAL BERKSHIRE FIRE AUTHORITY

J C G Brooks (Chairman), B J S Patman (Vice-Chairman), Mrs C Bateson,
T Bucknell, T P Dredge, R A Flood, E L Glasson, A Gregory, J P Green,
E E Herbert, P Hingley, Mrs V Howes O E Jeffrey, D W Liddiard, C Maskell,
T D McCann, D McCarthy, D Morgan, T Mills, J E R Mole, Mrs J Orton,
D Parker, M Pritchett, A J Ross, D Wilson

Briefing Meetings:

Conservative Group: 5.30pm – Committee Room 1
Labour Group: 5.30pm – Mayors' Conference Room
Liberal Democrat Group: 5.30pm – Committee Room 4

**For Further Information regarding this meeting, please contact:
David R Weller (0118) 932 2288**

ROYAL BERKSHIRE FIRE AUTHORITY
WEDNESDAY 19 SEPTEMBER 2001



AGENDA

PART I AGENDA

PAGE NO.

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ITEMS FOR RESOLUTION

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A copy of the Final Accounts is attached to the Agenda as a separate document.

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21	Date of Next Fire Authority Meeting	-

To note that the next Fire Authority meeting is scheduled to take place on Wednesday 19 December 2001 in the Council Chamber, Wokingham District Council, Shute End, Wokingham commencing at 6.30pm.

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PART II AGENDA - CONFIDENTIAL

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AGENDA ITEM 2: MINUTES: 10 JULY 1999

MINUTES OF THE ANNUAL MEETING OF THE ROYAL BERKSHIRE FIRE AUTHORITY HELD IN THE COUNCIL CHAMBER, BRACKNELL FOREST BOROUGH COUNCIL, EASTHAMPSTEAD HOUSE, TOWN SQUARE BRACKNELL ON TUESDAY 10 JULY 2001 COMMENCING AT 6.30PM AND CONCLUDED AT 8.47PM.

Present: Mrs C Bateson, J C G Brooks, T Bucknell, R A Flood, E L Glasson, John P Green, A Gregory, Mrs V Howes, P Hingley, O E Jeffery, T D McCann, T Mills, J E R Mole, D Morgan, Mrs J Orton, D Parker, B J S Patman, M Pritchett, A J Ross, D Wilson

Apologies: T P Dredge, E E Herbert, D W Liddiard, C Maskell, D McCarthy,

2.01/01 ELECTION OF CHAIRMAN 2001/2002

In response to a request from the Clerk and Monitoring Officer two nominations for the position of Chairman of the Fire Authority were received. Both nominations having been seconded were put to the vote with Councillor J C G Brooks receiving nine votes against seven for Councillor B J S Patman.

RESOLVED: That Councillor J C G Brooks be elected Chairman of the Royal Berkshire Fire Authority for the ensuing year.

(At this point Councillor T Mills indicated that, for the time being, the Conservative Group would not be putting names forward for re-appointment to any of the Authority's Committees, Panels or Working Party's as requested under Agenda item 11)

2.02/01 ELECTION OF VICE-CHAIRMAN 2001/2002

On the proposal of the Chairman it was **RESOLVED:** That Councillor B J S Patman be elected Vice-Chairman of the Fire Authority for the ensuing year.

2.03/01 MEMBERSHIP OF THE ROYAL BERKSHIRE FIRE AUTHORITY

It was reported (Agenda item 4 – not reproduced) that following the Elections in May, Reading Borough Council had appointed Councillors P Hingley, C Maskell and D Morgan as their representatives on the Fire Authority in place of Councillors R J Day, J Morris and Ms K Peak. With the exception of Wokingham District Council, who

would be confirming their representatives on 16 July 2001, all the District and Borough Council Member representatives were unchanged. The Chairman welcomed Councillors P Hingley and D Morgan to the meeting.

NOTED

2.04/01 MINUTES: 14 MARCH, 17 APRIL AND 13 JUNE 2001

The Minutes of the last ordinary meeting held on Wednesday 14 March and the Extraordinary meetings held on Tuesday 17 April and Wednesday 13 June 2001, having been previously circulated, were taken as read and signed by the Chairman as a correct record.

2.05/01 PART I MINUTES OF SUB-GROUPS

The Authority was advised (Agenda item 6 – not reproduced) of the Personnel Committee, Performance Review and Audit Panel, Urgency Committee, Community Safety Panel and Fire Liaison Group meetings that had taken place since the last meeting in March 2001. Members were advised that copies of the Part I Minutes were available on request from the Committee Administrator (0118) 932 2288).

NOTED

2.06/01 CHAIRMAN'S COMMUNICATIONS

The Chairman had nothing to report.

2.07/01 PETITIONS AND QUESTIONS FROM THE PUBLIC

The Authority noted that no Petitions or Questions had been received from the Public under Standing Orders 8 and 9.

2.08/01 QUESTIONS FROM MEMBERS

The Authority noted that no Questions had been received from Members under Standing Order 10.

2.09/01 NOTICES OF MOTION

The Authority noted that no Notices of Motion had been received from Members under Standing Order 12.

2.10/01 APPOINTMENT OF COMMITTEES, PANELS AND WORKING PARTIES

The Authority was invited (Agenda item 11 – not reproduced) to re-appoint its Committees, Working Parties and Panels for the ensuing year. In view of the Conservative Group's decision not to appoint Members to the Authority's Sub-Groups, the Vice-Chairman advised that he would confirm the Group's nominations when the embargo had been lifted.

RESOLVED: That the:

- 1 Personnel Committee be re-appointed for the ensuing year with the following membership:

*Councillors P Hingley, O E Jeffery, C Maskell, D Morgan
(two vacancies)*

- 2 Urgency Committee be re-appointed for the ensuing year with the following membership:

*Councillors J C G Brooks, E E Herbert (subject to confirmation)
(one vacancy)*

- 3 Performance Review and Audit Panel be re-appointed for the ensuing year with the following membership:

*Councillors E L Glasson, E E Herbert, Mrs V Howes, T D McCann,
Mrs J Orton, M Pritchett (three vacancies)*

- 4 Community Safety Panel be re-appointed for the ensuing year with the following membership:

*Councillors E L Glasson, D McCarthy, D Morgan, Mrs V Howes
(two vacancies)*

- 5 ⑤ Budget Working Party be re-appointed for the ensuing year with the following membership:

*Councillors J C G Brooks, E E Herbert, J E R Mole, Mrs J Orton,
(two vacancies)*

- 6 Joint Member Steering Group on Future of Control Rooms be re-appointed for the ensuing year with the following membership:

Councillors P Hingley, M Pritchett (one vacancy)

- 7 Chairman, Vice-Chairman and Leader of the Labour Group be appointed as

Ex-Officio Members of the Performance Review and Audit Panel for the ensuing year.

- 8 Leader of the Conservative Group will present the Group's nominations for membership of the Sub-Groups to the Clerk in due course.

2.11/01 APPOINTMENT OF FIRE AUTHORITY'S REPRESENTATIVE TO THE LOCAL GOVERNMENT ASSOCIATION

The Authority was invited (Agenda item 12 – not reproduced) to appoint its representative to the Local Government Association for the ensuing year.

RESOLVED: That Councillor B J S Patman be appointed as the Fire Authority's representative to the Local Government Association for the ensuing year.

2.12/01 APPOINTMENT OF FIRE AUTHORITY REPRESENTATIVES TO THE ASSOCIATION OF COUNCILS FOR THE THAMES VALLEY REGION (ACTVaR)

The Authority was invited (Agenda item 13 – not reproduced) to appoint its representatives to the Association of Councils for the Thames Valley Region (ACTVaR).

RESOLVED: That Councillors B J S Patman and T D McCann be appointed as the Fire Authority's representative and Standing Deputy respectively to the Association of Councils for the Thames Valley Region (ACTVaR) for the ensuing year.

2.13/01 FIRE AUTHORITY'S ANNUAL REPORT 2000/2001

The Authority's approval was sought (Agenda item 14 – not reproduced) to the 2000/2001 Annual Report as recommended by the Performance Review and Audit Panel at its meeting on Tuesday 3 July 2001.

In considering the draft of the Annual Report tabled at the meeting (not reproduced), Members were advised that in accordance with established practice the Chief Fire Officer had prepared the report based on the activities and significant aspects of the Brigade covering the twelve month period 1 April 2000 to 31 March 2001. In reflecting upon the achievements and challenges of the past year the Report will also provide an insight into the changing culture of the Service and how the Chief Fire Officer intends to address the many significant national and locally initiated issues that lie ahead. The format of the Annual report will be the same as that presented in previous years.

