

Due to the current heightened security level at all our premises, Members are reminded to wear their identity badges whilst attending meetings. Any visitors must produce photographic identification at Reception.

## **FIRE & RESCUE AUTHORITY SUMMONS**

### **SOUTH WALES FIRE & RESCUE AUTHORITY**

You are required to attend a meeting of the South Wales Fire & Rescue Authority to be held on:

**Monday, 19 December 2022 at 1000 hours**

**In person at South Wales Fire & Rescue Service Headquarters,  
Forest View Business Park, Llantrisant, CF72 8LX**

**or**

**Remotely via Microsoft Teams - <https://bit.ly/Authority-Meeting-19-12-22>**

**Please ensure you join the meeting 15 minutes prior to meeting time**

**Any issues please contact  
01443 232000 and ask for Member Services**

### **A G E N D A**

1. Apologies for Absence
2. Declarations of Interest

Members of the Fire & Rescue Authority are reminded of their personal responsibility to declare both orally and in writing any personal and/or prejudicial interest in respect of matters contained in this agenda in accordance with the provisions of the Local Government Act 2000, the Fire & Rescue Authority's Standing Orders and the Members Code of Conduct.

3. Chairperson's Announcements
4. To receive the minutes of;

	• Fire & Rescue Authority Meeting held on Monday 26 September 2022	5
	• Local Pension Board held on Monday 4 July 2022	17
	• HR & Equalities Committee held on Monday 18 July 2022	21
	• Scrutiny Group held on Friday 23 September 2022	27
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8. To consider any items of business that the Chairperson deems urgent (Part 1 or 2). 199

Signature of Monitoring Officer:



## MEMBERSHIP

### Councillors:

J	Morgan	Blaenau Gwent
P	Ford	Bridgend
M	Hughes	Bridgend
C	Elsbury	Caerphilly
A	Hussey	Caerphilly
C	Wright	Caerphilly
D	Ali	Cardiff
K	Carr	Cardiff
S	Melbourne	Cardiff
D	Naughton	Cardiff
B	Proctor	Cardiff
D	Isaac	Merthyr Tydfil
S	McConnel	Monmouthshire
M	Powell	Monmouthshire
M	Nuaimi	Newport
T	Watkins	Newport
S	Bradwick	Rhondda Cynon Taff
G	Holmes	Rhondda Cynon Taff
D	Parkin	Rhondda Cynon Taff
A	Roberts	Rhondda Cynon Taff
A	Best	Torfaen
S	Evans	Torfaen
I	Buckley	Vale of Glamorgan
P	Drake	Vale of Glamorgan

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**SOUTH WALES FIRE & RESCUE AUTHORITY**

**MINUTES OF THE FIRE & RESCUE AUTHORITY MEETING  
HELD ON MONDAY 26 SEPTEMBER 2022 AT 1000 HRS  
IN MEETING ROOM 8 OR REMOTELY VIA TEAMS**

**25. PRESENT:**

<b>Councillor</b>	<b>Left</b>	<b>Authority</b>
S Bradwick (Chair)		Rhondda Cynon Taff
P Drake (Deputy Chair)		Vale of Glamorgan
D Ali		Cardiff
I Buckley		Vale of Glamorgan
K Carr	12:00 hrs	Cardiff
C Elsbury	11:45 hrs	Caerphilly
S Evans		Torfaen
P Ford		Bridgend
G Holmes		Rhondda Cynon Taff
M Hughes		Bridgend
A Hussey		Caerphilly
S Melbourne	12:05 hrs	Cardiff
D Naughton		Cardiff
D Parkin	11:30 hrs	Rhondda Cynon Taff
M Powell		Monmouthshire
B Proctor		Cardiff
A Roberts	10:45 hrs	Rhondda Cynon Taff
T Watkins		Newport
C Wright		Caerphilly

**APOLOGIES:**

D Isaac	Merthyr Tydfil
S Malson	Torfaen
S McConnel	Monmouthshire
J Morgan	Blaenau Gwent
T/DCFO D Rose	Dir of Service Delivery
ACFO R Prendergast	Dir of Technical Services

**ABSENT:**

M Al-Nuaimi	Newport
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**OFFICERS PRESENT:-** CFO H Jakeway, T/ACFO N Williams – Director of Technical Services, ACO A Reed – Director of People Services, T/ACO G Thomas – Monitoring Officer & Temp. Director of Corporate Services, Mr C Barton – Treasurer, Mrs S Watkins – Deputy Monitoring Officer & Head of Corporate Support, Mrs L Mullan – T/Head of Finance, Procurement & Property, Mr S Deasy – Sustainable Development Officer, Mr N Selwyn – Audit Wales Officer

## **26. DECLARATIONS OF INTEREST**

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

Councillors Evans declared a personal interest in Action No. 20/21-32 which related to New Inn Fire Station.

On behalf of Officers, the T/Monitoring Officer declared a personal and prejudicial interest in agenda item 6.ii 'Independent Pay Review – Principal Officers Remuneration'.

## **27. CHAIR'S ANNOUNCEMENTS**

- **THE SAD PASSING OF HER MAJESTY QUEEN ELIZABETH II**

The Chair wished to thank all Fire & Rescue Authority Members and Officers of the Service who impeccably observed official protocols and displayed the utmost dignity and respect during the mourning of the late Queen Elizabeth II.

Members were advised that on Friday, 16 September, the Chair and Chief Fire Officer attended the Service of Prayer and Reflection at Llandaff Cathedral in the presence of King Charles III and the Queen Consort. The Chair took the opportunity to thank all the Officers involved in the planning and participation of the visit of the Monarch.

The Chair was also proud to inform Members that CFO Huw Jakeway had been selected to represent the Welsh Fire & Rescue Services' in Westminster Abbey for the Funeral of the late Queen

Elizabeth II, which was a momentous and historical event, and the Chief Fire Officer felt very proud and privileged to attend.

- **SINCERE CONDOLENCES TO THE FIRE AUTHORITY'S FORMER CHAIR**

On behalf of Members, the Chair wished to express sincere condolences to the Fire Authority's former Chairman, Councillor Tudor Davies, on the recent passing of his daughter, Suzanne.

- **ATTENDANCE AT NATIONAL FIREFIGHTERS' MEMORIAL SERVICE, LONDON**

The Chair informed Members that on Sunday, 4 September, the Deputy Chair, Councillor Pam Drake, and Councillor Steve Evans, accompanied Officers and members of the Fire Cadets to the National Firefighters Memorial Service, in London.

- **VISIT BY THE DEPUTY MINISTER FOR SOCIAL PARTNERSHIP**

The Chair was pleased to report that the Deputy Minister for Social Partnership visited the Service on 21 September at the White Water Centre, Cardiff. The Chief and Chair met with the Deputy Minister and her Officials to discuss current issues, including Broadening the Role of a Firefighter, Thematic reports, and UK pay discussions. Following this the Deputy Minister observed a water rescue training exercise and was transported back to the Senedd across Cardiff Bay in one of the Service's rescue boats.

- **THANK YOU ADDRESS TO OUTGOING CHAIR OF STANDARDS COMMITTEE**

The Chair took the opportunity to express his sincere thanks and best wishes to the outgoing Chair of the Standards Committee, Independent Member Mr Geoffrey Hughes. Mr Hughes served on the Standards Committee for the maximum tenure of twelve years, with the last six years as Chair.

Members were advised that Mr Ronald Alexander, Independent Member, had been appointed as the new Chair of the Standards Committee commencing September 2022.

Members also noted that a recruitment campaign to appoint a new Independent Member of the Standards Committee had taken place during July, and the Chair was pleased to confirm that Ms Katie

Thorogood was the successful candidate who had been appointed to the position.

- **PAY AWARDS**

Members were informed that the Craftworkers pay award which covered the Service's Fleet & Engineering apprentices, had been agreed at 1.75% from 1 April, 2021.

The Youth Workers pay award which covered the Service's Cadet Instructors and Sessional Workers had also been agreed at 1.75% as from 1 September 2021. Both increases would be implemented with immediate effect.

The group noted that negotiations were still ongoing for all other pay groups.

- **WORLD RESCUE CHALLENGE EVENT, LUXEMBOURG**

The Chair informed Members that he was once again proud to report the excellent performance of the Service at the recent World Rescue Challenge event in Luxembourg. The team became World Champions at the complex extrication, and third overall for the event. The Trauma team also claimed second place in the World Trauma challenge.

On behalf of Members, the Chair took the opportunity to pass on congratulations to all those involved in the World Champions, as well as all the teams competing at the West Midlands UKRO Rescue Challenge.

- **PRESENTATION EVENING**

Members were reminded that due to the recent period of National Mourning, the Presentation Evening due to take place on 14 September understandably had to be postponed.

The Chair informed Members that the next Presentation Evening would take place on Tuesday, 27 September, 2022, and he urged Members to join him to support the enjoyable event.

- **WHOLETIME RECRUITS**

The Chair was pleased to report that 24 trainees had commenced their 13-week Initial Wholetime Recruits Training course, and the date of the Passing-Out Parade had been set for 1 December,

2022. Members were advised that they would receive invitations to the event in due course.

- **EMERGENCY SERVICES 999 DAY**

Members were informed that the Emergency Services 999 Day would once again be held at Cardiff Bay on 22 October. Members would receive further details on the event within the next few weeks.

The Chair urged Members to attend the key event at some point throughout the day in order to support the Service, as it was one of the largest community displays and engagement events run by the organisation.

- **LOCAL AUTHORITY ROADSHOWS**

The Chair assured Members that he would be attending the Local Authority Roadshow presentations with the Chief Fire Officer and Treasurer to attend individual Local Authority Council meetings. The aim was to highlight the outstanding range of services which the Fire & Rescue Service provided to the communities of South Wales, as well as to report on the financial challenges which the organisation was facing in the medium term.

- **RETIREMENT OF SENIOR OFFICER**

The Chair took the opportunity to inform Members of the retirement of Area Manager Jason Evans, the Head of Risk Reduction. Jason had joined the Service in 1990 and would leave the Senior Management Team to take up an opportunity outside of the Fire & Rescue Service. Jason had been an outstanding Officer, and on behalf of Members the Chair wished him all the very best in his future career.

## **28. MINUTES OF PREVIOUS MEETINGS**

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

- Fire & Rescue Authority meeting held on 11 July 2022
- Finance, Audit & Performance Management Committee meeting held on 11 April, 2022

- Finance, Asset & Performance Management Scrutiny Group meeting held on 4 April, 2022

Councillor Holmes, who as Deputy Chair chaired the last Finance, Asset & Performance Management Scrutiny Group meeting, raised his disappointment that the Chair of the Committee had not contact him following the meeting.

The Chair reminded all Chairpersons of individual Fire Authority Committees of the importance of making regular contact with their Deputy Chairs either before or following their formal meeting

## **29. UPDATE ON ACTIONS**

The T/Monitoring Officer provided a brief overview and update on outstanding actions:- 20/21-32, 20/21-56.6, and 22/23-22.3.2.

The ACO People Services also provided a brief overview and update on the following outstanding actions:- 21/22-17.3.2, 21/22-17.3.3, 21/22-32.3.3, 21/22-48.7 and 22/23-22.4.2.

The Chief Fire Officer provided Members with a brief update on outstanding action 22/23-22.1.4, along with an overview of recent discussions with the Deputy Minister.

## **30. REPORTS FOR DECISION**

### **30.1. MEDIUM TERM FINANCIAL STRATEGY, RESERVE STRATEGY AND REVENUE BUDGET UPDATE REPORT**

The Treasurer presented Members with a report on the updated Medium Term Financial Strategy for 2022/23 to 2026/27 for approval. It included budget projections based on the Authority's plans and strategies informed by the general financial and operational environment in which services were provided.

The Strategy indicated that the Authority's cost base would significantly increase over the currently approved budget in response to the general inflationary pressures in the UK economy. This would present a challenge to funding councils next year.

The Strategy was drawn up in the light of rapidly changing economic projections and few firm resource commitments beyond

the current year. The background introduced significant financial risk in the Strategy.

## **RESOLVED THAT**

Following a question and answer session, Members agreed to note the risks and uncertainties within the projections and approved the Strategy as the basis for financial planning over the Strategy period.

Councillor Roberts left the meeting at 10:45 hours.

All Officers withdrew from the formal meeting and left the room before Members considered Agenda Item 6.ii 'Independent Pay Review – Principal Officers Remuneration'.

The ACO People Services remained in the meeting room to formally present the report and to answer procedural questions.

## **30.2 INDEPENDENT PAY REVIEW – PRINCIPAL OFFICERS' REMUNERATION**

The ACO People Services reminded Members that the review of Brigade Manager/Principal Officers' remuneration was requested by Fire Authority Members following the completion of the Job Evaluation exercise for Green Book employees in July 2021.

In December 2021 Total Reward Projects (TRP) were commissioned to undertake the review of Principal Officer pay. TRP presented their report to the HR & Equalities Committee in January 2022, and the Fire Authority in March 2022, where it was agreed that further consideration should be given at the July 2022 meeting.

In July, Members discussed the report and recommended an increase of 4.5% to the Chief Fire Officer's salary. The recommendation was subsequently referred to the Independent Remuneration Panel for Wales (IRPW), for consideration at its 1 September meeting. The presented report shared IRPW's response and confirmed the next steps.

Following questions on the next stages, the ACO People Services left the meeting room for Members to consider the report.

**RESOLVED THAT**

- 30.2.1 Following lengthy debate, Members unanimously agreed to acknowledge the letter dated 18 August, 2022, from Welsh Government, attached to the report at Appendix 1, which confirmed that the remit of the IRPW did not include reviewing the Chief Fire Officer's remuneration and that the guidance had been changed to reflect this.
- 30.2.2 Members unanimously agreed to acknowledge the email attached to the report at Appendix 2, which also confirmed the change to the guidance and there was no longer a requirement for the IRPW to review proposals relating to the salary of the Chief Fire Officer.
- 30.2.3 In light of recommendations 1 and 2 above, and to reflect the decision reached at July's Fire Authority meeting, Members unanimously agreed that the salary of the Chief Fire Officer would be increased by 4.5%, effective from 1 July 2022, which was the date of the decision reached by Fire Authority. Thereafter, that the effective date of implementation of the annual pay review undertaken by the Fire Authority would be 1 July.
- 30.2.4 Members unanimously agreed that a further piece of work would be commissioned immediately on Principal Officer pay as requested by the Fire Authority at its July 2022 meeting.
- 30.2.5 Following a request by the Chair, Members unanimously agreed that a review on Principal Officers' pay would be carried out on a yearly basis by an external consultant for a period of two years, followed by a review thereafter of every two years, depending on costs.
- 30.2.6 Following each review, and for the benefit of transparency. Members agreed that the IRPW would be notified of any changes to Principal Officers pay.

All Officers returned to the room for the formal meeting to continue.

Councillor Parkin left the meeting at 11:30 hours.

## **31. REPORTS FOR INFORMATION**

### **31.1 2021/22 ANNUAL TREASURY MANAGEMENT REVIEW**

The T/Head of Finance presented a report for Members to consider the results of treasury management activities for the year ending 31 March, 2022, in accordance with the Authority's approved Treasury Management Strategy for 2021/22.

#### **RESOLVED THAT**

Following a question and answer session, Members agreed to note the Annual Treasury Management Review for 2021/22 and approved the actual prudential and treasury indicators set therein.

Councillor Elsbury left the meeting at 11:45 hours.

### **31.2 HEALTH, SAFETY AND WELLBEING ANNUAL REPORT 2021/2022**

The T/Director of Technical Services informed Members that the Health, Safety and Wellbeing report for 2021/2022 provided a summary of the key activities undertaken and the performance of South Wales Fire & Rescue Service in the area of Health, Safety and Wellbeing.

#### **RESOLVED THAT**

31.2.1 Following a question and answer session, Members agreed to accept the report on the performance of South Wales Fire & Rescue Service in the area of Health, Safety and Wellbeing.

31.2.2 Members agreed to note the overall success achieved during 2021/2022 in the delivery of an environment that was supportive of the Health, Safety and Welfare of staff, especially during the recent pandemic.

31.2.3 Members agreed to endorse and support the range of initiatives underway to proactively and reactively support the Health, Safety and Wellbeing of staff employed by South Wales Fire & Rescue Authority.

Members wished to record their thanks to Officers for presenting the excellent comprehensive report.

### **31.3 CARBON REDUCTION AND BIODIVERSITY PLAN ANNUAL UPDATE**

The T/Head of Finance presented a report to Members which set out the progress made in the second year of the Carbon Reduction Plan (CRP) 2020-2023, and Biodiversity Forward Plan (BFP), and provided a look ahead to the third year of planned activities.

#### **RESOLVED THAT**

Following debate, Members agreed to note the progress of Year 2 of the Carbon Reduction and Biodiversity Plan, and thanked Officers for presenting an excellent report.

Councillor Carr left the meeting at 12:00 hours.

Councillors Melbourne and Wright left the meeting at 12:05 hours.

### **31.4 CERTIFICATE OF COMPLIANCE FOR THE AUDIT OF SOUTH WALES FIRE & RESCUE AUTHORITY'S 2022-2023 IMPROVEMENT PLAN**

The Audit Wales Officer presented Members with a brief overview of the Certificate of Compliance for the audit of South Wales Fire & Rescue Authority's 2022-2023 Improvement Plan.

#### **RESOLVED THAT**

Members agreed to note the Certificate of Compliance for the Audit of South Wales Fire & Rescue Authority's 2022-2023 Improvement Plan.

### **31.5. FORWARD WORK PROGRAMME 2022/2023**

The T/Monitoring Officer provided a brief overview of the Forward Work Programme for 2022/2023.

#### **RESOLVED THAT**

Members agreed to note the Forward Work Programme for 2022/2023.

### **32. 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.

Councillor Buckley took the opportunity to thank Officers for their well-presented reports. He also wished to record his thanks to a local off-duty operational firefighter who had kindly provided his medical kit in order to help his elderly aunt while she was waiting for the arrival of an ambulance. Councillor Buckley stressed he was very grateful for his help and assistance.

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**SOUTH WALES FIRE & RESCUE AUTHORITY**

**MINUTES OF THE LOCAL PENSION BOARD COMMITTEE HELD ON  
MONDAY, 4 JULY 2022  
VIA STARLEAF**

**1. PRESENT**

**Councillor**

P Drake (Chair)	Vale of Glamorgan
J Morgan	Blaenau Gwent
D Naughton	Cardiff
C Elsbury	Caerphilly
D King	Fire & Rescue Service Association
G Tovey	Fire Brigades' Union
Mr I Traylor	Pensions Service Director, Rhondda Cynon Taff BC

**Apologies:**

R Prendergast	Association of Principal Fire Officers
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**No Attendance:**

**OFFICERS PRESENT:-** ACO A Reed – Director of People Services, Mr C Barton – Treasurer, Mr G Thomas – T/ACO – Corporate Support; Ms K Jeal - Accountant

**2. DECLARATIONS OF INTEREST**

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

**3. CHAIR'S ANNOUNCEMENTS**

There were no Chair's announcements.

**4. MINUTES OF PREVIOUS MEETINGS**

The minutes of the Local Pension Board Committee held on 31 January 2022 were read and accepted as a true record of proceedings.

## **5. SCHEME PAYS REVIEW**

The Director of People Services introduced the report which was a review of the current “Scheme Pays” arrangements and invited Local Pension Board Members to undertake a review of the current procedure and make recommendations to the Fire Authority, as Scheme Manager.

It was confirmed that if the tax charge was £2,000 or less, this will be paid by the fund and the individual’s annual pension will be reduced, upon retirement. Following a question and answer session in relation to the changes the Board agreed with the recommendation.

Ms Jeal also confirmed by making changes to the procedures it will provide individuals with more streamlined access to the system, without a charge.

### **RESOLVED THAT**

Members reviewed the current procedure and agreed to the changes as noted within the report.

## **6. REVIEW OF KEY PERFORMANCE INDICATORS & SCHEME DATA FOR THE FIREFIGHTERS PENSION SCHEME**

The Pension Service Director reported on the Service Level Agreement (SLA) between South Wales Fire & Rescue Service and Rhondda Cynon Taf County Borough Council which sets out the manner in which certain duties and responsibilities are expected to be carried out. A key element of the SLA is the reporting on actual performance activity against the agreed key delivery Service Standards. The report is intended to provide Members with an update on key activity undertaken during the reporting period and shares the performance data for the period 01 April 2021 to 31 March 2022 and 01 April 2022 to 30 May 2022.

### **RESOLVED THAT**

Members noted the performance data included at Appendix 1 attached to the report and the key activity at Appendix 2.

## **7. INTERNAL DISPUTE RESOLUTION PROCEDURES (IDRP)**

The Director of People Services presented the procedures for resolving internal disputes in relation to pension matters. It also updates Members on the cases that were considered under this procedure during 01 April 2021 to 31 March 2022.

**RESOLVED THAT**

- 7.1 Members noted the procedures for resolving internal disputes.
- 7.2 Members noted the cases considered under the IDRP procedure during the period 01 April 2021 to 31 March 2022.

**8. MCCLOUD - TAPERING**

The Director of People Services reported that, in July 2021, the Fire & Rescue Authority, as Scheme Manager, agreed to provide pension benefit options for those individuals who were considered to be in scope for Immediate Detriment (ID), i.e. those who are currently in service but intending to retire and have provided notice of their intention to do so. This policy decision came into effect from October 2021. The report provides an update on the number of ID cases that have been processed since October 2021. It also confirms next steps in relation to remedying all cases of age discrimination cases.

**RESOLVED THAT**

Members noted the content of the report.

**9. PUBLICATIONS, UPDATES, INFORMATION (STANDARD ITEM)**

The Director of People Services shared a number of publications, updates and information relating to pensions matters with the Board, advising this will form part of the agenda as standard.

**RESOLVED THAT**

Members reviewed and noted the publications which were shared for information and awareness purposes, as attached at Appendix 1.

**10. NEW MEMBER TRAINING SESSION: MEMBERS' HANDBOOK, TERMS OF REFERENCE AND TOOLKIT**

Ms Jeal provided a training session on the Members' Handbook, terms of reference and toolkit

**RESOLVED THAT**

Members noted the contents of the training session and thanked Ms Jeal for her informative update.

**11. FORWARD WORK PROGRAMME FOR LOCAL PENSION BOARD  
2022/2023**

The Director of People Services presented the Forward work Programme for 2022/2023.

**RESOLVED THAT**

Members noted the content of the Forward Work Programme for 2022/2023.

**12. TO CONSIDER ANY ITEMS OF BUSINESS THAT THE  
CHAIRPERSON DEEMS URGENT (PART 1 OR 2)**

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

## SOUTH WALES FIRE & RESCUE AUTHORITY

### MINUTES OF THE HR & EQUALITIES MEETING HELD ON MONDAY, 18 JULY, 2022

**HELD IN MEETING ROOM 8 OR REMOTELY VIA TEAMS**

#### 1. PRESENT:

Councillor	Left	Authority
A Roberts (Chair)		Rhondda Cynon Taff
K Carr		Torfaen
P Ford		Bridgend
G Holmes		Rhondda Cynon Taff
A Hussey		Caerphilly
S McConnel		Monmouthshire
S Melbourne		Cardiff
D Naughton		Caerphilly

#### APOLOGIES:

D Ali (Deputy Chair)	Cardiff
C Elsbury	Caerphilly
S Malson	Torfaen

#### ABSENT:

T Watkins	Newport
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**OFFICERS PRESENT:-** ACO A Reed – Director of People Services, Mr A Jones – Head of HR, AM D Loader – Head of Training, Mrs S Watkins – Deputy Monitoring Officer & Head of Corporate Support, Ms R Hazell – Senior Occupational Health Nurse (1 Item Only)

#### 2. DECLARATIONS OF INTEREST

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

### **3. CHAIR'S ANNOUNCEMENTS**

There were no Chair's announcements to report.

### **4. MINUTES OF PREVIOUS MEETING**

The minutes of the previous HR & Equalities meeting held on 28 February, 2022, were received and accepted as a true record of proceedings.

### **5. REPORTS FOR INFORMATION**

#### **5.1. NJC FOR BRIGADE MANAGERS SALARIES AND NUMBERS SURVEY RESULTS 2020**

The ACO People Services informed Members that the presented report shared the 2020 NJC for Brigade Managers Salaries and Numbers Survey results, which was for information purposes.

#### **RESOLVED THAT**

Members agreed to note the content of the report.

#### **5.2 TRAINING & DEVELOPMENT DEPARTMENT – INVESTORS IN PEOPLE**

The Head of Training provided Members with an overview in Investors in People, and the recent success in achieving Gold Award in the People Survey and Silver in the Wellbeing Award.

#### **RESOLVED THAT**

Following consideration, and a question and answer session on engagement and the importance of valuing staff, Members agreed to note the contents of the report, including the Investors in People reports for People and Wellbeing, along with the 12 Month Review, attached to the report as Appendices 1, 2, and 3.

#### **5.3 UPDATE ON PERSONAL REVIEW PROCESS**

The Head of HR informed Members that the presented report covered the first year of the newly embedded appraisals process, the 'Personal Review'. The process was launched in April 2021,

and encompassed management and employee training, support booklets and guides for all parties, with a new digital solution to record discussions on CORE HR.

Members were advised that following the launch of the Personal Review, the Service had achieved a completion rate of 74.01% in the first year of all categories of employees. This was a huge increase compared to previous years' appraisals return. The Service was now focusing on further embedding of the process into future years.

## **RESOLVED THAT**

Members agreed to note the content of the report.

### **5.4 FIREFIGHTERS PENSION SCHEMES – WALES GOVERNMENT CIRCULARS 2021/2022**

The ACO People Services informed Members that under the terms of the Public Services Pension Act 2013, the Fire & Rescue Authority was the recognised Scheme Manager for Firefighters Pension Schemes.

Welsh Government issued regular communications to all Chief Fire Officers, Chairs, and Clerks of Fire & Rescue Authorities, electronically in a standard circular template. These emails and circulars could cover a variety of areas, including all aspects of Firefighters Pension Schemes, and had to be noted or actioned as appropriate.

## **RESOLVED THAT**

- 5.4.1 Members agreed to accept the Welsh Government Firefighters' Pension Scheme Circulars and emails that had been received in the year 2022/2023.
- 5.4.2 Members agreed to note the actions that had been implemented for each of the circulars.

## **5.5 OCCUPATIONAL HEALTH UNIT (OHU) ACTIVITY REPORT – 1 APRIL 2021 TO 31 MARCH 2022**

The Head of HR, and Senior Occupational Health Nurse, informed Members that the presented Occupational Health Unit Activity report spanned the period from 1 April 2021 to 31 March 2022. The report provided data on services and expenditure, updates on occupational health initiatives, and an outline of strategic development.

### **RESOLVED THAT**

- 5.5.1 Members agreed to note the content of the report.
- 5.5.2 Following a request by Members, Officers agreed to arrange for the full Fire & Rescue Authority to visit the Occupational Health Centre.

## **5.6 ANNUAL REPORT ON GRIEVANCE AND DISCIPLINE ACTIVITIES FOR THE YEAR 1 APRIL 2021 TO 31 MARCH 2022**

The Head of HR presented a report which provided Members with a summary of grievance and discipline matters investigated by the Resolutions Unit during the period 1 April 2021 to 31 March 2022.

### **RESOLVED THAT**

Members agreed to note the content of the report.

## **5.7 UPDATE ON JOB EVALUATION**

The Head of HR provided a verbal update report and brief overview of the recent Job Evaluation process.

### **RESOLVED THAT**

- 5.7.1 Members agreed to note the content of the report.
- 5.7.2 Officers agreed to provide Members with a more detailed and comprehensive report on the Job Evaluation process at the next meeting.

## **6. FORWARD WORK PROGRAMME 2022/2023**

The ACO People Services provided Members with the Forward Work Programme for 2022/2023.

### **RESOLVED THAT**

Members agreed the content of the Forward Work Programme for 2022/2023.

## **7. TO CONSIDER ANY ITEMS OF BUSINESS THAT THE CHAIRPERSON DEEMS URGENT (PART 1 or 2)**

There were no items of urgent business to discuss.

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**SOUTH WALES FIRE & RESCUE AUTHORITY**

**MINUTES OF THE SCRUTINY GROUP MEETING**  
**HELD ON FRIDAY, 23 SEPTEMBER 2022 AT 1000 HRS**  
**IN MEETING ROOM 8 AND VIA TEAMS**

**1. PRESENT**

<b>Councillor</b>	<b>Authority</b>
C Elsbury, Chair	Caerphilly
K Carr	Cardiff
M Hughes	Bridgend
D Naughton	Cardiff
T Watkins	Newport

**APOLOGIES:**

A Hussey	Caerphilly
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**ABSENT:**

S Malson	Torfaen
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**OFFICERS PRESENT:** T/ACO G Thomas – Monitoring Officer; Mrs S Watkins – Deputy Monitoring Officer; Mr C Barton – Treasurer; Mrs L Mullan – T/Head of Finance, Procurement & Property; Louise Townsend -T/Senior Accountant

**2. DECLARATIONS OF INTEREST**

No declarations of interest were made.

**3. CHAIR'S ANNOUNCEMENTS**

There were no announcements from the Chair.

**4. MINUTES OF PREVIOUS MEETING – 4 APRIL 2022**

The minutes of the Finance, Asset & Performance Management Scrutiny Group meeting held on 4 April 2022 were received and accepted as a true record of proceedings.

**5. PROPOSED NEW TERMS OF REFERENCE**

The Monitoring Officer presented Members with the proposed new Terms of Reference of the Scrutiny Group following approval of the Group's revised structure by the Fire & Rescue Authority at its AGM in June this year.

The proposed Terms of Reference reflect the wider remit and embed a greater scrutiny in the governance process.

Further to a query raised regarding embedding of The Well-being of Future Generations Act into all processes, the Monitoring Officer provided assurance that The Act is a consideration of each report presented to the Authority and its Committees.

In response to a query about the Scrutiny Group's processes, the Monitoring Officer confirmed that an option for the Group is to invite subject matter experts to attend a meeting where required.

Cllr Naughton queried processes of writing to the relevant party being invited to provide evidence to future meetings. The Monitoring Officer confirmed that it did not form part of the terms of reference but a clear process would be followed.

## **RESOLVED THAT**

Members considered and resolved to recommend the proposed Terms of Reference to the Fire & Rescue Authority for approval.

## **6. REVENUE OUTTURN REPORT 2021/22**

The T/Head of Finance, Procurement & Property presented Members with an outline of the revenue outturn position for the financial year end 2021/22 and the resultant impact on reserves.

The T/Head of Finance, Procurement & Property clarified Members' queries, and confirmed that the uplift of 2.75% was contained within the budget for the whole year, along with other pay awards as whilst they may be introduced at different times of the year, each is backdated to the start of the financial year.

Further to questions regarding the potential to realise savings, a query was raised on COVID-related savings and whether costs had increased or remained stable since the return of staff to the workplace. The T/Head of Finance, Procurement & Property advised that the Service has not adopted a formal home working policy or protocol, and staff have been encouraged to return to the workplace. Whilst there is an element of flexibility to work from home, the budget has been assumed on the basis of everyone returning to HQ. Cllr Naughton stated that it was logical to realise savings by allowing staff to work from home on a permanent basis.

## **RESOLVED THAT**

Members received and noted the outturn position with the net surplus and transfer to usable reserves.

## **7. CAPITAL OUTTURN REPORT 2021/22**

The T/Head of Finance, Procurement & Property provided Members with details of the capital outturn position for the year ended 31 March 2022 together with the financing arrangements and the budget slippage required to complete capital schemes in 2022/23.

The T/Head of Finance, Procurement & Property clarified areas of the report and confirmed the status of the £1.9 M budget allocated for the New Inn fire station new-build and the effect on the budget of building a Net Zero station in line with carbon reduction initiatives which equates to an approximate 20% increase.

The Monitoring Officer explained the tendering process. He confirmed that contracts in excess of £1.5M require the approval of the Fire & Rescue Authority but where this may affect contract timescales due to the cycles of meetings, the Monitoring Officer has delegated power to sign off contracts, in consultation with the Chief Fire Officer and the Chair, and submit a report retrospectively.

Cllr Naughton expressed concerns about the budget slippage and whilst understanding that it can be unavoidable felt that more planning could be addressed. The Monitoring Officer explained that the Authority had previously received criticism from Audit Wales on its management of capital slippage which was largely due to the Covid-19 pandemic. However, capital slippage will always occur and as long as due process is followed, together with good scrutiny, it remains well-managed.

Members requested the T/Head of Finance, Procurement & Property to provide head-line figures of overspends and slippage for the last 5 years and to provide comparisons to other local authorities and fire and rescue authorities.

### **RESOLVED THAT**

Members noted the report and approved the budget slippage as detailed in Appendix 1.

## **8. MEDIUM TERM FINANCIAL STRATEGY AND REVENUE & CAPITAL BUDGET SETTING 2022/23**

The T/Head of Finance, Procurement & Property provided Members with detail of the Medium Term Financial Strategy and Revenue & Capital Budget Setting for 2022/23.

The Medium Term Financial Strategy included budget projections based on the Authority's plans and strategies informed by the general financial and

operational environment in which services are provided and the way in which current reserves will be used.

The presentation showed the breakdown of the revenue budget for 2022/23, along with the history of the budget changes for the Fire & Rescue Authority against the combined equivalent of the ten unitary authorities in South Wales.

The Medium Term Financial Strategy provided a forward look to the budget setting 2023/24 for which preparation has commenced with departmental submissions.

The 2021/22 budget underspend is to be utilised to fund the under-provision for pay inflation for 2022/23 following the current Green Book pay award offer of an average of 7%. Grey Book staff are currently considering industrial action following the National Employers' offer of a 2% pay award. Due to the current pressures from trades unions and the potential for a similar impact next year, Officers were asked to consider increasing the budget up to 5% to avoid potential risk from the current setting of 3%. The Treasurer advised that 3% is the current consensus figure across other Fire & Rescue Services but undertook to consider those options.

Current indications show a £10M underspend which will be reported to the Finance, Audit & Performance Management Committee in October this year.

The WLGA is currently undertaking an exercise in Welsh local authorities which will consider budget pressures in the current financial year and beyond, and the final report will be shared with Welsh Government to highlight the enormity of the pressures.

The potential for cost savings exercises was discussed and Cllr Karr reminded of the requirement to maintain an innovative and sustainable approach and to ensure workforce engagement when considering new ideas for ways to achieve efficiencies.

## **RESOLVED THAT**

Members noted the Medium Term Financial Strategy.

## **9. OVERVIEW OF FIRE AUTHORITY AND COMMITTEE WORK PROGRAMMES FOR 2022/23**

The Deputy Monitoring Officer provided Members with the detail of the Forward Work Programmes for the Scrutiny Group plus the Fire & Rescue Authority and its Committees.

To reflect the wider remit of the Scrutiny Group and to embed greater scrutiny into the governance process, plus decisions that fall within the categories of risk, financial, performance and policy, Members were requested to consider areas or themes for scrutiny for inclusion in the Scrutiny Group Forward Work Programme.

The Deputy Monitoring Officer advised that Officers have welcomed the approach, and the Director of People Services has invited Members to scrutinise the Pay Policy and Gender Pay Gap which are to be considered by the HR & Equalities Committee on 27 February. Members agreed and to enable scrutiny of these areas before the Fire & Rescue Authority meeting of 27 March 2023, an additional meeting of the Scrutiny Group will be convened in early March 2023.

Additionally, a report of the revenue monitoring position, including cost savings considerations, will be presented with the next update of the Medium Term Financial Plan prior to the budget being approved by the Fire & Rescue Authority.

The Chair requested Members to consider and inform him of further areas they may wish to scrutinise.

Due to the amount of work involved in additional scrutiny, some Members noted that this should only be in exceptional circumstances.

## **RESOLVED THAT**

Members review the Forward Work Programme to identify areas and themes for scrutiny to be built into the Forward Work Programme of the Scrutiny Group, and advise the Chair of additional areas they might wish to scrutinise.

### **10. FORWARD WORK PROGRAMME 2022/23**

The additional items agreed will be added to the Scrutiny Group's Forward Work Programme.

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

There were no further items that the Chair deemed urgent.

