

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 via StarLeaf - Access Code: 4285263209** on **Monday, 8 February 2021 at 1030 hours.**

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 14 December 2020 5
- Finance, Asset and Performance Management Scrutiny Group held on 12 October 2020 15

<ul style="list-style-type: none"> • Local Pension Board Committee held 19 October 2020 • Standards Committee held on 3 February 2020 	<p>23</p> <p>27</p>
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Signature of Proper Officer:



MEMBERSHIP

Councillors:

W	Hodgins	Blaenau Gwent
R	Shaw	Bridgend
D	White	Bridgend
D T	Davies	Caerphilly
C	Elsbury	Caerphilly
A	Hussey	Caerphilly
D	Ali	Cardiff
S	Ebrahim	Cardiff
A	Lister	Cardiff
D	Naughton	Cardiff
J	Williams	Cardiff
M	Colbran	Merthyr Tydfil
L	Brown	Monmouthshire
V	Smith	Monmouthshire
M	Spencer	Newport
H	Thomas	Newport
S	Bradwick	Rhondda Cynon Taff
J	Harries	Rhondda Cynon Taff
G	Holmes	Rhondda Cynon Taff
A	Roberts	Rhondda Cynon Taff
S	Evans	Torfaen
A	Jones	Torfaen
P	Drake	Vale of Glamorgan
H	Jarvie	Vale of Glamorgan

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34. DECLARATION OF INTEREST

Members of Rhondda Cynon Taf advised of their personal interest and intention to abstain from voting on agenda item 38.6 - A4119 Coedely Dualling Compulsory Purchase Order.

Cllr G Holmes declared a personal non-prejudicial interest as a chartered surveyor in relation to comments in the Chairs announcements on building regulation changes.

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

35. CHAIR'S ANNOUNCEMENTS

Condolences

On behalf of the Fire and Rescue Authority, the Chair expressed condolences to the Treasurer, on the passing of his father.

Welcome

The Chair welcomed Councillor Glynne Holmes to the Fire and Rescue Authority.

Youth Worker, Workshop Apprentice & Chief Officer Pay Award

Members noted that following the update at the last FA meeting that the grey and green book pay award had been received, the three additional pay awards for youth worker, workshop apprentice and chief officers had been nationally agreed and would be implemented accordingly by the Service.

Meeting with Deputy Minister

The Chief Fire Officer updated Members on the meeting with the Deputy Minister and her officials held on 23 November 2020, attended by the Chairs and Chief Fire Officers of the three Welsh fire and rescue authorities. The areas covered were:

a) Tripartite agreement

In relation to the Tripartite Agreement between employers and the FBU, confirmation of the continuation of the Services support, in line with national guidelines was given. Over 186 instances of assistance had been given in line with the agreement in South Wales.

An NHS/Fire and Rescue Service working group has been set up, the ACFO-Service Delivery will lead.

Councillor Brown queried the current situation within health boards, stating that advice being given on twitter is to attend Grange hospital only if urgent, and that there is a possibility of a 19 hour wait.

The Chief Fire Officer confirmed that the Service has individuals who have been trained and inoculated and have been deployed to assist local health boards. There is significant pressure on NHS Wales and the local health boards and the Service continues to support the NHS Trust.

b) Building Safety

Also discussed at the meeting were safety and building failures across parts of South Wales and the recent Welsh Government statement on Building Safety recognising the direction of travel around the safety order and the environment.

Councillor Glynn advised of his Chartered Surveyors background and declared a personal interest.

Chairs MBE

The Deputy Chair congratulated the Chair on his award of an MBE in the recent Queen's Birthday Honours recognising the work that the Chair does for the Authority.

The Chair thanked the Deputy Chair, commenting that it is a team effort with Members and officers, and it is an honour to serve as Chair of the Authority.

36. MINUTES OF PREVIOUS MEETINGS

The minutes of the Fire & Rescue Authority held on 28 September 2020 were received and accepted as a true record.

The minutes of the Finance, Asset & Performance Management Scrutiny Group held 13 January 2020 were received and accepted as a true record.

The minutes of the Local Pension Board held 6 July 2020 were received and accepted as a true record.

The minutes of the HR and Equalities Committee held 20 July 2020 were received and accepted as a true record.

The minutes of the Finance Audit & Performance Management Committee held 21 September 2020 were received and accepted as a true record.

37. UPDATE ON ACTIONS

The Deputy Chief Officer advised that all outstanding actions had been completed.

In relation to New Inn, pre-planning application advice has been received and this would be fully considered prior to an offer being put forward to the owners of the land.

RESOLVED THAT:

Members noted the update on actions.