In response to a question as to whether the Annual Report was to be printed in ethnic

minority languages, the Chief Fire Officer replied that it was his intention to adopt the same principle as that used for the Community Safety Plan by incorporating a panel on the front page advising, in the five most common ethnic minority languages, that by calling a telephone number the Annual Report will be translated verbally to them.

In noting the distribution arrangements as set out in paragraph 3 of the report and that further minor textural amendments may be necessary it was **RESOLVED:** That the Annual Report for 2000/2001 be approved.

2.14/01 THE FIRE AUTHORITY AND BRIGADE'S REVISED HEALTH AND SAFETY POLICY STATEMENTS AND ORGANISATIONAL ARRANGEMENTS

In advising the Authority (Agenda item 15 – not reproduced) of the supporting organisational arrangements for the Brigade the Chief Fire Officer sought Members' approval to the amended Health and Safety Policy Statements.

The Brigade's Health and Safety Policy Statements have been amended to reflect the recent appointments at Principal Officer Level. In addition it was also considered appropriate to review and update the information contained within the organisational arrangements and which support the Policy Statement.

The revised Fire Authority Safety Policy Statement, together with the Chief Fire Officer's and Directors' Support Statements were presented as Appendix A (not reproduced) for Members information. In addition a summary of the revised organisational arrangements was tabled at the meeting (not reproduced).

The Chairman sought Members' approval to the suspension of Standing Orders to enable the representatives of the Fire Brigades' Union to address the meeting. In thanking the Chairman for the opportunity to speak the Fire Brigades' Union confirmed their support for the amended Health and Safety Policy Statements.

RESOLVED: That:

- 1 The amendments to the organisational arrangements for health and safety in the Brigade be noted.
- 2 The amended Health and Safety Policy Statement for the Authority be approved and adopted.

2.15/01 THE LOCAL GOVERNMENT PENSIONS SCHEME: STATEMENT OF POLICY

The Authority's approval was sought (Agenda item 16 – not reproduced) to an amendment to the Fire Authority's Statement of Pension Policy to reflect a change in

the requirements relating to the publication of Local Government Pension Scheme Statements of Policy in accordance with the Local Government (Early Termination of Employment) (Discretionary Compensation) (England and Wales) Regulations 2000. The purpose of the amendment is in respect of the exercise of the Authority's duties under Regulation 17 and 19 to reduce annual compensation to those in receipt of compensation when they obtain new employment that falls within the scope of the Local Government Pension Scheme.

If the Authority is minded to approve the proposed amendment, a copy of the amended statement will be circulated to all staff who are members of the Local Government Pension Scheme.

RESOLVED: That the Fire Authority's Statement of Pension Policy be amended as follows, to reflect its policy regarding the effects of new employment on the compensation paid to former employees in respect of their previous job:

- The Fire Authority will reduce a former employees annual compensation by such amount (if any) so as to ensure that the annual rate of pay, from their new employment and the financial benefits under the Local Government (Early Termination of Employment) (Discretionary Compensation) (England and Wales) Regulations 2000 and the Pension Regulations, is no greater than the annual rate of pay they would have been entitled to had they remained in their terminated employment.
- On cessation of the new employment, the Fire Authority will ensure that where a person has been awarded a credited period, their total membership does not exceed the total membership they would have achieved if they had held their terminated employment until their 65th birthday. In this event, the Fire Authority will reduce their annual compensation by the appropriate amount. If this cannot be secured by a reduction of the annual compensation, the entitlement to the compensation will cease.

2.16/01 EFFECT OF LGA 2000 ON MEMBERS' ALLOWANCES AS RELATED TO COMBINED FIRE AUTHORITIES

The Authority's attention was drawn (Agenda item 17 – not reproduced) to potential problems regarding the new arrangements for Councillor allowances and approval was sought to a future course of action.

As from 28 July 2001 there will be a new regime for the payment of Members' allowances, brought in by the Local Government Act 2000 (Commencement No 6) Order 2001. Local Authority Members will in future be paid a basic allowance and where appropriate childcare and dependent carers' allowance. In addition some Members will also receive a special responsibility allowance. Members attention was drawn to paragraph 3 of the report (not reproduced) which summarised the basic allowances paid by the six Berkshire Unitary Authorities.

The Clerk reported that the position in Berkshire is complicated in that the six Unitary Authorities all have a different approach to the payment of allowances. In explaining the implications of this the Clerk advised that the Authority can not itself pay any allowances, which includes a Special Responsibility allowance to the Chairman and Vice-Chairman. This means that the position in Combined Fire Authorities' contrasts unfavourably with that of Metropolitan Joint Fire Authorities who are regarded as Principal Councils and can therefore pay attendance and special responsibility allowances.

Members were reminded that representations have already been made to the DETR, (now the DTLR), that Combined Fire Authorities should be treated on the same basis as Joint Fire Authorities. It will however require a Ministerial Order to bring about such a change but it is understood that Civil Servants are sympathetic and the matter is being actively considered.

Some reservations were expressed over the fact that as funding for the Fire Authority is provided by the six Unitary Authorities and all Members receive an allowance from their respective Councils it may be inappropriate for the Authority to approve the payment of separate allowances.

Following further discussions it was proposed that the DTLR be informed that there is a compelling case that Combined Fire Authorities should be treated on the same basis as Joint Fire Authorities as regards the payment of Members' Allowances. The proposal having been seconded was put to the vote and carried by 12 votes for with none against.

It was also suggested that if approval was granted in the future consideration should be given to appointing an Independent Panel to consider the implications of paying Members' Allowances and make recommendations to the Fire Authority.

RESOLVED: That:

- 1 The DTLR be informed that there is a compelling case that Combined Fire Authorities should be treated on the same basis as Joint Fire Authorities as regards the payment of Members' Allowances.
- 2 If approval is granted in the future consideration should be given to appointing an Independent Panel to consider the implications of paying Members' Allowances and make recommendations to the Fire Authority

2.17/01 ANNUAL TREASURY REPORT

In accordance with the CIPFA Code of Practice, Treasury Management in Local Authorities 1996, the Authority received a copy (Agenda item 18: Appendix 3 – not reproduced) of the Annual Treasury Report which sets out the actual Treasury operations for the last financial year.

Members discussed the advantages and disadvantages of new appliances being supplied via the Consortium and were of the opinion that it represented best value.

In noting the contents of the report the Chairman wished to place on record his congratulations and thanks to Mr D Illingworth (Authority Treasurer) and Mr A Vallance (Head of Financial Services) for all their hard work in producing the Report and for the successful management of the Authority's financial activities.

NOTED

2.18/01 COST OF CONTINGENCY ARRANGEMENTS

The Authority was informed (Agenda item 19 – not reproduced) of the revised costs of preparing for industrial action which had been produced in response to a Member query relating to the estimated postage costs at the Extraordinary Fire Authority meeting held on Wednesday 13 June 2001.

Members were advised that a re-examination of the postage costs revealed that they were unlikely to exceed £3000 rather than the £15,000 reported at the Extraordinary Fire Authority meeting. The balance of £12,000 would therefore be added to the Contingency Fund until such time as the bill is received from the Military. If the contingency budget is not required then the funds could be released to re-instate some of the budget cuts approved at the meeting on 13 June 2001 or to partly fund the costs associated with the training of recruited Trainee Fire-Fighters.

NOTED

2.19/01 OUTTURN 2000/2001 – PROVISIONAL INDICATION OF FINAL REVENUE AND CAPITAL ACCOUNTS POSITION

The Authority was informed (Agenda item 20 – not reproduced) of the likely final Revenue and Capital expenditure position for 2000/2001.

In noting that the Authority's 2000/2001 original budget (excluding pensions deficit) of £18,434,100 was likely to be fully spent, Members were advised that there was currently an underspend of £162,000 of the budget provision of £2,755,900 allocated to meet the Fire-Fighters' pension liabilities in 2000/2001. Any remaining underspend balance will be added to the pensions provision and carried forward into future years to fund deferred retirements.

The Capital spend in 2000/2001, compared with the revised budget approved by the Urgency Committee on 1 February 2001, was presented in Appendix A (not reproduced).

NOTED

2.20/01 2001/2002 BUDGET MONITORING

The Authority was informed (Agenda item 21 – not reproduced) of the Revenue and Capital expenditure against budgets up to 31 May 2001 as presented in Appendices A and B respectively (not reproduced).

NOTED

2.21/01 HALF YEARLY REPORT FOR MEDICAL RETIREMENTS, WORKPLACE ACCIDENTS AND SICKNESS ABSENCES

The Authority was advised (Agenda item 22 – not reproduced) of the number of medical retirements, workplace accidents and sickness absences during the period 1 October 2000 to 31 March 2001. In speaking to the report the Chief Fire Officer indicated that the Annex reproduced on page 56 should be deleted as the information was already contained in the report. To enable the representatives of the Fire Brigades' Union (FBU) to comment on the report the Chairman sought Members approval to the suspension of Standing Orders.