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**SOUTH WALES FIRE & RESCUE AUTHORITY**  
**MINUTES OF THE FINANCE, AUDIT & PERFORMANCE**  
**MANAGEMENT MEETING**  
**HELD ON MONDAY 10 OCTOBER 2022 AT**  
**IN MEETING ROOM 8 OR VIA TEAMS**

**9. PRESENT:**

<b>Councillor</b>	<b>Left</b>	
S Evans (Chair)		Torfaen
J Morgan (Deputy Chair)		Blaenau Gwent
I Buckley		Vale of Glamorgan
M Hughes		Bridgend
D Parkin	11.30	Rhondda Cynon Taff
M Al Nuaimi		Newport
C Wright		Caerphilly
M Powell		Monmouthshire

**APOLOGIES:** B Proctor Cardiff

**ABSENT:** D Isaac Merthyr

**OFFICERS PRESENT:-** Temp ACO G Thomas – Monitoring Officer & Temp Director of Corporate Services, Mr C Barton – Treasurer, Area Manager Garry Davies – Head of Service Delivery, Mrs L Mullan – Temp Head of Finance, Procurement & Property, Mr Wayne Thomas – Head of Performance Management, Mr S Gourlay – TIAA Internal Auditor,

**10. DECLARATIONS OF INTEREST**

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

The Chair declared a personal interest in items which related to planning applications for New Inn Fire Station. Cllr Buckley declared a personal interest in items related to Penarth Fire Station and any stations where members of his family work.

**11. CHAIR'S ANNOUNCEMENTS**

There were no Chairman's Announcements to record.

## **12. MINUTES OF PREVIOUS MEETING**

The minutes of the previous Finance, Audit & Performance Management meeting held on 25 July 2022, were received and accepted as a true record of proceedings.

## **13. REPORTS FOR DECISION**

### **13.1 MEDIUM TERM FINANCIAL STRATEGY, RESERVE STRATEGY AND REVENUE BUDGET UPDATE**

The Treasurer went through the report with the group advising that it was presented at the last Fire Authority meeting. There has been an increase in the budget projection figures from 9.1% to 10.6%. All the assumptions will be reviewed over the next few months. The Treasurer reported that the Service will attend all Local Authority Partner meetings so that they are made aware of the challenges to come from the Service.

Cllr Morgan asked whether the Service applies for any grants and was advised that WG give cash flat grants for National Resilience, Community Safety Work and Pensions.

Cllr Morgan enquired whether there would be an affect on staffing or buildings. The Treasurer reported that there was no provision for staffing or building work cuts and will maintain the cohort as planned.

Cllr Hughes asked whether there was a timeline of the final outcome of the National Statistics (Official Population Data). The Treasurer advised that they are awaiting this information from WG and once received he will share with Members.

### **RESOLVED THAT**

Members noted the risks and uncertainties within the projections and approved the Strategy as the basis for financial planning over the Strategy period.

### **13.2 REVENUE MONITORING REPORT 2022/23**

The Temporary Head of Finance, Procurement & Property presented the Revenue Monitoring report 2022/23 which details the annual revenue budget and associated forecasts for the year ending 31 March 2023.

Cllr Morgan asked if the Youth activities were now taking place in individual authority areas and AM Davies confirmed that they were all

back up and running after they had to be put on hold during COVID and this was also the case for the Cadets.

Cllr Buckley spoke about the current poverty issues affecting communities and whether in collaboration with Health Boards and or Housing Associations the Service could look to issue Air fryers as these have been shown to use a lot less electricity and be health beneficial. The Head of Service Delivery stated that heat detectors are now issued for kitchen use but this is something that could be raised with Welsh Government.

Cllr Buckley asked if the Training given to Wales and West Utilities by Devon FRS could be done by our Service and so bring in an income for the Service. This will be discussed with training as previously Domino Training was provided to the Company employees.

### **RESOLVED THAT**

Members noted and agreed the content of the report.

### **13.3 CAPITAL MONITORING REPORT 2022/23**

The Temporary Head of Finance Procurement & Property presented the Capital Monitoring Report for 2022/23 which provides details of the capital budget, transactions to date and the forecast year end position.

The Temporary Head of Finance, Procurement & Property advised that the trial for 2 properties to be fitted with solar panels has been put on hold as some further detailed work has to be completed first. It was further advised that all WDS and a number of RDS stations will be fitted with dual electric chargers. All the light vehicles will eventually be replaced with electric vehicles but there is currently a 70 week delivery time – there are 30 electric vehicles in Service.

### **RESOLVED THAT**

Resolved that Members note the budget and progress of capital schemes and approve the alterations and associated movements in funding.

### **13.4 2021/22 ANNUAL TREASURY MANAGEMENT REVIEW**

The Temporary Head of Finance Procurement & Property presented the 2021/22 Annual Treasury Management Review and the results of treasury management activities for the ending 31 March 2022 which has previously been presented at the last Fire Authority meeting. She gave

a detailed overview of the report, including capital expenditure, borrowing and investments.

## **RESOLVED THAT**

Members resolved to recommend that the Fire and Rescue Authority note the annual Treasury Management Review for 2021/22 and approve the actual prudential and treasury indicators set therein.

## **14. REPORTS FOR INFORMATION**

### **14.1 HEALTH CHECK OF PRIORITY ACTIONS AND Q1 PROGRESS AGAINST THE STATUTORY PI'S**

The Head of Performance Planning went through the themes and improvement objectives with Members advising that there are 156 tasks linked to the eight strategic themes within the Plan which are updated quarterly updated by owners.

The Head of Service Delivery went through the Performance Monitoring Report stating that there had been an increase in Special Service Call that the Service has been receiving and that this was due to increase in the number of bariatric rescues and that they were tending to assist on a more regular basis with WAST. There has been an increase of deliberate fires and they continue to educate communities of the risks.

Cllr Powell asked if the reducing from 30 mph to 20 mph in urban areas was helping to reduce the number of collisions. The Head of Service Delivery informed the group that they continue to educate people to slow down and the benefits. However the reduction of speed may also impact on RDS turn out times. The Head of Service Delivery advised that a trial is currently being undertaken in Usk where the turn out time has been increased to 7 minutes.

The Chair asked what was the Service doing around Bonfire Night. The Head of Service Delivery confirmed that a lot of work is taking place on all stations; Operation Bang, advising people to go to organised displays, working with communities and other partners ensuring people understand the dangers and getting Risk Assessments done and removing any dangers to the public.

Each member will get a more localised report of their LA area after the meeting.

**RESOLVED THAT**

Members noted the Health Check of Priority Actions and Q1 Progress Against the Statutory Pi's.

**14.2 AUDIT WALES FINAL AUDIT LETTER**

The Treasurer presented the 'Notice of Certification of Completion of the Audit' from Audit Wales.

**RESOLVED THAT**

Members noted the contents of the Notice of Certification of Completion of the Audit' from Audit Wales.

**15. FORWARD WORK PROGRAMME**

The Temporary Director of Corporate Service provided Members with the Forward Work Programme for 2022/2023.

**RESOLVED THAT**

Members noted the Forward Work Programme for 2022/2023.

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

Cllr Morgan reported that she had recently attended Abertillery Fire Station and she was shown the Station Audit Report and she wanted her thanks noted for all the good work that the station has been doing.

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## SOUTH WALES FIRE & RESCUE AUTHORITY

### MINUTES OF THE STANDARDS COMMITTEE MEETING HELD ON MONDAY 7 FEBRUARY 2022 AT SOUTH WALES FIRE & RESCUE SERVICE HEADQUARTERS

#### 104. PRESENT:

Mr G Hughes (Chair)	Independent Lay Member
Mr R Alexander	Independent Lay Member
Mr S Barnes	Independent Lay Member
Dr M Kerbey	Independent Lay Member
Councillor A Roberts	South Wales Fire & Rescue Authority
Councillor J Williams (Joined at 1700)	South Wales Fire & Rescue Authority

#### APOLOGIES:

Mr D Fussell	Independent Lay Member
Councillor G Holmes	South Wales Fire & Rescue Authority
DCO S Chapman	Monitoring Officer

**OFFICERS PRESENT:** - Temporary ACO G Thomas – Director of Corporate Services, Mrs S Watkins – Deputy Monitoring Officer & Head of Corporate Support

#### 105. DECLARATIONS OF INTEREST

No declarations of interest were made.

#### 106. MINUTES OF PREVIOUS MEETING

The minutes of the Standards Committee meeting held on 1 February 2021, were received and accepted as a true record of proceedings.

The Chair stated that he was disappointed that the meeting had to be held remotely by Starleaf again due to the Covid pandemic. He took the opportunity to highlight various models used by other organisations, and whether they would continue with the hybrid model going forward.

## **107. INDEPENDENT REVIEW OF THE ETHICAL STANDARDS FRAMEWORK**

The Temporary ACO Corporate Services informed Members that an independent review of the Ethical Standards Framework for Local Government was commissioned to ensure that it remained fit for purpose, was open and transparent, and that it commanded the confidence of all involved with the framework. The findings and recommendations of the first phase of the review was attached to the report at Appendix 1.

### **RESOLVED THAT**

- 107.1 Following lengthy discussion on introducing an extra meeting per year, as well as mandatory training with a more structured approach, Members agreed to consider and note the contents of the report.
- 107.2 Officers agreed to include an additional meeting in the calendar year, and would provide further information in due course.
- 107.3 With reference to Members of the Standards Committee attending Fire & Rescue Authority meetings periodically as observers, Officers agreed to provide dates of when future meetings would be held, as well as copies of the reports.

## **108. PUBLIC SERVICES OMBUDSMAN FOR WALES – ANNUAL REPORT AND ACCOUNTS 2020/21**

The Head of Corporate Support informed Members that the presented report included extracts from the Annual Report and Accounts for the Public Services Ombudsman for Wales for the year ending 31 March, 2021, in respect of Members Code of Conduct matters.

### **RESOLVED THAT**

- 108.1 Members agreed to note the content of the report.
- 108.2 Following discussion on Key Performance Indicators contained within the report, Members agreed that they

would prefer 'Equality and Respect' complaints to be broken down into separate areas.

Councillor Williams joined the meeting at 1700 hours.

### **109. PUBLIC SERVICES OMBUDSMAN FOR WALES – UPDATED GUIDANCE ON THE CODE OF CONDUCT**

The Temporary ACO Corporate Services presented a report which informed Members of the Public Service Ombudsman for Wales's consultation on the revised guidance and associated consultation which set out Members obligations under the Code of Conduct.

#### **RESOLVED THAT**

- 109.1 Members agreed to note the content of the report.
- 109.2 With reference to 'Equality' obligations under the Code of Conduct, Members reiterated that they would prefer this item to be broken down into specific areas.
- 109.3 Following discussion, Officers confirmed that all Fire & Rescue Authority meetings were open to the public and published on the Service's website with recordings of the individual meetings.

### **110. PUBLIC SERVICES OMBUDSMAN FOR WALES – CODE OF CONDUCT CASEBOOK – ISSUES 24 AND 25**

The Head of Corporate Support presented a report which informed Members of the Public Services Ombudsman for Wales's Code of Conduct Casebook, Issues 24 and 25.

#### **RESOLVED THAT**

Members agreed to note the content of the Ombudsman Code of Conduct Casebook, Issues 24 and 25, published by the Public Services Ombudsman for Wales.

### **111. ADJUDICATION PANEL FOR WALES – ANNUAL REPORT 2020/21**

The Head of Corporate Support presented a report which advised Members of the Adjudication Panel for Wales Annual Report 2020/2021.

#### **RESOLVED THAT**

Following discussion on the number of low appeals and cases in general received over the last 4 years, Members agreed to note the Adjudication Panel for Wales Annual Report 2020/2021.

### **112. INDEPENDENT REMUNERATION PANEL FOR WALES DRAFT ANNUAL REPORT – FEBRUARY 2022**

The Temporary ACO Corporate Services presented a report which brought Members attention to the relevant sections of the Independent Remuneration Panel for Wales Draft Annual Report that related to payments to Members of Welsh Fire & Rescue Authorities.

#### **RESOLVED THAT**

- 112.1 Members agreed to note the extract of the Independent Remuneration Panel's Draft Annual Report attached at Appendix 1, which provided details of payments to Members of Welsh Fire & Rescue Authorities.
- 112.2 With reference to Determinations 38 and 39 within the report, stating that Members could claim pre-meeting preparation time, as well as travelling time to attend meetings, Officers agreed to clarify whether these were new Determinations, and to provide Members with a response via e-mail as soon as possible.

### **113. DRAFT STANDARDS COMMITTEE ANNUAL REPORT 2021/2022**

The Head of Corporate Support presented a report for Members decision. She advised that as a matter of good corporate governance it was stated in the 2020/2021 Annual Governance Statement to introduce an annual report on the work of the

Standards Committee, in order to provide the Authority with an update on its activities during each financial year.

### **RESOLVED THAT**

- 113.1 Following Members consideration and comments, they approved the proposed format for the inaugural Standards Committee Annual Report in order to enable publication with effect from 5 May 2022.
- 113.2 Following a question and answer session, Officers agreed to include further context and commentary into the Draft Standards Committee Annual Report, and would send a copy to Members for their final approval.
- 113.3 Follow further debate, Members unanimously agreed that their photographs and the date that they joined the Committee could be included in the Standards Committee Annual Report. More expansive profiles could be considered in the future.

### **114. ELECTION OF NEW CHAIRPERSON OF THE STANDARDS COMMITTEE**

The outgoing Chair informed Members that after serving 12 years on the Standards Committee he sadly had to give up the role and ask Members to elect a new Independent Lay Member as their Chairperson.

Following discussion on the level of commitment, Mr R Alexander was nominated and seconded. There were no other nominations.

### **RESOLVED THAT**

- 114.1 Mr R Alexander was unanimously duly elected Chair of the Standards Committee for a period of no less than 4 years, and no more than 6 years.
- 114.2 The newly appointed Chair responded by thanking Members for their unanimous vote of confidence, and confirmed that he would take up the role as from August 2022, when the outgoing Chair would have completed his full term in office.

114.3 The outgoing Chair also confirmed that he would sit on the selection process to assist in appointing a new Independent Lay Member.

Members and Officers took the opportunity to thank the outgoing Chair for his 12 years of excellent dedicated service on behalf of the Standards Committee, with 6 years being as Chair.

The outgoing Chair responded by thanking the group for their kind words and stated that it had been an honour and a privilege to be a Member of the Standards Committee, and thanked Members and Officers for their invaluable support throughout his term in office.

## SOUTH WALES FIRE & RESCUE AUTHORITY

### MINUTES OF THE FINANCE, ASSET & PERFORMANCE MANAGEMENT SCRUTINY GROUP MEETING HELD ON MONDAY, 4 APRIL 2022 AT 1030 HOURS VIA STARLEAF

#### 30. PRESENT

##### **Councillor**

G Holmes, Deputy Chair	Rhondda Cynon Taf
D Ali	Cardiff
A Hussey	Caerphilly
S Malson	Torfaen
S Morgans	Rhondda Cynon Taf
D Naughton	Cardiff
R Shaw	Bridgend
V Smith	Monmouthshire
M Spencer	Newport

##### **APOLOGIES**

L Brown, Chair	Monmouthshire
A Lister	Cardiff
H Jarvie	Vale of Glamorgan
H Thomas	Newport

##### **ABSENT**

J Williams	Cardiff
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**OFFICERS PRESENT:** T/ACO G Thomas – Monitoring Officer; Mrs S Watkins – Deputy Monitoring Officer; Mr C Barton – Treasurer; Mrs L Mullan – T/Head of Finance & Procurement; Mr A Hibbard, Statistics & Risk Analyst

#### 31. DECLARATIONS OF INTEREST

No declarations of interest were made.

#### 32. CHAIR'S ANNOUNCEMENTS

There were no announcements from the Deputy Chair.

#### 33. MINUTES OF PREVIOUS MEETING

The minutes of the Finance, Asset & Performance Scrutiny Group meeting held on 7 February 2022 were received and accepted as a true record of proceedings.

### **34. DRAFT ANNUAL REPORT OF THE WORK OF THE FINANCE, ASSET & PERFORMANCE MANAGEMENT SCRUTINY GROUP**

The Deputy Monitoring Officer presented Members with the draft annual report of the Finance, Asset & Performance Management Scrutiny Group, which sets out the work of the Scrutiny Group undertaken during the current municipal year.

A typographical error at 6.3 of the report was noted where 'Future Trends Report 2021 Update' should have read 2022 Update.

#### **RESOLVED THAT**

Members considered and accepted the draft report for onward reporting to the Finance, Audit & Performance Management Committee as a summary of the work carried out by the Finance, Asset & Performance Management Scrutiny Group during the municipal year.

### **35. FUTURE TRENDS**

The Statistics & Risk Analyst provided Members with an assessment of the future of Wales, specifically the administrative area of South Wales Fire & Rescue Service where possible, as a means of identifying some of the challenges and opportunities the Service is likely to face.

The Deputy Chair thanked Officers for the very interesting and informative presentation which detailed the findings of the report, a copy of which will be forwarded to all Members of the Fire & Rescue Authority.

#### **RESOLVED THAT**

Following a question and answer session, Members noted the Future Trends information to assist in future planning and resource decision-making and agreed that Future Trends reporting continue to be monitored and regularly updated.

### **36. FORWARD WORK PROGRAMME 2021/22**

The Deputy Monitoring Officer presented the Forward Work Programme, and with apologies that the programme had not been updated since the last meeting, confirmed that the Forward Work Programme for 2021/22 had been concluded.

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

There were no further items that the Chair deemed urgent.

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## AGENDA ITEM NO 5

## UPDATE ON OUTSTANDING ISSUES ARISING FROM PREVIOUS FIRE & RESCUE AUTHORITY MEETINGS

Huw Jakeway – CFO  
Dewi Rose – T/DCFO SD  
Geraint Thomas – ACO CS

Chris Barton – Treasurer  
Alison Reed – ACO PS  
Richie Prendergast – ACFO TS  
Nigel Williams – T/ACFO TS

Minute No	Item	Action	Leading Officer	Current Status:
20/21-32	Acquisition of Land to Accommodate the Relocation of New Inn Fire Station	Submit an offer for acquisition of the land conditional on the matters outlined in the report, and proceed with purchase arrangements subject to FAPM agreement up to maximum figure outlined.	ACO CS	The vendors of the site have failed to respond to communications of our intent to proceed with a formal offer. CFO has written to owners in an attempt to establish effective communications. Currently considering options with a view to go back to market for alternative site whilst continuing efforts to proceed with offer on the preferred site. <b>Completed</b>
20/21 – 56.6	Proposed New Terms of Reference for the Scrutiny Committee	Refer back to the Scrutiny Committee, HR & Equalities Committee and FAPM Committee for further detailed consideration of both options	ACO CS	The Scrutiny Group's preferred option has been submitted to the HR & Equalities Committee and the FAPM for consideration, and

Minute No	Item	Action	Leading Officer	Current Status:
		presented and provide an update of views to a future meeting of the Fire & Rescue Authority.		subsequent recommendation to the Fire Authority. Revised structure of Scrutiny group approved at the Fire & Rescue Authority AGM. Updated Terms of reference to be agreed at the Scrutiny Group meeting in September, prior to approval by the Fire & Rescue Authority. <b>Completed</b>
21/22 – 17.3.2	Firefighter Pensions – Remediating Age Discrimination : Pension Benefit Options	Provide pension benefit options to the individuals considered to be in scope for Immediate Detriment (ID)	ACO PS	We have continued to provide pension benefit options for category 1 cases. These are cases where the individual who is in scope of ID, submits their notice of intention to retire.  We are in the final stages of procuring a modeller that will allow individuals to calculate and therefore understand the impact of McCloud at a personal level. We expect the modeller to be available in December 2022.
21/22 – 17.3.3	Firefighter Pensions – Remediating Age	Progress exercise to implement the wider remedy work as described in the outcome of the	ACO PS	As set out above, work continues on processing Immediate Detriment (category 1) cases. The groundwork

Minute No	Item	Action	Leading Officer	Current Status:
	Discrimination : McCloud Exercise	HMT consultation on public service pensions for implementation by October 2023 at the latest.		continues on the category 2 cases (those individuals who have retired). Resources have been allocated to this work.
21/22 – 32.3.3	Living Wage Foundation Accreditation	Gain accreditation of the Living Wage Foundation to enable the Service to become a Real Living Wage employer	ACO PS	<p>In September 2022, the Real Living Wage Foundation announced an increase in the hourly rate from £9.90 to £10.90. The 2022 pay award for green book staff was announced in October 2022 and as a result the lowest paid employee is currently earning £11.18 per hour which is above the new hourly rate set by the Real Living Wage Foundation.</p> <p>We are continuing to work with the Foundation to explore the impact for those organisations who are contracted to deliver services to us.</p>
21/22 – 48.7	Independent Pay Review – Principal Officers’ Remuneration	Further information and budget implications to be collated and presented for further consideration by Members in the new municipal year, 2022/23.	ACO PS	<p>Following the decision by the Fire Authority in July 2022 on Principal Officers’ remuneration, a further report will be considered at the September 2022 meeting.</p> <p><b>Completed</b></p>

Minute No	Item	Action	Leading Officer	Current Status:
22/23 – 22.1.4	Broadening the Role of Firefighters in Wales – Thematic Review	Chair and Chief Fire Officer to discuss thematic review with the Fire Brigades Union; and Chief Fire Officer to meet Welsh CFOs to consider the review deadline set by Welsh Government.	CFO	Discussions have taken place between SWFRA Chairperson, the CFO and Fire Brigade Union Representatives. In consultation with the other two FRS's in Wales the Chair has provided a written response to WG regarding the review deadline.
22/23 – 22.3.2	Quarter 4 Business Plan Actions Report, Health Check	Members to be provided with 2019 data to allow for comparison against the report.	ACO CS	Comparison information provided by Statistics Department. Unitary Authority Performance Monitoring Report pre-covid period Q4 for 2020-21 and 2019-20, circulated to all Fire Authority Members for review on 18.07.22. <b>Completed</b>
22/23 – 22.4.2	Welsh Language Standards Update	Members to be provided with the costings programme for the provision of Welsh Language simultaneous translation.	ACO PS	Information is being compiled and will be shared with Members ahead of the September 2022 meeting. <b>Completed</b>

## AGENDA ITEM NO 6

**Reports for Decision**

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**THIS REPORT IS NOT EXEMPT AND IN THE PUBLIC DOMAIN****SOUTH WALES FIRE & RESCUE AUTHORITY**AGENDA ITEM NO 6.i  
19 DECEMBER 2022

REPORT OF THE CHIEF FIRE OFFICER

**THEMATIC REVIEW OF OPERATIONAL TRAINING WITHIN THE WELSH  
FIRE AND RESCUE SERVICES – OCTOBER 2022****THIS REPORT IS FOR DECISION**

REPORT APPROVED BY CFO

REPORT PRESENTED BY CFO HUW JAKEWAY

**SUMMARY**

This report is an overview of the Thematic Review of Operational Training produced by the Welsh Government's Fire Adviser.

**RECOMMENDATION**

1. Members acknowledge the thematic review of the Fire Adviser into the Welsh fire & rescue services' operational training.
2. Members note this report and the Fire Adviser's thematic review and recommendations, and request a follow up report once the service review has been completed.

**1. BACKGROUND**

- 1.1 This thematic review of operational training (Appendix 1) follows on from the thematic review into the capacity of the three Welsh Fire and Rescue Services to undertake additional duties in support of Health and Social Care in Wales.
- 1.2 The Deputy Minister made a written statement to issue the thematic review (Appendix 2) and an oral statement regarding the Welsh Fire and Rescue Services in the Senedd on the 22<sup>nd</sup> November (Appendix 3).
- 1.3 The Review has made six made recommendations to the three Welsh FRS.
- 1.4 Welsh Government have maintained their policy position and ambition is to broaden the role of firefighters in Wales, which will be done in an inclusive way and in being with working in social partnership.

## 2. ISSUES

- 2.1 The Fire Adviser makes many references to the great work and infrastructure that South Wales FRS has in place, including the innovative on-call salary scheme. This is due to the support and investment the FRA have provided over the years.
- 2.2 The Fire Advisor raises concerns on whether firefighters spend enough time training and exercising. This thematic review focusses on the core and additional skills for firefighters and supervisory managers. He states *'I personally remain unconvinced that sufficient training time is available to firefighters conditioned to the RDS or shift system'*.
- 2.3 In this thematic review the Fire Adviser identifies the growing concern regarding on-call availability and recruitment issues that are experienced in areas. He states *'In my view, there is no realistic solution to on-call availability challenge beyond increasing the number of wholetime crews for some or all of the 24-hour period each day. This is something that I believe merits serious consideration by the FRSs in Wales and across the UK'*.
- 2.4 Concerns are also raised by the Fire Adviser regarding the number, location and thermal emissions of real fire facilities across Wales.
- 2.5 Due to the potential far reaching consequences of this report the Chief Fire Officer has raised and discussed this with the National Fire Chiefs Council and the lead Chief for On-Call Duty related issues.
- 2.6 The Chief Fire Officer will commence an internal review that will consider all the recommendations made in this thematic review. Once this review is complete the outcome will reported to the Fire Authority at a future meeting.

## 3. IMPLICATIONS

### 3.1 Community and Environment

Equality, Diversity and Inclusion	Yes
Welsh Language	No
Wellbeing of Future Generations (Wales) Act 2015	Yes
Socio Economic Duty	Yes
Sustainability/Environment/Carbon Reduction	Yes
Safeguarding	No
Consultation and Communications	Yes

Consultation with Representative Bodies	Yes
Impact Assessment	No

### 3.2 Regulatory, Strategy and Policy

Legal	Yes	Data Protection / Privacy	No
Financial	Yes	Health, Safety and Wellbeing	Yes
Procurement	No	Governance & Audit	Yes
Corporate Risk	Yes	Service Policy	Yes
Information Management	No	National Policy	Yes

### 3.3 Resources, Assets and Delivery

Human Resource and People Development	Yes
Assets and Resources (Property/Fleet/ICT/Equipment)	Yes
Service Delivery	Yes
Procurement	No
Budget Revenue/Capital	Yes

## 4. EVALUATION & CONCLUSIONS

- 4.1 There are several and significant local and national impacts arising from the report, these will be considered by the Service, by the Welsh FRs and the National Fire Chiefs Council.

## 5. RECOMMENDATIONS

- 5.1 Members acknowledge the thematic review of the Fire Adviser into the Welsh fire & rescue services' operational training.
- 5.2 Members note this report and the Fire Adviser's thematic review and recommendations, and request a follow up report once the service review has been completed.

<b>Contact Officer:</b>	CFO Huw Jakeway
<b>Background Papers</b>	Appendix 1 – Thematic Review of Operational Training Appendix 2 – Deputy Minister written statement on Thematic Review of Training Appendix 3 – Deputy Minister's Oral Statement to the Senedd on 22 <sup>nd</sup> November

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# Thematic Review of operational training within the Welsh Fire and Rescue Services

October 2022



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## **Introduction and background**

1. This thematic review of training follows on from the thematic review into the capacity of the three Welsh Fire and Rescue Services (FRS) to undertake additional duties in support of Health and Social Care (Broadening of the role of firefighters).
2. The role of firefighter is highly technical and has evolved significantly over time as the complexities of the built environment have increased. The combination of modern buildings designed to retain heat combined with synthetic based modern building contents with significantly higher heat release rates than their predecessors, result in an increase in ventilation-controlled fires which can be extremely hazardous to firefighters. The breadth of incidents to which firefighters are expected to respond however, now extends well beyond fires and encompasses every aspect of technical rescue and hazardous materials response, all of which are complex disciplines in and of themselves.
3. Acquiring, developing and maintaining core competencies is of fundamental importance to achieving safe systems of work in the operational environment. Skills maintenance training is especially important, not least as the number of incidents has declined in recent years resulting in reduced opportunities for firefighters to apply their skills in real-world scenarios. The volume of incidents may have decreased but the hazards to firefighters certainly have not.
4. The importance of training will therefore be self-evident.
5. Failure to train to a consistent high standard against evidence-based operational guidance compromises the safety of firefighters and the public. This has been a factor in almost every fire-related firefighter fatality in the UK over the last two decades. The Grenfell Tower Inquiry has already concluded that the London Fire Brigade's failure to recognise the hazard of cladding fires and the need to evacuate high-rise buildings when they fail in a fire scenario, most likely contributed to the loss of life in that fire; the Inquiry is very likely to return to this in more detail in its second report expected in 2023. The need to maintain and deliver a consistent, high-quality training regime has to be one of the most important priorities for any FRS.
6. In the previous thematic review, I raised a concern over the amount of time available for skills maintenance training and exercising within the existing station work routines and on the Retained Duty System (RDS). I acknowledged that I could not do justice to the issue within the scope of that review and that such was its importance, I would undertake a standalone review of training immediately on its conclusion.
7. The purpose of this thematic review is therefore to examine the methodology adopted by the Welsh FRSs primarily for determining the allocation of time for training and exercising within station work routines (maintenance of competence against core and additional skill areas) and on the RDS, but to also consider initial skills acquisition and progression (development to competent) training, as all are inextricably linked.
8. This report focuses on the core and additional skills for firefighters and supervisory managers (crew and watch managers – referred to as watch officers in this report). It does not consider the training for and assessment of middle and

strategic manager incident command competencies, nor for specialist roles typically undertaken by middle managers such as Hazardous Materials and Environmental Protection Officer or Tactical Advisor.

9. The eight core skill areas are:

1. Breathing Apparatus (BA)
2. Casualty Care
3. Command and Control (ICS)
4. Hazardous Material
5. Pumps, Ladders, Knots and Lines
6. Road Traffic Collision (RTC)
7. Safe working at height
8. Water Incidents

10. The three FRSs have mapped the core skills against the National Occupational Standards Skills for Justice knowledge and understanding (theoretical) and practical standards.

11. The frequencies for assessment are set using a standard risk assessment methodology. This methodology determines that the more risk critical and complex the activity, the more frequently it should be assessed. All three FRSs use a commercial software programme called pdrPro for their competency recording system. The pdrPro system sets assessment frequencies and links to training packages for the competency area which are typically held on the learnPro Learning Management System, also used by the three FRSs.

12. Watch officers are required to arrange and deliver theoretical and practical training and assessments around the pdrPro frequencies and then record the outcomes. The content of learnPro is predominantly theoretical. The FRS Training and Development Manual provides guidance on practical training and also provides step by step instruction on how to undertake standard practices on pumps, ladders, foam making equipment and for a number of rescue techniques. For practical training not detailed within the FRS Training and Development Manual, watch officers are expected to develop their own scenarios. This may involve firefighters practicing a single control measure tactic or technique or a scenario where multiple control measure tactics or techniques are practiced. The National Occupational Standards for Watch Managers includes the requirement to plan and assess the work of teams and individuals (SFJFRSWM1). However, not all watch officers have received formal training or have formal qualifications in training development, delivery and assessment.

13. Examples of additional skills are water rescue, aerial appliances and National Resilience<sup>1</sup> capabilities such as Urban Search and Rescue (USAR), High Volume Pumps (HVP), Mass Decontamination (MD) and Detection, Identification and Monitoring (DIM).

<sup>1</sup> National assets funded by Welsh Government for significant incidents that are considered beyond the capability of individual FRS to respond to in isolation.

14. In contrast to the arrangements for core skills set out above, the National Resilience capabilities each have their own comprehensive and detailed competency maintenance frameworks which have been developed by the National Resilience Assurance Team (NRAT) in conjunction with practitioners and agreed at the Capability National Working Groups. These competency maintenance frameworks are supported by equally comprehensive theoretical and practical training resources held on the National Resilience portal. As an example, the USAR competency maintenance framework assumes a minimum training time allocation of 192 hours per year based on a time and motion study of firefighters utilising theoretical and practical training materials. A separate competency assurance process for each capability is overseen by the NRAT capability lead officers with reports on outcomes submitted to individual FRSs and the National Resilience Board.

15. The FRSs' water rescue response capability also benefits from a structured approach to training. It is aligned to the DEFRA Flood Rescue Concept of Operations which utilises a team-typing methodology. Each team type has a predetermined set of skills and competencies with a credentialing process that, like the National Resilience capabilities, is also overseen by the NRAT.

16. This report sets out the findings of the review along with a number of recommendations for the three Welsh FRSs to consider. These recommendations are in addition to the two interim recommendations I made on 15 March in correspondence to the three Chief Fire Officers (CFOs) and which are repeated in this report. I explained within the 15 March correspondence that I had identified from the initial desktop review and follow-up interviews, an absence of any incontrovertible methodology to determine time allocation. For this reason, I recommended that the three FRSs undertake an unconstrained analysis of the amount of time required for firefighters to train on and then be assessed against the underpinning knowledge and range of standard practices and techniques that make up the core competency areas. I recommended that the same analysis was also required for additional competency areas such as aerial ladder appliances and more advanced technical rescue skills.

17. Given the importance of the issue, I made the decision that it was not appropriate to delay making these recommendations until the publication of this report.

18. In my correspondence of 15 March, I explained that unconstrained analysis meant an analysis that is driven by establishing the actual time required to allow each firefighter an appropriate opportunity to practice core competencies in addition to being assessed as an individual or as part of a crew in a scenario-based environment. This is as opposed to an analysis driven by the amount of contractual time available on the RDS or through the constraints of the existing shift duty system.

19. South Wales FRS replied by letter to acknowledge my correspondence, but I am not aware of any action having been taken by the three FRSs on my recommendations to date. These two recommendations stand and are repeated in this report as Recommendations 2 (a) and 2 (b).

## **Executive Summary**

20. The primary objective of this review was to examine the methodology adopted by the three Welsh FRSs to determine the allocation of time for skills maintenance training and exercising within station work routines. What emerged from the initial desktop review was that only one FRS had undertaken an analysis of the time required for training and exercising. In response, I issued two interim recommendations which have been set out within the Introduction and background section to this report and are repeated again as substantive Recommendations 2(a) and 2(b).

21. I caveated these recommendations with a stipulation that any analysis should not be constrained by the contact time available on the RDS or the limitations of the existing shift system. I made this stipulation because I am of the view that the one analysis undertaken to date was done so with the objective of making the case to increase contact time on the RDS from 2 hours to the maximum of 3 hours, as contained within the Grey Book. As commendable as this objective is, it does not, in my view based on previous experience, deliver an outcome that identifies and secures the training and assessment time that is actually needed for skills maintenance.

22. I am not aware of any progress having been made against these recommendations. Until, and unless the FRSs undertake an unconstrained analysis of the actual time required to give firefighters sufficient time to practice on and be meaningfully assessed against all core and additional skill areas, it is not possible to offer a definitive and evidence-based view on whether sufficient training and exercising is being undertaken across the three FRSs on all three duty systems.

23. I personally remain unconvinced that sufficient training time is available to firefighters conditioned to the RDS or shift system.

24. A substantive component of the review was the station visits. I spoke with a number of very conscientious watch officers who clearly devote much time and effort to the training and assessment of the firefighters whom they supervise. In respect of the shift-based watch officers, if they are undertaking training over and above the time allocations established through the Broadening of the role thematic review as was suggested to me on one station visit, then this must be at the expense of risk reduction activity. I can say that with confidence because there is only a finite amount of time available within the constraints of the existing shift system.

25. I observed limited evidence of a consistent and standardised approach to practical training and assessment within or across the three FRSs. Increased standardisation would in my view be of significant assistance to watch officers delivering training and for officers tasked with Operational Assurance.

26. Each FRS utilises the pdrPro competency recording system to implement a risk-based approach to training and assessment. This is linked to the learnPro Learning Management System which consists predominantly of theoretical training packages, some of which have a built-in knowledge and understanding assessment. There are limited practical or scenario-based training resources available to watch officers beyond those detailed within the FRS Training and Development Manual.

27. South Wales FRS has developed comprehensive pdrPro guidance which gives direction around scenario content for the purposes of assessment. This is a good foundation but more explicit guidance alongside a suite of practical training resources is required, to ensure consistent and standardised on-station training and assessment.

28. South Wales FRS BA instructors have also developed a series of short practical training scenarios called micro teaches. Mid and West and North Wales FRSs have developed similar resources. Micro teaches are an excellent resource which should be further developed to provide training resources for all practical control measure tactics, techniques and scenarios.

29. Such resources have the potential for further development and could then be used as the basis for a time and motion study to determine, on the basis of empirical evidence, the amount of time required for training and assessment. This will be of particular benefit for the RDS where contact time is clearly limited.

30. Once the FRSs have this empirical evidence, they can utilise it to prioritise which of the control measure tactics and techniques should be employed by RDS crews, based on the actual time required versus the time available. I acknowledge that there will be control measure tactics and techniques on which RDS crews will not be trained, as there is highly unlikely to be sufficient time available to cover all existing control measure tactics and techniques.