38. REPORTS FOR DECISION

38.1 TO ELECT A NEW LABOUR MEMBER WITHIN THE LOCAL PENSION BOARD COMMITTEE FOR THE REMAINDER OF MUNICIPAL YEAR 2020/21

The Deputy Chief Officer advised that Councillor Drake has taken up the role of Chair to the HR and Equalities Committee, thus she will represent this Committee on the Welsh Government Pensions Board.

A new labour member is now required to sit on the Local Pensions Board Committee for the remainder of the municipal year 2020/21.

Councillor White was nominated. There were no other nominations.

RESOLVED THAT:

Councillor White was nominated to sit on the Local Pension Board and unanimously accepted.

38.2 TREASURY MANAGEMENT MID-TERM REVIEW REPORT 2020/21

The Treasurer presented the Treasury Management Mid-Term Review Report which updated Members on the Authority's treasury activities for the period 1 April – 30 September 2020. The Treasurer advised that there had been some lower capital activity on the capital programme due to Covid, but generally activity had been lower. He confirmed all indicators are satisfactory.

He drew Members attention to paragraph 4.4., regards new borrowing. He reassured Members that this is the normal course of action, and advised that this new borrowing was being actioned at a time when interest rates are low and therefore would not have an adverse impact.

RESOLVED THAT:

Members noted the report and treasury activity for the period 1 April – 30 September 2020.

38.3 REVENUE BUDGET 2021/22

The Treasurer presented the report on the Revenue Budget for 2021/22 which included the conclusion of preparatory work on the 2021/2022 revenue budget for consultation, based on the FAPM recommendation made at its meeting in November and provided an update to a number of key budgets where work was still in progress.

Regards pay, a 3% increase was indicated for next year but government has now put constraints on public sector pay for next year. This posed significant risk particularly amongst emergency services dealing with the Covid pandemic, plus the potential for strikes. The report recommended including provision for pay awards.

Regards premises, a 2.2% increase was envisaged, but on further inspection, this has been reduced to 1.6%.

A number of cost increases for supplies and services were included, also provision for some replacement of operational equipment, but there were identified savings to offset this.

The Draft budget was due in the few days following the meeting, as were population numbers from Welsh Government, which would be included in the draft budget received from Welsh Government.

The consultation period commenced on the day of the meeting, until 18 January 2021, but the Treasurer advised that responses will be accepted up until the meeting of the Fire and Rescue Authority taking place 8 February 2021.

The Treasurer advised that as soon as figures have been received from Welsh Government, Fire and Rescue Authority members will be emailed with the information.

Councillor Shaw commented that it was interesting to see as a Service that 80% of costs are people based and that managing this is applaudable. He suggested when taking to local authorities, cost per person could be beneficial.

RESOLVED THAT

Members agreed the report content as the basis for the 2021/22 budget consultation exercise.

38.4 OFFICE PRODUCTIVITY SOFTWARE AND SERVICES PROJECT

The ACFO, Technical Services advised that the current Office productivity suite will reach end of support in 2023 and so it was necessary to commence work to replace it. This presented an opportunity to further enhance ICT provision and other essential digital services.

He presented the five options: Do Nothing, 'On Premises' licencing (current method), 'On Premises' licencing (Software Assurance), Hybrid, Full Cloud Based Licencing, plus a cost comparison of the options.

Of the five options, the preferred option is Hybrid, the ACFO, Technical Services outlined the benefits to this option.

The Treasurer clarified that in terms of financial implications, this would be provided via a phased approach over a two year period.

Councillor White welcomed the report and queried whether, once the pandemic is controlled, will current working practices be brought in, such as working from home. It was confirmed that this will be the case.

Councillor Shaw queried the location of the cloud and also commented that there are a number of systems outside of Microsoft that will need to be integrated of which he had concerns. He added that he agreed with the approach, but would advise caution.

ACFO, Technical Services confirmed that some systems were bespoke related to certain areas, these required greater security so would probably not be integrated into the cloud.

Councillor Naughton queried, with the move to Teams and the hybrid model, could a further report be brought to the Fire and Rescue Authority for decision in the future. This was agreed.

The Head of ICT confirmed that, in relation to infrastructure costs, capital costs should decrease slightly due to Microsoft running the system and the Service not having to replace the existing servers used for that purpose. He also confirmed that there would not be any additional infrastructure costs moving into the Microsoft arena, but there would be some expenditure for projects that need to be put in place before the move.

RESOLVED THAT

- 38.4.1 Members approved the move to a Hybrid model of providing the Office productivity suite and utilise cloud based services such as email and MS Teams; and
- 38.4.2 Members endorsed the procurement of MS Office licenses through the National Procurement Service Lot 3 Direct award.