The FBU referred to a possible conflict in having targets for ill-health retirements and the effect that this could have on the individual concerned and suggested that consideration should be given to the production of a Policy. The Chief Fire Officer replied that contracted Occupational Health Advisor has two roles: maintaining the interests of the Authority and those of the patients. On this basis, he was confident that staff were only recommended for medical retirement when there was no viable alternative.

NOTED

2.22/01 ORIS IMPLEMENTATION REPORT

The Authority was advised (Agenda item 23 – not reproduced) of the implementation of the Operational Risk Information System (ORIS) project on June 12 2001 which provides up to date information to fire crews enabling the Officer in Charge to undertake a dynamic risk assessment using current and validated data.

The current Version 3.2 software is built around the GIS system and includes over eighty data sets allowing the functionality as summarised in paragraph 3 of the report (not reproduced). The system is now central to the IT Strategy approved by the Authority at a previous meeting and is subject to continual development. The specification for Version 5 is in development and will include full pre-scripted data messaging between an incident and Control. The system currently in use in Berkshire is believed to be the most advanced system of its kind in use within the Fire Service.

NOTED

2.23/01 REVIEW OF INTERNAL COMMUNICATIONS POLICES

The Authority received a report (Agenda item 24 – not reproduced) on the changes to the Brigade's internal communications policies which seek to improve significantly the effectiveness of communications within the Brigade.

In noting the key elements of the revised policy as set out in paragraph 4 of the report (not reproduced), Members were advised that the additional costs arising from the planned changes would be met from existing approved Budgets and the revenue growth bid for a Communications Co-ordinator which was approved as part of the 2001/2002 Budget.

NOTED

2.24/01 PARTNERSHIP WITH THE FIRE BRIGADES' UNION

The Authority was advised (Agenda item 25 – not reproduced) of the arrangements for partnership working developed with the Fire Brigades' Union (FBU) through the Fire Liaison Group.

The Authority, at its Extraordinary meeting held on Wednesday 13 June 2001 received a report outlining the terms under which the recent dispute with the FBU had been resolved. This included a commitment by both the Authority and the Union to partnership working, and to the active participation by the Union in future Best Value Reviews.

Members' attention was drawn to paragraph 2 of the report (not reproduced) which summarised the outcome of the Fire Liaison Group held on Thursday 31 May 2001.

NOTED

**2.25/01 REPORT BY HM CHIEF INSPECTOR OF FIRE SERVICES:
MANAGING A MODERNISED FIRE SERVICE – BRIDGING
THE GAP**

The Authority was advised (Agenda item 26 – not reproduced) of the issue of a thematic review report by HM Chief Inspector of Fire Services into managing a modernised fire service.

The report entitled "Bridging the Gap" was published on 1 May 2001 and makes a number of recommendations. Those within the control of the Fire Authority were presented in Annex 1 (not reproduced).

In noting the contents of the report Members asked the Chief Fire Officer to present a progress report to the Authority meeting in December 2001 or to the appropriate

Sub-Group if any decisions made at national level will impinge on the Fire Authority.

NOTED

2.26/01 CHANGE OF GOVERNMENT RESPONSIBILITY FOR FIRE SERVICE

The Authority was advised (Agenda item 27 – not reproduced) that HM Government had transferred responsibility for the Fire Service from the Home Office to the newly created Department of Transport, Local Government and the Regions (DTLR). HM Fire Service Inspectorate had also been transferred from the Home Office to the new Department.

The Clerk and Monitoring Officer was requested to present a report to the Fire Authority meeting in December 2001 on the outcome of the Local Government Association's discussions on the introduction of charges by Fire Brigades for attending incidents other than fires.

NOTED

2.27.01 FIRES, INCIDENTS AND ISSUES OF INTEREST

The Authority received a report (Agenda item 28 – not reproduced) summarising some of the incidents attended by the Brigade during the period 1 March to 31 May 2001.

NOTED

2.28/01 PRESENTATION ON BRIGADE PARTICIPATION IN 17TH INTERNATIONAL EXTRICATION COMPETITION AND SYMPOSIUM – OCTOBER 2000

The Authority received a report (Agenda item 29 – not reproduced) supported by a visual display presented by Sub Officer Ian Cox and Leading Fire-Fighter Michael Harris of Slough Fire Station, on the Brigade's attendance at the 17th International Extrication Competition and Symposium held in Kentucky, USA during October 2000

Members were advised that at the Thames Valley Tri-Brigade Extrication Challenge Competition held at Beaconsfield Fire Station on Saturday 23 June 2001, the team from Slough Fire Station won first place overall and also secured the award for best casualty care.

The team, and a team from Newbury Fire Station, would also represent the Brigade at the 2001 British National Extrication Challenge to be held in Devon in September.

The same team has also received an invitation to attend the 18th International Extrication Competition, which is scheduled to take place between September 18-22 2001 in Burlington, Ontario, Canada. The Team has estimated that its costs to attend this year's event will be £5,000 and as in previous years this will again be sought through sponsorship.

In congratulating the Team of their tremendous success the Chairman proposed that the Fire Authority contribute the sum of £2,000 towards the Team's fund raising efforts for the 2001 competition. It was also proposed by Councillor Flood that the Authority should underwrite the balance of £3,000 until the end of the financial year when it is to be repaid. The proposals having been seconded was put to the vote and carried unanimously.

RESOLVED: That the Fire Authority contribute the sum of £2,000 towards the team's fund raising efforts for the 2001 competition and that the balance of £3,000 be underwritten by the Authority until the end of the financial when it is to be repaid from the monies received through sponsorship and fund raising.

2.29/01 DATE OF NEXT FIRE AUTHORITY MEETING

It was noted that the next Fire Authority meeting was scheduled to take place on Wednesday 19 September 2001 in the Council Chamber, Slough Borough Council, Town Hall, Bath Road, Slough commencing at 6.30pm.

(Post Meeting Note: The Royal Borough of Windsor and Maidenhead have confirmed that they will host the Fire Authority's Annual Meeting scheduled to take place on Wednesday 19 June 2002).

2.30/01 EXCLUSION OF THE PUBLIC

RESOLVED: That under Section 100(A)(4) of the Local Government Act 1972 (as amended), the public be excluded from the meeting for the following items of business on the grounds that they involve the likely disclosure of exempt information as defined in the paragraphs of Part I of Schedule 12A of the said Act indicated:

	Agenda item	Paragraph
32	Part II Minutes: Wednesday 14 March and Extraordinary Meetings held on Tuesday 17 April and Wednesday 13 June 2001	1, 8, 9 & 11
33	Part II Minutes of Sub-Groups	1, 8 & 9
34	Appointment of Deputy Clerk	1

35 Write-Off Irrecoverable Debts

8 & 9

(Note: The Following is a summary of the items considered in the Part II Agenda of the Annual Fire Authority Meeting held on Tuesday 10 July 2001).

2.31/01 PART II MINUTES: MARCH, APRIL AND JUNE 2001

The Part II Minutes of the last meeting held on Wednesday 14 March and the Extraordinary meetings held on Tuesday 17 April and Wednesday 13 June 2001 were received and approved as a correct record.

2.32/01 PART II MINUTES OF SUB-GROUPS

The Authority was advised of the Sub-Group meetings that had taken place since the last meeting of the Authority in March 2001.

2.33/01 APPOINTMENT OF DEPUTY CLERK TO THE FIRE AUTHORITY

The Authority approved a recommendation from the Personnel Committee that Mrs Rosemary Lansdowne of Lansdowne Solicitors be appointed as Deputy Clerk to the Fire Authority.

2.34/01 WRITE-OFF IRRECOVERABLE DEBTS

The Authority approved the write-off of irrecoverable debts as identified on the schedule presented with the report.

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AGENDA ITEM 3: PART I MINUTES OF SUB-GROUPS

To: Royal Berkshire Fire Authority
Date: 19 September 2001
Officer Contributing: Clerk & Monitoring Officer

A PURPOSE OF REPORT

To advise Members on meetings of the Personnel Committee, Urgency Committee, Performance Review and Audit Panel Community Fire Safety Panel and the Fire Liaison Group that have taken place since the last meeting of the Fire Authority in July 2001.

B PROPOSED ACTION

The Authority is invited to NOTE the report.

C FINANCIAL IMPLICATIONS

There are no financial implications.