31. This would address the current and, in my view, unrealistic expectation that RDS firefighters can maintain competence across the full range of core and additional skill areas with only 2-3 contact hours each week. It would, however, necessitate a review of FRS strategic risk assessments to determine which control measure tactics and techniques should be prioritised for the RDS, and which control measure tactics and techniques would be undertaken by wholetime firefighters only. I recognise that this would also necessitate reconsideration of the extent of FRS response capability, especially in rural areas currently served only by RDS stations.

32. Despite their best efforts, RDS availability is undoubtedly presenting a significant challenge in two of the three FRSs, as it is across the UK. Geographically, the North and Mid and West Wales FRS population centres are more dispersed than in South Wales FRS, which is better able to take advantage of wholetime firefighter availability to undertake RDS duties, which is a real force multiplier and clearly improves availability. This is no doubt incentivised by what is an innovative salary scheme in operation within South Wales FRS that clearly works well for the Service.

33. The availability issue has implications over and above that of maintaining response cover. The impact of RDS availability on wholetime crews' skills maintenance training was raised as an issue, most notably in North Wales FRS. This is as a result of wholetime crews being sent on short notice standby moves to cover RDS areas, impacting on planned training and risk reduction activity.

34. In my view, there is no realistic solution to the availability challenge beyond increasing the number of wholetime crews for some or all of the 24-hour period each day. This is something that I believe merits serious consideration by the FRSs in Wales and across the UK.

35. A further issue of real concern raised on station visits was that of Compartment Fire Behaviour Training not reflecting the reality faced by firefighters at incidents.

36. The National Operational Guidance that informs Compartment Fire Behaviour Training is based on research that is now nearly thirty years old. The heat release rates of many compartment fires today are well in excess of those thirty years ago. This is compounded by what appears from anecdotal evidence gathered on the station visits to be a default to using high pressure hose reels with low water flows as opposed to main branches with much higher water flows, sometimes in conjunction with tactical ventilation which can significantly increase fire growth and heat release rates. The result is an inability to suppress fully developed fires, placing firefighters and the public in danger and increasing the risk of severe property damage. In my view this must be addressed as a priority.

37. The current review of the National Operational Guidance - Fires and firefighting, and availability of extensive empirical evidence from international research, offers the FRSs an opportunity to revisit their control measure tactics and techniques for compartment fire attack. It will not, however, address the significant challenge of replicating modern fire conditions in existing training facilities without some substantial capital investment.

38. This issue is compounded by the existing locations of Compartment Fire Behaviour Training facilities in two of the FRSs and the excessive travel distances for some crews to reach them. The solution may be to move to a hub and spoke model, however, as noted earlier this will require substantial capital investment and would not be without environmental challenges. There are, however, some low cost and environmentally neutral training prop solutions available to the FRSs which I signpost within this report.

39. I make seven recommendations in this report, which if acted on, I consider would go some way to addressing what I recognise are very significant challenges for the Welsh FRSs and which should not be underestimated.

**Recommendation 1:** that the three Welsh FRSs establish a means whereby training needs analysis and training delivery are clearly aligned to a regular assessment of hazards, risks and threats in their areas. This should set out the capability deemed necessary to provide an appropriate response to the identified hazards, risks and threats, which should then inform the training needs analysis.

**\*Recommendation 2 (a):** that the three Welsh FRSs should undertake an unconstrained analysis of the amount of time required for firefighters to train on and then be assessed against the underpinning knowledge and range of standard practices and techniques that make up the core competency areas.

**\*Recommendation 2 (b):** that the three Welsh FRSs should undertake an unconstrained analysis of the amount of time required for firefighters to train on and then be assessed against the underpinning knowledge and range of standard practices and techniques that make up additional competency areas.

**Recommendation 3:** the FRSs should use the outcome of the unconstrained analysis of time required for skills maintenance training to prioritise the control measure tactics and techniques from their Operational Risk Assessments that will be utilised by the RDS based on the time available for training.

**Recommendation 4:** the FRSs should develop micro teaches for every control measure tactic or technique not already included within the FRS Training and Development Manual.

**Recommendation 5:** that the Welsh FRSs review their control measure tactics for compartment firefighting in light of international research and update their control measure tactics and techniques accordingly.

**Recommendation 6:** that the Welsh FRSs review their Compartment Fire Behaviour Training syllabus to incorporate any changes to control measure tactics arising from the review advocated in Recommendation 5.

## **Methodology**

40. I wrote to the three CFOs on 10 January advising of my intention to carry out a thematic review of training and requesting that they nominate a single point of contact from their FRS, with whom I could liaise to access policy documentation to inform the review. I also set out within a separate document the methodology I intended to apply to the review along with the rationale. A copy of the methodology document is appended to this report.

41. The first part of the review looks at what drives the FRSs' training policy and specifically what, if any, periodic strategic assessment of risk is undertaken to determine FRSs' capabilities from which the training need arises. As an example, the FRSs in England are required to identify and assess all fire and rescue related risks and then put in place arrangements to prevent and mitigate against such risks through, amongst other actions, developing appropriate capabilities. It follows that once the required capabilities are identified a training needs analysis should be undertaken as an integral component of that capability development.

42. The second part of the review looks at the process of skills acquisition (Phase 1), skills development (Phase 2 – development to competent through the achievement of the diploma apprenticeship or equivalent) and skills maintenance (Phase 3). The skills maintenance element of the report contains the most substantive content as it is the primary focus of the review.

43. The final part of the review looks at the mechanisms in place to give assurance that on-station training contributes effectively to ensuring firefighters are adequately trained to safely deal with all foreseeable risks.

44. I, along with the Assistant Adviser, first undertook a desktop review of the comprehensive evidence submissions from the three FRSs. We then conducted a series of follow-up interviews with the lead officers for training. It was after these follow up interviews, that I wrote to the CFOs with the two interim recommendations set out earlier in this report. We then moved to the fieldwork element of the review.

45. Our fieldwork consisted of the following station visits:

<b>Wholetime Shift System*</b> * 2 x 9 hour day shifts, followed by 2 x 15 hour night shifts, followed by 4 days off	<b>Wholetime Day Crewing*</b> * 4 x day shifts with each day shift immediately followed by a retained cover period, followed by 4 days off	<b>RDS*</b> * on call firefighters providing up to 120 hours per week cover responding to incidents, and who typically live within a 5 minute radius of a station
Neath	Aberystwyth	Rhayader
Ely	Colwyn Bay	Treorchy
New Inn		Flint
Rhyl		

46. The stations were selected by the FRSs to include the shift, day crewing and RDS. As South Wales do not operate the day crewing duty system, we visited two shift crewed stations and one RDS crewed station. The visits involved a discussion with the on-duty crew around all aspects of training, but with a particular focus on practical training undertaken on station. Whilst the discussions covered a broad range of skill areas ranging from technical rescue to incident command, I ensured consistency by always asking questions specific to tactical firefighting, BA and Compartment Fire Behaviour Training. I was accompanied on all visits, with the exception of Rhyl, by either the Assistant Adviser or at least one member of the Welsh Government Fire Services Branch.

47. We concluded the review with final interviews with lead officers from the Training and Operational Assurance functions within each FRS, primarily to confirm the accuracy of the evidence we had gathered.

## **Strategic assessment of risk to inform capability development**

48. Unlike the English version, the extant Welsh Fire and Rescue National Framework does not explicitly require the FRSs to identify and assess all fire and rescue related risk and then put in place arrangements to prevent and mitigate against such risks through, amongst other actions, developing appropriate capabilities. This is, however, under consideration for inclusion in the next iteration of the Framework, due to be published in 2023. In any event, the three Welsh FRSs (along with the English FRSs) already have statutory duties in this regard under section 7 of the Fire and Rescue Services Act 2004.

49. Typically, FRSs in England will produce a Community Risk Management Plan (CRMP) which sets out in detail how they will meet this requirement.

50. The National Fire Chiefs Council has a Community Risk Management workstream with the objective of developing an evidence-based digital toolkit for assessing UK FRS related risk and vulnerability to improve the safety, health, well-being and economic prosperity of communities. It is intended that the toolkit will provide a consistent approach to the development of CRMPs within the English FRSs. National Operational Guidance also contains 'Corporate guidance for operational activity' which is provided for all UK FRSs.

51. A CRMP is a good starting point for an FRS to set out the findings of their strategic risk assessment along with the strategic control measures they intend to employ to mitigate the identified risks. One of the significant strategic control measures, alongside prevention and protection activity, is the FRSs response capability. This capability gives rise to a substantial training need, which should be determined through a periodic training needs analysis.

52. All three Welsh FRSs produce Medium Term Strategic Plans and an Annual Improvement Plan or equivalent. Any strategic plan or statement for an FRS should be grounded in, and reflect, the current and likely future hazards, risks and threats in its area. It should inform the acquisition and deployment of resources, and the development and maintenance of firefighters' skills and capabilities through training.

53. The North and South Wales FRS's Strategic Plans contain training related objectives but there is no specific commitment to develop a strategic CRMP. South Wales FRS has developed Community Risk Management Plans for each station as part of their annual business planning cycle but have not produced a service-wide CRMP as there is no requirement for them to do so.

54. The Mid and West Wales FRS's Annual Business Improvement Plan 2022/23 contains a commitment to develop a CRMP, with work now well underway to develop a methodology with a focus on the response capability.

55. The proposed methodology considers Assets (stations, appliances, infrastructure), Provision (what is the capability to be delivered) and People (skills, knowledge and competence required to deliver the desired provision).

56. In order to meet their responsibility under Regulation 3 of the Management of Health and Safety at Work Regulations to produce suitable and sufficient risk assessments, the FRSs should use the hazard and risk control statements with National Operational Guidance, to inform their local Operational Risk Assessments for all reasonably foreseeable incident types. Operational Risk Assessments can typically take the form of a Standard Operational Procedure and should provide information on hazards and detail the control measure tactics and techniques that will be employed by firefighters to safely resolve the incident type in question. The extent of these control measure tactics and techniques ultimately determines the capability that form the FRSs' response provision.

57. Regulation 5 of the Management of Health and Safety at Work Regulations places responsibilities on the FRSs for the effective planning, organisation, control, monitoring and review of preventative and protective measures including in this context their Operational Risk Assessments/Standard Operational Procedures determined as necessary to meet the identified risk.

58. In my view the Assets, Provision and People framework provides a sound basis on which the FRS can develop an appropriate understanding of risk and to plan for and organise the safe systems of work required to address them, whether or not that is advanced as a CRMP, with the Provision and People strands directly informing the training needs analysis. The methodology adopted by Mid and West Wales FRS also represents a sound framework against which to consider the response capability.

59. The monitoring and review aspect of the Regulation 5 responsibility is considered later on in this report.

**Recommendation 1: that the three Welsh FRSs establish a means whereby training needs analysis and training delivery are clearly aligned to a regular assessment of hazards, risks and threats in their areas. This should set out the capability deemed necessary to provide an appropriate response to the identified hazards, risks and threats which should then inform the training needs analysis.**

## **Initial Training (Phase 1)**

60. The three Welsh FRSs have worked in partnership with Skills for Justice to develop an all-Wales diploma apprenticeship program for firefighters delivered through colleges across the three FRS areas. Each FRS has entered into a work-based learning provider sub-contractor agreement with their local college, which allows them to draw funding from the Welsh Government apprenticeship levy.

61. As the legacy qualification NVQ Level 3 Operations in the Community is no longer supported by Skills for Justice, the all-Wales model is now being adopted by the English FRSs.

62. For RDS firefighters in development, a new Skills for Justice custom certificate has been developed by Mid and West Wales FRS which remains aligned to the National Occupational Standards.

63. This bespoke qualification has been created to ease the administrative burden on the RDS firefighters in development and their watch officers and to address the issue of the previous qualification no longer being supported by Skills for Justice.

64. Wholetime firefighters undertake a 13-week initial course in South Wales FRS and a 14-week initial course in Mid and West Wales and North Wales FRSs including apprenticeship enrolment and covering acquisition of the following core skills:

- Foundation firefighting
- BA initial course including tactical ventilation techniques<sup>2</sup>
- Fire trauma initial (clinical governance through Welsh Ambulance Service Trust)
- RTC initial course including winch operation
- HAZMAT initial
- Water first responder (Type D/E)
- Bariatric rescue (not all FRSs)
- Level 1 safe working at height
- Marine firefighting (theoretical input)
- Health and safety principles

65. Wholetime Firefighters also receive input on the following areas:

- Manual handling
- Violence against women
- Domestic Abuse and Sexual Violence Group 1 and 2
- Legislative requirements of the Welsh Language Act

66. Dyslexia and neurodiversity screening is included during initial training and supported alongside a fitness training programme. Any additional skills such as swift water rescue technician, rescue boat operator, aerial appliance operator etc, are

<sup>2</sup> Wholetime Firefighters in development are classified as Breathing Apparatus development wearers until they have successfully completed a formal Breathing Apparatus re-assessment which are undertaken within 24 months of the initial course. The development classification imposes certain restrictions on the duties they can perform

acquired when the firefighters in development are posted to stations that host the capability.

67. Initial skills acquisition training for RDS firefighters in development is delivered using a modular approach to reflect the contractual differences with their wholetime counterparts.

68. Across the three FRSs, RDS firefighters in development will attend the following initial acquisition courses either on weekdays or across the weekend:

- Initial foundation firefighting skills
- BA wearer<sup>3</sup>
- RTC
- IEC initial

69. After each stage the RDS firefighter in development returns to duty at their home station fulfilling roles with restricted capability as appropriate. Each FRS has its own criteria with regard to at what stage within this process the RDS firefighter in development, can be classed as an effective resource to maintain appliance availability.

### **South Wales FRS RDS initial acquisition training**

70. The South Wales FRS RDS initial acquisition training program consists of 2 modules.

- Module 1 is a 10-day foundation firefighting skills course run Monday–Friday over two consecutive weeks. Module 2 is a 10 day BA wearer course also run Monday–Friday over two consecutive weeks.

Positive pressure ventilation input is included in the initial BA course and extends to positive pressure attack. Firefighters in development are also trained in the use of BA Entry Control Boards (BAECB) as Entry Control Operatives (ECO).

- On completion of module 1, firefighters in development undertake skills development on station and through attendance at the following additional courses over the 24-month period:
  - RTC - 4 days over 2 weekends
  - Trauma – 2 days
  - Water rescue (Type D/E)

<sup>3</sup> RDS Firefighters in development in M&W and SWFRS are also classified as Breathing Apparatus development wearers until they have successfully completed a formal Breathing Apparatus re-assessment which are undertaken within 24 months of the initial course. The development classification imposes certain restrictions on the duties they can perform

### **Mid and West Wales FRS RDS initial acquisition training**

71. Historically RDS firefighters in development have completed three 'operational/practical' units of the Skills for Justice Awards Level 3 – NVQ Diploma in Emergency Fire Services Operations in the Community (Unit D 6014078, Unit H 6014079 and Unit Y 6014077).

72. The most recent cohort of firefighters in development has seen delegates transition to a new Skills for Justice custom certificate created by Mid and West Wales FRS which remains aligned to the National Occupational Standards.

73. The Mid and West Wales FRS RDS initial acquisition training consists of two modules which are completed over 17 days, usually staggered over one month.

- Module 1 is a 13-day foundation firefighting skills course consisting of 1 x 3 days (Friday-Sunday) and 2 x 5 days (Monday-Friday).
- Module 2 is a 4 Day RTC course (Friday-Monday).
- A BA course will be undertaken within 12 months of completing initial training.
- A Trauma course is undertaken outside of initial training course and usually within 12 months of completion of initial training.

### **North Wales FRS RDS initial acquisition training**

74. The North Wales FRS RDS initial acquisition training program consists of three modules.

- Module 1 is a 6-day foundation firefighting skills course run Sunday–Friday.
- Module 2 is a 10-day BA wearer course run Monday–Friday over two consecutive weeks. This course is residential and includes evening commitments to provide longer training contact time. On completion of the BA course, wearers are deemed competent and no restriction to capability is applied.
- Module 3 is currently a 3-day RTC course, however from September 2022 this is being extended to four days.

75. Any station specific skills are acquired on station aligned to the normal training delivery programme.

## **Development to competent (Phase 2)**

76. For wholetime firefighters the 13/14-week initial training course is followed by a 24-month period within which the firefighter is expected to move from development to competent and thus achieve the diploma apprenticeship.

77. There are milestones set at six monthly intervals over the 24 months. Successful completion of each milestone is essential to completing the diploma apprenticeship.

### **South Wales FRS**

78. Wholetime firefighters in development undertake quarterly assessments to complete the diploma apprenticeship.

79. RDS firefighters in development undertake the following six monthly thematic assessments;

6-month assessment	-	Core Skills
12-month assessment	-	Core Skills
18-month assessment	-	RTC
24-month assessment	-	BA

80. Successful completion of the respective assessments by assessors enables the firefighter in development to be deemed competent and achieve the diploma award.

### **Mid and West Wales FRS**

81. Mid and West Wales FRS set milestones at six monthly intervals over the 24-month period for wholetime and RDS firefighters in development.

6-month assessment –	1-day, progress of practical firefighting skills including theoretical knowledge test.
12-month assessment –	1-day, progress of practical firefighting skills including theoretical knowledge test.
18-month assessment –	1day, progress of practical firefighting skills including theoretical knowledge test.
24-month assessment -	2-days, outstanding elements of Skills For Justice units 2-6 completed, final practical and theoretical assessments prior to being deemed competent in role.

82. Progress against the 6–24 month development programme is measured against National Occupational Standards.

83. On successful completion wholetime firefighters in development will attain the diploma apprenticeship whereas RDS firefighters in development will attain the Skills for Justice custom certificate. The assessment process is overseen from initial acquisition through to demonstration of competence by qualified instructors within the Training Delivery Department.

## **North Wales FRS**

84. For wholetime firefighters, milestones are set at six monthly intervals over the 24-month period. Successful completion of each milestone is essential to completing the diploma apprenticeship.

85. RDS firefighters in development undertake six monthly assessments to progress to competent status.

86. All new wholetime firefighters undertaking apprenticeship programmes are subject to continual assessment, unlike English counterpart programmes that have 'end-point assessment' arrangements. North Wales FRS works in partnership with its local training provider to ensure that the development programme not only meets the requirements of the apprenticeship framework, but the administration of the programme meets strict Estyn inspection requirements. North Wales FRS is subject to external quality assurance from SFJ EQA's and also Estyn Inspectors. Wholetime firefighters meet with the lead internal assessor at least every six weeks.

87. Former RDS firefighters who are employed as wholetime firefighters follow the same development pathway as their apprentice counterparts, and whilst they are not enrolled with the local education provider, they are registered through the North Wales FRS' Skills for Justice accredited centre for the diploma qualification. Progress against the qualification is supported through the accredited centre and local assessor network.

88. RDS firefighters follow a bespoke development programme that targets specific activities to be undertaken that lead to the achievement of the knowledge and understanding aspects of the firefighter role map (excluding driving). In addition to evidence submissions RDS firefighters are subject to station-based assessments at 6, 12 and 18 month periods. These assessments are stepped in complexity and cover a broad range of practical skills and knowledge requirements of the firefighter role.

### **Maintenance of competence (Phase 3)**

89. The following substantive issues were identified from the desktop review, follow-up interviews and station visits:

- i. Analysis of the amount of time required by firefighters for training
- ii. Insufficient time available for the amount of training required
- iii. The balance between theoretical and practical training
- iv. No standardised or consistent approach to practical training
- v. Travel distances to Service training venues
- vi. Compartment Fire Behaviour Training
- vii. Impact of RDS availability on wholetime training
- viii. Reliance on wholetime to support RDS

#### **i) Analysis of the amount of time required by firefighters for training**

90. My correspondence of 15 March recommended that the three FRSs undertake an unconstrained analysis of the amount of time required by firefighters to maintain all core and additional competency requirements. Until, and unless that is completed, it is not possible to definitively state whether sufficient time is allocated to training for the RDS or within the existing day crewing or shift work routines.

91. Only one of the FRSs has undertaken an analysis of the amount of time required for training, which they have determined to be 98 hours per year. In my view the objective of this analysis was to support the case to move from two hours per RDS drill night to three hours. Whilst this is an entirely commendable objective, I am of the view that the outcome of the analysis would not stand up to scrutiny.

92. The professional opinion of the FRSs' subject matter experts was used to ascertain the 98 hour figure. The analysis acknowledges that the 98 hours is calculated on the basis of simultaneous activity and takes no account of "different training delivery styles or the natural delays, encountered with human interactions". It also acknowledges that the analysis does not extend to the additional skill areas highlighted previously and that these give rise to an additional training demand. An example of simultaneous activity in this context is a scenario that encompasses multiple competency areas to be undertaken by one or more crews, such as a well-developed compartment fire with persons requiring rescue. An example of a natural delay might be training that is interrupted by visits to the station or a fire call. There is no explicit reference in the report setting out the findings of the analysis in respect of time allocated to debriefing and any professional discussions relating to the assessment.

93. Having undertaken the same analysis in the past it is my view that whilst simultaneous activity undoubtedly offers a training and assessment opportunity, it has some significant limitations. By its very nature it encompasses multiple competencies which are very difficult to robustly assess in isolation, particularly if there is only one assessor and multiple participants, which will often be the case with on-station training. Also, by its very nature it involves a crew of firefighters, therefore, each firefighter can

only demonstrate competency in the task they are undertaking at a given point in time, and not in the tasks that others are undertaking.

94. This means that in practice to facilitate a meaningful assessment of each individual firefighter across several competency areas, the scenario has to be repeated on multiple occasions, thus significantly extending the actual time required. This time is extended further when debriefing and assessment feedback and reflection is taken into account.

95. South Wales FRS has produced a comprehensive pdrPro guidance note which contains the explicit stipulation that risk critical training should be “carried out at multiple times in quarterly phased training to cover all watch members”. I make further comment on this guidance note under the heading ‘No standardised or consistent approach to practical training’, but I consider it to be a sound piece of guidance that, if supported with comprehensive practical training resources as described further on in this section, would be very effective.

**Recommendation 2 (a): that the three Welsh FRSs should undertake an unconstrained analysis of the amount of time required for firefighters to train on and then be assessed against the underpinning knowledge and range of standard practices and techniques that make up the core competency areas.**

**Recommendation 2 (b): that the three Welsh FRSs should undertake an unconstrained analysis of the amount of time required for firefighters to train on and then be assessed against the underpinning knowledge and range of standard practices and techniques that make up additional competency areas.**

## **ii) Insufficient time available for the amount of training required**

96. This issue was raised directly or alluded to several times on the station visits, predominantly, but not exclusively, in respect of the RDS.

97. Observations included “there being a much greater training demand now compared to when I first joined” which was repeated several times and across all duty systems. A number of comments were also made around the additional training demand arising from special appliance and water rescue skills maintenance.

98. It was also observed that the position is compounded when additional training demand is added outside of core training, such as updates to Standard Operational Procedures or training requirements for firefighters in development.

99. As stated previously until the outcome of an unconstrained analysis is known, it is not possible to take a definitive position. That said, there are a number of conclusions that I believe can reasonably be drawn at this juncture.

100. Under the existing contractual arrangements in effect within Wales, firefighters conditioned to the RDS have an allocation of 2-3 hours per week for skills maintenance training and assessment. This is supplemented in each FRS by additional hours for training and exercising. As an example, South Wales FRS allocate up to an additional

16 hours per firefighter for RDS training each year. RDS firefighters also attend periodic refresher training courses for specific risk critical competency areas such as BA.

101. All three FRSs are proactive in ensuring that the time allocated to RDS training is maximised. The levels of support from shift and day crewing colleagues are commendable, most notably where an RDS pump is located on or adjacent to a shift or day crewed station. Examples of such support are setting up practical training scenarios and integrating the RDS crew into multi pump exercises.

102. The returns from the FRSs to the Broadening of the role thematic review indicated that firefighters conditioned to the day crewing system have an allocation of up to 13 hours per tour of duty for skills maintenance training and assessment and firefighters conditioned to the shift system have an allocation of up to 6 hours per tour of duty. The extent of the variation between duty systems is significant, some 11 hours between RDS and day crewing. As the core firefighter role is currently the same across all duty systems, it cannot be that all of the allocations are sufficient.

103. What I can state with confidence is that if, as was suggested during one of the shift station visits, crews do undertake training and exercising in excess of that set out within the Broadening of the role thematic review analysis, then it has to be at the expense of risk reduction activity such as home safety visits and gathering site-specific risk information.

104. I say that, as the constraints of the existing shift system are such that there is only a finite amount of time available. Of the 36 hours available from the contractual 42 within the existing shift system work routine (accounting for 6 hours of statutory meal breaks), only 18 hours (50%) are available for training, exercising or risk reduction with the remainder being allocated to rest periods or private study. Therefore, if crews undertake more training and exercising, they have less time available for risk reduction activity. The same applies to day crewing although the impact is likely to be less acute as there is more time available overall.

105. In respect of the RDS, a simple benchmarking exercise with the time allocated within secondary contracts for the Wales USAR capability starkly highlights the issue.

106. Wales' USAR technicians are paid for an additional 192 hours training within their secondary contract. This figure was determined through a time and motion study undertaken by the NRAT USAR capability, when developing the competency maintenance framework.

107. The breadth of the eight firefighting core skill areas is greater than that covered by the USAR competency maintenance framework, yet in one FRS the former has been allocated 98 hours and the latter 192 hours. This simply does not stand up to scrutiny.

### iii) The balance between theoretical and practical training

108. On several of the station visits the amount of theoretical training relative to practical training was raised, the point being that there was too much theoretical training which was at the expense of practical training as the available time was limited. The relevance of the theoretical content was also raised on two of the RDS station visits. One specific example was in respect of high-rise firefighting input when there were no high-rise buildings on or anywhere near the station area.

109. After reflecting on these observations, I am of the view that this issue encapsulates the challenge of attempting to train RDS firefighters across the full range of control measure tactics and techniques within a finite, and limited amount of contact time.

110. As stated previously, in order to meet their responsibilities under Regulation 3 of the Management of Health and Safety at Work Regulations, the FRSs should use the hazard and risk control statements within National Operational Guidance to inform their local Operational Risk Assessment for all reasonably foreseeable incident types. The Operational Risk Assessment should detail the control measure tactics and techniques to be employed to resolve the incident. These control measure tactics and techniques should form the basis of initial acquisition and then ongoing maintenance training.

111. It is highly unlikely that any FRSs anywhere in the UK will be able to deliver an outcome whereby there is the same amount of time allocated for RDS training as there currently is for that of their wholetime counterparts. Whilst South Wales FRS provide for up to an additional 16 hours per year to be utilised for training, Mid and West Wales FRS has agreed an additional hour on drill nights and RDS firefighters across the three FRSs attend periodic centrally delivered refresher training courses, this still falls well short of the time available for training and exercising on the day crewing and shift systems when averaged out over a year.

112. That being so, and in my view, the only realistic option open to the FRSs is to take what could be described as a layered or tiered approach to their response capability. This could only be done on the conclusion of the unconstrained analysis as previously recommended, as only then would the FRSs have a training and assessment time value available for each control measure tactic and technique.

113. The FRSs would need to identify the control measure tactics and techniques from their Operational Risk Assessments that they consider necessary to deliver an initial response capability across the range of likely incident types in any given station area, up to the amount of time available for training on their RDS. It is these prioritised control measure tactics and techniques that would form the basis of the RDS initial and ongoing skills maintenance training programme. In a firefighting context, for a structure fire this might extend to exterior attack followed by an initial interior attack that did not include deep penetration searches, or the use of extended duration BA or guidelines simply because there would not be enough time available to RDS firefighters to maintain competence in those control measure tactics. In an RTC

scenario it might extend to door/roof removal and dashboard roll/lift for space creation/extrication techniques.

114. For the avoidance of doubt the control measure tactics and techniques utilised by the RDS would be identical to that utilised by wholetime firefighters. The additional training time available for wholetime firefighters would be utilised to develop competence in control measure tactics and techniques additional to those used in the initial response capability by the RDS. In discussions with the HSE it has been confirmed that this approach, if based on the robust assessment of risk to firefighters, would meet the responsibilities of the Fire and Rescue Authorities (FRAs) under Health and Safety legislation.

**Recommendation 3: the FRSs should use the outcome of the unconstrained analysis of time required for skills maintenance training to prioritise the control measure tactics and techniques from their Operational Risk Assessments that will be utilised by the RDS based on the time available for training.**

#### **iv) No standardised or consistent approach to practical training**

115. The pdrPro competency recording system in each of the three FRSs is aligned to the eight core skill areas that make up the National Occupational Standards. The National Occupational Standards Skills for Justice knowledge and understanding and practical standards consist of individual performance criteria prefixed with either a 'K' (knowledge and understanding) or a 'P' (practical).

116. An example of the knowledge and understanding standards is as follows:

##### ***Knowledge and understanding***

- K1 the anatomy and physiology of respiration in relation to the use of breathing apparatus*
- K2 the effects of exertion in relation to consumption of air and the use of breathing apparatus*
- K3 how the breathing apparatus set manages inspired and expired air*
- K4 the capabilities and limitations of the breathing apparatus set*
- K5 the operating features of:*
  - K5.1 the breathing apparatus set*
  - K5.2 ancillary equipment*
  - K5.3 communications equipment*
  - K5.4 breathing apparatus entry control recording equipment*
- K6 the testing and checks apply to the breathing apparatus set and its ancillary equipment*
- K7 the role and responsibilities of breathing apparatus control operative*
- K8 breathing apparatus control systems and their application*
- K9 principles of firefighting and fire behaviour in:*
  - K9.1 compartment fires*
  - K9.2 structural fires*

117. An example of the practical standards is as follows:

***Work in risk areas at operational incidents requiring breathing apparatus***

*P6 navigate within the risk area with the team*

*P7 maintain communication on progress and status with the team, other teams, incident commander and breathing apparatus entry control*

*P8 carry out designated response duties within risk area:*

*P8.1 apply cooling in compartments adjacent to a fire compartment*

*P8.2 apply containment and extinguishing within the fire compartment*

*P8.3 use approved methods to search for fire and casualties*

*P9 monitor own breathing apparatus pressure gauge to determine own withdrawal time*

*P10 withdraw from the risk area and checkout through the breathing apparatus entry control with the team*

118. The knowledge and understanding elements of the standards are covered off to a substantial extent through learnPro theoretical training packages and through reference to Standard Operational Procedures and National Operational Guidance Foundation Guidance for Breathing Apparatus and Incident Command.

119. Not all of the practical standards are specific and some, such as the example above, can be subject to a wide degree of interpretation. As an example, P8.1, P8.2 and P8.3 cover a number of control measure tactics and techniques.

120. What was evident on the station visits was the different interpretations and approaches to practical scenario development from individual watch officers. This is not a criticism of those officers, but on the nine visits I observed multiple different approaches which results in a lack of standardisation within and across the FRSs. I have previously made the observation that whilst the requirement to plan and assess activities falls within the National Occupation Standards for Crew and Watch Managers, not all watch officers are qualified in, or have, a training and assessment background.

121. In my view there is a compelling need to provide the best possible resources to watch officers to assist them in the delivery of standardised and consistent on- station training and assessment. Linked to that, there also needs to be a means of providing assurance to principal officers that high-quality training is being continually delivered in a consistent way across the FRSs, and for them to be held to account for that.

122. The South Wales FRS pdrPro guidance note gives a broad outline of the types of activity to be undertaken on practical training scenarios. This is a good starting point, but it needs to be linked to practical training resources similar to those provided for knowledge and understanding on the learnPro platform, to be fully effective.

123. There are FRSs in England who have produced as a training and assessment aid, standardised and consistent get to work procedures for every item of equipment on their fire appliances, based on the standard practices detailed within the FRS Training and Development Manual. We saw evidence of something very similar to this on one station visit in Mid and West Wales, although we were advised that the

resource dated back to the legacy divisional structure and is no longer in use. None the less it appeared to be an excellent resource for firefighters and watch officers alike.

124. South Wales FRS BA instructors have introduced the principle of micro teaches which they have filmed and placed on the Service's intranet, as a learning resource. I am aware that similar resources have been developed in Mid and West and North Wales FRSs. In my view, this takes the training aids referenced previously to the next level. Essentially the micro teach is a best practice demonstration of a control measure tactic or technique filmed as a step-by-step precursor to a practical on-station training session. This is an excellent product which should be extended to cover the full range of control measure tactics that are not currently detailed as a standard practice or technique within the Training and Development Manual.

125. Crews would watch what should be a best practice demonstration of a control measure tactic or technique and then practice it as part of a structured training session, which the watch officer could then assess. This would serve as an excellent training and assessment aid for watch officers and middle managers alike, which would ensure a level of consistency and standardisation in how control measure tactics and techniques are applied.

126. The development of micro teaches should not be too onerous as lesson plans and learning outcomes should already exist for initial skills acquisition training. There are also very similar excellent international resources freely available on the internet which the FRSs could utilise<sup>4</sup>.

127. Micro teaches, alongside standard practices and techniques could also be subject to a time and motion study which would give an empirical basis to determining the amount of time required for competency maintenance training.

**Recommendation 4: the FRSs should develop micro teaches for every control measure tactic or technique not already included within the FRS Training and Development Manual.**

**This is something that should be done on an all-Wales basis to avoid duplication of effort and to maximise standardisation, consistency and interoperability.**

#### **v) Travel distances to the Service training venues**

128. This issue was raised on several occasions in Mid and West and North Wales FRSs, although it was not raised as an issue in South Wales FRS.

129. Given the geography this is not surprising. The locations of the Mid and West and North Wales FRS's training academies at Earlswood and Dolgellau are a legacy of the FRSs mergers in 1996. Whilst Earlswood is in close proximity to the larger population centres (and therefore wholtime crewed fire stations) of Swansea, Neath, Port Talbot and Llanelli, it is some considerable distance away from stations in Powys and Ceredigion. Dolgellau is a considerable distance from all of the large population centres in North Wales.

<sup>4</sup> <https://training.fsri.org/>

130. There are various training facilities on stations across the three FRSs. These range from standard training towers to buildings with changeable internal layouts and within which cosmetic smoke can be used for BA training. The significant issue is the location of Compartment Fire Behaviour Training and other live fire facilities.

131. Addressing this issue is undoubtedly a challenge which may require substantial capital investment. I consider this in more detail in the following section, but a hub and spoke approach with a central training location supported by satellite locations combining existing facilities with the development of new live fire training facilities, would appear to be the most appropriate solution.

## **vi) Compartment Fire Behaviour Training**

132. This observation that Compartment Fire Behaviour Training does not reflect real-life fire conditions, was made by firefighters across the three duty systems.

133. Compartment Fire Behaviour Training in the UK FRSs is widely believed to have originated as a result of enforcement notices issued by the HSE to Gwent Fire Brigade (now South Wales FRS), following the deaths of two firefighters at a fire at 14 Zephaniah Way in Blaina on 1 February 1996. Whilst the enforcement action taken by the HSE may have influenced the development of Compartment Fire Behaviour Training, its origins predate Blaina to research commissioned by the Home Office in 1994 (FRDG report 5/1994: A survey of backdraught – main report<sup>5</sup> and FRDG report 6/1994: A survey of fire ventilation<sup>6</sup>). It was these reports that largely informed the content of Manual of Firemanship (A Supplement): The Behaviour of Fire – Compartment Fires, first published in 1995 and Manual of Firemanship (A Supplement): The Behaviour of Fire – Tactical Ventilation of Buildings and Structures, first published in 1996. Both supplements were subsequently consolidated into the HMFSI Fire Service Manual; Compartment Fires and Tactical Ventilation published in 1997. The extant National Operational Guidance - 'Fires and firefighting' is still based to an extent on the 1997 Manual.

134. Compartment Fire Behaviour Training is typically undertaken in a single ISO container or in multiple containers, where a real fire is located within the container(s) and firefighters practice advancing through the container(s) utilising gas cooling techniques (predominantly pulsing using a spray pattern to cool the combustible gases which accumulate towards the top of the compartment and radiate heat down). The fire loading will typically be a number of pallets stacked on top of each other or quantities of wood placed within a crib with fibre boards suspended by chains to simulate wall and ceiling materials. The heat release rate will be that associated with a typical kitchen fire and may not exceed 1.5 megawatts (MW).

135. The heat release rate of a modern 3-seater sofa or double bed can be up to 5MW which is well in excess of that generated during Compartment Fire Behaviour Training, currently. It is unsurprising therefore that firefighters attending fully

<sup>5</sup> [A Survey of Backdraught \(ukfrs.com\)](http://ukfrs.com)

<sup>6</sup> [A Survey of Fire Ventilation \(ukfrs.com\)](http://ukfrs.com)

developed living room or bedroom fires are reporting experiencing conditions significantly different from those they have experienced during training. One firefighter commented that the training bore no relation to reality, while another compared it to a driving test which had to be passed, but which did not give adequate experience of real-world conditions.

