

SOUTH WALES FIRE & RESCUE AUTHORITY

MINUTES OF THE FIRE & RESCUE AUTHORITY MEETING HELD ON MONDAY, 26 MARCH 2018 AT SOUTH WALES FIRE & RESCUE SERVICE HQ

50. PRESENT:

Councillor	Left	Authority
D T Davies (Chair)		Caerphilly
S Bradwick (Deputy Chair)		Rhondda Cynon Taf
D Ali		Cardiff
L Brown		Monmouthshire
K Critchley		Newport
C Elsbury		Caerphilly
S Evans		Torfaen
K Gibbs		Merthyr Tydfil
J Harries		Rhondda Cynon Taf
A Hussey		Caerphilly
D Naughton		Cardiff
S Pickering		Rhondda Cynon Taf
A Roberts		Rhondda Cynon Taf
A Slade		Torfaen
C Smith		Bridgend
V Smith		Monmouthshire
H Thomas		Newport
D White		Bridgend
P Wong		Cardiff

APOLOGIES:

G Thomas	Blaenau Gwent
R Crowley	Vale of Glamorgan
K McCaffer	Vale of Glamorgan

OFFICERS PRESENT:

CFO H Jakeway; DCO Chapman - Monitoring Officer; Mr C Powell – Deputy Monitoring Officer; ACFO A Thomas – Director of Service Delivery; ACFO R Prendergast – Director of Technical Services; A/ACO M Malson – Director of People Services; Mrs S Watkins – Head of Service Performance & Communications; Rebecca Meredith, Media Relations and Communications Manager

51. DECLARATIONS OF INTEREST

Each Member declared a personal non-prejudicial interest in each agenda item which affected their Authority.

52. CHAIR'S ANNOUNCEMENTS

MR IAN WILLIAMS

The Chair announced with sadness the passing of South Wales Fire & Rescue Service's Head of Fleet and Engineering, Mr Ian Williams, and expressed the condolences of Authority Members to Mr Williams' family.

RESIGNATION OF TWO FIRE AUTHORITY MEMBERS

The Chair advised that two Fire & Rescue Authority Members have recently resigned from their Authority positions.

RETIREMENT OF MR CALVIN POWELL – HEAD OF BUSINESS SUPPORT

The Chair expressed his thanks to Mr Calvin Powell, Head of Business Support, who will retire this week after 41 years of service. The Chair shared good wishes for a healthy and happy retirement to Mr Powell on behalf of Fire & Rescue Authority Members.

HACKITT REVIEW

The Chair advised that following the interim report and findings from the Hackitt Review (instigated after the Grenfell tragedy), the Service is reviewing the interim findings and continues to work with our partners in this area. It was also noted that six local buildings have failed to meet the second, more stringent round of building assessments. The Chairman confirmed that SWFRS is working closely with Cardiff City Council and affected tenants to provide the necessary safety guidance and information to assist in ensuring our communities are safe.

PAY NEGOTIATIONS

A national pay increase is likely to be agreed for Green Book staff shortly, and the Service is already making the necessary adjustments to ensure all staff are paid at the new national living wage rates from 1 April 2018

STANDARDS COMMITTEE

Over the last year, three Independent Members of the Standards Committee have resigned for varying reasons. Following an appointment process the three posts have been filled and the Fire & Rescue Authority approved the appointments in the meeting.

THIRD PARTY FORMS

The Chair requested that members complete and return the forms recently emailed to them.

53. MINUTES OF PREVIOUS MEETINGS

The following minutes were received and accepted as a true record of proceedings:

- Local Pension Board meeting held on 16 October 2017
- Fire and Rescue Authority meeting held on 12 February 2018

54. UPDATE ON ACTIONS

Joint Control Visit (Minutes 17/18 – 47.1.3)

The Deputy Chief Officer confirmed that a Fire & Rescue Authority visit to the Joint Control will take place on 18 April 2018. Members were asked to advise ACO Service Delivery of their intention to attend. At the request of the Deputy Chair, ACO Service Delivery to check if previous members have received invitations.

Annual Pay Policy and Gender Gap Review (Minutes 17/18 – 47.3 & 47.4)

It was confirmed that both documents were published this month.