D SUPPORTING INFORMATION

1 The following meetings have taken place since the last Fire Authority meeting in July 2001:

Performance Review Thursday 26 July 2001
and Audit Panel

Fire Liaison Group Monday 3 September 2001

2 Copies of the Part I Minutes (if available) can be obtained from David Weller on (0118) 932 2288) – E-Mail address: wellerd@rbfrs.co.uk

E BACKGROUND PAPERS

Agenda's and Minutes for the above mentioned meetings

Contact Officer: David R Weller (0118) 932 2288

**AGENDA ITEM 8: EFFECT OF COST OF HOUSING IN
BERKSHIRE**

To: Royal Berkshire Fire Authority
Date: 19 September 2001
Officer Contributing: Chief Fire Officer

A PURPOSE OF REPORT

To advise Members of the effect upon recruitment and retention of wholetime staff which the cost of housing in Berkshire is having upon the Brigade.

B PROPOSED ACTION

The Authority is invited to consider the report and to RESOLVE to:

1. seek for Her Majesty's Government to fund a regional plusage to Brigade's staff similar to that made to Police in the Thames valley area.
2. make representations to Her Majesty's Government of the need for the SSA to more adequately reflect the higher costs arising in areas such as the Royal County of Berkshire
3. continue to liaise with the six Constituent Authorities to include the Brigade within their own schemes for the provision of economic accommodation for key workers.

C FINANCIAL IMPLICATIONS

Financial implications would be dependent upon the scale of any regional allowance paid to staff and the degree of any shortfall in funds provided by central government for this purpose.

The payment of the inner fringe London Weighting allowance to all staff (including non-uniformed staff, and retained staff on a pro-rata basis) would cost an additional £317, 000 per annum.

Payment of the full London Weighting Allowance to all staff would cost an additional £1.84m.

The cost of applying the same weighting criteria as given recently to Thames Valley Police will be reported verbally to the meeting.

D CONTRIBUTION TO THE STRATEGIC PLAN

The report contributes directly to the Strategic Plan, since the Plan is dependent upon having trained staff in place to deliver it.

E SUPPORTING INFORMATION

- 1 There is increasing recognition that the high cost of housing in Berkshire, compared with many other regions, is adversely affecting the recruitment and retention of key workers within public services. Considerable media coverage has been given to this issue in recent months in relation to teachers, health service staff, police officers and firefighters.
- 2 Firefighters are paid on a national payscale (copy attached as Annex 1) determined by the National Joint Council for Local Authorities' Fire Brigades. This is supplemented within the London Fire Brigade by the addition of a London weighting allowance, the maximum of which is £3,000 per firefighter per annum. A London 'fringe' allowance is paid to some staff in Berkshire who serve at stations or offices bordering the London boundary. The fringe allowance is variable, depending upon the location of the employee's workplace, attracting an allowance of either £618 or £429 per annum. The total cost to the Authority is £82,356 per annum. It is anomalous in that staff who live in (say) Newbury but who work in (say) Slough receive the allowance, whereas staff who live in (say) Slough but work in (say) Newbury do not, even though both have the same travel costs. Indeed, the cost of housing in the eastern end of the County is considerably higher than that in the western end. The cost of meeting the fringe allowance is borne by the Authority; there is no direct part of the SSA which relates to the requirement to pay weighting/fringe area allowances. The only part of the SSA which has some reference is the Area Cost Adjustment.
- 3 Currently, an estimated 25% of wholetime firefighters do not live within Berkshire due to the high cost of housing. These staff have the added burden of increasing travel costs and longer journeys to work so that they arrive for duty tired. An increasing number of staff are choosing (through economic necessity) to purchase housing in an area beyond that which it is reasonable to travel to and from work each day. The duty system (2 x day shifts, 2 x night shifts and 4 x rest days) enables them to do so by finding or sharing alternative and closer accommodation for their tour of duty.
- 4 The duty system also facilitates station based staff to undertake secondary employment. The majority of staff now rely upon this additional income to pay their mortgage or their travel costs.
- 5 This is impacting upon existing staff in the following ways:
 - (i) 28 firefighters have transferred from the Brigade to brigades closer to their homes, or to brigades in areas where they can afford to purchase a house in the last 3 years. The Chief Fire Officer estimates conservatively the cost of recruiting and training a replacement firefighter to be £15,000. The Authority introduced a 'bond' into the contracts of employment for new staff in 1999 to encourage 5 years of service with this Brigade.

Many staff cite during exit interview the cost of housing in Berkshire as a factor in them leaving the Brigade.

Members of the Personnel Committee will be aware of one recent early transfer to Buckinghamshire on the grounds that the firefighter could not afford the travel costs from his home in Aylesbury.

- (ii) There is a gap between a firefighter transferring to another brigade on one month's notice and the recruitment and training of their successor. Even if the recruitment process can be refined to reduce this gap, it will never be eradicated (the training course alone is 14 weeks duration). The resultant shortfall within the current establishment creates difficulties in maintaining crews on appliances. Members will recall that this was a significant factor in the recent trade dispute with the Fire Brigades' Union, as a result of which, the Performance Review and Audit Panel now monitors crewing levels on a routine basis.
 - (iii) Staff transferring from station based duties to non-shift based specialist duties are unable to sustain the resultant longer periods away from a distant home, or are unable to cease their secondary employment due to economic reasons. Even when such transfers are accompanied by promotion, the compressed differentials within the payscales mean that in real terms, the employee is worse off. As a result, fewer staff are putting themselves forward for promotion, making it difficult for the Brigade to provide the appropriate skill levels in some key posts.
- 6 The cost of living in Berkshire is impacting upon recruitment in the following ways:
- (i) In order to reduce staff costs and to give a wider catchment for recruitment, the Brigade recruits within a collaborative system with other brigades in the South East. This enables a 'pool' of suitable applicants to be created from which the Brigade might draw if we are unable to attract sufficient recruits locally.

Since January 2001, the Brigade has recruited 23 wholetime staff for training. Of these only 14 applied to Royal Berkshire. The remaining 9 were taken from the pool, choosing to accept early employment with Royal Berkshire as an alternative to awaiting a vacancy with their chosen brigade. It must be recognised, however, that these staff are likely to seek early transfer back to their chosen brigade.

Of the 23 staff, only 8 live in Berkshire, the remaining 15 living in Gloucestershire, County Durham, Oxfordshire, Wiltshire, Mid Glamorgan, London, Buckinghamshire, Staffordshire, Hampshire and Surrey.

- (ii) The Brigade has reserved 15 places at the Reigate training school for January 2002. There are no current Berkshire applicants available to take up these places. The 15 posts will be offered to applicants from the pool who have applied to other brigades.

- (iii) There are relatively few applicants responding to national advertisements for Officer vacancies. Those who do express an interest are advised to satisfy themselves that they can afford to live within the County by liaison with local estate agents. Many subsequently withdraw their applications.

It is proving increasingly difficult to fill key posts at middle management level. A recent exercise to fill 8 Station Officer posts resulted in only 6 suitable candidates. A number of middle managers are forecast to retire within the next 12 months.

- (iv) The reduction in the wholetime firefighters' working week from 56 hours to 48 hours took place in 1974, and from 48 hours to 42 hours in 1979. These amendments resulted in an influx of staff nationally. Those staff will complete 30 years service in 2004 and 2009 respectively, and will thus be eligible for retirement with pension. It is likely therefore that all brigades will have an upsurge in the need for recruitment at this time, without any likely increase in the number of suitable applicants. This Brigade may therefore find the pool to be increasingly unreliable for the provision of staff.
 - (v) The former Berkshire and Reading Fire Brigade increased its establishment significantly in 1972 and 1973, as a result of upgrading a number of day crewed stations to shift status. The staff who joined then will complete 30 years in 2002 and 2003.
- 7 Four of the constituent authorities have included the Brigade within their own schemes for the provision of economic accommodation for key workers. In one case, however, this is for a limited period (12 months). The Chief Fire Officer has also discussed the issue with the officers of the Association of Councils of the Thames Valley Region (ACTVaR) with a view to exploring the provision of shared equity housing for key workers through housing associations. However, Members will appreciate that such measures will fail to be as attractive to staff as a monetary allowance assisting the employee to purchase their own property.
 - 8 Attached to this report as Annex 2 are selections of property agents information and housing developers' information taken from the internet showing the price of housing within Berkshire with comparable housing elsewhere within the country.
 - 9 If Members support this proposal and the Authority is successful in achieving financial recognition by central government, Members might be minded to extend the proposed allowance to all categories of staff (wholetime, retained, control Staff and non-uniformed staff) in recognition that the burden of housing costs affects all equally.
 - 10 The detailed costs of rationalising inner fringe and full London Weighting allowances are attached as Appendix A to this report.