136. This will be compounded by what was reported widely during the station visits as a “default” to using high pressure hose reels (as opposed to main branches) for initial attack as the available flow rate (around 100 litres per minute) falls well short of what is required to suppress a fire of such intensity, especially when deploying a pulsing technique for gas cooling.

137. This, and the anecdotes relayed over tactical ventilation and in particular positive pressure attack (forced ventilation of a compartment within which a fire is located as a deliberate tactic) are a real cause for concern to me, not least because I made a recommendation relating to tactical flow rates within the 2020 Grenfell Tower Inquiry Recommendations Thematic Review<sup>7</sup>.

138. Such tactics have been shown to be positively dangerous when not accompanied by a simultaneous and substantial water attack or when in the instance of positive pressure attack, the outlet vent is not larger in size than the inlet vent.

139. Employing these tactics can cause the rapid and significant development of a ventilation-controlled fire and create a flow path that can prove fatal to firefighters, as with the fire at Shirley Towers in Southampton in 2010 and other incidents around the world. I am concerned that these tactics appear still to be widespread and are not being identified through operational assurance processes<sup>8</sup>.

140. In defence of the three Welsh FRSs, the underlying issue here is with the content of the extant National Operational Guidance - Fires and firefighting. As stated previously the content of the guidance is still largely based on the HMFSI Fire Service Manual; Compartment Fires and Tactical Ventilation published in 1997 and based on research undertaken some 28 years ago at the time of writing.

141. Building materials and contents have changed significantly since the research on which the legacy Fire Service Manual is based and involve far greater quantities of synthetic materials and greater levels of insulation in the interests of energy efficiency. International research has demonstrated that the heat release rates from synthetic materials are significantly greater than for legacy materials. International research has also demonstrated that the gas cooling techniques advocated within the extant UK National Operational Guidance are less effective and more difficult to achieve than traditional firefighting tactics, such as straight stream water mapping. Critically, FRSs in the United States have moved away from the ventilation techniques advocated within the guidance as research has called in to question their safety and effectiveness.

<sup>7</sup> [Chief Fire and Rescue Adviser thematic review: learning from Grenfell Tower Inquiry recommendations | GOV.WALES](#)

<sup>8</sup> My concern does not extend to post fire ventilation which appears to be well understood and used appropriately based on the discussion held on station visits

142. A consultation over the content of National Operational Guidance - Fires and firefighting, has recently concluded so there is the opportunity for the guidance to be updated in light of the international research and the publication of NFPA 1700 Guide to structural firefighting (the United States equivalent of Fires and firefighting) which should then result in a review of firefighting tactics across the UK FRSs.

143. In any event, the findings of the international research are available to the three Welsh FRSs and has been shared with them. The FRSs should therefore take cognisance of this research when considering the appropriateness of their existing control measure tactics and any related training.

144. It may prove difficult to achieve the conditions which would be comparable to a fully developed compartment fire within the existing Compartment Fire Behaviour Training facilities, not least because of the environmental challenges associated with burning synthetic materials.

145. Significant capital investment is very likely to be required to develop new Compartment Fire Behaviour Training facilities whereby real-world conditions can be replicated and which can allow for appropriately control exposure for firefighters to employ evidence-based control measure tactics in such conditions.

146. There is, however, some excellent information and guidance freely available on the internet on the construction of low-cost training props for water mapping skills development and maintenance<sup>9</sup>, without the requirement for live fires.

**Recommendation 5: that the Welsh FRSs review their control measure tactics and techniques for compartment firefighting in light of international research and update their control measure tactics and techniques accordingly.**

**Recommendation 6: that the Welsh FRSs review their Compartment Fire Behaviour Training syllabus to incorporate any changes to control measure tactics arising from the review advocated in Recommendation 6.**

## **vii) Impact of RDS availability on wholetime training**

147. This issue was raised a number of times by day crewing and shift firefighters in Mid and West and North Wales FRSs, who observed that they were regularly being sent on short notice standby moves at the beginning of a shift to cover RDS stations, when they had training planned at their home station. This was not raised as an issue in South Wales FRS.

148. When questioned further, the firefighters raised the issue of extended travel times impacting on the actual time available at the standby station and also the lack of training facilities at the standby station. These are all legitimate points, and whilst crews can undertake some practical training when on a standby move, this will undoubtedly be limited dependent on the time and facilities available. It would appear

<sup>9</sup> [Hose Stream Mechanics | UL's FSRI – Fire Safety Research Institute](#)

that this has a significant detrimental impact on wholetime firefighter training in at least one of the FRS.

149. Whilst improving RDS availability is the obvious solution, I recognise that this is a multifaceted issue and one that FRSs across the UK have struggled with over many years. The only viable alternative as I see it, is to increase the number of wholetime crewed appliances. It is only by doing so that appliance availability can be guaranteed.

150. If or how the FRSs elected to do so would be a matter for them, but any decision would have to be informed by their strategic risk assessment. In the simplest of terms, if a number of strategically located RDS pumps were converted to wholetime crewing, either at certain times of the day or for the full 24-hour period, then not only is fire and rescue cover maintained, but additional capacity is created to support risk critical training and exercising or risk reduction activity.

### **viii) Reliance on Wholetime Firefighters to support RDS**

151. Each of the FRSs now has wholetime firefighters undertaking secondary RDS contracts, with South Wales FRS having in excess of a third of wholetime firefighters also providing RDS cover. This has many advantages not least in terms of training and maintenance of competence.

152. There is an issue however, which is not directly related to training but needs to be raised none the less.

153. In order to manage fatigue and risk implications, wholetime firefighters conditioned to the shift system who also undertake RDS duties should do so on second and third rota days, that is the second and third days clear from duty on the four on, four off system. For example, if a wholetime firefighter finished their last night shift at 0900 on Monday morning, they should not commence RDS cover until 0900 on Tuesday morning, in order to give them 24 hours clear from duty. They should also conclude their RDS cover at 0900 on Thursday morning as their next wholetime shift would commence at 0900 on Friday morning, again giving them 24 hours clear before their next duty. The North Wales FRS wholetime/RDS policy expressly sets out this stipulation. It is also a position which is supported by the Fire Brigades Union.

154. If RDS cover is provided outside of these times, then the FRSs should ensure appropriate control measures are in place to mitigate against any fatigue and risk issues.

155. It would be remiss of me not to commend all three FRSs for their efforts in supporting all aspects of the RDS. I observed countless examples of good practice, some of which I have mentioned previously in this report. It should be acknowledged that the RDS is not only a source of regular income but is also a mechanism by which individuals can develop a range of skills that significantly improve their employability prospects, often in socially deprived areas with high levels of unemployment. This is particularly true with the South Wales FRS salary scheme.

156. It would also be remiss of me not to commend the RDS firefighters themselves. Membership of the RDS is undoubtedly, and rightly, a great source of pride for the RDS firefighters I met. Their commitment is outstanding and deserves the highest praise and recognition.

## **Assessment of on-station training**

### **South Wales FRS**

- On-station training is assessed by and inputted into pdrPro by watch officers.
- Station-based station managers oversee daily activity including training with additional oversight provided by group managers with responsibility for the Local Authority area within which the stations are located.
- A Service-wide station audit programme is undertaken by the Operational Assurance and Audit Team. These audits consider all aspects of performance including training and assessment.

### **Mid and West Wales FRS**

- On-station training is assessed by and inputted into pdrPro by watch officers.
- Each cluster of three stations has a dedicated station manager who is responsible for quality assurance of station-based training through the operational monitoring protocol. This is undertaken by direct observation of training sessions and scrutiny of pdrPro records.
- Annual divisional audits are undertaken by divisional management teams who visit stations to scrutinise records and to observe training activities including drills and station exercises.
- The People Development Department or Training Delivery oversee the assessment process for firefighters in development or for the purposes of re-certification at pre-determined frequencies.

### **North Wales FRS**

- On-station training is assessed by and inputted into pdrPro by watch officers.
- As of April 2022, North Wales FRS has restructured into three geographic areas. Each area has dedicated station managers whose roles are operational assurance and training. These station managers undertake assurance of station-based training activities and audit station records.

- Each station also has a designated station support manager. These are specialist watch, station or group managers. who have roles in the assessment of training activities on station.
- An annual audit is undertaken by the designated station or group manager and identifies personnel out of date with required competency assessment renewal frequencies, through interrogation of pdrPro. They also plan and implement station-based audits where all station-based documents are reviewed, and station-based training is observed.
- Station managers from the risk and resilience function plan multi pump exercises which are also assessed.

### **Comment**

157. There is no issue with the extent of the assessment process across the three FRSs which is multi layered and all encompassing. The issue as I see it arises from the previously identified lack of standardisation around practical training scenarios which would be substantively addressed through the adoption of Recommendations 4–6.

158. This highlights the importance of practical training resources for control measure tactics and techniques that do not feature within the Training and Development Manual. Such training resources would also serve as an assessment aid as they provide a visual representation to the assessor of the competent undertaking of the control measure tactic or technique, thus removing as much subjectivity from the process as possible.

159. This standardisation of best practice would give principal officers assurance that crews were undertaking quality training against a clearly defined assessment criterion. Provided that the FRSs' operational assurance mechanisms and horizon scanning processes remain robust and best practice is continually identified and adopted into operational guidance, principal officers and the FRAs can be confident that they are doing all they can to ensure the health, safety and welfare of their employees.

## **Acknowledgements**

160. My thanks to the lead officers from the three FRSs, Assistant Chief Fire Officer Richie Prendergast and Area Manager Garry Davies from South Wales FRS, Area Manager Justin Lewis from Mid and West Wales FRS and Assistant Chief Fire Officer Stuart Millington from North Wales FRS, for their support to this review. My thanks also to the lead officers nominated to support us with initial evidence analysis and follow-up interviews.

161. My thanks to the officials from the Welsh Government Fire Team, Karin Phillips, Steve Pomeroy, Kerry Citric, Lisa Walters, Cerys Myers, Steff Herdman and David Davies, who supported me on the station visits.

162. Finally, my thanks to the firefighters and watch officers on all of the station visits. The level of engagement was first class as was the standard of your contribution. You are all a credit to your FRSs and your profession.

## **Recommendations**

**Recommendation 1:** that the 3 Welsh FRSs establish a means whereby training needs analysis and training delivery are clearly aligned to a regular assessment of hazards, risks and threats in their areas. This should set out the capability deemed necessary to provide an appropriate response to the identified hazards, risks and threats which should then inform the training needs analysis.

**\*Recommendation 2 (a):** that the 3 Welsh FRSs should undertake an unconstrained analysis of the amount of time required for firefighters to train on and then be assessed against the underpinning knowledge and range of standard practices and techniques that make up the core competency areas.

**\*Recommendation 2 (b):** that the 3 Welsh FRSs should undertake an unconstrained analysis of the amount of time required for firefighters to train on and then be assessed against the underpinning knowledge and range of standard practices and techniques that make up additional competency areas.

**Recommendation 3:** the FRSs should use the outcome of the unconstrained analysis of time required for skills maintenance training to prioritise the control measure tactics and techniques from their Operational Risk Assessments that will be utilised by the RDS based on the time available for training.

**Recommendation 4:** the FRSs should develop micro teaches for every control measure tactic or technique not already included within the FRS Training and Development Manual.

**Recommendation 5:** that the Welsh FRSs review their control measure tactics for compartment firefighting in light of international research and update their control measure tactics and techniques accordingly.

**Recommendation 6:** that the Welsh FRSs review their Compartment Fire Behaviour Training syllabus to incorporate any changes to control measure tactics arising from the review advocated in Recommendation 5.



Llywodraeth Cymru  
Welsh Government

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## WRITTEN STATEMENT BY THE WELSH GOVERNMENT

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**TITLE** Fire and Rescue Service Operational Training: thematic review

**DATE** 10 October 2022

**B**  **Hannah Blythyn MS, Deputy Minister for Social Partnership**

Last December, I made a statement to the Senedd about our aim of broadening the role of the Fire and Rescue Service (FRS) to support the N<sup>3</sup>S, and about a detailed review which our Chief Fire and Rescue Advisor (CFRA), Dan Stephens, had conducted on the capacity and readiness of the Service to undertake such a role. In outline, the CFRA concluded that the capacity to take on a broader role did exist, and that realising it called for changes in FRS working practices. Indeed, the report found that such changes were likely necessary in any event, as there was some evidence that current working practices did not allow firefighters enough time to train, or to carry out vital work to reduce the likelihood and severity of fire.

Today I am publishing a follow-up to that review that the CFRA has conducted on the specific issue of training within the FRS, which is available at [Fire and rescue service operational training: thematic review](#)  [GOV.WALES](#). This is, of course, vitally important to both our Firefighters who carry out a dangerous and highly complex job, and to the public. Firefighters continually need to acquire, develop and sustain a wide range of skills covering numerous processes, tactics, pieces of equipment and approaches to decision-making. They then need to be able to apply these skills both collectively and individually in the highly dynamic and very challenging environment of real incidents. It's imperative therefore that firefighters are properly and thoroughly trained and this should, as I know it is, be among the main priorities for the Service.

Furthermore, that need has increased in recent times. As we have seen the success of the long-term decline in the incidence of fire, we now rely on our firefighters to respond to an array of incidents besides fires. They are at the front line of road traffic collisions, floods and chemical spills. Technological advancement, and improvements in the underpinning science, has placed many more tools and techniques at their disposal, and has increased the need to master them. Changes in the design, construction and contents of buildings have created a built environment which is in many ways more complex and hazardous in the event of fire.

Given the gravity of the work our fire service carries out, there are some concerns in the CFRA's report that must be addressed. The CFRA's latest review uncovers several serious weaknesses in how training is currently planned, managed and delivered. It finds that while good practice exists, too much is left to the discretion of junior officers, based at individual fire stations, who are not always fully supported to ensure consistent standards are at a sufficiently high level, across the Service. Training facilities at many fire stations are limited, with opportunities to use more comprehensive and more realistic facilities being constrained by the need to travel whilst maintaining operational cover. There is evidence also of certain firefighting tactics still being taught despite their safety and effectiveness having been called into question by extensive research, and examples of their use at incidents around the world where they may well have contributed to firefighter fatalities. I know that each and every one of us would want to do all that is possible to protect those who serve our communities.

The review has not been able to establish conclusively whether firefighters have enough time to train, but that is largely because only one of the Services has yet responded to an interim recommendation that the CFRA made in March. However, from the CFRA's work it appears very likely that this time is inadequate. That is particularly so for retained or "on-call" firefighters, who are expected to master the full range of firefighting skills in a small fraction of the time available to their wholetime colleagues. Even for wholetime firefighters, the time available for training remains limited by a working pattern which devotes around half of a night shift to rest periods and private study, provided there are no emergency incidents during that time. That practice is unchanged since the 1970s when the role of a firefighter was much narrower and more straightforward. The need for training has undoubtedly increased since then, and if it is not being met – this creates clear risks for firefighters that none of those involved would want to see. More generally, devoting so much time to allowing firefighters to rest while on duty does not maximise their value to the safety of people and communities in Wales and it certainly impacts on the potential for firefighters undertaking a broader role.

It is crucial that our three Fire and Rescue Authorities (FRAs) consider and respond to the CFRA's findings fully and promptly. The same applies to the findings in the CFRA's earlier review, which highlighted potentially serious risks of fatigue under current working arrangements. Doing so may mean making fundamental and possibly difficult choices, in discussion between employers and representative bodies – but the safety of our firefighters and those they protect must always be paramount.

Until that happens it is clearly not possible to move forward with a broader role for the Service. While the potential for the FRS to make a real difference to health outcomes is clear, we cannot sensibly ask firefighters to take on a wider range of tasks without full assurance that they are able to discharge their current statutory duties safely and effectively.

I have asked the FRAs to respond to me by 11 November with their plans for addressing these issues and I will make a further statement to the Senedd shortly after that. I know that like each of us, their primary concern is with safety and service of the public and those who provide this service. I am certain also that we will be able to continue to work in partnership to deliver the safest and most sustainable service possible that we all want to see.

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**STATEMENT  
BY  
THE WELSH GOVERNMENT**

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**TITLE**        **Fire Service training and capacity to broaden the role**

**DATE**        **22 November 2022**

**BY**            **Hannah Blythyn MS, Deputy Minister for Social Partnership**

Llywydd, our Fire and Rescue Services have much to be proud of. In particular, they have contributed greatly to a significant and sustained fall in the incidence of fire. There are now less than half as many fires as there were in 2005 and residential fires – which account for most fire deaths and injuries – are at or close to an all-time low.

Whilst this has inevitably reduced the emergency response workload for firefighters in this respect, firefighters still need to be able to respond to any fire or other incident at any time, and a major emergency can still require all available resources across a wide area. So, while there have been some modest reductions in firefighter numbers over the past 10-15 years, they are nowhere near as great as the reduction in the number of fires.

This, though, creates clear potential for the Service to do more, and in particular, to support our NHS. Firefighters already have many of the skills and resources needed for this, and there is strong evidence that this would secure both improved health outcomes and significant savings. In Mid and West Wales, for instance, firefighters from over 20 stations routinely respond to medical incidents in support of the ambulance service. They have saved the lives of hundreds of patients and improved the outcomes for many more.

The long-term aim has been and remains to realise this potential. In March 2021, I made a joint statement with the then Minister for Health and Social Services setting out this vision and describing a broader role for the Fire and Rescue Service. It had three main elements:

- emergency medical response to cases where speed is critical to survival, such as cardiac arrest
- responding to uninjured fallers, who are not a top priority for the ambulance service but whose condition can quickly deteriorate, and
- preventing falls and other accidents in the home.

To give me assurance that this could be safely realised, our Chief Fire and Rescue Advisor, Dan Stephens, undertook a review in late 2021 of the scope that the Service has to take on

a broader role. His review concluded that such capability existed, but that changes to working practices were needed to realise it safely. In particular, much of the capacity arose during the wholetime night shift, when firefighters are rarely involved in emergency response and are permitted to rest or sleep if they are not. Whilst evidence shows that most medical emergencies occur during the day.

More immediately troubling was, that during this review, the Chief Fire and Rescue Advisor found evidence that changes were needed anyway as firefighters were not spending enough time undertaking activities to reduce the likelihood of fire, or in training to ensure their skills were fully maintained.

Any deficiencies in training are particularly concerning. Firefighting is a highly complex profession, requiring mastery of a wide range of processes, tactics and equipment and full understanding of the hazards present at a fire or other incident. If firefighters are not properly trained, they cannot work safely – which jeopardises their own safety and those they are called upon to protect. As is the case, that naturally, skills will deteriorate if not used regularly the decline in the incidence of fire reinforces the need for regular high-quality training.

As a consequence, the Chief Fire and Rescue Advisor undertook a further detailed review of firefighter training, which was published last month. This found several potentially serious issues, such as a lack of access to realistic training facilities and undue reliance on low-ranking officers – through no fault of their own - who may have no background in training. Most concerning, the Chief Fire and Rescue Advisor made an interim recommendation last March that our three Fire and Rescue Services should urgently establish how much training time was needed, yet so far none of them has yet made a serious attempt to do so.

I therefore wrote to the Chairs of the Fire and Rescue Authorities on 6 October, urging them to accept and act on these recommendations without delay. I was pleased that North Wales FRA did so and set out in their detailed response a comprehensive programme to identify and address any shortcomings. The others should follow that example.

There are three basic reasons why change is needed. Firstly, firefighting has become much more complex in recent years, due to advances in technology; expansions of the Service's role, for instance to include floods and road accidents; and changes to building materials and contents. Yet the Service's working practices, and available training time are largely unchanged since the 1970s.

Secondly, there are particular concerns about retained or "on-call" firefighters, who make up most of the workforce and who cover the great majority of Wales. They only have access to 2 or 3 hours training per week – a small fraction of their wholetime colleagues – yet they must maintain the same skills to the same level. That risks asking too much of these hugely dedicated crews. There are wider and longer-term issues around the sustainability of the retained duty system, and we will work collaboratively with employers and unions to tackle those. But the problems around training are an immediate concern.

Thirdly and most importantly, these are not just technical or hypothetical risks. They place firefighters and the public in obvious danger. Training deficiencies have been implicated in almost all firefighter fatalities in the UK for the past 25 years – and in the tragic loss of life at Grenfell Tower and elsewhere. I am not prepared to wait for tragedy to trigger action here.

Whilst we remain committed to a broader role for firefighters, we cannot ask firefighters to take on additional responsibilities while there are concerns about the safety of existing working practices and training. We will return to that objective once we have full assurance about these issues. We now expect the employers to fully address these issues robustly and urgently – something which I am sure all Members would agree with. To fail to do so would not be the actions of a responsible employer. The Welsh Government is clear that action is needed, and we will take all appropriate measures to ensure that happens.

Ensuring the safety of the workforce is among the most important duties of any employer, and a key component of social partnership. That is especially so for firefighting, which is inherently dangerous and which also involves direct protection of the public. Therefore, it is my intention to establish a social partnership forum for fire and rescue services, which will involve both employers and trade unions in tackling these and other issues collaboratively and will meet for the first time early next year. In shorter term, the very real concerns around training need to be addressed but the forum will provide us with a platform to work together to support and sustain our fire and rescue services and those who provide them in the longer term.

**Embargoed until after Hannah Blythyn, Deputy Minister for Social Partnership, has delivered the statement.**

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**SOUTH WALES FIRE & RESCUE AUTHORITY**

AGENDA ITEM NO 6.ii  
19 DECEMBER 2022

REPORT OF THE TREASURER

**REVENUE & CAPITAL PROPOSED BUDGET FOR CONSULTATION**

**THIS REPORT IS FOR DECISION**

REPORT APPROVED BY TREASURER  
PRESENTING OFFICER TREASURER

**SUMMARY**

This report is to update the Authority on preparations for the setting of the 2023/24 budget and to seek approval for the draft budget for consultation.

It includes the latest projections based on the Authority's plans and strategies as informed by the general financial and operational environment in which services are provided.

The report builds on the Medium Term Financial Strategy (MTFS) report that was considered by Fire Authority in September 2022 and the work of the Finance Audit and Performance Management Committee and Scrutiny Group since that date.

The report now includes the likely impact of population projections flowing from the data underpinning the Local Government Settlement which form the basis of the distribution of the Fire Contributions budget.

FAPM Committee considered the detail of the budget and the further work undertaken by officers of the Service on 5 December 2022, as requested by Members.

**RECOMMENDATIONS**

1. That Members agree the recommended draft budget as the basis of consultation.

**1. BACKGROUND**

1.1 The Authority operates an MTFS which provides a backdrop to the planning of resource allocation and spending. This report updates the 2023/24 revenue budget projections that were presented to Fire Authority in September 2022.

- 1.2 The Finance, Audit and Performance Management Committee (FAPM) considered the MTFS at its 10 October meeting as did the Scrutiny Committee on 23 September, both requested further consideration be given to several areas in preparation for the setting of the 2023/24 budget. The FAPM Committee considered the detailed outcome of this work at its meeting on 5<sup>th</sup> December 2022.

## **2. ISSUE / PROPOSAL**

- 2.1 The 2023/24 budget must be set by 15 February 2023 at the latest, despite any ongoing uncertainty in planning that may remain.

### **2.2 LOCAL GOVERNMENT SETTLEMENT**

2.2.1 Welsh Government indicated in its settlement that resources in Wales could increase by 3.5% in 2023/24 and 2.4% in 2024/25. This is likely to be significantly less than the cost pressures within local government in those years. Recent discussions with Welsh Government officials indicate that there is little scope for these projections to increase given the current economic climate. Announcements by the Chancellor in the Autumn Statement may well increase the overall Welsh Government budget and in particular the announcements around Schools and Adult Social Care may increase the resources directed to local government. These increases would of course be targeted to specific cost pressures in councils.

2.2.2 Whilst there therefore may be increases in the headline settlements for local government in 2023/24, they are unlikely to significantly change the financial outlook. The Fire Authority has always taken into consideration the resources available to local government when setting budgets and next year is no exception. In considering this report, Members should note that local government received an increase in central government funding of around 10% in the current year whereas the Fire Authority only requested a 2.29% increase in its budget. It is likely that this situation will reverse in 2023/24.

2.2.3 The draft Welsh Government budget is currently scheduled for release on 13 December 2022 with the final budget agreed on the 28 February 2023. Local Government settlements are usually released a day later.

### **2.3 WELSH GOVERNMENT FUNDING TO FIRE & RESCUE SERVICES**

2.3.1 The Authority relies on several streams of Welsh Government funding to support its budget. As in previous years, no forward

commitment has been given to support these key income streams. Pension costs, national initiatives such as Airwave and National Resilience together with community safety activities all rely heavily on this cash and the lack of long-term commitment represents a risk. Including pensions and PFI grant, the funding can amount to over £20m per annum.

2.3.2 In most years, Welsh Government provides a cash flat grant profile. For the non-pension related grants, this represents a real terms cut as costs increase. Likely inflation in 2023/24 will significantly erode the value of these grants should this pattern continue.

## 2.4 POPULATION DATA

2.4.1 The distribution of the contributions budget across the ten constituent authorities is based on population data from the local government settlement process. As the data changes from year to year, so do individual council contributions even before the Fire Authority determines the overall change in its budget.

2.4.2 The Fire Authority has no control of the mechanism for distribution, it is set out in statutory regulations. The impact is shown in the table below.

Council	22/23 Budget £	22/23 Population No.	23/24 Population No.	Population Change %	Contributions Change £
Bridgend	7,544,032	147,892	147,031	-0.58%	18,264
The Vale of Glamorgan	6,917,880	135,617	134,192	-1.05%	(15,952)
Rhondda Cynon Taf	12,384,513	242,784	240,528	-0.93%	(13,317)
Merthyr Tydfil	3,107,504	60,919	59,963	-1.57%	(23,385)
Caerphilly	9,286,956	182,060	179,096	-1.63%	(75,451)
Blaenau Gwent	3,547,672	69,548	68,204	-1.93%	(39,707)
Torfaen	4,800,641	94,111	93,314	-0.85%	(1,189)
Monmouthshire	4,870,934	95,489	94,393	-1.15%	(15,960)
Newport	8,067,501	158,154	159,446	0.82%	133,341
Cardiff	18,776,424	368,090	365,711	-0.65%	33,356
<b>Total</b>	<b>79,304,057</b>	<b>1,554,664</b>	<b>1,541,879</b>	<b>-0.82%</b>	<b>-</b>

## 2.5 BASE BUDGET CONSIDERATIONS

2.5.1 The 2023/24 budget has been constructed based on the latest budget monitoring information for the current 2022/23 financial year.

2.5.2 The most significant part of the Authority's budget is employee costs representing around 75% of spend and this remains the biggest

single risk in financial planning. The Authority is likely to overspend in the current financial year due to increased rates of inflation in the economy driving pay awards significantly higher than budgeted. The Authority is planning to fund this overspend from its reserves to avoid passing the financial burden back to its constituent councils.

- 2.5.3 Whilst green book (support staff) pay awards have been settled for 2022/23, negotiation on grey book (uniformed staff) pay is ongoing. Currently, a 5% pay offer has been made and rejected after an initial 2% pay offer was rejected. Industrial action of some sort is therefore expected in the new year if no other agreement can be reached. A risk therefore remains in this large area of expenditure. Again, there will be a further inflationary pay rise next year and this is modelled at 3%. This too, represents a planning risk.
- 2.5.4 Welsh Government has confirmed that there will be no increases effective from April 2023 following the ongoing Pension Fund valuation.
- 2.5.5 Following consideration of this report by the Scrutiny and FAPM Committees, officers have undertaken a review of the pay budget to consider what reasonable adjustments can be made. These adjustments include employer's NI reductions following the mini budget, confirmation of the Green Book pay award, detailed review of the establishment and re-assessment of all related pay estimates, inclusion of vacancy provisions across the Service and funding of certain short term costs from reserves. This work has resulted in budget reductions of around £1.4m.
- 2.5.6 The Premises budget includes provisions to cover additional building maintenance, inflation on energy costs and the impact of the new national Emergency Services Network project.
- 2.5.7 The Authority's supplies budgets are subject to significant inflationary pressures from the current economic climate and provision for these costs are included. Inflation is expected to be particularly impactful in ICT but also in insurance budgets where a re-tender exercise is currently underway.
- 2.5.8 Following a review of the ICT and operational equipment budgets, consideration has been given to creating an earmarked reserve to level out variances in the required annual provisions for replacement. Further work will be required during 2023/24 to bed in this mechanism but the result has been to reduce the budget by around £0.3m pending this new methodology.

2.5.9 Transport costs continue to be targeted for reductions by reducing vehicle movements and reducing the use of fossil fuels across the fleet. The introduction of electric vehicles and cleaner diesel vehicles will underpin this trend however, fossil fuel costs have increased substantially as have vehicle parts costs.

2.5.10 Capital financing costs reflect the approved capital programme with the overall exposure to these costs monitored through the Authority's Treasury Management Strategy and budget monitoring. Recent interest rate rises do not directly impact the Authority's budget as much of its debt is long term. The Authority's proposed capital programme as reported and monitored regularly through the FAPM Committee is attached at Appendix 2. A review of the capital financing budget has identified the opportunity for additional (low risk) investment income within the coming year and accordingly, an additional £0.3m income has been included.

### 3. IMPLICATIONS

#### 3.1 Community and Environment

Equality, Diversity and Inclusion	No
Welsh Language	No
Well-Being Of Future Generations (Wales) Act	No
Socio Economic Duty	No
Sustainability / Environment / Carbon Reduction	Yes
Safeguarding	No
Consultation and Communications	Yes
Consultation with Representative Bodies	No
Impact Assessment	No

3.1.1 The MTFs includes assumptions of savings derived from Carbon Reduction initiatives.

3.1.2 The MTFs includes budget projections that will form the basis of consultation with the ten constituent authorities.

#### 3.2 Regulatory, Strategy and Policy

Legal	No
Financial	Yes
Procurement	No
Corporate Risk	No
Information Management	No
Data Protection / Privacy	No
Health, Safety and Wellbeing	No

Governance & Audit	No
Service Policy	No
National Policy	No

3.2.1 The MTFS includes detailed plans of the Authorities finances and is prepared in compliance with several regulatory Codes of Practice.

### 3.3 Resources, Assets and Delivery

Human Resources and People Development	No
Assets and Resources (Property/Fleet/ICT/Equipment)	No
Service Delivery	No
Procurement	No
Budget Revenue/Capital	Yes

3.3.1 The MTFS forms the basis of the revenue and capital budget planning for the coming financial year.

## 4 EVALUATION & CONCLUSIONS

4.1 The updated MTFS projections result in annual increases in budget as follows. Members should note the significant health warnings regarding the projections in the MTFS and budgets at this time.

Financial Year	Increase in Budget
23/24	8.2%
24/25	2.0%
25/26	2.1%
26/27	1.7%

4.2 The projected 2023/24 budget has been reduced by around £1.9m and accordingly, the projected increase in the MTFS of 10.62%, has been reduced to 8.19%. With the population changes outlined earlier, this would result in the following constituent council contributions.

<b>Council</b>	<b>23/24 Budget £</b>	<b>Contribution Change £</b>	<b>Contribution Change %</b>
Bridgend	8,181,420	637,388	8.45%
The Vale of Glamorgan	7,466,986	549,106	7.94%
Rhondda Cynon Taf	13,384,022	999,509	8.07%
Merthyr Tydfil	3,336,615	229,111	7.37%
Caerphilly	9,965,648	678,692	7.31%
Blaenau Gwent	3,795,162	247,490	6.98%
Torfaen	5,192,382	391,741	8.16%
Monmouthshire	5,252,449	381,515	7.83%
Newport	8,872,243	804,742	9.98%
Cardiff	20,349,731	1,573,307	8.38%
<b>Total</b>	<b>85,796,659</b>	<b>6,492,601</b>	<b>8.19%</b>

## 5 RECOMMENDATIONS

- 5.1 That Members agree the recommended draft budget as the basis of consultation.

<b>Contact Officer:</b>	Name: Chris Barton Title: Treasurer	
<b>Background Papers</b>	<b>Date</b>	<b>Source / Contact</b>
None		

<b>Appendices</b>	
Appendix 1	Proposed Draft Revenue Budget 2023/24
Appendix 2	Capital Budget 2023/24

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**REVENUE & CAPITAL BUDGET SETTING UPDATE REPORT**  
**Appendix 1**

**Proposed Draft Revenue Budget 2023/24**

	<b>2022/23 Budget</b>	<b>2023/24 Budget excluding 100% grant funded costs</b>
<b>Direct Employee Costs</b>		
Whole time uniformed staff	32,196,142	34,741,154
On Call fire fighters	6,638,791	6,728,613
Auxillary Reserve	230,542	193,192
Control staff	1,410,584	1,515,587
Non-uniformed staff	9,019,333	10,065,206
Members expenses	65,187	83,828
Overtime & Other Allowances	2,075,722	2,154,133
Apprenticeship Levy	245,100	245,100
<b>Indirect Employee Costs</b>		
FF Scheme – employer’s contributions	8,878,258	9,859,357
LGP Scheme – employer’s contributions	1,377,534	1,533,334
LGPS strain costs	34,872	35,929
FF Ill health pensions	849,601	856,062
NHS Reimbursements, Class 1 NI, Scheme Admin	74,174	65,160
Eye Tests	1,000	1,000
Travel & Subsistence	385,000	426,000
	<b>63,481,840</b>	<b>68,503,654</b>
<b>Premises Related Expenses</b>		
Repair & maintenance	1,179,939	1,447,809
Grounds maintenance	36,996	40,695
Cleaning	587,813	693,436
Rates etc.	1,452,550	1,408,329
Lease/Rent	18,200	18,000
Water	40,000	44,000
Energy	812,907	1,250,905
Security	104,608	115,068
Telephones/Communications	1,421,111	1,518,613
	<b>5,654,123</b>	<b>6,536,855</b>
<b>Training Expenses</b>	<b>1,771,002</b>	<b>1,776,112</b>
<b>Supplies &amp; services</b>		
Furniture	144,989	141,099
Operational equipment	492,060	508,205
Other equipment	196,500	242,810
RTC (Scrap Vehicles)	69,296	68,500

	<b>2022/23 Budget</b>	<b>2023/24 Budget excluding 100% grant funded costs</b>
Fitness/training equipment	40,000	40,000
Equipment repair & maintenance	128,050	95,900
Fire Ground consumables (foam)	12,000	20,000
I.C.T.	1,668,502	1,911,154
Clothing & Uniforms	671,862	704,270
Photocopying	15,545	9,000
Stationery	23,400	22,640
Printer & print consumables	41,500	22,000
Postage & freight	21,622	26,522
Advertising (vacancies, etc.)	184,200	184,400
Text books, Reference	8,710	11,250
Licences	170,260	114,393
Literature / subscriptions	168,251	171,124
Competition entry fees	15,000	15,000
Spoilt meals	1,000	1,200
Fire ground provisions	12,300	12,300
Catering supplies (canteen)	46,070	40,750
Presentations & awards	25,900	14,800
Insurances	1,179,426	1,377,956
	<b>5,336,442</b>	<b>5,755,273</b>
<b>Transport</b>	<b>1,477,793</b>	<b>1,619,040</b>
<b>Contracted Services</b>	<b>941,296</b>	<b>1,152,085</b>
<b>Capital costs / leasing</b>	<b>4,874,253</b>	<b>5,069,223</b>
<b>GROSS EXPENDITURE</b>	<b>83,536,749</b>	<b>90,412,242</b>
<b>Income</b>	-4,232,692	-4,615,582
<b>NET EXPENDITURE</b>	<b>79,304,057</b>	<b>85,796,659</b>

**REVENUE & CAPITAL BUDGET SETTING UPDATE REPORT**  
**Appendix 2**

**Capital Budget 2023/24 \***

	<b>2022/23 Slippage</b>	<b>2023/24</b>	<b>Total 2023/24</b>
<b>PROPERTY</b>			
Penarth		250	250
New Inn	1,860	4,000	5,860
Tower Works Package		200	200
RDS Site Improvements	900	2,000	2,900
	<b>2,760</b>	<b>6,450</b>	<b>9,210</b>
<b>FLEET</b>			
Water Ladder		1,995	1,995
Van/Ops Estate Car	454	155	609
Light Utility 4WD	240	250	490
Non-Ops 4WD		30	30
Water Carrier		200	200
Rescue Boat		30	30
Wildfire Unit		100	100
Ladders		95	95
	<b>694</b>	<b>2,855</b>	<b>3,549</b>
<b>ICT</b>			
End User Computer Replacement		150	150
Wireless Access Points		140	140
Backup Replacement System		80	80
	<b>0</b>	<b>370</b>	<b>370</b>
<b>TOTAL</b>	<b>3,454</b>	<b>9,675</b>	<b>13,129</b>

\*Slippage based on current budget monitoring position and subject to change at 2023/23 year end

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**THIS REPORT IS NOT EXEMPT AND IN THE PUBLIC DOMAIN**

**SOUTH WALES FIRE & RESCUE AUTHORITY**

AGENDA ITEM NO 6.iii  
19 DECEMBER 2022

REPORT OF THE DIRECTOR OF CORPORATE SERVICES

**CHANGES TO THE CONSTITUTION**

**THIS REPORT IS FOR DECISION**

REPORT APPROVED BY MONITORING OFFICER / DIRECTOR OF CORPORATE SERVICES

REPORT PRESENTED BY GERAINT THOMAS, MONITORING OFFICER / DIRECTOR OF CORPORATE SERVICES

**SUMMARY**

The purpose of the report is to recommend and seek Members' approval of the changes to the Authority's Constitution to enable the Authority to comply with the requirements of the Local Government and Elections Act 2021 and associated statutory guidance.