38.5 LEGAL CHALLENGE TO THE 2015 PENSION REFORM

ACO People Services gave the background and provided Members with information relating to the current position with regard to the remedy to the McCloud/Sargeant judgement which followed a successful legal challenge from the Fire Brigades' Union (FBU) on behalf of its members on the grounds of discrimination.

She outlined one aspect of the discussion and debate which was whether fire and rescue authorities have the legal powers to implement the ruling. A case was currently being heard which would determine whether fire and rescue services have the legal power to implement the remedy. Whilst awaiting the outcome of this hearing, talks were taking place with the other fire and rescue authorities in Wales to agree an implementation phase and a cost model. Talks were also taking place with Welsh Government in relation to what the future of pensions will look like, with the new pension scheme coming into place in 2022.

RESOLVED THAT

- 38.5.1 Members noted and acknowledged the current position with regards to the McCloud / Sargeant judgement and the pensions remedy; and
- 38.5.2 Members to remain alert to the potential financial implications of the pensions remedy on the Authority.

38.6 A4119 COEDELly DUALLING COMPULSORY PURCHASE ORDER

The Deputy Chief Officer advised that Rhondda Cynon Taf County Borough Council were in the process of making a Compulsory Purchase Order (CPO) which affected land in the ownership of the Fire and Rescue Authority. Negotiations in respect of the land were already in progress and although these discussions were taking place under the threat of CPO it was hoped that the matter would be resolved by agreement with a compensation amount payable.

The proposal impacts a small area of land outside of the physical boundary to the Headquarters site, but within the legal boundary, and consists of

predominantly undeveloped land adjoining the highway. There would be no impact on the use of existing access.

Councillor Brown raised concerns regards the maintenance of the land if it becomes an adopted highway, advising that there could be issues if the land is not maintained to an acceptable standard.

The Deputy Chief Officer confirmed that discussions are ongoing, and this issue will be addressed within these discussions.

Members of Rhondda Cynon Taf Council Borough Council abstained from the vote.

RESOLVED THAT

- 38.6.1 Members agreed to proceed with the appointment of an independent valuer to ensure best value is achieved in respect of compensation claims submitted in respect of the CPO and authorise the DCO to agree the disposal of the subject land; and
- 38.6.2 To seek further clarification from RCT in respect of Plot 20B and ensure the proposals do not impact any future development potential in relation to our access.

39. REPORTS FOR INFORMATION

39.1 HALF YEARLY CHECK OF PERFORMANCE AND REVIEW OF STRATEGIC THEMES

The Deputy Chief Officer gave a review of performance against the Strategic themes for 2020/21 Quarter 2. She noted that there have been some delays and postponements due to Covid, as would be expected.

The ACFO, Service Delivery gave a brief overview of performance against the key performance indicators for 2020/21 Quarter 2. It could be seen that Covid had influenced performance for this quarter. Of note were the changes that had been introduced to ensure the Service delivered vital services to local communities. Home safety checks had continued on a modified approach to ensure the most vulnerable receive checks, also Business Fire Safety audits had continued, particularly with high risk premises. Youth work had recommenced, with the Cadet programme being revived.

Strategic Indicators showed a positive illustration of performance, although Covid has had an impact, there had been a reduction in the number of RTCs, and the Service had attended more special assistance calls (home to hospital).

There had been an increase in total false alarms, this was somewhat due to change of behaviours in grass fires, with individuals undertaking their own burning rather than going to public sites.

The Service continued to work with the health boards to reduce automatic fire alarms.

Councillor Spencer queried whether there had been any successful prosecutions in relation to deliberate fires and false alarms.

The ACFO confirmed that assistance was given to the Police early in the year, but he was unaware of any prosecutions taking place.

RESOLVED THAT

Members noted the Half Yearly Check of Performance and Review of Strategic Themes.

39.2 INDEPENDENT REMUNERATION PANEL FOR WALES ANNUAL REPORT – FEBRUARY 2021

The Deputy Chief Officer drew Members' attention to the relevant sections of the Independent Remuneration Panel for Wales' draft Report that related to payments to Members of Welsh fire and rescue authorities, which recommended an uplift of 2.5%. The proposed changes in relation to carers allowance were also highlighted and members were advised that further clarification had been sought from the Panel on the changes.

RESOLVED THAT

Members noted the extract of the Independent Remuneration Panel's draft Annual report, which provided details of payments to Members of the Welsh fire and rescue authorities.

39.3 FORWARD WORK PROGRAMME FOR FIRE & RESCUE AUTHORITY 2020/2021

The Deputy Chief Officer presented the Forward Work Programme for 2020/21 and confirmed all items are on schedule to complete the Work Programme.