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F BACKGROUND PAPERS

- 1 Firefighters pay scales – November 2000
- 2 Property developers' and estate agents' information accessed from the internet

Contact Officer: Mike Clement-Green (0118) 932 2225

APPENDIX A**COST OF WEIGHTING ALLOWANCES**

1 Current costs of applicable weighting allowances:

	Allowance	No of Staff	Cost
Inner Fringe	639	99	63261
Outer Fringe	444	98	<u>43512</u>
Total			106773

2 Cost of paying Inner Fringe allowance to all staff:

Uniformed Staff	639	450	287550
Non uniformed (FTE)	639	85	<u>54315</u>
Sub total			341865
Retained Staff			
169 at 128.5 (FTE)	639	128.5	<u>83111</u>
Total			423976
Less cost of current allowances			<u>106773</u>
Total additional cost			317203

3 Cost of paying full London weighting allowance to all staff:

Uniformed Staff	3000	450	1350000
Non uniformed (FTE)	3000	85	255000
Retained Staff	3000	128.5	<u>385500</u>
			1990500
Less cost of current allowances			<u>106773</u>
Total additional cost			1883727

(1) WHOLE-TIME MEMBERS (FIREFIGHTER TO SENIOR DIVISIONAL OFFICER)

	Annual £	Weekly £	Basic hourly rate £	Casual overtime rate £
Firefighter (aged 18)				
During first 6 months	16305	312.55	7.44	11.16
After 6 months	17061	327.04	7.79	11.69
Firefighter (aged 19 or over)				
During first 6 months	16563	317.49	7.56	11.34
After 6 months and during 2nd year	17307	331.76	7.90	11.85
During 3rd year	18135	347.63	8.28	12.42
During 4th year	19035	364.88	8.69	13.04
During 5th year (subject to being fully qualified)	20724	397.26	9.46	14.19
After 15 years' service (qualified)	21648	414.97	9.88	14.82
After 15 years' service (unqualified)	19917	381.79	9.09	13.64
Leading Firefighter				
After 15 years' service	22191	425.38	10.13	15.20
	23106	442.92	10.55	15.83
Sub-Officer				
During 1st year in rank	22755	436.19	10.39	15.59
After 15 years' service	23670	453.73	10.80	16.20
During 2nd year in rank	23634	453.04	10.79	16.19
After 15 years' service	24546	470.52	11.20	16.80
Station Officer				
During 1st year in rank	26397	506.00	12.05	18.08
After 15 years' service	27312	523.54	12.47	18.71
During 2nd year in rank	26982	517.22	12.31	18.47
After 15 years' service	27891	534.64	12.73	19.10
During 3rd year in rank	27564	528.38	12.58	18.87
After 15 years' service	28467	545.68	12.99	19.49
Assistant Divisional Officer				
During 1st year in rank	27822	533.32	12.70	19.05
After 15 years' service	28728	550.69	13.11	19.67
During 2nd year in rank	28662	549.42	13.08	19.62
After 15 years' service	29577	566.96	13.50	20.25
During 3rd year in rank	29514	565.75	13.47	20.21
After 15 years' service	30420	583.12	13.88	20.82
Divisional Officer III				
During 1st year in rank	29799	571.22		
After 15 years' service	30708	588.64		
During 2nd year in rank	30384	582.43		
After 15 years' service	31302	600.03		
During 3rd year in rank	31032	594.85		
After 15 years' service	31953	612.51		
Divisional Officer II				
During 1st year in rank	31641	606.53		
After 15 years' service	32553	624.01		
During 2nd year in rank	32877	630.22		
After 15 years' service	33789	647.70		
During 3rd year in rank	34167	654.95		
After 15 years' service	35079	672.43		

	Annual £	Weekly £	Basic hourly rate £	Casual overtime rate £
Divisional Officer I				
During 1st year in rank	34950	669.96		
After 15 years' service	35859	687.38		
During 2nd year in rank	35760	685.49		
After 15 years' service	36678	703.08		
During 3rd year in rank	36555	700.73		
After 15 years' service	37467	718.21		
Senior Divisional Officer				
During 1st year in rank	37623	721.20		
After 15 years' service	38535	738.68		
During 2nd year in rank	38655	740.98		
After 15 years' service	39564	758.41		
During 3rd year in rank	39687	760.76		
After 15 years' service	40584	777.96		

23



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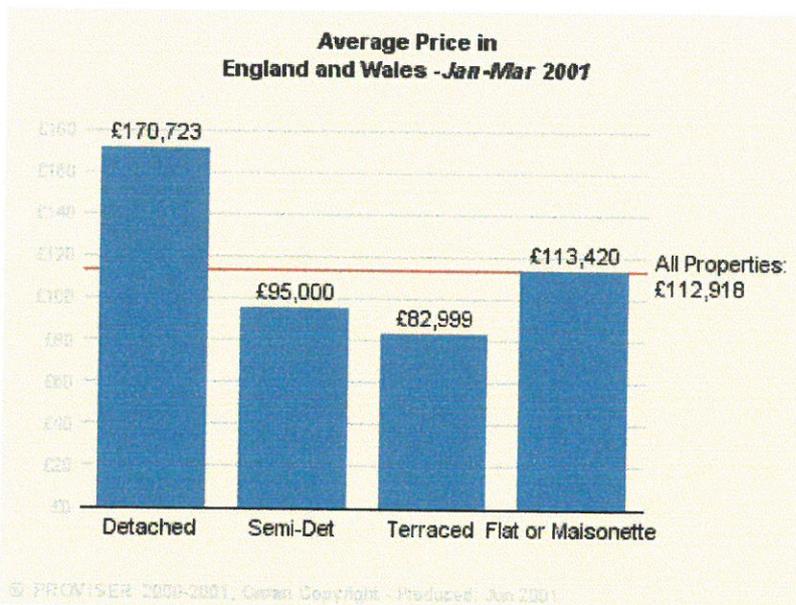
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This results in at least two sets of data: One set has postcodes attached to all properties (meaning that smaller areas can be analysed) but with incomplete data app 80% used for analysis at the town, postcode district and postcode sector levels. The other set includes those house prices records without postcodes and has been used for the analysis at the local authority, county, national region and all England & Wales levels.