The changes to the Constitution include the establishment of a Scrutiny Committee to replace the existing scrutiny working group. There is a greater emphasis on public participation and included is a new Multi-Location Meetings Policy. The aim of the policy is to outline the arrangements in place which will ensure that Authority meetings can be held regardless of where participants are situated. This will enable persons not in the same location to attend meetings. Such meetings are referred to as multi-location meetings and often termed hybrid meetings.

**RECOMMENDATIONS**

That Members approve the creation of a formal Scrutiny Committee as outlined in paragraph 2.3.

That Members consider for approval the amended South Wales Fire & Rescue Authority's Constitution.

**1. BACKGROUND**

- 1.1 The Local Government and Elections Act 2021 has brought about significant changes required for the Authority's Constitution. Some of these are minor, such as reference to specific posts within the Service. Other changes are more substantial, for example the introduction of a Scrutiny Committee to replace the long-standing Finance, Asset &

Performance Management Scrutiny Working Group and the emphasis on public accessibility and participation in meetings.

- 1.2 The current constitution for the Authority was last reviewed in 2012 and except for minor updates is now due to be renewed to ensure compliance with current legislation.
- 1.3 The majority of changes in the Act are directed at Primary Local Authorities, however to ensure compliance and good practice the Constitution is updated where possible to pre-empt future requirements. Therefore, the constitution also includes a section on Multi-Location Meetings Policy which enables the Authority to convene meetings in a way that provides greater accessibility plus improved public participation. The powers to introduce multi-location meetings are closely connected with the new requirement of the Authority to broadcast (by audio and/or video) certain meetings, the provisions of which are set out in Section 46 of the 2021 Act.

## **2. ISSUE**

- 2.1 The Monitoring Officers of Wales have worked together to agree a set of necessary updates to legislation and changes to existing procedures and these were incorporated into a template Constitution. This template has been amended accordingly to meet the current requirements of the Fire & Rescue Authority and is attached electronically at Appendix 1.
- 2.2 A working group of three Fire & Rescue Authority Members has been analysing the amended draft Constitution over several meetings and the final draft is now put before the Authority for consideration.
- 2.3 The level of Scrutiny required by Authorities has increased and is reflected in the Constitution. The forward work programme for the Authority Scrutiny Group has been growing in recent years and the terms of reference for the group have updated to reflect a wider remit. Therefore the relevant section within the Constitution has been updated to create a formal Scrutiny Committee to replace the existing Scrutiny Working Group.
- 2.4 The Multi-Location Meetings Policy will allow Members to take part in meetings from several locations. Members have become familiar with joining meetings via Microsoft Teams from their homes during the pandemic and the policy is the next phase of return to normal post-pandemic. A multi-location meeting is a meeting whose participants are not all in the same physical location. It is envisaged that some Members will be in headquarters whilst others will be joining the same meeting from their homes. Members of the public will be able to view the meeting from the assigned areas in headquarters and from their homes via a live-stream.

- 2.5 Aligned to this is greater emphasis on public participation at meetings and providing live stream and recording of meetings gives greater opportunity for public involvement. There is also a requirement to publish a guide to the Constitution to make it more understandable and easier for members of the public to access the relevant sections that they require.
- 2.6 A further piece of work is required to complete the update. This is to review the Scheme of Delegations to ensure any major amendments required are made and for appropriate references to legislation and post titles are updated.
- 2.7 Contained within the Constitution is a requirement for the Monitoring Officer to review the Constitution on an annual basis. Delegation is provided for the Monitoring Officer to make minor amendments on an ongoing basis with retrospective reports made to the next Fire & Rescue Authority meeting. Major changes however would have to be approved by the Authority before updating the Constitution.

### 3. IMPLICATIONS

#### 3.1 Community and Environment

Equality, Diversity and Inclusion	No
Welsh Language	No
Well-Being Of Future Generations (Wales) Act	No
Socio Economic Duty	No
Sustainability / Environment / Carbon Reduction	No
Safeguarding	No
Consultation and Communications	No
Consultation with Representative Bodies	No
Impact Assessment	No

#### 3.2 Regulatory, Strategy and Policy

Legal	Yes
Financial	Yes
Procurement	Yes
Corporate Risk	No
Information Management	No
Data Protection / Privacy	No
Health, Safety and Wellbeing	No
Governance & Audit	Yes
Service Policy	No
National Policy	No

- 3.2.1 The Constitution is up to date with current legislation and regulations. Appendix 2 outlines the primary legislation created since the major review of the Constitution.
- 3.2.2 The Financial Procedural Rules have been updated and incorporated into the Constitution.
- 3.2.3 The Contract Standing Orders have been updated and incorporated into the Constitution.
- 3.2.4 The creation of a standing Scrutiny Committee to replace a working group enhances the governance arrangements for the Authority.

### 3.3 Resources, Assets and Delivery

Human Resources and People Development	Yes
Assets and Resources (Property/Fleet/ICT/Equipment)	Yes
Service Delivery	No
Procurement	No
Budget Revenue/Capital	Yes

- 3.3.1 The creation of a Scrutiny Committee will increase the salary payments made to members by £3,740 per annum.
- 3.3.2 The purchase of the new software and hardware to allow the conference room to be suitable for multi-location meetings has already been approved.
- 3.3.3 The staffing requirements for multi-location meetings will be resource intensive with support being provided by Members' Support Officers. The use of the equipment, training and ongoing technical support will also be provided by the ICT Department.

## 4. RECOMMENDATIONS

- 4.1 That Members approve the creation of a formal Scrutiny Committee as outlined in paragraph 2.3.
- 4.2 That Members consider for approval the amended South Wales Fire Authority's Constitution.

<b>Contact Officer:</b>	ACO Geraint Thomas Director of Corporate Services
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<b>Background Papers:</b>	<b>Date</b>	<b>Source/Contact</b>
None		

<b>Appendices:</b>	
Appendix 1	South Wales Fire & Rescue Authority Constitution 2022
Appendix 2	Legislation Reviewed and Incorporated into Constitution

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## AGENDA ITEM NO 6ii – APPENDIX 1

Changes to the Constitution – Appendix 1 to follow

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Verbal Update on the Day

Assistant Chief Officer, Corporate Services – Geraint Thomas

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**APPENDIX 2****Legislation Reviewed and Incorporated into Constitution****PRIMARY LEGISLATION****(made after the existing constitution was drafted)**

Local Government (Democracy) (Wales) Act 2013

Public Audit (Wales) Act 2013

Local Audit and Accountability Act 2014

Housing (Wales) Act 2014

Social Services and Well-being (Wales) Act 2014

Wellbeing of Future Generations (Wales) Act 2015

Local Government (Review of Decisions) Act 2015

Local Government (Religious etc. Observances) Act 2015

Planning (Wales) Act 2015

Local Government (Wales) Act 2015

Environment (Wales) Act 2016

Historic Environment (Wales) Act 2016

Cities and Local Government Devolution Act 2016

Public Services Ombudsman (Wales) Act

Local Government and Elections (Wales) Act 2021

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AGENDA ITEM NO 7

**Reports for Information**

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**THIS REPORT IS NOT EXEMPT AND IN THE PUBLIC DOMAIN****SOUTH WALES FIRE & RESCUE AUTHORITY**AGENDA ITEM NO 7.i  
19 DECEMBER 2022

REPORT OF THE TREASURER

**TREASURY MANAGEMENT MID-TERM REVIEW REPORT 2022/23****THIS REPORT IS FOR INFORMATION**REPORT APPROVED BY THE TREASURER  
PRESENTING OFFICER – CHRIS BARTON**SUMMARY**

The Treasury Management Mid-Term Review Report provides an update on the Authority's treasury activities for the period 1 April – 30 September 2022.

**RECOMMENDATION**

That the Fire Authority note the report and treasury activity for the period.

**1. BACKGROUND**

- 1.1 The Fire & Rescue Authority approved the Treasury Management Strategy Statement (TMSS) for 2020/21 on 28 March 2022. The TMSS sets out the reporting framework for monitoring performance and compliance of treasury management activities.
- 1.2 This report contains indicators and information for the 6 months leading up to 30 September 2022. Treasury procedures and reporting are intended to limit the Authority's exposure to unforeseen and unbudgeted financial consequences and to ensure that treasury management activity has been conducted in accordance with legislation and the agreed strategy.

**2. ISSUE**

- 2.1 This report has been written in accordance with the requirements of the Chartered Institute of Public Finance and Accountancy's (CIPFA) Code of Practice on Treasury Management (revised 2017).
- 2.2 The primary requirements of the Code are as follows:
  - 2.2.1 Creation and maintenance of a Treasury Management Policy Statement (TMSS) which sets out the policies and objectives of the Authority's treasury management activities.

2.2.2 Creation and maintenance of Treasury Management Practices which set out the manner in which the Authority will seek to achieve those policies and objectives.

2.2.3 Receipt by the full Authority of;

- An annual TMSS to include the Annual Investment Strategy (AIS) and Minimum Revenue Provision (MRP) Policy for the year ahead;
- A Mid-year Review Report (this report), and
- An Annual Report, (stewardship report), covering activities during the previous year.

2.2.4 Delegation by the Authority of responsibilities for implementing and monitoring treasury management policies and practices and for the execution and administration of treasury management decisions.

2.2.5 Delegation by the Authority of the role of scrutiny of treasury management strategy and policies to a specific named body. For this Authority the delegated body is the Finance, Audit & Performance Management (FAPM) Committee.

2.3 This mid-year report has been prepared in compliance with CIPFA's Code of Practice on Treasury Management, and covers the following:

- A review of the Treasury Management Strategy Statement and Annual Investment Strategy;
- The Authority's capital expenditure and how these plans are financed
- The impact of the changes in capital expenditure plans on prudential / treasury indicators and limits and the underlying need to borrow;
- A review of the Authority's investment portfolio;
- A review of the Authority's borrowing strategy;

2.3.1 Appendix 1 provides an economic update for the 6 months leading up to the 30 September in addition to forecast information to inform treasury activities.

### **3. TREASURY MANAGEMENT STRATEGY STATEMENT UPDATE**

3.1 The Treasury Management Strategy Statement (TMSS) for 2022/23 was approved by this Authority on 28 March 2022. There are no policy changes to report and a review of the indicators and limits are set out in the below table.

<b>Prudential/Treasury Indicators 2020/21</b>	<b>TMSS £000</b>	<b>Revised £000</b>
<b>Capital expenditure</b>	10,338	10,347
Financing:		
Capital grants	-1,143	-1,444
Revenue	-250	-200
Capital receipts	0	-39
Net financing requirement	8,945	8,665
Less MRP	-3,915	3,817
CFR at 1 April	41,541	41,630
Increase / decrease in CFR	5,030	4,848
CFR at 31 March	46,571	46,478
<b>External debt</b>		
Loan Debt as at 1 April	28,147	28,147
New Borrowing	5,000	0
Repayment of Borrowing	-1,409	-1,409
Loan Debt as at 31 March	31,738	26,738
Other long term liabilities (OLTL)	3,679	3,679
Increase / -decrease in (OLTL)	-418	-418
Gross debt at 31 March	35,417	30,417
Under / (over) borrowed position	11,154	16,061
<b>Operational Boundary;</b>		
Debt	46,000	Unchanged
Other long term liabilities	5,000	Unchanged
Total	51,000	Unchanged
<b>Authorised limit</b>		
Debt	48,000	Unchanged
Other long term liabilities	5,000	Unchanged
Total	53,000	Unchanged
<b>Affordability:</b>		
Ratio of Financing costs to Revenue	6.85%	6.28%
Operational limit	9%	Unchanged
Authorised limit	10%	Unchanged
<b>Bank / current rates</b>		
Lloyds	0%	2.9%
Barclays		2.9%

3.2 SWFRS banking rates track the BoE rate minus 0.10%. The current BoE rate is 3% with the most recent 0.75% increase announced 3 November 2022. During this year SWFRS banking rates have increased as follows;

<b>2022/23</b>	<b>BOE RATE</b>	<b>Current Account Rate</b>
Apr-22	0.75%	0.65%
May-22	1.00%	0.90%
Jun-22	1.25%	1.15%
Jul-22	1.25%	1.15%
Aug-22	1.25%	1.15%
Sep-22	2.25%	2.15%

### 3.3 Narrative Update

3.3.1 There are no major changes since the strategy has been set other than the intent to borrow. The strategy contained an estimate for borrowing of £5million during the year and work is ongoing to mitigate this need as forecasts indicate a short-term cash shortfall.

3.3.2 A key indicator is how the CFR compares to the borrowing position. Borrowing should remain below the CFR limit, at least in the medium to long term and this position is described as either under or over borrowed. This indicator helps ensure borrowing is undertaken for capital purposes only. The above table indicates the Authority currently anticipates continuing with it's under borrowed position, i.e. £16m at 31 March 2023.

3.3.3 In addition to CFR, borrowing limits are in place for both external loans and other financial instruments, i.e. lease and PFI arrangements. This is to ensure borrowing is prudent, controlled and is monitored. It is a statutory duty for the Authority to determine and keep under review the affordable borrowing limits. During the half year ended 30<sup>th</sup> September 2022, the Authority has operated within the treasury and prudential indicators set out in the TMSS 2022/23, as indicated in the above table. The Treasurer reports that no difficulties are envisaged for the current or future years in complying with these indicators and that the approved limits within the Annual Investment Strategy (AIS) were not breached during the period ended 30th September 2022. All treasury management operations have also been conducted in compliance with the Authority's Treasury Management Practices (TMP's).

3.3.4 Investments have not been undertaken during the year as the strategy is utilise surplus cash balances to mitigate borrowing need and the cost differential between investment income and borrowing charges. Deposits of £11,173,04.53 were held at 30 September and are set to reduce over the remainder of this

financial as we continue to internally fund capital investment which is characteristically, year-end heavy.

3.3.5 As a result of sharp increase in BoE rate SWFRS has received unbudgeted income of £91k up to 30 September and is anticipated to double by the end of the financial year.

### 3.4 Interest Rate Forecasts

3.4.1 The Authority's treasury advisor, Link Group, provided the following forecasts 27 September 2022.

3.4.2 The table sets out a view that both short and long-dated interest rates will be elevated for the short while, as the Bank of England seeks to squeeze inflation out of the economy, whilst the government is providing a package of fiscal loosening to try and protect households and businesses from the ravages of ultra-high wholesale gas and electricity prices.

Link Group Interest Rate View 27.09.22												
	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25
<b>BANK RATE</b>	4.00	5.00	5.00	5.00	4.50	4.00	3.75	3.25	3.00	2.75	2.75	2.50
3 month ave earnings	4.50	5.00	5.00	5.00	4.50	4.00	3.80	3.30	3.00	2.80	2.80	2.50
6 month ave earnings	4.70	5.20	5.10	5.00	4.60	4.10	3.90	3.40	3.10	3.00	2.90	2.60
12 month ave earnings	5.30	5.30	5.20	5.00	4.70	4.20	4.00	3.50	3.20	3.10	3.00	2.70
5 yr PWLB	5.00	4.90	4.70	4.50	4.20	3.90	3.70	3.50	3.40	3.30	3.20	3.20
10 yr PWLB	4.90	4.70	4.60	4.30	4.10	3.80	3.60	3.50	3.40	3.30	3.20	3.20
25 yr PWLB	5.10	4.90	4.80	4.50	4.30	4.10	3.90	3.70	3.60	3.60	3.50	3.40
50 yr PWLB	4.80	4.60	4.50	4.20	4.00	3.80	3.60	3.40	3.30	3.30	3.20	3.10

## 4. FINANCIAL IMPLICATIONS

4.1 The financial implications of treasury activities have been factored into the Authority's budgeting and reporting processes.

## 5. IMPLICATION

### 5.1 Community and Environment

Equality, Diversity and Inclusion	No
Welsh Language	No
Well-Being Of Future Generations (Wales) Act	No
Socio Economic Duty	No
Sustainability / Environment / Carbon Reduction	No
Safeguarding	No
Consultation and Communications	No
Consultation with Representative Bodies	No

Impact Assessment	No
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## 5.2 Regulatory, Strategy and Policy

Legal	Yes
Financial	Yes
Procurement	No
Corporate Risk	No
Information Management	No
Data Protection / Privacy	No
Health, Safety and Wellbeing	No
Governance & Audit	No
Service Policy	No
National Policy	No

## 5.3 Resources, Assets and Delivery

Human Resources and People Development	No
Assets and Resources (Property/Fleet/ICT/Equipment)	No
Service Delivery	No
Procurement	No
Budget Revenue/Capital	Yes

## 6. RECOMMENDATION

6.1 That the Fire Authority note the report and treasury activity for the period.

<b>Contact Officer:</b>	<b>Background papers:</b>
Chris Barton, Treasurer	- TMSS 22/23 - TM Outturn Report 21/22 - Revenue / Capital Monitoring Report - Link Service Information

## APPENDIX 1

### Economics update

- The second quarter of 2022/23 saw:
  - GDP revised upwards in Q1 2022/23 to +0.2% q/q from -0.1%, which means the UK economy has avoided recession for the time being;
  - Signs of economic activity losing momentum as production fell due to rising energy prices;
  - CPI inflation ease to 9.9% y/y in August, having been 9.0% in April, but domestic price pressures showing little sign of abating in the near-term;
  - The unemployment rate fall to a 48-year low of 3.6% due to a large shortfall in labour supply;
  - Bank Rate rise by 100bps over the quarter, taking Bank Rate to 2.25% with further rises to come;
  - Gilt yields surge and sterling fall following the “fiscal event” of the new Prime Minister and Chancellor on 23<sup>rd</sup> September.
- The UK economy grew by 0.2% q/q in Q1 2022/23, though revisions to historic data left it below pre-pandemic levels.
- There are signs of higher energy prices creating more persistent downward effects in economic activity. Both industrial production (-0.3% m/m) and construction output (-0.8% m/m) fell in July 2022 for a second month in a row. Although some of this was probably due to the heat wave at the time, manufacturing output fell in some of the most energy intensive sectors (e.g., chemicals), pointing to signs of higher energy prices weighing on production. With the drag on real activity from high inflation having grown in recent months, GDP is at risk of contracting through the autumn and winter months.
- The fall in the composite PMI from 49.6 in August to a 20-month low preliminary reading of 48.4 in September points to a fall in GDP of around 0.2% q/q in Q3 and consumer confidence is at a record low. Retail sales volumes fell by 1.6% m/m in August, which was the ninth fall in 10 months. That left sales volumes in August just 0.5% above their pre-Covid level and 3.3% below their level at the start of the year. There are also signs that households are spending their excess savings in response to high prices. Indeed, cash in households’ bank accounts rose by £3.2bn in August, which was below the £3.9bn rise in July and much smaller than the 2019 average monthly rate of £4.6bn.
- The labour market remained exceptionally tight. Data for July and August provided further evidence that the weaker economy is leading to a cooling in labour demand. Labour Force Survey (LFS) employment rose by 40,000 in the three months to July (the smallest rise since February). But a renewed rise in inactivity of 154,000 over the same period meant that the unemployment rate fell from 3.8% in June to a new 48-year low of 3.6%. The single-month data showed that inactivity rose by 354,000 in July itself and there are now 904,000 more inactive people aged 16+ compared to before the pandemic in February 2020. The number of vacancies has started to level off from recent record highs but there have been few signs of a slowing in the upward momentum on wage growth. Indeed, in July, the 3my/y rate of average earnings growth rose from 5.2% in June to 5.5%.
- CPI inflation eased from 10.1% in July to 9.9% in August, though inflation has not peaked yet. The easing in August was mainly due to a decline in fuel prices reducing fuel inflation from 43.7% to 32.1%. And with the oil price now just below \$90pb, we would expect to see fuel prices fall further in the coming months.
- However, utility price inflation is expected to add 0.7% to CPI inflation in October when the Ofgem unit price cap increases to, typically, £2,500 per household (prior to any benefit payments). But, as the government has frozen utility prices at that level for two years, energy price inflation will fall sharply after October and have a big downward influence on CPI inflation.
- Nonetheless, the rise in services CPI inflation from 5.7% y/y in July to a 30-year high of 5.9% y/y in August suggests that domestic price pressures are showing little sign of abating. A lot of that is being driven by the tight labour market and strong wage growth. CPI inflation is expected to peak

close to 10.4% in November and, with the supply of workers set to remain unusually low, the tight labour market will keep underlying inflationary pressures strong until early next year.

- During H1 2022, there has been a change of both Prime Minister and Chancellor. The new team (Liz Truss and Kwasi Kwarteng) have made a step change in government policy. The government's huge fiscal loosening from its proposed significant tax cuts will add to existing domestic inflationary pressures and will potentially leave a legacy of higher interest rates and public debt. Whilst the government's utility price freeze, which could cost up to £150bn (5.7% of GDP) over 2 years, will reduce peak inflation from 14.5% in January next year to 10.4% in November this year, the long list of tax measures announced at the "fiscal event" adds up to a loosening in fiscal policy relative to the previous government's plans of £44.8bn (1.8% of GDP) by 2026/27. These included the reversal of April's national insurance tax on 6<sup>th</sup> November, the cut in the basic rate of income tax from 20p to 19p in April 2023, the cancellation of next April's corporation tax rise, the cut to stamp duty and the removal of the 45p tax rate, although the 45p tax rate cut announcement has already been reversed.
- Fears that the government has no fiscal anchor on the back of these announcements has meant that the pound has weakened again, adding further upward pressure to interest rates. Whilst the pound fell to a record low of \$1.035 on the Monday following the government's "fiscal event", it has since recovered to around \$1.12. That is due to hopes that the Bank of England will deliver a very big rise in interest rates at the policy meeting on 3<sup>rd</sup> November and the government will lay out a credible medium-term plan in the near term. This was originally expected as part of the fiscal statement on 23<sup>rd</sup> November but has subsequently been moved forward to an expected release date in October. Nevertheless, with concerns over a global recession growing, there are downside risks to the pound.
- The MPC has now increased interest rates seven times in as many meetings in 2022 and has raised rates to their highest level since the Global Financial Crisis. Even so, coming after the Fed and ECB raised rates by 75 basis points (bps) in their most recent meetings, the Bank of England's latest 50 basis points hike looks relatively dovish. However, the UK's status as a large importer of commodities, which have jumped in price, means that households in the UK are now facing a much larger squeeze on their real incomes.
- Since the fiscal event on 23<sup>rd</sup> September, we now expect the Monetary Policy Committee (MPC) to increase interest rates further and faster, from 2.25% currently to a peak of 5.00% in February 2023. The combination of the government's fiscal loosening, the tight labour market and sticky inflation expectations means we expect the MPC to raise interest rates by 100bps at the policy meetings in November (to 3.25%) and 75 basis points in December (to 4%) followed by further 50 basis point hikes in February and March (to 5.00%). Market expectations for what the MPC will do are volatile. If Bank Rate climbs to these levels the housing market looks very vulnerable, which is one reason why the peak in our forecast is lower than the peak of 5.50% - 5.75% priced into the financial markets at present.
- Throughout 2022/23, gilt yields have been on an upward trend. They were initially caught up in the global surge in bond yields triggered by the surprisingly strong rise in CPI inflation in the US in May. The rises in two-year gilt yields (to a peak of 2.37% on 21<sup>st</sup> June) and 10-year yields (to a peak of 2.62%) took them to their highest level since 2008 and 2014 respectively. However, the upward trend was exceptionally sharply at the end of September as investors demanded a higher risk premium and expected faster and higher interest rate rises to offset the government's extraordinary fiscal stimulus plans. The 30-year gilt yield rose from 3.60% to 5.10% following the "fiscal event", which threatened financial stability by forcing pension funds to sell assets into a falling market to meet cash collateral requirements. In response, the Bank did two things. First, it postponed its plans to start selling some of its quantitative easing (QE) gilt holdings until 31<sup>st</sup> October. Second, it committed to buy up to £65bn of long-term gilts to "restore orderly market conditions" until 14<sup>th</sup> October. In other words, the Bank is restarting QE, although for financial stability reasons rather than monetary policy reasons.
- Since the Bank's announcement on 28<sup>th</sup> September, the 30-year gilt yield has fallen back from 5.10% to 3.83%. The 2-year gilt yield dropped from 4.70% to 4.30% and the 10-year yield fell back from 4.55% to 4.09%.
- There is a possibility that the Bank continues with QE at the long-end beyond 14<sup>th</sup> October or it decides to delay quantitative tightening beyond 31<sup>st</sup> October, even as it raises interest rates. So far

at least, investors seem to have taken the Bank at its word that this is not a change in the direction of monetary policy nor a step towards monetary financing of the government's deficit. But instead, that it is a temporary intervention with financial stability in mind.

- After a shaky start to the year, the S&P 500 and FTSE 100 climbed in the first half of Q2 2022/23 before falling to their lowest levels since November 2020 and July 2021 respectively. The S&P 500 is 7.2% below its level at the start of the quarter, whilst the FTSE 100 is 5.2% below it as the fall in the pound has boosted the value of overseas earnings in the index. The decline has, in part, been driven by the rise in global real yields and the resulting downward pressure on equity valuations as well as concerns over economic growth leading to a deterioration in investor risk appetite.

### 3.2 Interest rate forecasts

The Council has appointed Link Group as its treasury advisors and part of their service is to assist the Council to formulate a view on interest rates. The PWLB rate forecasts below are based on the Certainty Rate (the standard rate minus 20 bps) which has been accessible to most authorities since 1<sup>st</sup> November 2012.

The latest forecast on 27<sup>th</sup> September sets out a view that both short and long-dated interest rates will be elevated for some little while, as the Bank of England seeks to squeeze inflation out of the economy, whilst the government is providing a package of fiscal loosening to try and protect households and businesses from the ravages of ultra-high wholesale gas and electricity prices.

The increase in PWLB rates reflects a broad sell-off in sovereign bonds internationally but more so the disaffection investors have with the position of the UK public finances after September's "fiscal event". To that end, the MPC has tightened short-term interest rates with a view to trying to slow the economy sufficiently to keep the secondary effects of inflation – as measured by wage rises – under control, but its job is that much harder now.

Our PWLB rate forecasts below are based on the Certainty Rate (the standard rate minus 20 bps, calculated as gilts plus 80bps) which has been accessible to most authorities since 1<sup>st</sup> November 2012.

Link Group Interest Rate View 27.09.22												
	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25
<b>BANK RATE</b>	4.00	5.00	5.00	5.00	4.50	4.00	3.75	3.25	3.00	2.75	2.75	2.50
3 month ave earnings	4.50	5.00	5.00	5.00	4.50	4.00	3.80	3.30	3.00	2.80	2.80	2.50
6 month ave earnings	4.70	5.20	5.10	5.00	4.60	4.10	3.90	3.40	3.10	3.00	2.90	2.60
12 month ave earnings	5.30	5.30	5.20	5.00	4.70	4.20	4.00	3.50	3.20	3.10	3.00	2.70
5 yr PWLB	5.00	4.90	4.70	4.50	4.20	3.90	3.70	3.50	3.40	3.30	3.20	3.20
10 yr PWLB	4.90	4.70	4.60	4.30	4.10	3.80	3.60	3.50	3.40	3.30	3.20	3.20
25 yr PWLB	5.10	4.90	4.80	4.50	4.30	4.10	3.90	3.70	3.60	3.60	3.50	3.40
50 yr PWLB	4.80	4.60	4.50	4.20	4.00	3.80	3.60	3.40	3.30	3.30	3.20	3.10

# BUSINESS PLAN ACTIONS REPORT

Health Check

2022-2023 Quarter 2 (July–September 2022)



Gwasanaeth Tân ac Achub  
De Cymru

South Wales  
Fire and Rescue Service

Produced in

**BMIS**  
Business Management  
Information System

## Summary

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This paper will give assurance to the Members of the Fire & Rescue Authority and senior management within South Wales Fire & Rescue Service on progress towards achievement of the Strategic Themes and performance of the Strategic Performance Indicators for the period 01 July – 30 September 2022.

## Background

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- 1.1 The Welsh Government requires South Wales Fire & Rescue Service to develop Strategic Plans to identify the direction for the Service and address particular areas for improvement. The Service does this by developing a Strategic Plan, implementing actions, and measuring indicators to enable the Service to achieve these organisational goals.
- 1.2 All departments link actions within their annual department plans to the appropriate Strategic Objectives. This enables us to measure how well we are performing against these objectives by how many of the linked actions are on target and review how the associated indicators are performing.
- 1.3 Quarterly updates are recorded by action owners onto the Business Management Information System (BMIS), and staff within the Planning, Performance and Risk Team monitor the information and extract reports accordingly.
- 1.4 To further support the performance management framework, National Strategic Indicators were introduced for reporting year 2015/16. Together these provide data and information to inform and support decision-making processes within the Service to target activity and drive improvement. The Statistics and Risk Team monitors the information and extract reports accordingly.
- 1.5 This report will provide Members and Officers with a health check on performance against the Strategic Themes and Strategic Indicators for the period 01 July – 30 September 2022.

## Issue

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- 2.1 For Members' information going forward, taking into account the Well-Being of Future Generations (Wales) Act 2015, the Service has revised the Strategic Plan to include eight Strategic Themes as listed below:
- ST01 – Keeping you safe
  - ST02 – Responding to your emergency
  - ST03 – Using technology well
  - ST04 – Working with our partners
  - ST05 – Engaging and communicating
  - ST06 – Valuing our people
  - ST07 – Protecting our environment
  - ST08 – Continuing to work effectively
- 2.2 Each of these Strategic Themes has one or more Objectives that the Service has monitored progress against during 01 July – 30 September 2022.
- 2.3 Appendix 1 attached is a summary of the Performance Monitoring Report, which reviews the period 01 April – 30 September 2022 performance against agreed targets for the seven National Strategic Performance Indicators. It also includes a summary comment for each indicator.
- 2.4 Appendix 1 identifies that three indicators have not met their targets and performed worse than last year, one indicator has not met their target, was within 5% of the target and performed worse than last year and three indicators are achieving their targets.
- 2.5 The three indicators that have not meet their target and have performed worse than last year are:
1. Other Special Services Calls Attended
  2. Total Fires Attended
  3. % of Dwelling Fires Confined to Room of Origin
- 2.6 The one indicator that has not met their target, was within 5% of the target and performed worse than last year is:
4. Total False Alarms Attended

- 2.6 The three indicators that have achieved their targets are:
5. Total Road Traffic Collisions Attended
  6. Total Deaths and Injuries in Fires
  7. Accidental Deaths and Injuries in Fires
- 2.7 Appendix 1 attached provides some key information about the Service and its performance during the period 01 April 2022 – 30 September 2022.

## Equality Risk Assessment

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1. This report, the accompanying appendices, and the targets themselves have no Equality Risk Assessment impact. The Service Performance and Communications Department and the respective Directorates are working with the performance data to establish any trends and implications that would include equality implications. These will be addressed at that time.
2. It is the responsibility of the action owners to ensure that Integrated Assessments are carried out for their actions in the planning framework.

## Recommendations

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- 4.1 That Members review the performance details and statistical data for the period 01 July – 30 September 2022 contained within this report.

## Strategic Theme Task Overview

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Theme ID	Theme	RED	AMBER	GREEN
ST01	Keeping you safe	0	5	10
ST02	Responding to your emergency	2	9	7
ST03	Using technology well	2	15	36
ST04	Working with <b>our</b> partners	1	3	16
ST05	Engaging and communicating	0	4	6
ST06	Valuing our people	0	20	31
ST07	Protecting our environment	2	6	13
ST08	Continuing to work effectively	3	16	32
		10	78	151

## Strategic Theme Task Commentary

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### ST01 – Keeping you safe

#### 1.1 Reduce the impact of false alarms on our resources

Training on the new Unwanted Fire Signals (UFS) framework has been delivered to Station Commanders at Risk Reduction events and momentum on station is being maintained. Investigations are being carried out by the UFS working group into engaging with Alarm Receiving Centres.

#### 1.2 Reduce the number of fires in the home and understand the behaviours and causes of them

Home fire safety visits are now back to pre-Covid arrangements and stations continue to increase numbers of properties visited. Completion of an M20 to record home safety interaction following any dwelling-based incident is bedding in as 'normal practice' and continues to be monitored.

Home Fire Safety (HFS) practitioners will be undertaking Learning Evaluation after the Fire (LEAF) interviews where appropriate, following detailed incident analysis.

Discussions are ongoing on an all-Wales basis with [Safelincs](#) Fire and Safety Solutions to utilise the online home fire safety self-assessment tool, ensuring that it meets the risk stratification requirements and the Welsh Language Act.

Progress continues to establish referral pathways with local health boards.

#### 1.3 Reduce the number of Road Traffic Collisions

We continue to engage and between June and September 2022 there were:

- 720 total interactions
- 24 Options events educating people on the dangers of not wearing a seatbelt
- 3 Domino events raising awareness of the **#Fatal5** – Drink / Drugs, Speed, Carelessness, Seat belt, Mobile phones
- 14 Domino delivery training to Ops.
- 5 x 20-30 events to raise awareness of change to speed limit. Link: [Welsh 20mph Taskforce Group | GOV.WALES](#)

#### 1.4 Reduce the number of deliberate fires

Operation Dawns Glaw and the Healthy Hillside project support a targeted approach to reducing deliberate fires. Fire Crime practitioners continue to establish strong partnership working to identify areas of opportunities for arson reduction. Our Business Management Information System (BMIS) is used to support stations in targeting deliberate fire setting.

**Operation Dawns Glow** is an all-Wales multi-agency task force supported by a range of partners whose aim is to reduce the uncontrolled environmental destruction and potential threat to lives and property arising from deliberately set grass fires.

The **Healthy Hillides Project** is a partnership between numerous organisations, including Natural Resources Wales (NRW), Wildlife Trust of South and West Wales (WTSWW), Rhondda Cynon Taff County Borough Council (RCTCBC) and South Wales Fire and Rescue Service (SWFRS). Its aim is to better manage our hillsides for wildlife, and in doing so, better support the local communities in the Rhondda.

## 1.5 Improve safety in and around water

We continue to support the National Fire Chiefs Council (NFCC) water prevention agenda and are actively part of the water steering group; including the newly formed All Wales Water rescue and flooding group.

We are the Fire and Rescue Service (FRS) representative on behalf of [Water Safety Wales](#) on the strategic group who will deliver [Staywise](#). Permissions to upload materials have been finalised and resources are in the process of being translated and uploaded.

**Water Safety Wales** was established in 2017 as the All Wales Water Safety Forum by a group of organisations working on water safety and drowning prevention in Wales. In 2018 the group was renamed Water Safety Wales. The group brings together organisations in Wales with an interest in water safety and drowning prevention.

**StayWise Cymru** aims to provide safety resources, activity packs and lesson plans in the medium of Welsh and English from a diverse range of services for both primary and secondary school age children.

The intranet has been updated with a specific page to include resources for stations to utilise in their CRMPs. A QR code has been established along with promotional materials including a "Sbarc says float to live" sticker.

We have also presented our plan for compliance with the new NFCC Rescue Boat code. This will be completed by December 2022 and audited (peer assessed) by colleagues from North, Mid and West and Kent FRSs.

We are nearing completion of Phase 1 of the water rescue strategy - increasing the number of Type C (swift water rescue) stations - aligned to all Rescue Tender stations.

Phase 2 will start in the new financial year (2023-2024) uplifting Type D (First Responder) stations aligned to all Wholetime Duty System (WDS) stations. On Call stations are to continue with Type E (Water Awareness) capability.