55. REPORTS FOR DECISION

55.1 TREASURY MANAGEMENT STRATEGY 2018/19

The Treasurer advised that the Fire & Rescue Authority is required to approve in advance of each financial year its treasury management governance arrangements for the coming year. It is noted that following revisions by CIPFA there is now a requirement to also produce a Capital Strategy. Due to the timing of the guidance being issued it was accepted that this element would not be available within this financial year but work will be undertaken to achieve this during the next financial Year (2018/19) to ensure compliance with the 2019/20 deadline. There are no major changes in relation to strategies or policy within the report.

RESOLVED THAT:

- 55.1.1 Members resolved to approve the treasury management strategy statement, capital prudential indicators and MRP policy, borrowing policy and treasury indicators/limits, annual investment strategy; and
- 55.1.2 The Treasurer was given authority to update strategies and policies as necessary throughout the year.

55.2 REPORT ON THE PROGRESS OF CARDIFF, CAERPHILLY, CWM TAF, VALE OF GLAMORGAN, BRIDGEND, BLAENAU GWENT, MONMOUTHSHIRE, NEWPORT AND TORFAEN PUBLIC SERVICE BOARDS (PSB) WELLBEING PLANS

From 1 April 2016, the Well-Being of Future Generations (Wales) Act 2015 introduced statutory Public Service Boards (PSB's) across each local authority area in Wales. PSB's will work together to improve the social, economic, cultural and environmental well-being of the board's area. As a statutory partner to the PSB's the Fire & Rescue Authority is required to approve each of the plans.

Chief Fire Officer Huw Jakeway confirmed that the nine PSB Well-Being Plans were considered and scrutinised by the Finance, Audit & Performance Management Committee and a precis of each was attached to the report. There are similarities in the intention of the nine PSB well-being plans including giving people the best start in early years, health, aging well and a safe environment.

RESOLVED THAT:

Members noted the report and resolved to approve the recommendations of each plan.

55.3 THE FIREFIGHTERS' PENSION (WALES) SCHEME (AMENDMENT) ORDER 2014

There had been an amendment to the FPS 1992, Rule B5C (additional pension benefit: continual professional development) that was replaced with Rule B5C – Additional Pension Benefit (APB). This new Rule B5C – Additional Pension Benefit introduced new powers for the Fire & Rescue Authority to make certain temporary allowances and emoluments which satisfy the prescribed requirements, pensionable under APB arrangements, and was effective from 1 July, 2013.

The interim Director of People Services advised that at the Scheme Advisory Board (Wales) meeting held on 27 November 2017, it came to light that the three Fire & Rescue Authorities in Wales have not adopted the change in this Rule.

In reviewing the change to Rule B5C – Additional Pension Benefit, account has been taken of the need to implement the change, and the necessity for a fair and ethical outcome for FPS 1992 Scheme members. Implementing the change could potentially have an impact on the financial position of both active and retired Firefighters, and for the Fire & Rescue Authority

The interim Director of People Services gave a full and detailed account of the four main groups of Firefighters that will be affected by the change to Rule B5C – Additional Pension Benefit.

The Deputy Chair thanked the Interim Director of People Services for an excellent report.

RESOLVED THAT

55.3.1 That temporary promotion is pensionable and that pension benefits are earned through an Additional Pension Benefit.

55.3.2 To implement the change to Rule B5C – Additional Pension Benefit with effect from 1 April 2018, and not to apply the change retrospectively because it is through no fault of the Firefighters themselves that the change was not implemented. The expectations of the Firefighters affected should be honoured by leaving existing and future pension benefits in the position they are currently or were expected to be in at the point of retirement.

55.3.3 That the following is applied to each of the identified groups as set out below:-

- **Group 1 – Active Firefighters who are temporary promoted at 1 April, 2018**

With effect from 1 April 2018, this group of Firefighters will receive pension benefit calculated as additional pension benefit, thus implementing Rule B5C.

- **Group 2 – Active Firefighters who were temporary promoted after 1 July, 2013, but before the determined implementation date, and their retirement date is more than 3 years since the temporary promotion.**

With effect from 1 April, 2018, this group of Firefighters, whose retirement date is later than 3 years after 1 April, 2018, have their periods of temporary promotion since 1 July, 2013, recalculated and applied based on an APB basis in line with the new regulations.

- **Group 3 – Active Firefighters who have been temporary promoted prior to 1 April, 2018, and could retire within 3 years of this implementation date.**

To treat temporary promotion for Firefighters who chose to retire within 3 years of the implementation date, 1 April, 2018, under the old regulation (best of the last 3 years), hence leaving existing and future pension benefits in the position they are currently in at the point of retirement, and with no impact on the Firefighters in this group.