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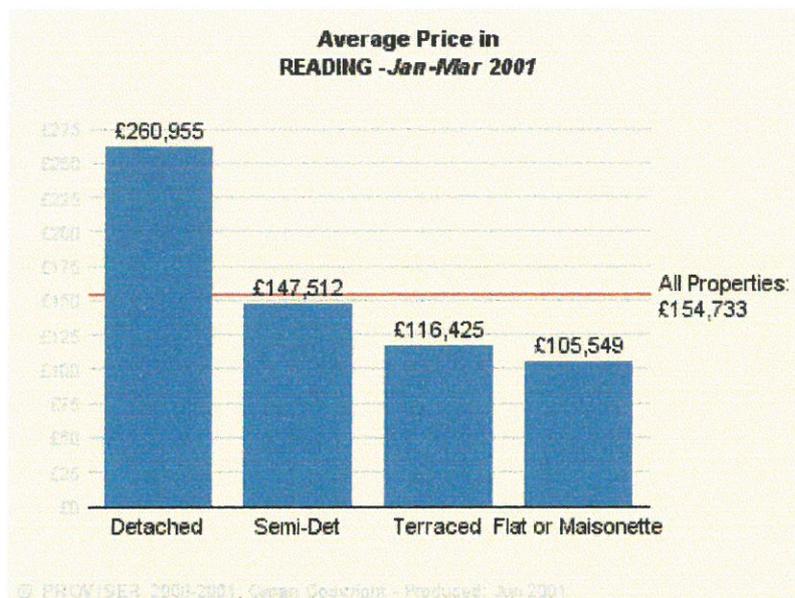
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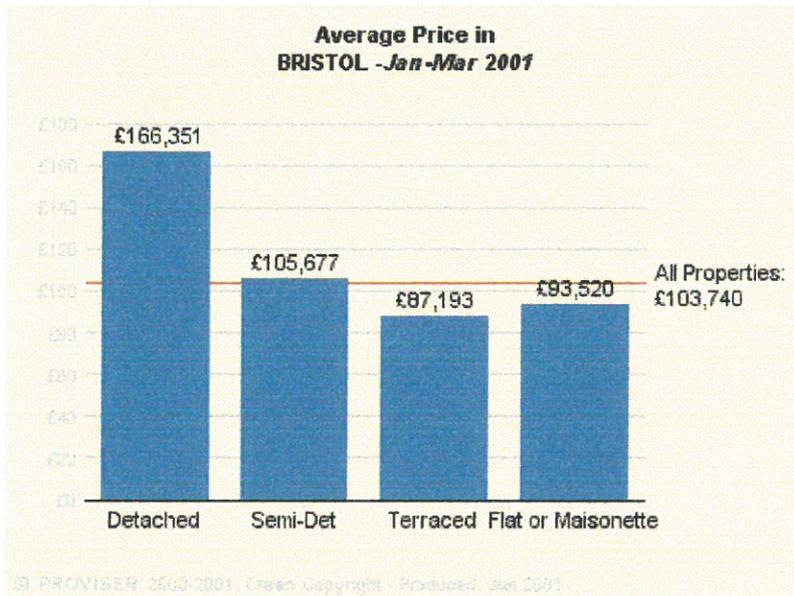
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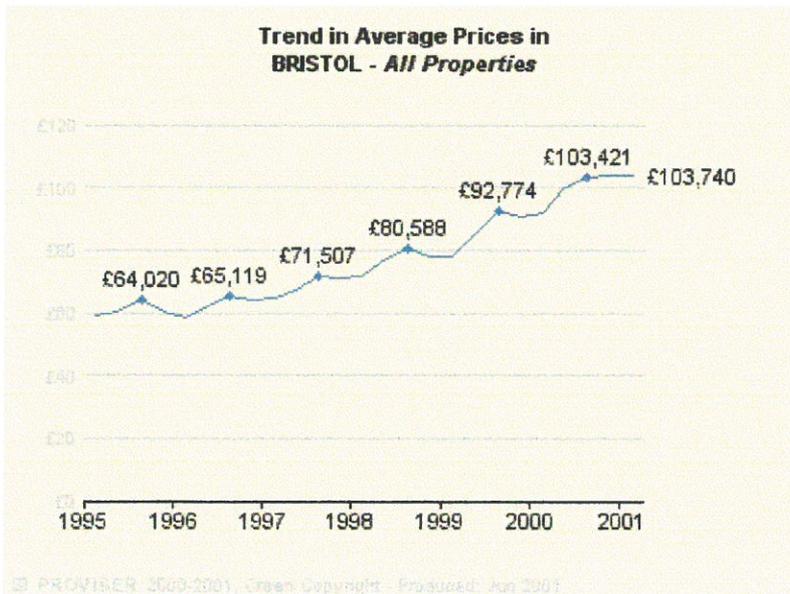
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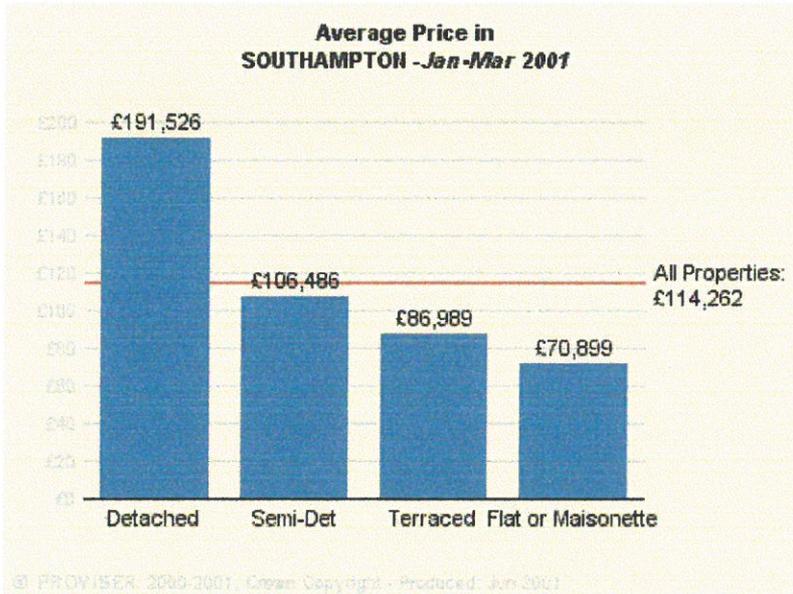
Trend in Property Prices in BRISTOL - All Properties

On the whole prices have increased since 1995, although many areas had a very slow start the majority picked up from mid 1996. Again in 1999 many areas showed a sharp increase.



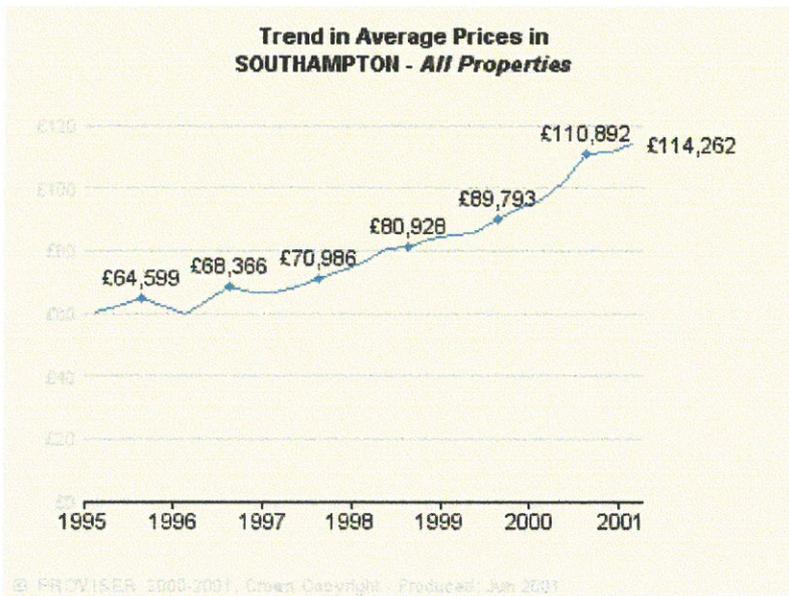
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Trend in Property Prices in SOUTHAMPTON - All Properties

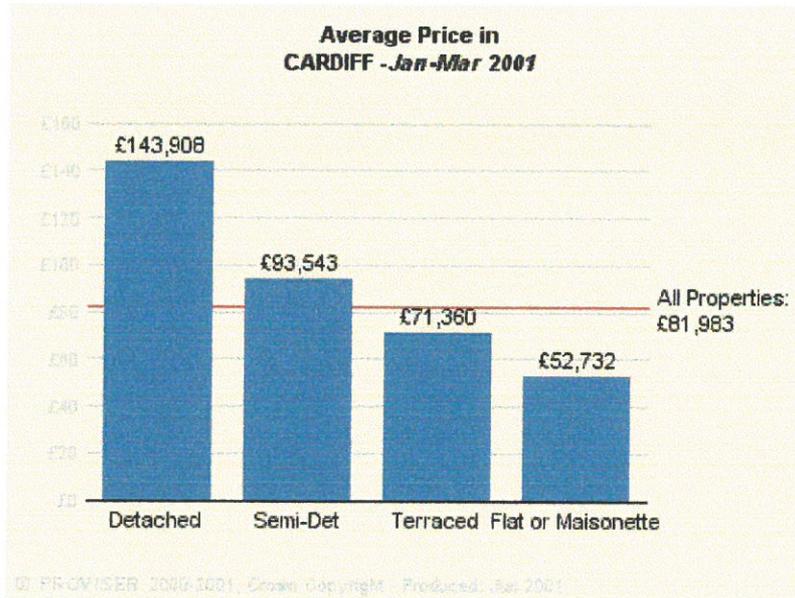
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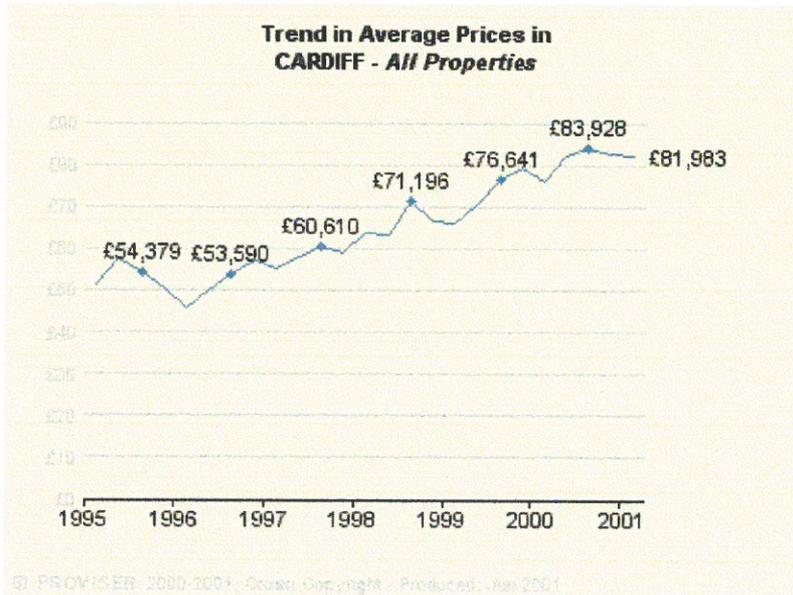
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Trend in Property Prices in CARDIFF - All Properties