The River Usk Trackway project (a deployable trackway to be used during flooding incidents) is currently underway and the initial meeting with the project consultants has taken place. A site visit will take place in November, and it is anticipated that an ecological study will take place in spring 2023.

## 1.6 Improve fire safety in buildings in our communities

Work continues with WG and the Building Safety Programme to implement new recommendations of the White Paper ["Safer Buildings in Wales"](#)

Work on the RIDGE system is progressing slowly; there is a meeting scheduled for the end of October 2022 with West Midlands Fire Service to discuss the way forward.

**RIDGE** (*Risk Information Data Gathering Engine*) identifies and prioritises properties that are most at risk from fire.

Discussions are ongoing with Business Fire Safety (BFS) to identify their requirements for a reporting module via BMIS to provide management information and a "live" page will be available by the end of December 2022.

Joint Fire Control (JFC) Systems is currently working with Operational Risk Management (ORM) to update Site Specific Risk Information (SSRI) data held within Vision.

## **ST02 – Responding to your emergency**

### **2.1 Respond effectively when you need us**

Following the loss of three supervisors, the Head of JFC and flexible duty SMs are being used to cover watches. A JFC recruits' course of one is nearing completion with a further internal candidate course commencing in November which will support crewing levels. JFC resilience is provided by the training and systems team, when required.

The launch of pdrPro for JFC has been delayed.

A report on the efficiency and effectiveness of the new command and control functionality will be included in the first-year update of the JFC review.

JFC continues to work with partners on the full implementation of Multi Agency Incident Transfer (MAIT).

**MAIT** is a highly resilient service for all emergency service providers. It facilitates the fast exchange of secure messages and incident notifications between agency control rooms.

The upgrade of the Urban Search and Rescue (USAR) facility at Whitchurch fire and rescue station is on schedule to complete by the end of October 2022.

**Urban Search and Rescue** crews help to rescue people involved in chemical, biological, radiological and nuclear (CBRN) events, building collapses, rescues at height, major flooding incidents, trench collapses and major transport incidents involving a train, tram or aircraft. They also support SWFRS or other Fire and Rescue Service crews when they need more specialist support at incidents.

A review of out of hours remuneration arrangements for Green Book (the national agreement on pay and conditions of service for local government services) posts, with a view to aligning arrangements where possible, has not been progressed due to staff shortages, team capacity and shifting demands.

## **2.2 Do all we can to make sure that our On-Call Duty System is available**

The On-Call recruitment process has been streamlined with shortened time scales from point of contact to initial Firefighting course.

***On-Call Firefighters*** live or work in local communities to the stations they serve and respond to their station when required, within their contracted hours.

With the new streamlined recruitment process now embedded as normal business, it is critical that the Retained Management Team (RMT), media and recruitment work together supporting Station Commanders with their recruitment drive. This will be explained at the Station Commanders On-Call seminars during November. A further six months is required to review statistics.

## **2.3 Train our personnel to respond to current and future risks in our communities**

Emergency Response Driver Training, Light Vehicle and Large Goods Vehicle courses are now aligned with Section 19 of the Road Traffic Act. Trial courses for both disciplines were successfully delivered and observed by current DTAG assessors. Driver training team are all qualified to deliver this training in preparation for the implementation in March 2023. Awaiting response from Steering Group regarding LGV courses moving to every 48 months instead of the current 36 months.

Breathing Apparatus Refresher (BAR) courses have now been redesigned to include a combination of real fire training, theory training and remote led instructor training. A review has been carried out and set in procedure for BAR every two years, running alongside quarterly station-based training packages

The development and roll out of a training package for the new Thermal Imaging Cameras (TICs) is near completion but needs consultation and approval from management.

The exercise programme has been both implemented and embedded for the current year. JFC are fully aware of the programme and can incorporate their training goals around this.

Day duty staff maintain operational competence via training and ops discussion take place as part of team meetings as well as Cardiff Gate Training and Development Centre (CGTDC) required courses, other sessions are arranged ad-hoc as part of team development.

## ST03 – Using technology well

### 3.1 Use the most suitable technology and equipment to improve our services

The development of a suite of Human Resource (HR) reports, automated using CoreHR data via an Application Programming Interface, is currently parked awaiting a decision on investment.

Learning and Development / Recruitment are currently liaising to progress the introduction of the Onboarding function within the Core system to enhance the introduction of new employees into the workplace

We continue to work with CoreHR with the aim of achieving maximum benefits and efficiencies through the system, for example, by implementing a new Learning Management System and automating the Continued Professional Development and Technical Test processes.

Due to issues with coding within CoreHR, we have been unable to move to using portal for Employee Relations currently. Once issues have been resolved, we can move ahead.

iPads are continuing to be introduced across the service. They are currently issued to Community Safety practitioners, training teams, Heads of Departments and key sections such as the Operational Assurance Support Team (OAST) and ORM. Further roll out of devices continues.

The procurement, in collaboration with South Wales Police and Gwent Police, of a Patient Management System for use within the Occupational Health Unit has been deferred until 2023-2024.

The Geospatial Data User Group (GDUG) continues to monitor GIS requirements and process for approval of new layers in place. System for adding Mobile Data Terminal (MDT) layers has been confirmed with our supplier and test layer of NRW forestry will be created.

*MDTs comprise a vehicle mounted, fixed, ruggedised computer fitted with a 12-inch touch screen. The MDT and screen are fitted to the cabs of all frontline appliances enabling crews to access mobilising information, messages and operational data.*

Initial content has been drafted to develop a Geo Data Hub on the intranet for staff to access information/guidance on the use of geographic information system (GIS) data and mapping. This will be reviewed to integrate with GDUG and as part of the overhaul of Stats intranet presence. Progress delayed due to team capacity issues. However, we are engaging with [Public Sector Geospatial Agreement](#) and Wales Emergency Service Working Groups and supporting development of information for display on MDTs.

Meetings with Information, Communications and Technology (ICT), Water Office and Airbus are in progress regarding the rollout of the new version of SC Connect for hydrant recording. Testing is programmed to take place 3rd and 4th quarter once basic system configuration has taken place.

The [Skills for Justice](#) (SFJ) firefighter development programme and “development to competent (D2C)” documentation has now been uploaded to pdrPRO which will be the portal for online development packages. The Ops Development team are scheduled to address OCG in November for approval of introduction and roll out during Quarter 4 with the new recruits’ course. All staff

currently on paper-based versions will maintain that position until completion with only new starters development pathways moving onto the new system.

*SFJ is the leading Awarding Organisation for Fire and Rescue Qualifications offering a wide range of training for individuals, teams, and employers across fire and rescue, including fire safety, fire prevention, and much more.*

*pdrPro is a planner-based maintenance of competence system that includes all of the activities that make up a core skill. Whether attained in training, incidents, courses or e-learning they are recorded and reported in one place. The dashboard provides an overview and a route into all parts of the system.*

Awaiting update on South Wales Police Command and Control solution procurement. Once the new supplier has been identified, JFC will liaise to understand impact and to identify a process for the Integrated Communication Control System (ICCS).

*The ICCS is a touch screen interface enabling users to efficiently manage radio and telephony voice communications whilst being able to easily access other subsystems, for example, CCTV, voice recorders, intercom systems, door locks and alarms.*

Emergency Services Network (ESN) updates are provided to JFC via FRS ICT departments.

*ESN is a cross-government programme, led by the Home Office, to deliver the new Emergency Services critical communications system. This will replace the current Airwave service used by the emergency services in England, Wales and Scotland) and transform how they operate.*

There has been no progress in determining a suitable alternative finance system with the current contract due to expire on 28<sup>th</sup> February 2023. Procurement will undertake planning to test the marketplace and discussions are ongoing with regards to how to achieve this.

The pdrPro project, to ensure e-learning packages comply with legislation, National Occupational Guidance (NOG) and Service policy and that regular evaluation is in place, is meeting timelines with 26 modules completed and signed off by Subject Matter Experts along with Risk Assessments. Five have been completed and are awaiting sign off and various others are under construction. The main system went 'live' on the 1<sup>st</sup> July 2022 and the modules are being updated and made 'live' in line with the pdrPro thematic training schedule.

*National Operational Guidance (NOG) is provided by the NFCC and is a one-stop shop for good practice operational guidance that can be tailored to local needs.*

Link: [National Operational Guidance Homepage | NFCC CPO \(ukfrs.com\)](https://www.ukfrs.com/nog)

Link: [Strategic gap analysis | NFCC CPO \(ukfrs.com\)](https://www.ukfrs.com/gap-analysis)

Explore the opportunities for recording training and service delivery within the pdrPro system. Confirm training delivery is in line with continuation training materials provided to stations. Operational Skills Programme (OSP) in process of being published, modular training design with the Training Support Unit, visits to other services to benchmark also in process.

Developing a BMIS dashboard for Training and Development assurance metrics still in testing stage.

Upgrade to Version 7 of E-fin is due in Sept 2023. Prices awaited.

ICT...

- Are currently reviewing the ICT Business Continuity Plan that will be finalised when all departments have confirmed their new Recovery Time Objectives (RTOs).

***RTO** is the duration of time in which a business process must be restored after a disaster to avoid unacceptable consequences associated with a break in business continuity.*

- Have updated, replaced or removed several servers. The remainder are planned for the current financial year.
- Continue to progress the core switch replacement with several meetings to discuss required port density and speeds. Options presentation being prepared for October with PS contractor to present to Infrastructure Manager and Head of ICT to confirm their requirements have been met.
- Will develop a single client database to track support for any individual by enabling an overview of a client and what teams have interacted with them. CS data is currently held in four systems: HSCs, Safeguarding, Domestic Violence and Fire Setting Intervention Scheme. Working with CS and Stats to ensure the data to be collected from the forms is fit for purpose. This means a review of all current systems.
- Continue to review Active Directory Management Tools. As part of our accreditation to Cyber Essentials Plus we need a robust method of assigning user permissions and managing security Group Memberships. Currently this is a manual and labour-intensive process and with few tools to allow us to easily generate reports on user access. We intend to explore software options available, test options and come up with a suitable application to manage user access from start to expiry. Due to current workload no real progress has been made on this.
- Are progressing the VDI Hardware Replacement Project; currently updating builds and performing user acceptance testing before rolling out.
- Are researching methods of providing Disaster Recovery connectivity using 365.
- Have placed an order with Ricoh for printer replacement and delivery is awaited.
- Have completed work with House on the Hill (Supplier of the ICT Asset Management System) to create a Proof of Concept (POC) for a Redkite replacement and will shortly begin testing with Operational Risk Management (ORM) Team members before extending the testing to a selection of end users. When the testing is complete a decision can be made to progress the new system or remain with the existing system. Dates were set for testing to start in June. Due to current workload no progress has been made on this.
- Have taken delivery of Firewall hardware. Configuration translation from ASA to Firepower 80% completed. Rest will have to be done manually due to differences in platform. New firewall hardware installed in data centre and management via network configured.
- Attempted migration from Integrated Services Digital Network (ISDN) to Session Internet Protocol (SIP) on 5th July but rolled back due to BT issue. Met with BT several time to discuss the issues and work out resolution. Initial migration completed on 21st July, but resilience was not completed at this time again due to BT issue. Met with BT to discuss the

resilience work. Design of solution was not actioned by BT SIP team, so was not included in the order. Waiting on BT to arrange dates for resilience testing and completion.

*ISDN is a circuit-switched telephone network system that transmits both data and voice over a digital line.*

*SIP trunking is a digital connection enabling voice, video and other messaging to be transmitted via the internet*

- Continue the deployment of 200 x iPhone 13 replacement devices to users.
- Are progressing station rollout of Office 365 and as the new Information Governance and Compliance Officer is in post we should be able to restart the Data Retention workstream.

Office 365 has been rolled out within ORM. Teams features are being utilised any suggestions from the team are being reviewed and implemented where applicable via team meetings.

### **3.2 Review the standard and use of technology and equipment across the Service**

Six iPads were issued to BFS auditing officers to establish how software systems can be integrated to report directly into RIDGE. The iPads have been reallocated within the department to expand the scope of the trial. Android tablets are being looked at to support a trial of a new electronic audit form being developed by West Midlands FRS. Spec to be confirmed once product has been developed.

A decision has not yet been made regarding the future of FSEC. An options paper has been written, outlining the options available to the Service.

A scoping exercise is underway to produce an outline of requirement and reporting for project management. BMIS functionality being explored following recent system upgrade. Task has not progressed due to capacity issues but requirements will be scoped early next quarter.

The redesign of BMIS, after the launch of Version 21, is progressing and will be completed by the end of Q3, encompassing review and redesign of reports.

## **ST04 – Working with our partners**

### **4.1 Work with our Public Service Boards (PSBs) to support our communities.**

A standard dataset has been developed to be shared with all PSBs, providing key incident statistics at Unitary Authority (UA) and for combined PSBs (where appropriate). This will be discussed with Group Managers (GMs) with a view to developing BMIS overview. The redesign of BMIS has created area for this report to be developed.

The Refuse Fire Working group has been re-established. A new report on deliberate fires is shared with all station commanders and GMs. This weekly report gives the commanders an opportunity to establish root causes and clusters within station areas. There is specific work underway in Llansbury Park to change the bins to metal to reduce instances of arson. Waste fire group has been aligned under ORG to provide governance and maintain progress. A strategic

group will be established and partners will be invited to be more proactive around known waste sites.

## **4.2 Work with our partners to deliver our services where they are needed**

The Risk Based Inspection Programme (RBIP) for specialised housing has been created by BFS and is currently being amended. The healthcare team are allocated premises that have not yet been inspected to ensure resident safety.

Partnership referrals have been re-energised with a review of current memoranda of understanding (MOUs). Utilising BMIS to support stations in identifying our high-risk groups with a risk based calculation for the most vulnerable households within communities. Directed list through BMIS will support stations to deliver HFSC.

Regarding sharing risk information between neighbouring services, SSRI and Hydrants Ops Intel have identified areas via a heat map produced by Stats, data sharing agreements have been drafted and a meeting with Mid and West Wales FRS is being programmed. From a technical perspective, SCDiscovery is a system that can provide the feature of sharing risk information cross border via a website with permissions set on access levels.

The review of Babcock estate is complete and the development of the Real Fire Training Facility (RFTF) site is now being scoped out.

No progress has been with regards to implementing a new Service Level Agreement (SLA) with Dwr Cymru who are currently not fulfilling any SLA arrangements. On hold pending resolution of S-19 hydrants. No appetite from Dwr Cymru to complete.

Discussions with Dwr Cymru are continuing across all FRSs that utilise their network. Trials have taken place of a clamp, which prevents a catastrophic failure, that will reinstate defective hydrants although the hydrant will leak.

The previous tri service data sharing hub project lead in Welsh Ambulance Service NHS Trust has retired and there has been no movement with regards to resurrecting this project for some time now.

Contact has been made with MAWWFRS Data Protection Officer regarding a data protection manual for JFC. Looking to schedule a call/face to face meeting for coming weeks to recommence work on the draft manual before presenting to JFC management team.

Social Value criteria are being included in all contracts. Training will be provided by WG to prepare for Social Partnership Bill planned for end in 2023. [Home - Social Value Portal](#)

## **4.3 Review and evaluate our existing partnerships**

A new Partnership Manager role has been established within the Community Safety and Partnerships structure to enhance partnership working. Ongoing with a review of MOUs, partner referrals, awareness training for partners and ensuring our internal onward referral process is current and meets the needs of our communities.

BFS continue to support current Primary Authority Scheme (PAS) and explore options for new partnerships.

*The aim of the PAS is for FRSs to develop effective partnerships with businesses to achieve a national consistency in delivering fire safety advice and regulatory activities.*

Property Services continue to work with our emergency service partners towards a co-ordinated strategy to develop future co-locations including a recent meeting to discuss Monmouth.

## **ST05 – Engaging and communicating**

### **5.1 Deliver on the recommendations of the Investors in People report**

This is now reported on under ST06 Valuing Our People.

### **5.2 Involve our communities and make sure they have their say in what we do**

The review of our Stakeholder Register has taken place and updates have followed.

A Survey Hub has been developed on the intranet for staff to access information/guidance on Surveys and Questionnaires and is due to go live.

A draft sustainability engagement strategy has been developed . There are already multiple methods of internal engagement being pursued which have been steered by the strategy such as:

- Induction presentations to multiple levels
- Positive pointers on Biodiversity and Sustainability
- The sustainability intranet page.

There is a need to incorporate external engagement into the strategy. 999 day is an example of external engagement currently being undertaken and external facing information will be developed on the website.

### **5.3 Help keep our communities safe through safety education and attending community events**

We continue to embed the Gold, Silver, Bronze planning approach for campaigns and initiatives. The gold template has been created in Teams area and the Communications, Attraction and Engagement lead and Digital Officers have been trained in its use.

Ops have been working closely with Planning, Performance and Statistics to develop the CRMP process for the wider service. This has led to incorporating CRMP elements into the Improvement plan with a view to developing further.

## **ST06 – Valuing our people**

### **6.1 Attract a workforce that reflects and represents our communities**

The development and implementation of a Service recruitment strategy is ongoing. A large piece of work has been undertaken here including key content being identified along with research into up-to-date legalities and document is in draft.

The NFCC recruitment hub was launched in May 2022 and is now part of the NFCC People Programme products. We will review SWFRS recruitment practices in line with NFCC Recruitment hub/best practice by end of March 2023.

Recruitment and Statistics continue to explore the use of recruitment metrics through obtaining data through CoreHR, for example, joiners, leavers, equal opportunity data, establishment etc. Work in progress.

We have not yet started data capture for recruitment evaluation. This involves possible use of Eventbrite for recruitment event registration and signing in, and/or [Slido](#) feedback. The project will restart once events and engagement team new starter is in place

## **6.2 Develop our people by identifying training and development opportunities**

A new induction BFS training package has been utilised for the last period and feedback received from candidates is excellent. Development portfolios are coming in completed and are being quality assured by assessors. All new BFS members are enrolled on the level 4 diploma.

The review of talent management and succession planning by Learning and Development has been deferred to 2023-2024 once Pathways and Personal Reviews have been embedded.

The JFC Training Plan has been in place since January with use of pdrPro to be developed.

The build of the new CoreHR LEARN LMS system is in final stages of completion and training of all relevant employees will follow thereafter.

The development of Service wide online training to raise awareness and cover key data protection principles will form part of a wider review of Information Governance and Compliance (IG&C) training and awareness needs, including consolidation and reviewing data protection training. As IG&C officer is new to post, this work will start including conversations with Learning Support Unit in the coming weeks.

There has been no progress to date providing refresher training to Job Evaluators to support the ongoing maintenance of the Service's Job Evaluation Scheme. It is anticipated that this will be achieved by 31/03/23.

The introduction and deliver of mandatory Discipline and Grievance Training for Station Managers and corporate managers above Grade 10 is being planned and a rolling programme will be set in place.

The roll out of Entry Level and Supervisory Level pathways training programmes is now due to take place in Q4 following relevant tender process and review of NFCC resources.

Promotional and progression assessment are to be built into the Personal Review system.

Development of an Incident Recording System (IRS) e-learning module has been completed and is due to go live on Course Mill. Method to measure quality of data capture to be developed.

### **6.3 Support our people to feel well, healthy and happy at work**

The Fire Fit programme is imminent and will be up and running October 2022 so it is envisaged this task will be completed or possibly altered to monitor and review the Fire Fit Programme for a set period.

The structure of the Service's policies and procedures has been reviewed by Heads of Service and will be presented to SMT during Oct 2022.

The Service has recently changed its employment legal services provider and contact will be made with them in due course to review the Service's suite of employment contracts to ensure compliance with changing terms, conditions and legislation.

A holistic Equality, Diversity and Inclusion (EDI) audit and assessment will be undertaken in 2023-2024 once the new ED&I framework / lead has settled in.

Enhancing the Equality Allies Network to increase awareness, membership, and participation will be progressed by the new ED&I lead upon their appointment.

Using CoreHR functionality to contribute towards developing a cohesive 'new starter' process has been deferred to 2023-2024. This will include implementing the required functionality from appointment to on-boarding, ensuring a seamless transition for the new starter and an efficient process that makes best use of the technology available (in collaboration with Recruitment, Learning & Development, Payroll, Pensions).

Progress continues in incorporating best practice policy into the ill health capability process.

We continue to consider the current work / initiatives being undertaken across the blue light sector with regards to wellbeing. Gap analysis of current well-being actions with blue light well-being framework. Updating well-being offer to reflect current best practice.

The development, promotion and implementation of the 2022 wellbeing calendar is ongoing. The focus this quarter has been on understanding menopause through consultation events and Shout forum.

Researching, developing, and delivering to SMT a business plan for enhancing the celebration of individual staff members/teams who have/are making true equality real and meaningful within the Service has not yet commenced.

People centric HR services continue to be developed with the LMS module will be introduced shortly which will enhance the Service's aim to put personal development at the forefront of its thinking.

Work in consultation with Heads of Service to review Job Descriptions of Green Book posts has not yet commenced.

The review of post titles for Green Book posts with a view to ensure consistency across teams and departments where appropriate has not yet commenced however it is anticipated that this will be completed by 31 Mar 2023.

Work continues to ascertain the most appropriate pay framework to re-define the pay arrangements for Training contracts to complement CoreHR processing functionality. This will include undertaking any negotiations required with representative bodies and post holders in respect of this activity.

We are developing a Job Evaluation Procedure to support the ongoing maintenance of the Service's Job Evaluation scheme. The Procedure has undergone an initial round of consultation and Feedback is presently being considered and any appropriate changes will be made in due course.

We intend increasing the number of MIND/Mental Health Champions by 30 and await confirmation of funding before booking courses.

A pilot continues regarding the process of transitioning staff on long term sick to return to work or leaving the Service. Staff are actively engaged in reasonable adjustments, redeployments and ill health retirement process. Reviewed and refined process and documentation following test cases.

We continue to refine the occupational health BMIS data from Attendance Management, Occupational Health and HFA statistics to inform training for middle leaders to deal with complex health and wellbeing situations. Planning has commenced on developing JFC absence figures for both services

Activities to engage staff in well-being events have been developed and are being piloted.

The cost of Shared Parental Leave procedure training sourced was prohibitive and an alternative is being explored.

The streamlining of HR processes, including sickness, at JFC to be progressed. The SWFRS Personal Review process has been implemented.

Welfare pods have been completed and are in use at JPSC. Report to be produced for police/fire silver group to cost and timeline the work needed to improve the working environment. Wellbeing days are being programmed with OHU support. H&S and welfare joint meeting taking place. Police Continuous Improvement Programme progressing. No timeline for further improvements until post Feb 2023.

*JPSC is our joint emergency services control room with staff from three partner organisations – South Wales Police, South Wales Fire and Rescue Service and Mid and West Wales Fire and Rescue Service.*

#### **6.4 Delivering on the recommendations of the Investors in People report**

The undertaking of a survey to determine the effectiveness of internal communications and implement improvements where required remains on hold until we can effectively relaunch and promote the internal staff app across the Service.

A review of the Investors in People (IiP) reporting portal on BMIS has identified that rewrites will be required. Reports will be rebuilt in conjunction with IiP leads.

## **6.5 Encouraging and supporting a bilingual culture across the Service**

A BMIS reporting portal has been designed to track compliance with the Welsh Language Standards and is being developed with Head of HR.

*The **Welsh Language Standards** promote and facilitate the Welsh language and ensure that the Welsh language is not treated less favourably than the English language in Wales.*

## **ST07 – Protecting our environment**

### **7.1 Reduce our usage of single use materials**

Operations fully support the green strategy and are always reviewing activities and practices.

Under the Ops drinking water strategy we are now able to purchase 100% recyclable water bottles for appliances at a fraction of the cost.

Risk Reduction are no longer distributing single use plastic items as "gimmicks". We are embedding QR codes as a lasting reminder to clients of how to obtain information on our website. We are creating multi-disciplinary practitioners who can fulfil three or more roles in one location. The RTC practitioners will be able to assess sites for potential RTC, suicide and self-harm and access to water courses. We have made the Malpas Hub our youth base which has reduced vehicle movements and a change in base location will support the carbon reduction plan.

Will allocate funds from our ICT budget for handheld devices for practitioners and volunteers to undertake discussions with members of the public. This will reduce our reliance on leaflets and reduce the need for vehicles and projectors. We will be able to play content live and at that immediate moment, without the need for marquees, projectors, screens etc.

### **7.2 Expand the use of electric vehicles**

We have just placed an order for twenty hybrid pool cars to replace the current diesel versions.

### **7.3 Reduce our energy use and our carbon footprint**

The second iteration of the annual Carbon Reduction Plan update was delivered to the Fire and Rescue Authority in Sept 2022. Mechanisms are being put in place to better monitor and report.

A draft engagement strategy has been created which needs to be finalised. There are already multiple methods of internal engagement being pursued which have been steered by the strategy such as:

- Induction presentations to multiple levels
- Positive pointers on Biodiversity and Sustainability
- The sustainability intranet page.

There is a need to incorporate external engagement into the strategy. 999 day is an example of external engagement currently being undertaken.

Our carbon footprint has been calculated via the Welsh Gov Net Zero Carbon reporting template. An internal report is currently being written and a presentation of the results will be given at the Sustainability Steering Group.

The methodology used to calculate the 2018/19 baseline data is complete. Data in relation to 2019/20 to 2021/22 has been sourced and will enable us to calculate the progress made against the baseline figure. Local measure data is also being collected. Carbon footprint dashboard design examples have been researched and progress has been made on developing a 1st draft. The dashboard will be further developed in Q3.

Energy use data for sites will be available on the intranet page once it has launched.

The design concept for the new New Inn fire and rescue station is continuing. A consultant is scheduled to present to SMT 14<sup>th</sup> November 2022 regarding behavioural impact and changes that are required to realise a carbon neutral fire station which is the current plan.

Monitoring the carbon footprint of pool vehicles to help assess the beneficial impact of new electric powered vehicles on the environment is being calculated by the stats team following receiving the information from Tranman.

We continue to consider alternative fuels on every purchase, however charging electric is difficult when providing cars to operational on call staff.

#### **7.4 Consider how our activities impact on the environment**

Fleet and Engineering are exploring the feasibility of collecting rainwater and unwanted appliance tank water, e.g., when an appliance arrives at Fleet for maintenance. These tasks are now being progressed by Property.

#### **7.5 Reducing the amount of waste produced**

Waste data will be unknown until the new waste management contract is in place.

IG&C will look to review and update archive management procedures but, in the interim, will continue to work with property services and secure disposal contractors to dispose of confidential waste as required.

### **ST08 – Continuing to work effectively**

#### **8.1 Be clear and publicly accountable**

GMs within training are the recognised assurance team and will provide the governance in line with the departments 5-year strategic plan. CGTDC will also be hosting an external independent audit of assurance from TIAA during Q3.

A review of Treasury Management Practices is scheduled to be conducted during the current financial year.

A BMIS reporting portal is being designed to track progress made against the Gender Pay Gap, the average difference between the remuneration for men and women, action plan, based on tasks previously provided.

We have continued to implement the Fire Authority decision of July 2021 to proceed to process cases affected by the Court decision regarding firefighter pension tapering. The member illustrations have been published and we are now working with the Government Actuary's Department (GAD) on a modeller which will provide more detailed information to those who are considering retiring. The intention is to launch this by the end of 2022.

*GAD: This organisation sets the maximum allowable income amount that can be 'draw down' from a pension, every year. This figure is referred to as the GAD rate.*

This National exercise to Implement the Matthews Pension Remedy Exercise, which relates to On Call service prior to July 2000 - is yet to be consulted on at government level. Anticipated timescales have been proposed for possible consultation later this year. This exercise is not anticipated to commence until 2023. The LGA have initiated early discussions with FRs.

New IRS data validation checks are in place and working successfully. Documentation to support the process is ongoing.

We will review risks and requirements to conducting station information governance audits in the coming months to develop an action plan.

We will review and update, where appropriate, and implement a formal project plan to refresh the Records of Processing Activities (ROPA).

We continue to develop guidance materials to support Data Protection Impact Assessments (DPIAs) This will form part of a wider review of IG&C training and awareness needs and a specific review of the DPIA process. We are not able to roll out training and guidance on DPIA process until process review is completed first which will be initiate in coming weeks.

We are re-establishing and scheduling a programme of Data Protection surgeries in collaboration with JFC and Occupational Health. This will form part of a wider review of IG&C training and awareness needs and how this is best delivered in the coming months.

Two personnel have recently been trained to level 4 in safeguarding and the Strategic Safeguarding Board within the Service has been established. All operational staff will receive level 1 training on pdrpro and we will create a ready reckoner in the form of a Community Safety guide book of things to look out for.

## **8.2 Maximise value for money**

The RFTF has suffered several technical faults since opening. The team in CGTDC, working with Lion, are continuously working to improve the performance of the facility. Progress was made

throughout quarter 2 to investigate the anticipated costs. Property services have been involved in discussions and costing options in close liaison with CGTDC management.

Process mapping for Legal and Insurance has been completed. Assurance measures are being finalised.

Review of standard licences and leases is complete. Meeting is being held with WAST and the Deputy Chief Fire Officer in December to highlight the outcome of the review. We will then begin implementing the new licences.

### **8.3 Develop for a new normal way of working**

Risk Reduction have evaluated processes modified because of Covid-19 and their impacts for future departmental needs. Online resource availability has finally been achieved. ICT have now embedded presentations on Learn Pro which enables virtual deliver and reduces the need for memory sticks etc to be delivered from HQ to stations. It also reduces the need for CS staff to visit stations to deliver and support presentations.

Risk Reduction will allocate funds from its ICT budget for handheld devices for practitioners and volunteers to undertake discussions with members of the public. This will reduce the reliance on leaflets and reduce the need for vehicles and projectors. We will be able to play content live and at that immediate moment, without the need for marquees, projectors, screens etc.

The working group on revised flexible arrangements will be reinvigorated to identify and agree on revised flexible rostering arrangements.

Investigating and reviewing the Provision of Operational Risk Information System (PORIS) across all directorates and how these can be accessed in a timely manner through preplanning (non operational) and operational use continues. High level process mapping has been carried out as well as internal discussions taken place between departmental GMs on how data can be captured.

Work on implementing the five areas (substantive posts, working conditions, structure, handback and environmental issues) of the JFC Review are ongoing.

A monitoring cycle for departmental risks is in place. The risk register is regularly reviewed with Heads of Service/Risk Owners and process for consideration of emerging risks is embedding.

The exact scope and requirements of the development of the organisational filing system have not been determined. Head of Service Performance and Communication (SP&C) will continue to confirm the requirement.

Initial work is underway to collate any required information and evidence that we will need to design and implement a project methodology and documentation to be utilised at project initiation. Some members of the SP&C team have also attended the Learning and Development (L&D) masterclass on project management as preparation for undertaking this work stream.

Process mapping of key activities in Employee Relations has been completed. However, due to reduced capacity in ER, development of PIs will be delayed until quarter 3.

# PERFORMANCE MONITORING REPORT

Appendix 1

01 April – 30 September 2022



Gwasanaeth Tân ac Achub  
De Cymru

South Wales  
Fire and Rescue Service

Produced in

**BMIS**  
Business Management  
Information System

## Introduction

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The Performance Monitoring Report highlights performance for the period 01 April 2022 to 30 September 2022. The report includes:

- Strategic Indicator Performance Summary..... Page 6
- Strategic Indicator Performance Comments.....Pages 7-10
- Analysis of incident activity levels by Unitary Authority Area (UAA).....Pages 11-15

The performance indicators included show six years of data to demonstrate how the organisation is performing for the communities via long term trends in performance.

Following consideration by the Senior Management Team and the Fire and Rescue Authority, the report is made available to the public via the internet.

During Q1/2 of 2022/23 the Service carried out 5,356 home fire safety checks, 308 were refused and at 712 addresses we were unable to contact the occupier. More face-to-face interaction is taking place following lifting of pandemic restrictions.

For safety reasons during the pandemic the Business Fire Safety department was unable to carry out audits in the usual manner to premises, except to those that were deemed to be high risk. During Q1/2 the department has started to recommence activity as restrictions were eased and suitable risk assessments have been put in place.

Noticeable differences to the type of incidents that the Service has attended compared to last year include an increase in Assisting other agencies, which has risen from 254 incidents last year in Q1/2 to 327 incidents this year, an increase of 29%. Assistance to the Police/Ambulance has increased from 208 incidents last year to 251 incidents this year, an increase of 21%. Assistance to agencies other than the police/ambulance has also risen from 46 incidents last year to 76 incidents this year in Q1/2, an increase of 65%.

The Service has also experienced an increase in attendance to bariatric patients with incidents rising from 73 last year in Q1/2 to 97 incidents this year, an increase of 33%. Attendance by crews to suicide or attempted suicide has

increased slightly during Q1/2 of this year. There were 37 incidents compared to 34 the year before, an increase of 9%.

The Service Performance & Communications Department co-ordinates and compiles this report on behalf of the Service Delivery Directorate. Incident data is extracted from the Incident Recording System (IRS) and may be subject to change pending validation by the Statistics and Risk Team. Data for this report was extracted on 26<sup>th</sup> October 2022.

We are continually seeking to improve this report and welcome comments on additional information or other changes that you would like to see, please feel free to contact Neil Herniman at [n-herniman@southwales-fire.gov.uk](mailto:n-herniman@southwales-fire.gov.uk) 01443 232775 or Suzanne Absalom on [s-absalom@southwales-fire.gov.uk](mailto:s-absalom@southwales-fire.gov.uk) 01443 232588 to discuss.

## Strategic Indicators 2022/23 – Q1/2 Performance

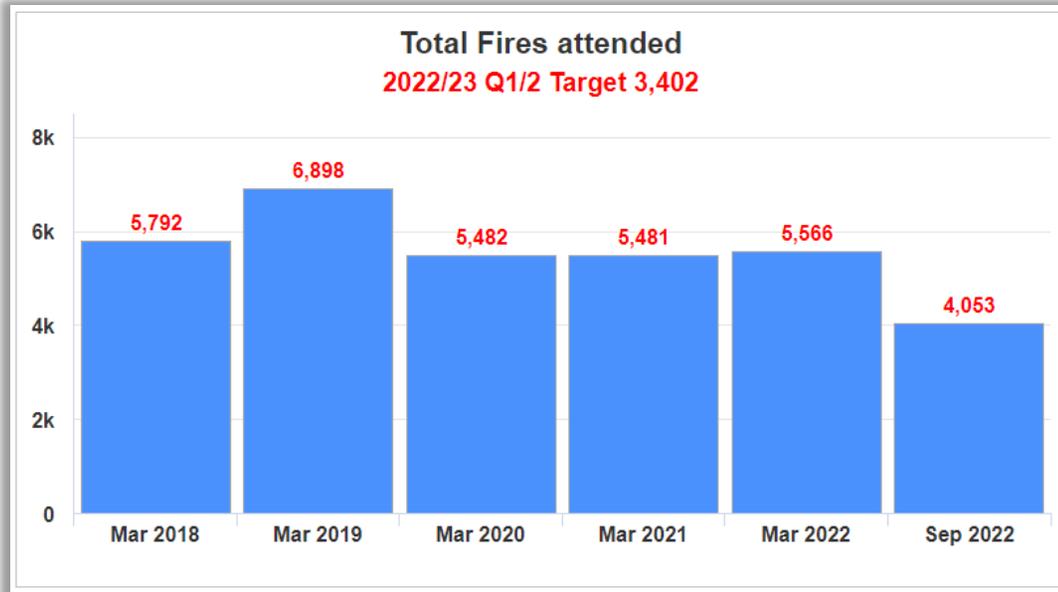
The sunburst below displays the progress of each Strategic Indicator based on its performance against the target set.