For those Firefighters who chose not to retire within 3 years of the implementation date, 1 April, 2018, then their pension calculations will be based on the new regulations, and have any previous temporary promotions recalculated and applied on an APB basis, as Per Group 2 above.

- **Group 4 – Retired Firefighters who have benefited from a higher final salary based pension since the change in the regulations in July 2013**

To treat temporary promotion for these retired Firefighters under the old regulations (the best of the last 3 years), hence leaving existing and future pension benefits in the same position they are currently, and with no impact on the retired Firefighters

55.4 LAND ADJOINING LLANTWIT MAJOR STATION

The Deputy Chief Officer advised that a small area of land near to Llantwit Major Fire Station (0.09 acres) was identified as being of no operational use and currently utilised by a Horticultural Society who have expressed an interest in purchasing.

RESOLVED THAT

55.4.1 The subject land identified within the report be declared surplus to requirements; and

55.4.2 The disposal strategy outlined in the report was approved.

55.5 LAND AT LANELAY HALL DISPOSAL STRATEGY

The Deputy Chief Officer advised of an area of land which has no operational use and has not been included as part of the current housing development site. To date it has been leased by the onsite construction company for storage of equipment but this period of use is coming to an end. Expressions of interest

have been received by several local people with a view to using for storage or car parking.

RESOLVED THAT

55.5.1 The subject land identified in the report be declared surplus to requirements; and

55.5.2 The disposal strategy outlined in the report was approved.

55.6 COMPARTMENT FIRE BEHAVIOUR TRAINING FACILITY

The Deputy Chief Officer gave an update on works to date on the new build project at Cardiff Gate to provide a Compartment Fire Behaviour Training facility to enhance the current training provisions. As the next Fire & Rescue Authority meeting is not scheduled until June, members were asked to delegate authority to the Deputy Chief Officer to sign the Build Contract to avoid any delay that would likely arise should the decision await the next Fire & Rescue Authority meeting.

RESOLVED THAT:

Members gave approval for the Deputy Chief Officer to sign the Build Contract on the basis the cost is within the overall budget figure provided within the capital programme.

56 REPORTS FOR INFORMATION

56.1 ANNUAL REPORT ON THE WORK OF THE FINANCE, AUDIT AND PERFORMANCE MANAGEMENT COMMITTEE AND ITS WORKING GROUP DURING 2017/18

Members noted the annual report on the work of the Finance, Audit & Performance Management Committee and its Working Group for the municipal year 2017/18.

The Chair thanked members and officers for the vital work undertaken and the commitment of members and officers during the municipal year.

The Chair suggested that due to the scrutiny undertaken, that the Working Group be changed to reflect this, and suggested it become a scrutiny committee for the new financial year.

RESOLVED THAT

- 56.1.1 Members noted the work undertaken during the Municipal Year; and
- 56.1.2 Agreed to change the Working Group to a Scrutiny Committee for the new financial year.

56.2 ANNUAL SUMMARY OF HR AND EQUALITIES COMMITTEE

Members noted the work that the HR and Equalities Committee have undertaken during the Municipal Year 2017/18.

The Chair thanked Members of the Committee for their commitment and Officers for the incredible amount of work undertaken.

RESOLVED THAT

Members noted the work of the HR & Equalities Committee.

56.3 SUMMARY OF THE LOCAL PENSION BOARD WORK PROGRAMME

Members noted the work the Local Pension Board have undertaken during the Municipal Year 2017/18.

The Fire & Rescue Authority thanked the Board and Officers for their commitment and the amount of work undertaken.

RESOLVED THAT

Members noted the work of the South Wales Fire & Rescue Authority Local Pension Board

56.4 WELSH LANGUAGE STANDARDS UPDATE – JANUARY 2018

The interim Director of People Services presented the report which gives an overview of the current position with regard to meeting the legal requirements contained within the Welsh Language Standards Compliance Notice issued to the Authority by the Welsh Language Commissioner on 30 September 2016.

RESOLVED THAT

Members noted the information contained within the report.

56.5 FORWARD WORK PROGRAMME

The DCO presented the Forward Work Programme for 2017/18.

RESOLVED THAT

Members noted the content of the Forward work Programme for 2017/18.

57. TO CONSIDER ANY ITEMS OF BUSINESS THAT THE CHAIR DEEMS URGENT (PART 1 OR 2)

There were no items of business that the Chair deemed urgent.

58. THANKS

The Chair thanked members for their valued contribution to the Authority over the last year, and also thanked the officers for their support.