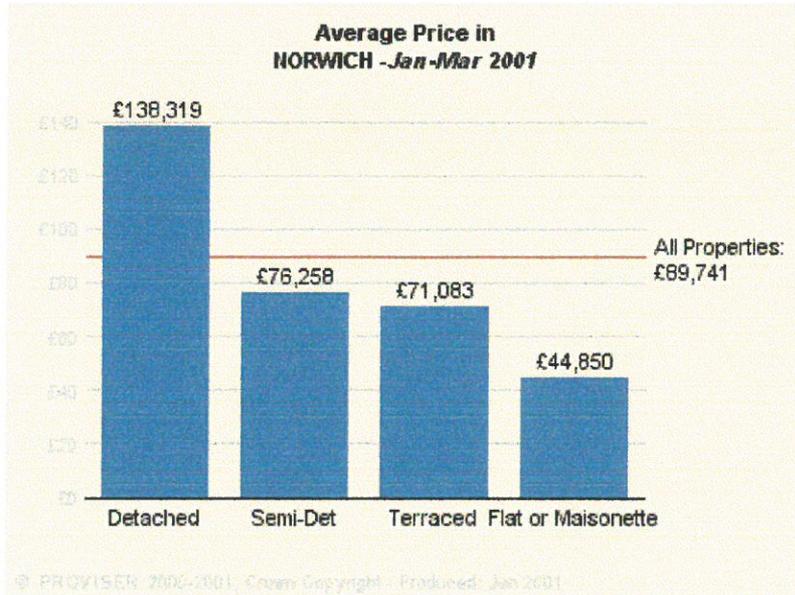
On the whole prices have increased since 1995, although many areas had a very slow start the majority picked up from mid 1996. Again in 1999 many areas showed a sharp increase.



The chart below shows the most recent average property prices for CARDIFF. Naturally actual sale prices for individual properties will vary depending on factors such as the size of the property, or particular areas within CARDIFF may be more desirable and expensive than others.

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Trend in Property Prices in NORWICH - All Properties

On the whole prices have increased since 1995, although many areas had a very slow start the majority picked up from mid 1996. Again in 1999 many areas showed a sharp increase.



The chart below shows the most recent average property prices for NORWICH. Naturally actual sale prices for individual properties will vary depending on factors such as the size of the property, or particular areas within NORWICH may be more desirable and expensive than others.

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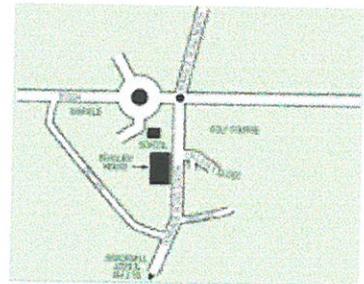
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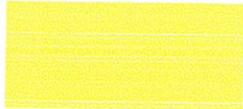

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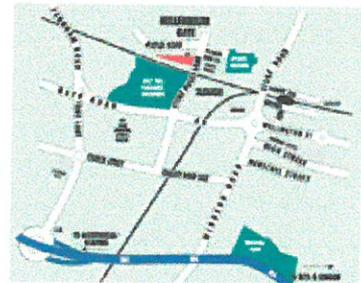
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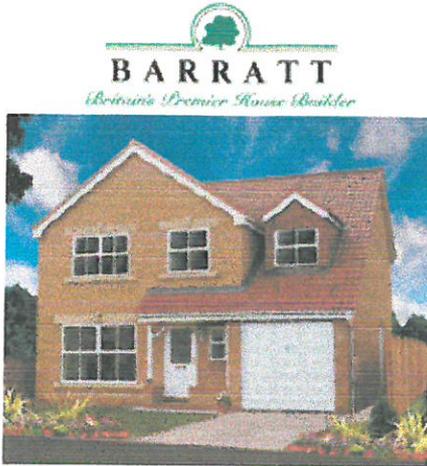


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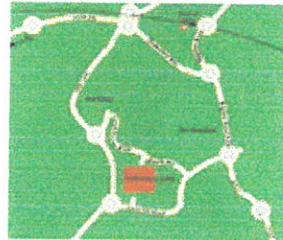
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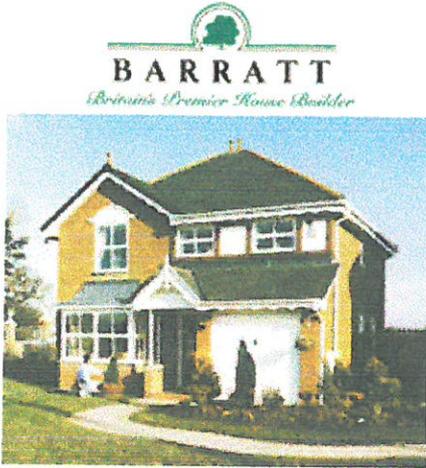
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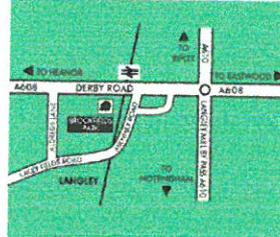
**SHOWHOMES OPEN 11AM
TO 6PM THURS TO MON**

Telephone:01773 769083
Central Sales:0115 922 2421

Brookfield Park benefits from many road links to ne towns and cities, as well as easy access to the M1. journey takes you into the heart of the picturesque Derbyshire countryside with its wealth of attractions: walks, parks and stately homes.

The towns of Derby and Nottingham offer a variety shopping, leisure, social, recreation and commercial activities.

Brookfield Park is situated near to the splendid Shi Country Park which boasts over 600 acres of parkl more than 18 miles of paths, bridleways and lakes available for fishing. Shipley was a medieval estate developed for farming and coalmining.



CLICK MAP TO ENLARGE - NOT TO SCALE



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**LOCATION
SEARCH**



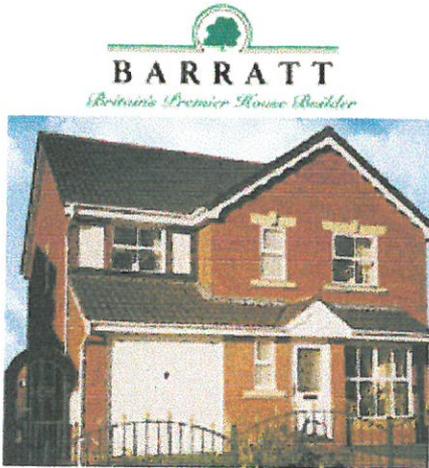
**BUYING
MADE EASY**



**WHAT OUR
BUYERS SAY**



**BROC
REQU**



BRACEBRIDGE HEIGHTS, LINCOLN
LINCOLNSHIRE

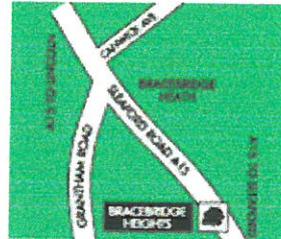
2, 3 & 4 BED HOMES
FROM £72,950 TO £112,850

**SHOWHOMES OPEN 11AM
TO 6PM THURS TO MON**

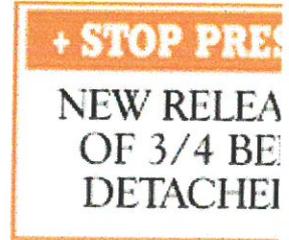
Telephone:01522 511981(Day)
Central Sales:0115 922 2421

Barratts have elected to develop at Bracebridge Heights to incorporate their 'Premier Collection' range of homes in the easy reach of this historic Cathedral City. Lincoln is a city of immense wealth of history and beauty with its nationally famous Cathedral, cobbled streets, pathways, stone buildings, parks and waterways.

The city has many tourist visitors who can enjoy the Newport Arch, one of the oldest Roman archways still used by traffic today. This is a thriving shopping, commercial, social and recreational city. For those wishing to travel further afield, the East Coast provides additional facilities and leisure opportunities.



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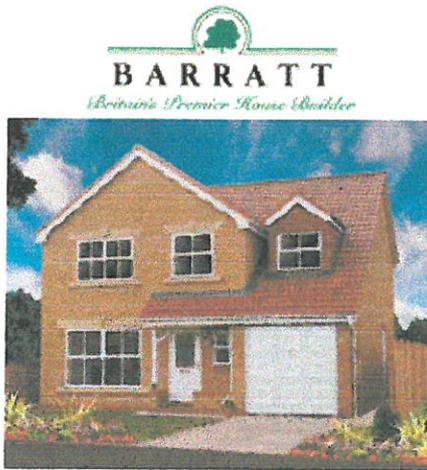
 **HOME PAGE**

 **LOCATION SEARCH**

 **BUYING MADE EASY**

 **WHAT OUR BUYERS SAY**

 **BROCHURE REQUEST**



SOUTHFIELD GARDENS, CRAMLINGTON, NORTHUMBERLAND

**3, 4 & 5 BEDROOM HOMES
FROM £95,995 TO £185,995**

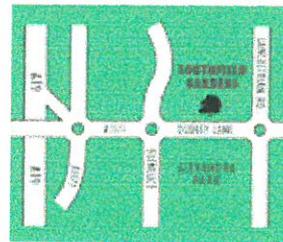
**SALES OFFICE OPEN DAILY
FROM 11AM TO 6PM
(Closed wed & thurs)**

Telephone:01670 738117
Central Sales:0191 286 9866

Situated in the south-east corner of Northumberland Cramlington is the county's newest town created in 1960/70's. On part of Cramlington High School play fields, off Northumbrian Lane, Barratt is building a home development of three and four bedroom detached houses, the first one ready to move into in the early summer.