<b>Performance Key</b>	 Better than or equal to target	 Up to 5% above target	 Over 5% from target
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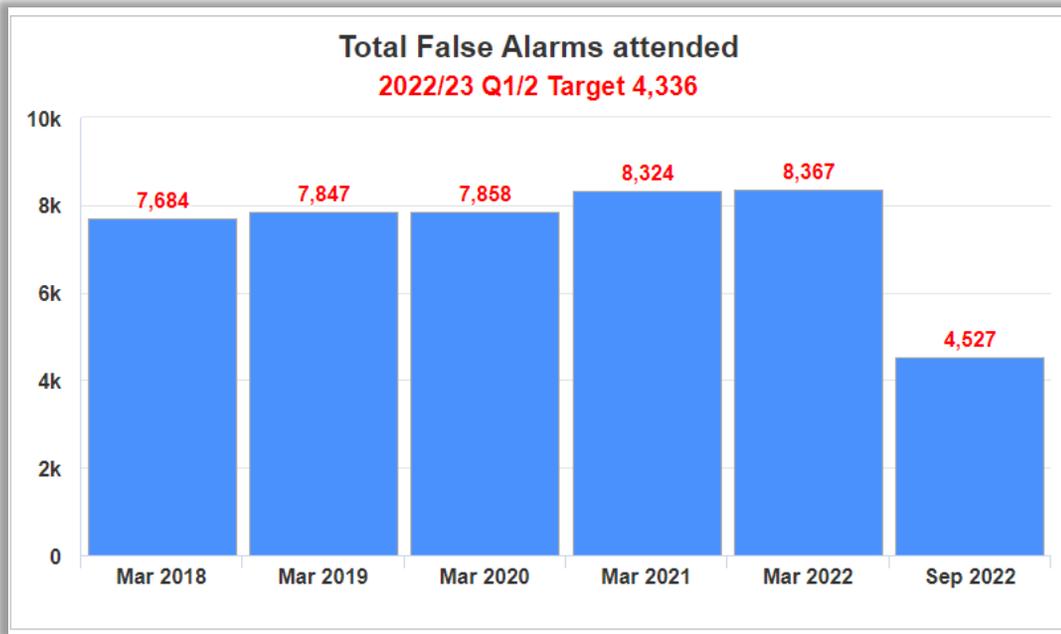
	Q1/2 22-23 (YTD)	Target (YTD)	Q1/2 2022/23 (YTD)	Q1/2 21-22 (YTD)
<b>Total Fires Attended</b>	4,053	3,402		3,133
<b>Total RTCs Attended</b>	369	435		424
<b>Total False Alarms Attended</b>	4,527	4,336		4,273
<b>Total Other SSCs Attended</b>	1,537	1,230		1,376
<b>% of Dwelling Fires Confined to Room of Origin</b>	78.98%	85.00%		84.21%
<b>Total Deaths and Injuries in Fires</b>	25	31		27
<b>Total Accidental Deaths and Injuries in Fires</b>	21	24		23

Figures in the following charts show the total incidents for year ending on the month shown, eg, Mar 2022 is all incidents for year ending 2021/22. Figures for September 2022 are for the the Q1/2 period only. Numbers in brackets in the commentary are figures for Q1/2 2021/22 in comparison to Q1/2 2022/23 and the corresponding percentage increase/decrease between the two figures.

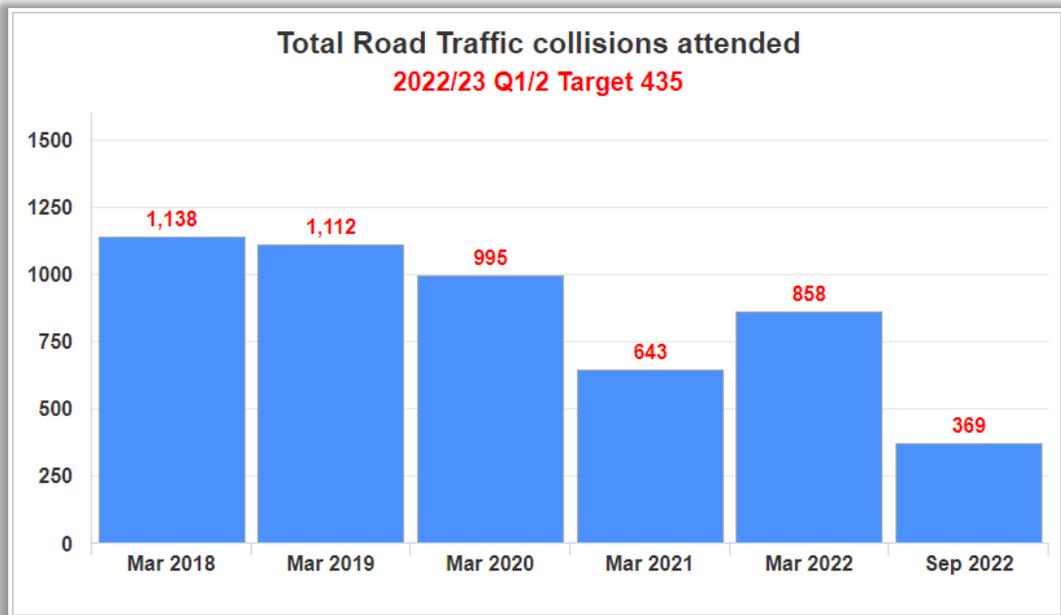


#### Q1/2 2022/23 Performance V Q1/2 2021/22

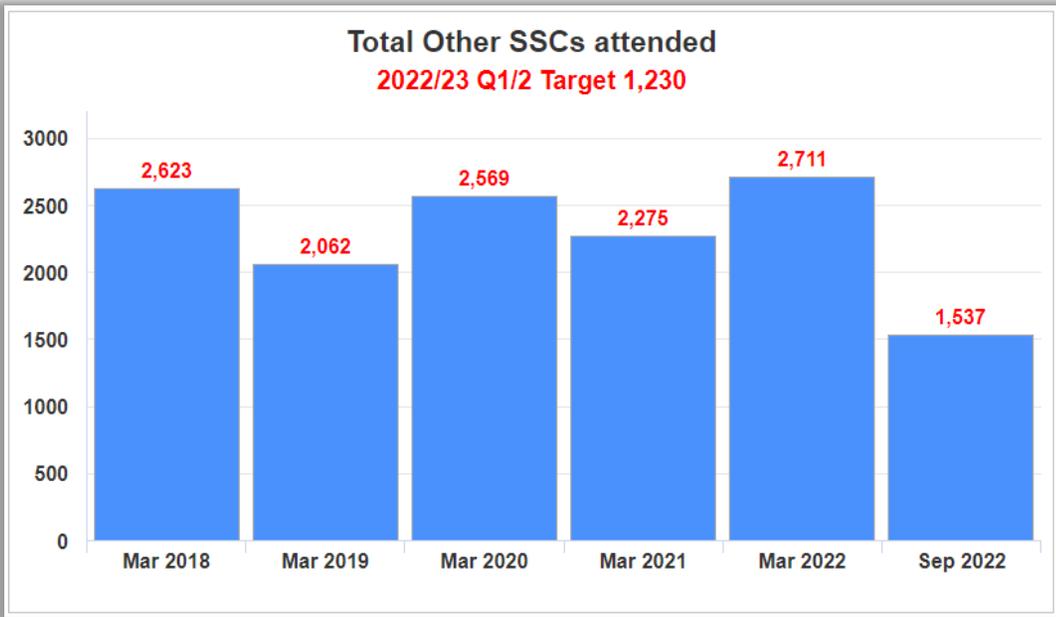
- Total fires (3,133 – 4,053) ↑ 29%, 19% above the target of 3,402.
- Accidental fires (834 – 1,034) ↑ 24%.
- Deliberate fires (2,299 – 3,019) ↑ 31%
- Deliberate grass fires (711 – 1,033) ↑ 45%
- Deliberate refuse fires (1,246 – 1,428) ↑ 15%
- Deliberate road vehicle fires (182 – 149) ↓ 18%
- Deliberate fires accounted for 74% of all fires.



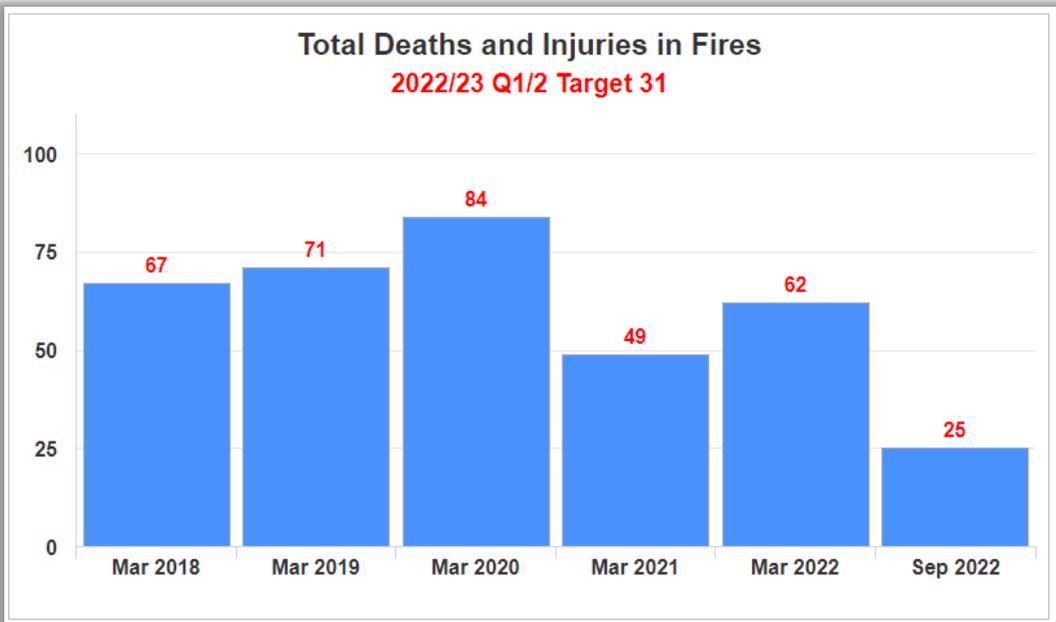
- #### Q1/2 2022/23 Performance V Q1/2 2021/22
- Total False Alarms (4,273 – 4,527) ↑ 254 (6%).
  - 4% **above** the target of 4,336.
  - False alarm due to apparatus (2,422 – 2,326) ↓ 4%.
  - False alarm good intent (1,734 – 2,037) ↑ 17%.
  - False Alarm Malicious (117 – 164) ↑ 40%.
  - Residential homes (131 – 152) ↑ 16%, Education (267 – 275) ↑ 3%, Hospitals (299 – 307) ↑ 3%.
  - Appliances in attendance at Residential homes (195 – 235) ↑ 21%, Education (377 – 393) ↑ 4%, Hospitals (439 – 439).



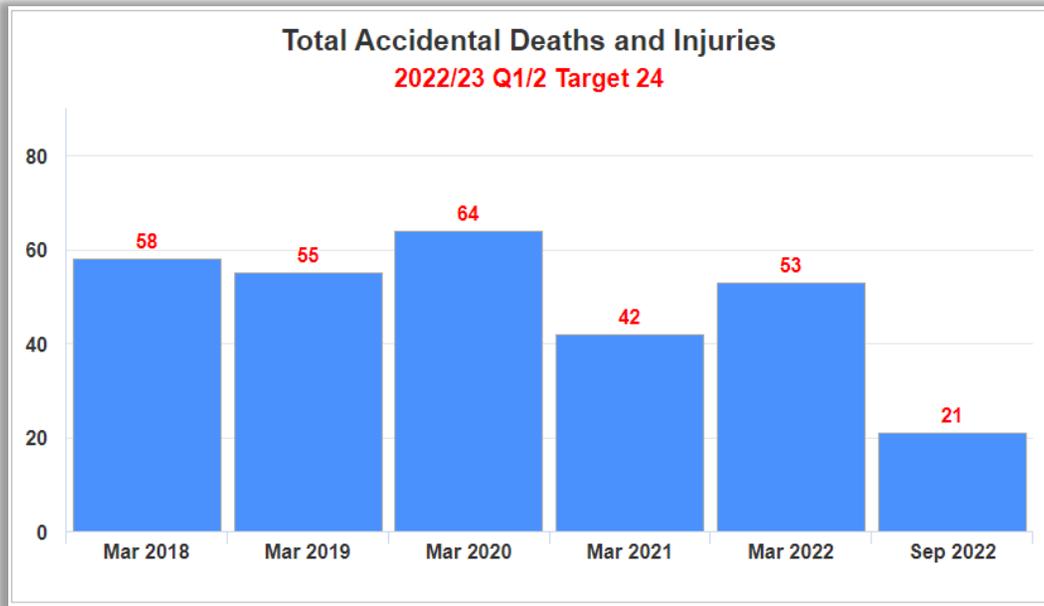
- #### Q1/2 2022/23 Performance V Q1/2 2021/22
- Total RTCs (424 – 369) ↓ 55 (-13%)
  - 15% **below** the target of 435
  - Numbers were lower than last year but were above the 315 incidents experienced during Q1/2 of 2020/21 when there was less traffic on the roads due to the pandemic.
  - Extrications/release of persons in Q1/2 have risen from 74 of 424 (17%) to 75 of 369 (20%) this year.
  - Monmouthshire UA (16) experienced the highest numbers of extrications and release of persons in Q1/2.



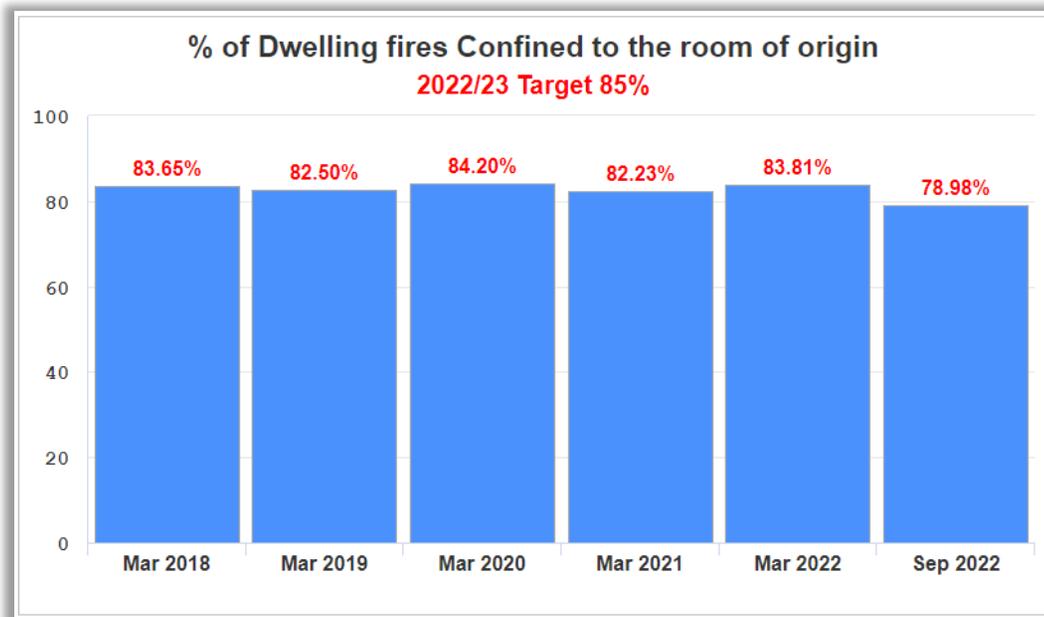
- #### Q1/2 2022/23 Performance V Q1/2 2021/22
- Other SSCs (1,376 – 1,537) ↑ 161(+12%).
  - 25% **above** the target of 1,230.
  - Effecting entry (166 to 221) ↑ 33%, other rescue release of person (87 to 118) ↑ 36%, animal assistance (106 to 107) ↑ 1%.
  - Assisting other agencies (254 – 327) ↑ 29%, Bariatrics (73 – 97) ↑ 33%.
  - Cardiff UA had the highest number of incidents with 413, an increase of 14% from the previous year in Q1/2.



- #### Q1/2 2022/23 Performance V Q1/2 2021/22
- Total fatalities and injuries have reduced by 2 (-7%) from 27 last year to 25 this year.
  - 19% **below** the target of 31.
  - 3 fatalities from fire, 1 fewer than last year in Q1/2.
  - 2 were in accidental dwelling fires and the other was in a vehicle fire.
  - There were 7 serious injuries compared to 9 last year.
  - There were 15 slight injuries compared to 18 last year.



- #### Q1/2 2022/23 Performance V Q1/2 2021/22
- Accidental fatalities and Injuries have reduced by 2 (-9%) from 23 last year to 21 this year.
  - 13% **below** the target of 24.
  - 2 fatalities were in accidental dwelling fires, both female and both over 60.
  - 1 fatality was in a vehicle fire.
  - There were 6 accidental serious injuries compared to 4 last year.
  - There were 12 accidental serious injuries compared to 15 last year.



- #### Q1/2 2022/23 Performance V Q1/2 2021/22
- 260 of 331 dwelling fires have been confined to the room of origin (79%).
  - This is **below** last year and is 6% **below** the target set of 85% at the start of the year.
  - Bridgend UA (16) had 96% of fires confined to the room of origin.
  - Caerphilly UA 9 had the **lowest** percentage with 70% of fires confined to the room of origin.



Incident Categories	Apr 2021 -																	
	Mar 2022	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Q1/2	Q1/2 Last year	Q1/2 diff	Q1/2 %	
Total Incidents	1003	121	72	88	120	129	104							634	560	74	13%	
Special Service Calls	172	10	13	9	27	13	23							95	91	4	4%	
Total RTCs Attended	37	0	0	1	6	2	5							14	15	-1	-7%	
Total Other SSCs Attended	135	10	13	8	21	11	18							81	76	5	7%	
Total False Alarms Attended	389	45	29	35	37	52	39							237	208	29	14%	
Malicious False Alarms	9	0	0	1	1	2	1							5	4	1	25%	
Good Intent False Alarms	193	31	18	18	22	34	22							145	110	35	32%	
Automatic False Alarms	187	14	11	16	14	16	16							87	94	-7	-7%	
Total Fires Attended	442	66	30	44	56	64	42							302	261	41	16%	
Deliberate Fire	382	59	22	39	47	56	33							256	225	31	14%	
Deliberate Grass Fire Attended	88	14	5	8	11	16	11							65	64	1	2%	
Deliberate Refuse Fire Attended	219	38	12	26	26	31	9							142	123	19	15%	
Accidental Fire	60	7	8	5	9	8	9							46	36	10	28%	
Accidental Dwelling Fire Attended	22	1	3	1	1	2	3							11	12	-1	-8%	
Total Deaths and Injuries in Fires	1	1	0	0	0	0	0							1	1	0	0%	
Total Accidental Deaths and Injuries in Fires	0	0	0	0	0	0	0							0	0	0	0%	

An analysis of the statistics relating to accidental dwelling fires suggest that the numbers have decreased by 8% compared to last year in Q1/2 with 11 in total compared to 12 last year. There were 5 in Q1 and 6 in Q2. 3 of the 11 incidents were caused by cooking compared to 4 of 12 last year. 6 of the 11 fires were due to human factors with falling asleep the cause of 2 incidents, 2 were caused by distraction and the other 2 were unknown reasons. The South Wales Fire and Rescue strategy to reduce accidental dwelling fires is closely linked to the Welsh Government wider social justice and supporting people agendas by targeting the most vulnerable groups within our society and making them safer within their homes. There was 1 slight injury in Q1/2, the same as last year in Q1/2. Attendance at effecting entry incidents has increased from 3 incidents last year in Q1/2 to 17 incidents this year. 6 calls were to persons in distress with another 3 for medical cases and 2 were because a child was involved. Assistance to other agencies has decreased from 18 last year to 13 (-28%) this year. The number of road traffic collisions attended has decreased from 15 to 14 with crews attending 11 of the incidents to make the scene safe. Deliberate fire setting remains an issue within the UA and therefore stations will continue to seek opportunities to reduce the number of these types of incidents. Deliberate grass fires have increased by 2% from 64 to 65. Deliberate refuse fires have increased by 15% from 123 to 142. Automatic false alarms have decreased by 7% from 94 to 87. There were particularly high numbers in attendance at Residential homes with 16 incidents compared to 8 last year, the majority being to cooking/burnt toast (4). Crews will continue to target premises that are identified on the Business Management Information system to identify causes and trends to be able to liaise with premises owners to provide advice on reducing these call outs. Malicious false alarms have increased from 4 to 5 and there was a 32% increase in good intent false alarms (110 to 145) with calls to loose refuse (43) accounting for most of this call type.



Incident Categories	Apr 2021 - Mar 2022	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Q1/2	Q1/2 Last year	Q1/2 diff	Q1/2 %
Total Incidents	1594	176	116	150	144	181	104							871	846	25	3%
Special Service Calls	375	19	27	37	23	42	20							168	170	-2	-1%
Total RTCs Attended	98	2	5	10	6	10	1							34	48	-14	-29%
Total Other SSCs Attended	277	17	22	27	17	32	19							134	122	12	10%
Total False Alarms Attended	764	68	55	64	69	78	58							392	408	-16	-4%
Malicious False Alarms	13	1	2	0	1	1	2							7	9	-2	-22%
Good Intent False Alarms	340	36	20	35	37	50	25							203	179	24	13%
Automatic False Alarms	411	31	33	29	31	27	31							182	220	-38	-17%
Total Fires Attended	455	89	34	49	52	61	26							311	268	43	16%
Deliberate Fire	322	67	25	33	38	45	16							224	201	23	11%
Deliberate Grass Fire Attended	117	36	5	6	10	15	1							73	68	5	7%
Deliberate Refuse Fire Attended	150	23	13	22	23	23	10							114	98	16	16%
Accidental Fire	133	22	8	16	14	16	10							86	67	19	28%
Accidental Dwelling Fire Attended	44	7	2	6	4	2	3							24	20	4	20%
Total Deaths and Injuries in Fires	5	0	1	0	0	0	0							1	2	-1	-50%
Total Accidental Deaths and Injuries in Fires	5	0	1	0	0	0	0							1	2	-1	-50%

An analysis of the statistics relating to accidental dwelling fires suggest that the numbers have increased slightly (+20%) compared to last year in Q1/2 with 24 in total compared to 20 last year. There were 15 incidents in Q1 and 9 in Q2. 7 of the 24 incidents were caused by cooking compared to 7 of 20 last year. 13 of the 24 fires were due to human factors with distraction (5) and falling asleep (3) the main reasons. The South Wales Fire and Rescue strategy to reduce accidental dwelling fires is closely linked to the Welsh Government wider social justice and supporting people agendas by targeting the most vulnerable groups within our society and making them safer within their homes. Sadly, there was 1 serious injury in Q1/2 in an accidental dwelling fire, a female aged 87 caused by candles. Attendance at Other special service calls have increased from 122 to 134 (+10%) with assistance to other agencies increasing from 20 to 37 (+85%) compared to Q1/2 last year. We also attended 10 bariatric incidents compared to 9 last year. There were also increases to effecting entry incidents with numbers rising from 10 to 19 (+90%). The number of road traffic collisions attended has decreased from 48 to 34 (-29%) with crews attending 8 extrications/release of persons, the same as last year. Deliberate fire setting remains an issue within the UA and therefore stations will continue to seek opportunities to reduce the number of these types of incidents. Deliberate grass fires have increased by 7% from 68 to 73. Deliberate refuse fires have also increased by 16% from 98 to 114. Automatic false alarms have decreased by 17% from 220 to 182. There was however an increase in attendance at Hospitals (12 to 17) and offices and call centers (6 to 8), but most other property types experienced a decrease in calls. Crews will continue to target premises that are identified on the Business Management Information system to identify causes and trends to be able to liaise with premises owners to provide advice on reducing these call outs. Malicious false alarms have decreased from 9 to 7 (-22%). There was a 13% (179 to 203) increase in good intent false alarms with calls to residential homes accounting for 15 of these calls.



Incident Categories	Apr 2021 - Mar 2022	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Q1/2	Q1/2 Last year	Q1/2 diff	Q1/2 %
Total Incidents	2044	261	170	181	209	268	175							1264	1093	171	16%
Special Service Calls	346	27	22	20	36	42	28							175	183	-8	-4%
Total RTCs Attended	88	8	7	4	10	10	5							44	47	-3	-6%
Total Other SSCs Attended	258	19	15	16	26	32	23							131	136	-5	-4%
Total False Alarms Attended	817	78	61	80	90	87	72							468	435	33	8%
Malicious False Alarms	17	1	0	5	4	1	2							13	9	4	44%
Good Intent False Alarms	418	48	43	40	54	49	43							277	240	37	15%
Automatic False Alarms	382	29	18	35	32	37	27							178	186	-8	-4%
Total Fires Attended	881	156	87	81	83	139	75							621	475	146	31%
Deliberate Fire	696	134	69	59	57	104	59							482	383	99	26%
Deliberate Grass Fire Attended	163	54	25	12	18	40	15							164	119	45	38%
Deliberate Refuse Fire Attended	440	70	27	35	28	50	33							243	206	37	18%
Accidental Fire	185	22	18	22	26	35	16							139	92	47	51%
Accidental Dwelling Fire Attended	66	8	8	4	9	8	3							40	28	12	43%
Total Deaths and Injuries in Fires	11	0	1	0	1	1	0							3	2	1	50%
Total Accidental Deaths and Injuries in Fires	10	0	1	0	1	1	0							3	2	1	50%

An analysis of the statistics relating to accidental dwelling fires suggest that there has been an increase of 43% in incidents compared to last year. The number of incidents has risen from 28 to 40. There were 20 incidents each Q1 + Q2. 13 of the 40 incidents were caused by cooking compared to 12 of 28 last year. 22 of the fires were due to human factors with distraction (6) and incidents involving disabled persons (5) the main reasons. The South Wales Fire and Rescue strategy to reduce accidental dwelling fires is closely linked to the Welsh Government wider social justice and supporting people agendas by targeting the most vulnerable groups within our society and making them safer within their homes. Sadly, there was a fatality in Q1/2, a 43-year-old male in a vehicle fire and 2 serious injuries. Attendance at Other special service calls have decreased by 4%. Assistance to other agencies has decreased from 37 to 30 (-19%) compared to last year. There were increases to animal assistance incidents from 9 to 17(+89%) and effecting entry incidents, 10 to 13 (+30%). The number of road traffic collisions attended has decreased from 47 to 44 (-4%) with crews attending 12 extrications/release of persons compared to 6 last year. Deliberate fire setting remains an issue within the UA and therefore stations will continue to seek opportunities to reduce the number of these types of incidents. Deliberate grass fires have increased by 38% from 119 to 164. Deliberate refuse fires have increased by 18% from 206 to 243. Automatic false alarms have decreased by 4% from 186 to 178. There was a slight decrease in attendance at industrial manufacturing (31 to 29) but incidents at educational premises increased from 11 to 21 (+91%). Crews will continue to target premises that are identified on the Business Management Information system to identify causes and trends to be able to liaise with premises owners to provide advice on reducing these call outs. Malicious false alarms have increased from 9 to 13 (+44%). There was a 15% decrease in good intent false alarms with calls to loose refuse (69) being the reason for most of these calls.



Incident Categories	Apr 2021 - Mar 2022	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Q1/2	Q1/2 Last year	Q1/2 diff	Q1/2 %
Total Incidents	4076	371	363	372	475	448	371							2400	2102	298	14%
Special Service Calls	863	63	89	85	93	82	67							479	433	46	11%
Total RTCs Attended	156	10	12	11	10	14	9							66	70	-4	-6%
Total Other SSCs Attended	707	53	77	74	83	68	58							413	363	50	14%
Total False Alarms Attended	2217	182	168	197	219	216	184							1166	1080	86	8%
Malicious False Alarms	76	10	11	3	10	6	7							47	38	9	24%
Good Intent False Alarms	706	57	52	70	81	80	56							396	357	39	11%
Automatic False Alarms	1435	115	105	124	128	130	121							723	685	38	6%
Total Fires Attended	996	126	106	90	163	150	120							755	589	166	28%
Deliberate Fire	657	100	74	60	119	106	74							533	414	119	29%
Deliberate Grass Fire Attended	129	38	11	16	38	51	28							182	97	85	88%
Deliberate Refuse Fire Attended	402	53	45	33	43	49	31							254	251	3	1%
Accidental Fire	339	26	32	30	44	44	46							222	175	47	27%
Accidental Dwelling Fire Attended	164	12	8	14	8	12	20							74	69	5	7%
Total Deaths and Injuries in Fires	11	0	1	0	2	1	0							4	7	-3	-43%
Total Accidental Deaths and Injuries in Fires	8	0	1	0	1	0	0							2	6	-4	-67%

An analysis of the statistics relating to accidental dwelling fires suggest that there has been an increase of 7% in incidents compared to last year. The number of incidents has risen from 69 to 74 in Q1/2. There was 34 incidents Q1 and 40 in Q2. 23 of the 74 (31%) incidents were caused by cooking which was lower than last year when there was 25 of 69 (36%) fires caused by cooking. 36 of the 74 fires were due to human factors with distraction (7) and falling asleep (7) the main reasons. The South Wales Fire and Rescue strategy to reduce accidental dwelling fires is closely linked to the Welsh Government wider social justice and supporting people agendas by targeting the most vulnerable groups within our society and making them safer within their homes. Sadly, there was a fatality in August, a female aged 65, caused by smoking materials. There was also 1 serious and 2 slight injuries in Q1/2. Attendance at Other special service calls have increased by 14% with assistance to other agencies increasing from 61 to 72 (+18%) compared to last year. There was also an increase to effecting entry/exit, 51 to 81 (+59%). The number of road traffic collisions attended has decreased from 70 to 64 (-6%) with crews attending 10 extrications/release of persons which was 3 more than last year. Most of the calls attended were to making the scene/vehicle safe (36). Deliberate fire setting remains an issue within the UA and therefore stations will continue to seek opportunities to reduce the number of these types of incidents. Deliberate grass fires have increased by 88% from 97 to 182. Deliberate refuse fires have also increased by 1% from 251 to 254. Automatic false alarms have increased by 6% from 685 to 723. There was an increase in attendance hospitals (110 to 120) and educational properties (47 to 80). Crews will continue to target premises that are identified on the Business Management Information system to identify causes and trends to be able to liaise with premises owners to provide advice on reducing these call outs. Malicious false alarms have increased from 38 to 47 (+24%). There was a 11% (357 to 396) increase in good intent false alarms with calls to domestic premises accounting for most of these calls.



Incident Categories	Apr 2021 - Mar 2022	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Q1/2	Q1/2 Last year	Q1/2 diff	Q1/2 %
Total Incidents	828	81	70	48	79	85	53							416	456	-40	-9%
Special Service Calls	152	9	14	8	17	17	15							80	72	8	11%
Total RTCs Attended	49	1	3	1	6	7	2							20	24	-4	-17%
Total Other SSCs Attended	103	8	11	7	11	10	13							60	48	12	25%
Total False Alarms Attended	345	26	23	19	34	39	22							163	173	-10	-6%
Malicious False Alarms	14	2	2	0	1	2	1							8	6	2	33%
Good Intent False Alarms	134	18	9	8	19	17	10							81	79	2	3%
Automatic False Alarms	197	6	12	11	14	20	11							74	88	-14	-16%
Total Fires Attended	331	46	33	21	28	29	16							173	211	-38	-18%
Deliberate Fire	264	40	25	18	22	26	13							144	174	-30	-17%
Deliberate Grass Fire Attended	117	24	5	8	4	14	2							57	93	-36	-39%
Deliberate Refuse Fire Attended	111	15	14	6	13	10	7							65	66	-1	-2%
Accidental Fire	67	6	8	3	6	3	3							29	37	-8	-22%
Accidental Dwelling Fire Attended	30	5	4	2	1	1	0							13	8	5	63%
Total Deaths and Injuries in Fires	3	2	2	0	0	1	0							5	2	3	150%
Total Accidental Deaths and Injuries in Fires	3	2	2	0	0	0	0							4	2	2	100%

An analysis of the statistics relating to accidental dwelling fires suggest that there has been an increase of 63% in incidents compared to last year. The number of incidents has risen from 8 to 13. There were 11 incidents Q1 and 2 in Q2. 6 of the 13 (46%) incidents were caused by cooking which was 3 less than last year. 8 of the fires were due to human factors with falling asleep (4) and unknown circumstances (2) the main reasons. The South Wales Fire and Rescue strategy to reduce accidental dwelling fires is closely linked to the Welsh Government wider social justice and supporting people agendas by targeting the most vulnerable groups within our society and making them safer within their homes. Sadly, there was 1 fatality in Q1/2, a female aged 65 caused by cooking. There were also 3 slight injuries and 1 serious injury. Attendance at Other special service calls have increased by 25% with assisting other agencies the main incident type rising from 6 last year to 14 (+133%) in Q1/2. The number of road traffic collisions attended has decreased from 24 to 20 (-17%) with crews attending 5 extrications/release of persons compared to 4 last year. Other calls were to making the scene/vehicle safe (9) and 4 were to medical incidents. Deliberate fire setting remains an issue within the UA and therefore stations will continue to seek opportunities to reduce the number of these types of incidents. Deliberate refuse fires however have decreased by 2% from 66 to 65. Deliberate grass fires have also decreased by 39% from 93 to 57. Automatic false alarms have decreased by 16% from 88 to 74. There were 24 calls to hospitals and medical care and 16 calls to educational properties. Crews will continue to target premises that are identified on the Business Management Information system to identify causes and trends to be able to liaise with premises owners to provide advice on reducing these call outs. Malicious false alarms have increased from 6 to 8. There was a 3% (81 to 79) reduction in good intent false alarms with calls to loose refuse accounting for most of these calls.



Incident Categories	Apr 2021 - Mar 2022	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Q1/2	Q1/2 Last year	Q1/2 diff	Q1/2 %
Total Incidents	905	75	88	102	82	94	79							520	478	42	9%
Special Service Calls	230	19	23	24	13	20	24							123	130	-7	-5%
Total RTCs Attended	76	6	10	5	5	10	6							42	41	1	2%
Total Other SSCs Attended	154	13	13	19	8	10	18							81	89	-8	-9%
Total False Alarms Attended	475	32	44	48	37	49	41							251	240	11	5%
Malicious False Alarms	3	1	1	0	0	0	1							3	0	3	300%
Good Intent False Alarms	143	18	17	17	20	25	19							116	74	42	57%
Automatic False Alarms	329	13	26	31	17	24	21							132	166	-34	-20%
Total Fires Attended	200	24	21	30	32	25	14							146	108	38	35%
Deliberate Fire	66	10	8	13	16	10	7							64	40	24	60%
Deliberate Grass Fire Attended	20	1	1	6	5	6	2							21	18	3	17%
Deliberate Refuse Fire Attended	21	8	3	6	5	2	3							27	9	18	200%
Accidental Fire	134	14	13	17	16	15	7							82	68	14	21%
Accidental Dwelling Fire Attended	29	4	3	3	1	1	2							14	8	6	75%
Total Deaths and Injuries in Fires	3	1	1	0	0	0	0							2	0	2	200%
Total Accidental Deaths and Injuries in Fires	0	1	1	0	0	0	0							2	0	2	200%

An analysis of the statistics relating to accidental dwelling fires suggest that there has been an increase of 75% in incidents compared to last year. The number of incidents has risen from 8 to 14. There was 10 incidents Q1 and 4 in Q2. The main causes of the accidental dwelling fires was cooking with 6 incidents. 5 of the 14 fires were because of human factors with persons falling asleep accounting for 3 incidents. The South Wales Fire and Rescue strategy to reduce accidental dwelling fires is closely linked to the Welsh Government wider social justice and supporting people agendas by targeting the most vulnerable groups within our society and making them safer within their homes. Sadly, there was 1 serious injury in Q1/2, a male aged 92 caused by cooking and 1 slight injury. Attendance at Other special service calls have decreased by 9% with assistance to other agencies falling from 20 to 17 (-15%) compared to last year. There were also 9 calls to flooding compared to 1 last year. The number of road traffic collisions attended has increased from 41 to 42 (+2%) with crews attending 16 extrications/release of persons compared to 12 last year in Q1/2. 17 of the calls were making the scene/vehicle safe. Deliberate fire setting remains an issue within the UA and therefore stations will continue to seek opportunities to reduce the number of these types of incidents as restrictions are eased. Deliberate grass fires have increased by 17% from 18 to 21. Deliberate refuse fires have increased by 200% from 9 to 27. Automatic false alarms have decreased by 20% from 166 to 132. There was a decrease in calls to hospitals from 20 to 17 and residential homes from 13 to 5. Educational premises also experienced a decrease from 20 to 13. Crews will continue to target premises that are identified on the Business Management Information system to identify causes and trends to be able to liaise with premises owners to provide advice on reducing these call outs. Malicious false alarms have increased from 0 to 3 and there was a 57% (74 to 116) increase in good intent false alarms with calls to dwellings and loose refuse accounting for most of these calls.



Incident Categories	Apr 2021 - Mar 2022	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Q1/2	Q1/2 Last year	Q1/2 diff	Q1/2 %
Total Incidents	2181	232	189	188	234	321	265							1429	1087	342	31%
Special Service Calls	360	35	20	26	40	44	41							206	192	14	7%
Total RTCs Attended	72	4	8	4	6	4	5							31	32	-1	-3%
Total Other SSCs Attended	288	31	12	22	34	40	36							175	160	15	9%
Total False Alarms Attended	1068	111	84	81	85	98	99							558	527	31	6%
Malicious False Alarms	64	7	4	5	2	5	4							27	21	6	29%
Good Intent False Alarms	351	43	29	33	36	44	32							217	193	24	12%
Automatic False Alarms	653	61	51	43	47	49	63							314	313	1	0%
Total Fires Attended	753	86	85	81	109	179	125							665	368	297	81%
Deliberate Fire	574	71	64	61	90	157	111							554	277	277	100%
Deliberate Grass Fire Attended	70	14	13	16	27	69	28							167	58	109	188%
Deliberate Refuse Fire Attended	384	31	31	33	41	70	52							258	170	88	52%
Accidental Fire	179	15	21	20	19	22	14							111	91	20	22%
Accidental Dwelling Fire Attended	67	5	6	5	5	3	5							29	30	-1	-3%
Total Deaths and Injuries in Fires	8	0	0	1	0	1	0							2	5	-3	-60%
Total Accidental Deaths and Injuries in Fires	6	0	0	1	0	0	0							1	4	-3	-75%

An analysis of the statistics relating to accidental dwelling fires suggest that there has been a reduction of 3% in incidents compared to last year. The number of incidents has fallen from 30 to 29. There were 16 incidents in Q1 and 13 in Q2. 12 of the 29 incidents were caused by cooking compared to 6 of 30 last year in Q1/2. 17 of the 29 fires were due to human factors with distraction (6) and unknown reason (5) the main reasons for the calls. The South Wales Fire and Rescue strategy to reduce accidental dwelling fires is closely linked to the Welsh Government wider social justice and supporting people agendas by targeting the most vulnerable groups within our society and making them safer within their homes. There were 2 slight injuries in Q1/2 compared to 2 fatalities, 2 serious and 1 slight injury last year. Attendance at Other special service calls have increased by 9%, with assistance to other agencies rising from 16 to 40 incidents, a rise of 150%. There were 12 calls to bariatric incidents compared to 6 last year in Q1/2. The number of road traffic collisions attended has decreased from 32 to 31 (-3%) with crews attending 1 extrication/release of persons compared to 5 last year in Q1/2. Most of the calls were to making the scene/vehicle safe (20). Deliberate fire setting remains an issue within the UA and therefore stations will continue to seek opportunities to reduce the number of these types of incidents. Deliberate grass fires have increased by 188% from 58 to 167. Deliberate refuse fires have also increased by 52% from 170 to 258. Automatic false alarms have increased by 1% from 313 to 314. Calls to hospitals increased from (37 to 41) but there was a decrease in calls to educational premises from 54 to 40 and retail premises 23 to 13. Crews will continue to target premises that are identified on the Business Management Information system to identify causes and trends to be able to liaise with premises owners to provide advice on reducing these call outs. Malicious false alarms have increased from 21 to 27 (+29%) and there was a 12% increase in good intent false alarms (193 to 217) with loose refuse accounting for 35 of these calls.



Incident Categories	Apr 2021 - Mar 2022	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Q1/2	Q1/2 Last year	Q1/2 diff	Q1/2 %
Total Incidents	2548	335	209	215	257	249	189							1454	1395	59	4%
Special Service Calls	464	51	49	51	61	49	53							314	281	33	12%
Total RTCs Attended	165	12	7	11	12	11	9							62	91	-29	-32%
Total Other SSCs Attended	399	39	42	40	49	38	44							252	190	62	33%
Total False Alarms Attended	1078	117	69	88	102	109	87							572	590	-18	-3%
Malicious False Alarms	33	11	2	1	5	4	1							24	13	11	85%
Good Intent False Alarms	482	61	37	38	53	55	38							282	280	2	1%
Automatic False Alarms	563	45	30	49	44	50	48							266	297	-31	-10%
Total Fires Attended	906	167	91	76	94	91	49							568	524	44	8%
Deliberate Fire	665	149	70	53	60	65	34							431	401	30	7%
Deliberate Grass Fire Attended	204	81	32	13	16	24	11							177	141	36	26%
Deliberate Refuse Fire Attended	374	58	20	27	35	33	16							189	217	-28	-13%
Accidental Fire	241	18	21	23	34	26	15							137	123	14	11%
Accidental Dwelling Fire Attended	101	8	10	7	7	8	5							45	48	-3	-6%
Total Deaths and Injuries in Fires	12	0	1	0	0	0	0							1	4	-3	-75%
Total Accidental Deaths and Injuries in Fires	11	0	1	0	0	0	0							1	3	-2	-67%

An analysis of the statistics relating to accidental dwelling fires suggest that there has been a 6% decrease in incidents compared to last year. The number of incidents has fallen from 48 to 45. There were 25 incidents in Q1 and 20 in Q2. 22 of the incidents were caused by cooking compared to 15 last year. 29 of the 45 fires were due to human factors with distraction (11) and falling asleep (7) the main reasons for the incidents. The South Wales Fire and Rescue strategy to reduce accidental dwelling fires is closely linked to the Welsh Government wider social justice and supporting people agendas by targeting the most vulnerable groups within our society and making them safer within their homes. There was 1 slight injury in Q1/2 compared to 3 slight and 1 serious injury last year. Attendance at Other special service calls have increased by 33% with assistance to other agencies increasing from 43 to 64 (+49%) compared to Q1/2 last year. There were also 22 calls to bariatric incidents compared to 11 last year. The number of road traffic collisions attended has decreased from 91 to 62 (-34%) with crews attending 14 extrications/release of persons compared to 17 last year in Q1/2. Most of the calls were making the scene/vehicle safe (38). Deliberate fire setting remains an issue within the UA and therefore stations will continue to seek opportunities to reduce the number of these types of incidents. Deliberate grass fires have increased by 26% from 141 to 177. Deliberate refuse fires however have decreased by 13% from 217 to 189. Automatic false alarms have decreased by 10% from 297 to 266. There was a decrease in calls to residential homes from 28 to 24 although calls to educational properties (28 to 35) and retail (15 to 26) have increased. Crews will continue to target premises that are identified on the Business Management Information system to identify causes and trends to be able to liaise with premises owners to provide advice on reducing these call outs. Malicious false alarms have increased from 13 to 24 (+85%). There was a 1% (280 to 282) increase in good intent false alarms with calls to dwellings and loose refuse accounting for most of these calls.

Gwasanaeth Tân ac Achub  
De Cymru



South Wales  
Fire and Rescue Service

Torfaen County Borough Council

TORFAEN  
COUNTY  
BOROUGH



BWRDEISTREF  
SIROL  
TORFAEN

Incident Categories	Apr 2021 - Mar 2022	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Q1/2	Q1/2 Last year	Q1/2 diff	Q1/2 %
Total Incidents	1110	119	147	112	109	169	88							744	578	166	29%
Special Service Calls	207	16	23	19	16	15	22							111	108	3	3%
Total RTCs Attended	43	1	3	4	1	3	6							18	17	1	6%
Total Other SSCs Attended	164	15	20	15	15	12	16							93	91	2	2%
Total False Alarms Attended	601	46	78	56	57	72	47							356	309	47	15%
Malicious False Alarms	18	3	4	0	1	4	2							14	11	3	27%
Good Intent False Alarms	182	13	30	28	21	51	15							158	109	49	45%
Automatic False Alarms	401	30	44	28	35	17	30							184	189	-5	-3%
Total Fires Attended	302	57	46	37	36	82	19							277	161	116	72%
Deliberate Fire	187	41	37	25	23	61	12							199	94	105	112%
Deliberate Grass Fire Attended	40	21	15	7	11	33	6							93	26	67	258%
Deliberate Refuse Fire Attended	105	15	9	12	7	19	3							65	54	11	20%
Accidental Fire	115	16	9	12	13	21	7							78	67	11	16%
Accidental Dwelling Fire Attended	34	7	4	2	2	4	2							21	16	5	31%
Total Deaths and Injuries in Fires	5	1	0	1	0	1	0							3	1	-2	-67%
Total Accidental Deaths and Injuries in Fires	5	1	0	1	0	1	0							3	1	-2	-67%

An analysis of the statistics relating to accidental dwelling fires suggest that there has been an increase of 31% in incidents compared to last year in Q1/2. The number of incidents has risen from 16 to 21. There were 13 incidents in Q1 and 8 in Q2. 6 of the incidents were caused by cooking compared to 8 last year in Q1/2. 9 of the 21 fires were due to human factors, including distraction (5) and falling asleep (1). The South Wales Fire and Rescue strategy to reduce accidental dwelling fires is closely linked to the Welsh Government wider social justice and supporting people agendas by targeting the most vulnerable groups within our society and making them safer within their homes. There were 3 slight injuries in Q1/2 compared to 1 last year. Attendance at Other special service calls have increased by 2%, with assistance to other agencies rising from 15 to 22 (+47%). There were also 8 calls to bariatric incidents compared to 4 last year in Q1/2. There were also 8 calls to flooding this year compared to 3 last year in Q1/2. The number of road traffic collisions attended has increased slightly from 17 to 18 with crews attending 1 extrications/release of persons compared to 6 last year. Most of the calls were making the scene/vehicle safe (12). Deliberate fire setting remains an issue within the UA and therefore stations will continue to seek opportunities to reduce the number of these types of incidents. Deliberate grass fires have increased by 258% from 26 to 93. Deliberate refuse fires have also increased by 20% from 54 to 65. Automatic false alarms have decreased by 3% from 189 to 184. Calls to educational properties experienced the largest decrease falling from 46 to 16 (-65%) while residential homes rising from 11 to 27 (+145%) have experienced the largest increase. Crews will continue to target premises that are identified on the Business Management Information system to identify causes and trends to be able to liaise with premises owners to provide advice on reducing these call outs. Malicious false alarms have increased from 11 to 14. There was also a 45% (109 to 158) increase in good intent false alarms with calls to dwellings and loose refuse accounting for most of the incidents.



Incident Categories	Apr 2021 -																	
	Mar 2022	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Q1/2	Q1/2 Last year	Q1/2 diff	Q1/2 %	
Total Incidents	1213	120	84	119	157	165	110							755	611	144	24%	
Special Service Calls	300	26	20	17	33	33	26							155	140	15	11%	
Total RTCs Attended	74	7	4	4	7	6	10							38	39	-1	-3%	
Total Other SSCs Attended	226	19	16	13	26	27	16							117	101	16	16%	
Total False Alarms Attended	613	54	42	71	72	67	58							364	303	61	20%	
Malicious False Alarms	14	2	0	1	2	2	9							16	6	10	167%	
Good Intent False Alarms	219	25	27	25	32	31	22							162	113	49	43%	
Automatic False Alarms	380	27	15	45	38	34	27							186	184	2	1%	
Total Fires Attended	300	40	22	31	52	65	26							236	168	68	40%	
Deliberate Fire	155	22	14	17	26	37	16							132	90	42	47%	
Deliberate Grass Fire Attended	41	1	1	3	8	18	2							33	27	6	22%	
Deliberate Refuse Fire Attended	94	15	10	12	13	15	7							72	52	20	38%	
Accidental Fire	145	18	8	14	26	28	10							104	78	26	33%	
Accidental Dwelling Fire Attended	57	5	2	1	3	3	5							19	28	-9	-32%	
Total Deaths and Injuries in Fires	3	1	0	1	1	0	0							3	3	0	0%	
Total Accidental Deaths and Injuries in Fires	3	1	0	1	1	0	0							3	3	0	0%	

An analysis of the statistics relating to accidental dwelling fires suggest that there has been a decrease of 32% in incidents compared to last year. The number of incidents has fallen from 28 to 19. There were 8 incidents in Q1 and 11 in Q2. 7 of the incidents were caused by cooking compared to 12 last year. 11 of the fires were due to human factors, including distraction (3) and reason not known (2). The South Wales Fire and Rescue strategy to reduce accidental dwelling fires is closely linked to the Welsh Government wider social justice and supporting people agendas by targeting the most vulnerable groups within our society and making them safer within their homes. There was 1 serious injury and 2 slight injuries this year in Q1/2, compared to 2 serious and 1 slight injury last year in Q1/2. Attendance at Other special service calls have increased by 16%, with assistance to other agencies remaining the same as last year with 18 incidents. Other rescue release of persons has increased from 5 to 10 (+50%). There were also 4 calls to a bariatric persons compared to 5 last year in Q1/2. The number of road traffic collisions attended has decreased from 39 to 38 (-3%) with crews attending 7 extrications/release of persons compared to 6 last year. Most of the calls were making the scene/vehicle safe (25). Deliberate fire setting remains an issue within the UA and therefore stations will continue to seek opportunities to reduce the number of these types of incidents. Deliberate grass fires have increased from 27 to 33 (+22%). Deliberate refuse fires have also increased by 38% from 52 to 72. Automatic false alarms have increased slightly from 184 to 186 (+1%) compared to last year. There was an increase in calls to residential homes from 9 to 13 (+44%) and calls to educational properties have also increased from 20 to 33 (+65%) compared to last year. Crews will continue to target premises that are identified on the Business Management Information system to identify causes and trends to be able to liaise with premises owners to provide advice on reducing these call outs. Malicious false alarms have increased from 6 to 16 (+167%) and there was an increase of 43% in good intent false alarms from 113 to 162 with calls to dwellings and loose refuse accounting for most of these calls.

**THIS REPORT IS NOT EXEMPT AND IN THE PUBLIC DOMAIN**

**SOUTH WALES FIRE & RESCUE AUTHORITY**

AGENDA ITEM NO 7.iii  
19 DECEMBER 2022

REPORT OF THE DIRECTOR OF CORPORATE SERVICES

**INDEPENDENT REMUNERATION PANEL FOR WALES' DRAFT ANNUAL REPORT – FEBRUARY 2023/24**

**THIS REPORT IS FOR INFORMATION**

REPORT APPROVED BY DIRECTOR OF CORPORATE SERVICES  
REPORT PRESENTED BY GERAINT THOMAS, DIRECTOR OF CORPORATE SERVICES

**SUMMARY**

This report brings to Members' attention the relevant sections of the Independent Remuneration Panel for Wales' Draft Annual Report that relate to payments to Members of Welsh Fire & Rescue Authorities.

**RECOMMENDATIONS**

That Members note the extract of the Independent Remuneration Panel's Draft Annual Report, attached at Appendix 1, which provides details of payments to Members of Welsh Fire & Rescue Authorities.

**1. BACKGROUND**

- 1.1 As Members will be aware, the Local Government (Wales) Measure 2011 gave powers to the Independent Remuneration Panel for Wales to determine and review the remuneration of Members of Local Authorities, National Park Authorities, Fire & Rescue Authorities and Town & Community Councils.
- 1.2 The Panel is also required to produce an Annual Report and consult on this prior to its issue. The Panel has now issued its draft report, and the relevant extracts for Members are attached at Appendix 1 to this report.

**2. RELEVANT ISSUES**

- 2.1 Members will note that the proposals for Councillors' remuneration for Fire & Rescue Authority duties recommend an increase for the 2023/24 municipal year of salaries as follows:
  - Basic salary £2,482 per annum
  - Senior Salary £6,222 per annum (inclusive of basic salary)

- Chair Of Fire Authority Salary £11,282 per annum (inclusive of basic salary)

### 3. IMPLICATIONS

#### 3.1 Community and Environment

Equality, Diversity and Inclusion	No
Welsh Language	No
Wellbeing of Future Generations (Wales) Act 2015	No
Socio Economic Duty	No
Sustainability/Environment/Carbon Reduction	No
Safeguarding	No
Consultation and Communications	No
Consultation with Representative Bodies	No
Impact Assessment	No

#### 3.2 Regulatory, Strategy and Policy

Legal	No	Data Protection / Privacy	No
Financial	No	Health, Safety and Wellbeing	No
Procurement	No	Governance & Audit	No
Corporate Risk	No	Service Policy	No
Information Management	No	National Policy	No

#### 3.3 Resources, Assets and Delivery

Human Resource and People Development	No
Assets and Resources (Property/Fleet/ICT/Equipment)	No
Service Delivery	No
Procurement	No
Budget Revenue/Capital	No

### 4. RECOMMENDATION

- 4.1 That Members note the extract of the Independent Remuneration Panel's Draft Annual Report, attached at Appendix 1, which provides details of payments to Members of Welsh Fire & Rescue Authorities.

<b>Contact Officer:</b>	ACO Geraint Thomas Director of Corporate Services
-------------------------	--

<b>Background Papers:</b>	<b>Date</b>	<b>Source/Contact</b>
None		

<b>Appendices:</b>	
Appendix 1	Extract of the Independent Remuneration Panel for Wales' Draft Annual Report – February 2023/24

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Llywodraeth Cymru  
Welsh Government

## APPENDIX 1

### REPORT

# Independent Remuneration Panel for Wales: draft annual report 2023 to 2024

Sets the range and level of payments for the financial year 2023 to 2024.

**First published:** 6 October 2022

**Last updated:** 6 October 2022

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# Contents

**Introduction**

**Role and responsibilities of the Panel**

**Summary of deliberations and determinations**

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# Introduction

Welcome to the draft report of the Independent Remuneration Panel for Wales, setting the decisions and determinations on pay, expenses and benefits for elected members of principal councils, community and town councils, national park authorities and fire and rescue authorities for implementation from April 2023.

This is my first report as Chair of the Panel, having been appointed in June this year. I would like to take this opportunity to thank John Bader, the outgoing Chair, for his service over many years and who led the Panel through 2 significant pieces of work last year, the Independent 10 year review of the Panel and restoring the link between elected members salaries and average earnings in Wales. I also thank Joe Stockley for his service and I am pleased to announce the appointment of Bev Smith in June this year. Saz Willey, Vice Chair, and Ruth Glazzard have continued to lead the work of the Panel during this period of change and I thank them for the support they have given both Bev and I, as new members.

This year the Panel has continued to focus on and take forward the recommendations from the 10 year review. There are 4 key strands to this work, review the way we work, set out a 3 year strategy for the Panel, improve how we communicate and engage with stakeholders and build a robust evidence base to inform decisions.

We have embarked on the recommended effectiveness review of the way we work and have started developing our longer-term strategy with a panel development day in August. We have agreed that our mission should be to deliver a fair and accountable reward framework for Wales' communities to have their voices heard within our democracy. We will use our expertise and professionalism to build trusting, sustainable partnerships to inform our work and deliver the changes Wales needs.

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We aim to improve the way we communicate and engage both with our immediate stakeholders and the general public. As a first step we now publish a summary of our monthly meetings on our website, but recognise there is much more to do. We aim to improve the accessibility and ease of use of our website and develop it into a more useful resource tool for people. We intend it to be an easy to use store of information on our determinations, and, building on our current frequently asked questions page, develop our guidance on how all decisions should be applied.

Whilst we are an independent body, we will continue to work collaboratively with key stakeholders engaged in promoting participation in local democracy. We look forward to participating in the forthcoming events hosted by the Welsh Government and Minister for Finance and Local Government, to share knowledge, experience, and best practice across a range of subjects related to the role of a councillor to develop a shared understanding of how we can take collective action to increase diversity in local democracy.

The Welsh Government will soon be publishing research which explores the barriers to standing for elected office and the changing role of the councillor and is developing a programme of work around the role of the community and town councils.

The Panel has decided that this year will be a year of consolidation. Major changes were put in place last year, and a significant uplift in salary levels was agreed. We wish to allow time for last year's determinations to bed in and to allow the Panel to continue its development of a research and evidence base to inform future decisions and move to a longer term planning cycle. This report reflects that decision.

During the past few years, we have been considering the structure of our reports and how we can make them more accessible to all. We have concluded that much of the information published replicates previous years, often without significant change. For this report we decided to focus on the changes made as

a result of the proposals. We have therefore decided that the majority of the content set out in previous reports will be removed from the report and placed on the Panel's website. We will make arrangements for those who are unable to access the website.

This change has significantly reduced the size of the report and made it more manageable to navigate. This approach is also in line with our efforts to respect the challenges facing us in protecting our planet.

This is a work in progress, and we would be interested in your views about this approach and so have specifically asked for some feedback as part of our consultation questions at the end of the report.

## Panel Membership

- Frances Duffy, Chair
- Saz Willey, Vice Chair
- Ruth Glazzard
- Bev Smith

Detailed information about the members can be found on the [Panel website](#).

## Role and responsibilities of the Panel

### Role of the Panel

The Panel is responsible for setting the levels and arrangements for the remuneration of members of the following organisations:

- principal councils, county and county borough councils

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- community and town councils
- national park authorities
- fire and rescue authorities
- corporate joint committees

The Panel is an independent body and is able to make decisions about:

- the salary structure within which members are remunerated
- the type and nature of allowances to be paid to members
- whether payments are mandatory or allow a level of local flexibility
- arrangements in respect of family absence
- arrangements for monitoring compliance with the Panel's decisions

The Panel is an independent organisation and the organisations listed above are required, by law, to implement the decisions it makes.

The Panel is also consultee for proposed changes to the pay of principal council Chief Executives.

## Principles

The work of the Panel is underpinned by a set of principles which guides its approach, methodology and decision making. They are:

- upholding trust and confidence: citizens rightly expect that all those who choose to serve in local authorities uphold the public trust by embracing the values and ethics implicit in such public service
- simplicity: the Framework is clear and understandable
- remuneration: the Framework provides for payment to members of authorities who carry a responsibility for serving their communities. The level of payment should not act as a barrier to taking up or continuing in the post
- diversity: democracy is strengthened when the membership of authorities

adequately reflects the demographic and cultural make-up of the communities such authorities serve

- accountability: taxpayers and citizens have the right to receive value for money from public funds committed to the remuneration of those who are elected, appointed or co-opted to serve in the public interest
- fairness: the Framework will be capable of being applied consistently to members of all authorities within the Panel's remit as a means of ensuring that levels of remuneration are fair, affordable and generally acceptable
- quality: the Panel recognises that the complex mix of governance, scrutiny and regulatory duties incumbent upon members requires them to engage with a process of continuous quality improvement
- transparency: transparency of members' remuneration is in the public interest

## Summary of deliberations and determinations

### Methodology

Each year the Panel engages with members of the bodies for which it sets remuneration levels, officers within those organisations, clerks, Welsh Local Government Association, One Voice Wales and the Society for Local Council Clerks. It does this through a range of meetings which, at the moment, remain mostly online. The Panel will continue with these discussions. They provide an opportunity for the Panel to explore views about existing arrangements, the impact decisions are having on individuals, how the arrangements are operating in practice and any issues or concerns individuals wish to raise. It also provides an opportunity for discussion about emerging situations which the Panel may need to consider in respect of its decision making.

The draft report is published widely and members of the public are encouraged to and have provided valuable feedback and we welcome this.

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The Panel also considers feedback from the publishing of the Annual Report in the previous year. The changes made in last year's Report, in particular the uplift in the basic salary, seem to have been well received by stakeholders. The issues raised with the Panel have all been centred around the detail of the Determinations, asking for guidance on how they should be applied or asking for points of clarification where the text of the Report was unclear.

The Panel has therefore agreed to review the format and structure of the main Report and make better use of the Panel website to provide information and guidance.

The Panel has a duty to set payments that are fair and that encourage and enable democratic participation. It must also take account of affordability and acceptability.

In making its determinations for this Draft Report, the Panel considered a range of benchmarks, including past, current and projected indices and actual figures and the known and forecast extent and impact of multiple economic and social factors. These included post Brexit and COVID work environments and the cost of living, energy and climate crises.

The Panels proposals are consulted on and following consideration of the views received in response to its consultation the Panel makes its final determinations which are published each year in its Annual Report.

## **Payments to national parks authorities and fire and rescue authorities: determination 5**

The 3 national parks in Wales: Brecon Beacons, Pembrokeshire Coast and Snowdonia were formed to protect spectacular landscapes and provide recreation opportunities for the public. **The Environment Act 1995** led to the creation of a national park authority (NPA) for each park.

National park authorities comprise members who are either elected members nominated by the principal councils within the national park area or are members appointed by the Welsh Government through the Public Appointments process. The Welsh Government appointed and council nominated members are treated equally in relation to remuneration.

The 3 fire and rescue services (FRAs) in Wales: Mid and West Wales, North Wales and South Wales were formed as part of local government re-organisation in 1996. FRAs comprise elected members who are nominated by the Principal Councils within each fire and rescue service area.

Payments will increase as a result of the uplift proposed for elected members of principal councils. Therefore, there will also be an uplift of 4.76% in the basic salary element.

The remuneration for Chairs will remain linked to a Band 3 senior salary of principal councils. Therefore there will be a small increase to the role element of their pay. Deputy Chairs, Committee Chairs and other senior roles will remain linked to Band 5. Therefore their role element of pay will remain frozen. The increase in basic salary will apply. Full details of the levels of remuneration for members of national park authorities and fire and rescue authorities, is set out in

Table 3.

### Table 3: payments to national parks authorities and fire and rescue authorities

#### National parks authorities

	<b>Amount</b>
Basic salary for ordinary member	£4,964
Chair	£13,764
Deputy chair (where appointed)	£8,704
Committee chair or other senior post	£8,704

#### Fire and rescue authorities

	<b>Amount</b>
Basic salary for ordinary member	£2,482
Chair	£11,282
Deputy chair (where appointed)	£6,222

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**Amount**

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Committee chair or other senior post	£6,222
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All other Determinations for 2022 to 2023 will still stand and should be applied in 2023 to 2024, including those covering:

- contributions towards costs of care and personal assistance
- reimbursement of travel and subsistence costs
- compensation for financial loss
- co-opted members
- restrictions on receiving double remuneration where a member holds more than one post

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## AGENDA ITEM NO 7.iii

**Appendix 1 – Below Link to Independent Remuneration Panel for Wales’  
Draft Annual Report**

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**FORWARD WORK PROGRAMME FOR  
FIRE & RESCUE AUTHORITY 2022/23**

<b>Expected Date of Report</b>	<b>Report Name</b>	<b>Purpose of Piece of Work</b>	<b>Information or Decision</b>	<b>Lead Director/ Contact Officer</b>	<b>Progress</b>
11 July 2022	Report on Proposed Priority Actions 2023/24	To advise Members of the proposed Priority Actions 2023/24 and to seek authority to enter into public consultation on these.	D	T/ACO CS Contact Officer: Sarah Watkins	Completed
11 July 2022	Principal Officer Vacancy – Post of Assistant Chief Officer, Director of Corporate Services	To seek approval to advertise the vacant Principal Officer post	D	ACO PS Contact Officer: Alison Reed	Completed
11 July 2022	Independent Pay Review – Principal Officers’ Remuneration	To present the findings of the Independent Pay Review for Principal Officers to Members (Deferred from March 2022)	D	ACO PS Contact Officer: Alison Reed	Completed
11 July 2022	Pension - Scheme Pays	To seek approval to amend the existing scheme pays procedure	D	ACO PS Contact Officer: Alison Reed	Completed
11 July 2022	Use of Emergency Powers	To present to Members the decision taken under delegated authorities by the CFO/ Monitoring Officer.	I	T/ACO CS Contact Officer: Geraint Thomas	Completed

<b>Expected Date of Report</b>	<b>Report Name</b>	<b>Purpose of Piece of Work</b>	<b>Information or Decision</b>	<b>Lead Director/ Contact Officer</b>	<b>Progress</b>
11 July 2022	Welsh Government Thematic Review – Broadening the Role of Firefighters	To update Members on the impact and progress against the recommendations set out in the Fire Advisor’s report	I	CFO Contact Officer: Huw Jakeway	Completed
11 July 2022	Annual Report of the work of the Finance, Audit & Performance Management Committee & its Scrutiny Group during 2021/22	To advise Members of the work of the Committee.	I	T/ACO CS Contact Officer: Sarah Watkins	Completed
11 July 2022	Strategic Risk	To advise Members of the Strategic Risks of the organisation and how these are being treated, managed or reduced.	I	T/ACO CS Contact Officer: Sarah Watkins	Completed
11 July 2022	End of year Health Check on Performance and Strategic Objectives 2021/22	To advise Members of end of year performance against agreed targets and to advise Members of the end of year health check position in securing the achievement of the Strategic Objectives.	I	T/ACO CS & ACFO SD Contact Officer: Sarah Watkins	Completed

<b>Expected Date of Report</b>	<b>Report Name</b>	<b>Purpose of Piece of Work</b>	<b>Information or Decision</b>	<b>Lead Director/ Contact Officer</b>	<b>Progress</b>
11 July 2022	Welsh Language Standards	To update Members on compliance against the Welsh Language Standards.	I	ACO PS Contact Officer: Alison Reed	Completed
26 Sept 2022	Update on MTFs and Reserves Strategy	To update Members on the Financial Strategy and Reserves Strategy of the Authority prior to considering the report on the 2023/24 Budget Setting Strategy.	D	Treasurer Contact Officer: Chris Barton	Completed
26 Sept 2022	Budget Strategy 2023/24	To obtain clarification upon the political steer for the Budget Strategy for 2023/24 budget setting process.	D	Treasurer Contact Officer: Chris Barton	Completed
26 Sept 2022	Treasury Management Outturn 2021/22	To advise Members of the year end treasury management position.	I	Treasurer Contact Officer: Chris Barton & Geraint Thomas	Completed
26 Sept 2022	Health & Safety Annual Report 2021/22	To advise Members of Health & Safety performance of the organisation.	I	T/DCFO TS Contact Officer: Richie Prendergast	Completed

<b>Expected Date of Report</b>	<b>Report Name</b>	<b>Purpose of Piece of Work</b>	<b>Information or Decision</b>	<b>Lead Director/ Contact Officer</b>	<b>Progress</b>
26 Sept 2022	Carbon Reduction/Biodiversity Plans Update	To advise Members on the progress towards the actions set out in the Carbon Reduction and Biodiversity Plans	I	T/ACO CS Contact Officer: Lisa Mullan	Completed
26 Sept 2022	Certificate of Compliance for the Audit of SWFRA's Improvement Plan 2022-23	To receive Audit Wales' certificate of audit of the Authority's 2022-23 Improvement Plan.	I	T/ACO CS Contact Officer: Geraint Thomas	Completed
19 Dec 2022	Revenue and Capital Budget 2023/24	To seek approval for the proposed draft revenue and capital budgets.	D	Treasurer Contact Officer: Lisa Mullan	On agenda
19 Dec 2022	Treasury Management Mid Term Report 2022/23	To advise Members of the mid-year position in relation to our treasury management.	I	Treasurer Contact Officer: Lisa Mullan	On agenda
19 Dec 2022	Half Yearly Health Check of Performance and Review of Strategic Themes	To advise Members of performance against agreed performance indicator targets and achievement of strategic themes at the mid-way point of the year.	I	ACO CS Contact Officer: Sarah Watkins	On agenda

<b>Expected Date of Report</b>	<b>Report Name</b>	<b>Purpose of Piece of Work</b>	<b>Information or Decision</b>	<b>Lead Director/ Contact Officer</b>	<b>Progress</b>
19 Dec 2022	Independent Remuneration Panel for Wales' Draft Annual Report	To consider the IRPW's draft Annual Report and enable comments to be submitted to the Panel within required timescales.	I	ACO CS Contact Officer: Geraint Thomas	On agenda
13 Feb 2023	Revenue & Capital Budget determination for 2023/24	To consider consultation responses and to set the recommended budget determination for consideration by the Fire Authority.	D	Treasurer Contact Officer: Chris Barton	
13 Feb 2023	Strategic Performance Indicators Target Setting 2023/24	To set the targets for the following financial year.	D	ACFO SD Contact Officer: Sarah Watkins	
13 Feb 2023	Report on responses to the consultation on the Strategic Themes and Objectives for 2023/24	Members to approve the proposed strategic themes and objectives for 2023/24	D	ACO CS Contact Officer: Sarah Watkins	
13 Feb 2023	Insurance Contract	To seek approval to secure the Insurance Contract following a tender exercise	D	ACO CS Contact Officer: Sarah Watkins	
13 Feb 2023	Welsh Government Thematic Review – Broadening the Role of Firefighters	To update Members on the progress against the recommendations set out in the Fire Advisor's report	I	CFO Contact Officer: Huw Jakeway	

<b>Expected Date of Report</b>	<b>Report Name</b>	<b>Purpose of Piece of Work</b>	<b>Information or Decision</b>	<b>Lead Director/ Contact Officer</b>	<b>Progress</b>
13 Feb 2023	Manchester Arena Public Inquiry Vol 2 – Emergency Response Report	To provide Members with an update	I	CFO  Contact Officer: Huw Jakeway	
27 March 2023	Pay Policy Statement 2021/22	To consider the Authority’s Pay Policy Statement in compliance with the Localism Act 2011 and associated guidance.	D	ACO PS  Contact Officer: Alison Reed	
27 March 2023	Gender Pay Gap Statement	To update Members on the analysis of the gender pay gap across the Service.	D	ACO PS  Contact Officer: Alison Reed	
27 March 2023	Strategic Equality Plan	To provide Members with the current Strategic Equality Plan.	D	ACO PS  Contact Officer: Andrew Jones	
27 March 2023	Report on Strategic Plan and Priority Actions 2023/24	To seek approval to publish the Strategic Plan and Priority Actions.	D	ACO CS  Contact Officer: Sarah Watkins	
<del>26 Sept 2022</del> 27 March 2022	Job Evaluation	To advise Members of the progress of the Job Evaluation Process	I	ACO PS  Contact Officer: Gill Goss	Deferred from September’s meeting

<b>Expected Date of Report</b>	<b>Report Name</b>	<b>Purpose of Piece of Work</b>	<b>Information or Decision</b>	<b>Lead Director/ Contact Officer</b>	<b>Progress</b>
27 March 2023	Annual Report of the work of the Standards Committee during 2022/23	To advise Members of the work of the Committee.	I	ACO CS Contact Officer: Sarah Watkins	
27 March 2023	Annual Report of the work of the HR & Equalities Committee during 2022/23	To advise Members of the work of the Committee.	I	ACO PS Contact Officer: Alison Reed	
27 March 2023	Annual Report of the Work of the Local Pensions Board 2022/23	To advise Members of the work of the Board.	I	ACO PS Contact Officer: Alison Reed	
27 March 2023	SWFRA Summary Report of Activity 2022/23	To provide a summary of the activity and outcomes during 2022/23.	I	ACO CS Contact Officer: Sarah Watkins	
27 March 2023	Annual Report of the Work of the PSB's	To update Members on the work of each of the PSB's and how this impacts upon the work of SWFRS.	I	ACO CS Contact Officer: Sarah Watkins	
27 March 2023	PSB Well-being Plans	To consider and accept the Well-being Plans of each of the PSBs	D	ACO CS Contact Officer: Sarah Watkins	

<b>Expected Date of Report</b>	<b>Report Name</b>	<b>Purpose of Piece of Work</b>	<b>Information or Decision</b>	<b>Lead Director/ Contact Officer</b>	<b>Progress</b>
27 March 2023	Member Attendance	To review Member attendance 2022/23.	I	ACO CS  Contact Officer: Sarah Watkins	
27 March 2023	Fire Authority & Committee Meeting Dates for 2023/24	To present Members with proposed dates of Authority & Committee meetings for the next municipal year.	I	ACO CS  Contact Officer: Geraint Thomas	
27 March 2023	Audit Wales Annual Audit Summary	To advise Members of the key issues emanating from the annual report and to provide an opinion on adequacy and effectiveness of the organisation and its potential to improve, its approach to risk management, control and governance processes based on the Audit Wales work undertaken during the year, including data quality & PIs, HR work, a Framework update, whistleblowing and forward planning.	I	ACO CS  Contact Officer: Geraint Thomas	

## AGENDA ITEM NO 8

**To consider any items of business that the Chairperson deems urgent  
(Part 1 or 2)**

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1.	Apologies for Absence	
2.	Declarations of Interest	
	Members of the Fire & Rescue Authority are reminded of their personal responsibility to declare both orally and in writing any personal and/or prejudicial interest in respect of matters contained in this agenda in accordance with the provisions of the Local Government Act 2000, the Fire & Rescue Authority's Standing Orders and the Members Code of Conduct.	
3.	Chairperson's Announcements	
4.	To receive the minutes of;	
	<ul style="list-style-type: none"> <li>• Fire &amp; Rescue Authority Meeting held on Monday 26 September 2022</li> <li>• Local Pension Board held on Monday 4 July 2022</li> <li>• HR &amp; Equalities Committee held on Monday 18 July 2022</li> <li>• Scrutiny Group held on Friday 23 September 2022</li> <li>• Finance, Audit &amp; Performance Management Committee held on Monday 10 October 2022</li> <li>• Standards Committee held on Monday 7 February 2022</li> <li>• Finance, Asset &amp; Performance Management Scrutiny Group held on Monday 4 April 2022</li> </ul>	<p>5</p> <p>17</p> <p>21</p> <p>27</p> <p>33</p> <p>39</p> <p>45</p>
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