Due to its modern nature Cramlington benefits from segregation between the industrial estates, housing and the commercial centre, providing a far more comfortable lifestyle. It also boasts both a modern road infrastructure and a completely separate footpath/cycleway network.

Cramlington has easy access to the A1 and the A166. The town centre has a large attractive shopping mall and the Concordia Leisure Centre and swimming pool complex. There is even a market day on Thursday.



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+ STOP PRESS

**RESERVE A
PRE-SHOWING
PRICES**

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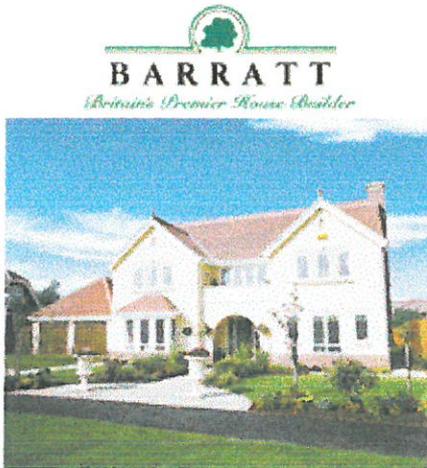
 **HOME PAGE**

 **LOCATION SEARCH**

 **BUYING MADE EASY**

 **WHAT OUR BUYERS SAY**

 **BROCHURE REQUEST**



CRINNIS WOOD, CARLYON BAY
CORNWALL

**5 AND 6 BED DETACHED
HOMES FROM £275,000**

**SALES OFFICE OPEN THURS TO
MON FROM 11AM TO 6PM**

Telephone:01726 815343
Central Sales:01392 423014

Situated on the outskirts of St. Austell on the south Cornwall, adjacent to the historic and picturesque Charlestown Harbour, Carlyon Bay is one of the most favoured residential areas in the country.

Close to the golf club and beach, Crinnis Wood is a development of detached homes generously positioned within surrounding woodland of which residents have ownership.

The traditional designs from the top of the range award winning Barratt 'Premier Collection' have been chosen for their well-proportioned living accommodation to suit discerning purchasers.

Each style of 5 or 6 bedroom homes are built to exceed standards, blending traditional skills with high performance materials to create a magnificent home of distinction for today's modern lifestyle.



CLICK MAP TO ENLARGE - NOT TO SCALE



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**LOCATION
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**BUYING
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**WHAT OUR
BUYERS SAY**



**BROCHURE
REQUEST**

**Wimpey
Homes**

Squires Gate in Tamworth



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01827 259073

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Carpets
Throughout including vinyl in the kitchen, fully turfed and fenced rear gardens, fitted wardrobes to master suite, fully integrated kitchen which includes dishwasher, washing machine, fridge and freezer.

The Development

3 and 4 bedroom luxury detached properties.



Additional Details

Click on a property list below for full interactive

Available properties:

- Anthem**
4 Bedroom Detache
£172,950 - £172,95
- Mardi Gras**
4 Bedroom Detache
£189,950 - £189,95
- Rio**
3 Bedroom House
£132,950 - £134,95
- Cabaret**
4 bedroom detache
£219,950 - £219,95
- Carnival**
4 bed detached
£147,950 - £147,95
- Soiree**
4 bed detached
£159,950 - £159,95

Properties coming soor

- Alpha**
3 bedroom detache
- Riva**
3 bed detached
£121,950 - £121,95

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Abberton Park in Birmingham



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The Development

A development of 24 houses, consisting of 2 and 3 bedroom mews style houses some being 3 storey and 4 bedroom detached houses.

Additional Details

Click on a property list below for full interactive



Available properties:

-  **Spectrum**
4 Bed House/3 Storey Bedroom
£129,950 - £129,950
-  **Blackmore**
4 Bed House/4 Bed E Terrace/4 Bed Semi/Detached-Link/4 bed house
£193,950 - £193,950
-  **Cresta**
3 bedroom corner me
£97,950 - £97,950
-  **Mardi Gras**
4 bedroom detached
£192,950 - £192,950
-  **Cabaret**
4 bedroom detached
£219,950 - £219,950

Properties coming soon

-  **Alpha**
3 bedroom detached
£104,950 - £109,950

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Sovereign Park in Basingstoke



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The Development



Additional Details

Click on a property list below for full interactive

Available properties:

- Kensington**
4 Bed Detached Hou
£215,000 - £215,000
- Pembroke**
3/4 Bed Town House
£249,000 - £249,000
- The Kendal**
Two Bed Terraced or
Detached Home
£128,000 - £134,000
- The Portchester**
Three Bed End Terra
Semi-detached Hous
£153,000 - £153,000
- The York**
Three Bedroom Deta
House
£165,000 - £165,000

George Wimpey PLC.



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Chancery Green, Cambridgeshire

Chancery Green offers a golden opportunity to enjoy a home in this countryside community. There are a wide variety of properties ranging from 1 bedroom through to 5 bedrooms, so theres something for just about everyone.

How to find us

From the M11 (J13) follow the A428 towards Bedford. Continue along the A428, passing a Windmill and The Cambridge American Cemetery on your right hand side. At the first roundabout take the 2nd exit (straight on) continuing along the A428 towards Bedford. Join the dual carriage way and continue to the next roundabout taking the 2nd exit (straight on) towards Bedford. Pass BP petrol station on the left. Continue straight on at roundabout. Proceed to next roundabout at Cambourne and turn left into the new village. Follow on-site signs to the Alfred McAlpine Sales Office.



[View the map for this development](#)

Arrange a viewing

[Arrange a viewing](#) of this development.

Sales office

Alfred McAlpine East
Chancery Green
Off Monkfield Lane
Cambourne
Cambridgeshire

Opening times

Open from 10.00am to 5.00pm 7 days a week

Telephone

01954 715176

Fax

01954 715176

Email

sales.east@amhomes.co.uk

Housetypes available

Sales Tel: 01954 715176

The Deacon (EP)

3 bedroom
Semi-Detached
From £ POA



The Marquess (EP)

4 bedroom
Detached
From £184,950



The Count (EP)

4 bedroom
Detached
From £ POA



The Selborne (EP)

4 bedroom
Detached
From £198,000

Sorry, this house picture is currently unavailable.

The President (EP)

4 bedroom
Detached
From £ POA



The Balmoral (EP)

4 bedroom
Detached
From £ POA



[The Pembroke \(EP\)](#)

5 bedroom
Detached
From £ POA



[The Redmere](#)

4 bedroom
Detached
From £ POA



[The Courtland](#)

3 bedroom
Town-house
From £ POA

Sorry, this house picture is currently unavailable.

[The Deaconette](#)

3 bedroom
Semi-Detached
From £ POA

Sorry, this house picture is currently unavailable.

[The Kingsley](#)

5 bedroom
Detached
From
£290,000



[The Redmere \(5B\)](#)

5 bedroom
Detached
From £ POA



[The Peldon](#)

4 bedroom
Detached
From £ POA



[SHOWHOME](#)



St Patricks Court in Gloucester



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The Development

[Additional Details](#)

☎ 01452 865960

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Part Exchange available.

A development of 2 and 3 bedroom homes (3 bedroom homes only remaining).

Click on a property list below for full interactive



Available properties:

- 🏠 **Ultima**
- 3 Bedroom Semi Det Terrace Home
- £100,000 - £115,000
- Plot 1 - £113,950
- Plot 2 - £113,950
- Plot 3 - £111,950
- Plot 5 - £110,950
- Plot 11 - £107,950
- Plot 12 - £106,950
- Plot 14 - £105,950

George Wimpey PLC



St Patricks Court in Gloucester

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[About this home](#)
[Floorplans](#)

The illustration shows a typical Wimpey home of this design, however there are variances from plot to plot and site to site. Please be sure to clarify the exact specification of your chosen home with the Home Buying Adviser.

Ultima: About this home



Features

- Three bedrooms or terrace home.
- Living room with doors to dining room
- Dining room with access onto rear garden.
- Guest cloakroom
- Understairs storage
- Built-in cupboard in bedroom.
- Family bathroom

3 Bedroom Semi Detached or Terrace Home

George Wimpey PLC.