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

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

41. MERRY CHRISTMAS AND THANKS

The Chair wished all a merry Christmas and a happy new year, and thanked Members for their support through the year. He thanked officers for their support which has been second to none, and the fantastic work that they have achieved under unimaginable circumstances.

SOUTH WALES FIRE & RESCUE AUTHORITY

MINUTES OF THE FINANCE, ASSET & PERFORMANCE MANAGEMENT SCRUTINY GROUP MEETING HELD ON MONDAY 12 OCTOBER 2020, 10:30HRS AT SOUTH WALES FIRE & RESCUE SERVICE HEADQUARTERS

1. PRESENT:

Councillor	Arrived	Left	
S Evans (Chair)			Torfaen
A Roberts			Rhondda Cynon Taff
S Bradwick		12:37	Rhondda Cynon Taff
L Brown			Monmouthshire
P Drake			Vale of Glamorgan
A Hussey			Caerphilly
D Naughton			Cardiff
R Shaw			Bridgend
V Smith			Monmouthshire
J Williams			Cardiff
M Spencer			Newport
H Jarvie			Vale of Glamorgan
J Harries			Rhondda Cynon Taff

APOLOGIES:

A Jones	Torfaen
H Thomas	Newport

OFFICERS PRESENT:- ACFO R Prendergast – Director of Technical Services, Mr C Barton – Treasurer, Ms S Watkins – Head of Corporate Support & Deputy Monitoring Officer, Mr C Williams – Head of ICT, Mr G Thomas – Head of Finance & Procurement, Mr C Temby – Head of Fleet & Engineering, Mr A Humphries – Building Facilities Manager, Mr N Corrigan – Property Strategy Manager

2. DECLARATIONS OF INTEREST

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

3. CHAIR'S ANNOUNCEMENTS

Queen's Birthday Honours List

The Chair, on behalf of Members, wished to congratulate two colleagues for receiving recognition in this year's Queens Honours List. The Chair

of the Fire Authority Councillor Tudor Davies MBE, for his dedication to Fire & Rescue Services and his commitment in serving the communities of Caerphilly, and Group Manager Shaun Moody BEM, who is commended for his exceptional services to search and rescue.

4. MINUTES OF PREVIOUS MEETING

The minutes of the previous Finance, Asset & Performance Management Scrutiny Group meeting held on 13 January 2020, were received and accepted as a true record of proceedings.

5. ASSET MANAGEMENT PLAN 2019-2029

The Head of Finance & Procurement provided a detailed overview of the Asset Management Plan 2019-2029 which included the Service's aims, key objectives and key influencers in preparing and delivering the Strategy Plan.

Following a query in relation to how the policy reflects the changing landscape and how assets have been managed during the COVID crisis, the Head of Finance & Procurement confirmed assets have continued to be maintained.

RESOLVED THAT

Members approved the Asset Management Plan 2019-2029, subject to spelling correction on page 5, Aim 2.

6. APPOINTMENT OF MEMBER CHAMPIONS

The Head of Finance & Procurement advised that Members appoint Member Champions to the key asset management groups of the Authority and provide additional scrutiny and challenge between meetings.

RESOLVED THAT

6.1 Members resolved to re-elect the following Members as Member Champions for the following Asset Groups:

Land & Buildings – Councillor V Smith.

ICT – Councillor A Roberts.

Fleet & Engineering – Councillor S Evans.

Operational & Personal Issue Equipment – Councillor J Williams.

7. MEDIUM TERM FINANCIAL STRATEGY, REVENUE & CAPITAL BUDGET SETTING 2021/22

The Treasurer provided a presentation on the Medium Term Financial Strategy and the Revenue & Capital Budget Setting for 2021/22 and reminded Members of the range of issues that were impacting upon next year's budget and some of the uncertainties this created.

Following a query in relation to profile of risks, the Treasurer confirmed that the Service maintains a reserve strategy for short term risks, some risks are mitigated following this process. The pay budget has previously been used as a contingency plan however, this contingency was removed for the current year due to the Service now working at full capacity. Investment in ICT packages has resulted in new cost effective ways of working ie holding meetings via Starleaf resulting in carbon reduction. Additional contingency measures have been built in due to staffing, but not in other areas at this point.

Following a query in relation to pension cost increases, the Treasurer stressed that a final figure could not be determined at this time however an increase of 5% was likely.

It was noted that a figure could not be determined at present for next year's employer contributions as discussions are ongoing in relation to a remedy, therefore, a resolution has yet to be agreed. The Service will keep a watchful eye on the situation.

In response to a query in relation to On Call availability it was noted that between January-March availability was on average 85% and for April-June 96% which is high compared to the rest of the UK. Wholetime should be at full establishment by January, following successful completion of a graduates' course. It was noted that wholetime firefighters do provide cover on other wholetime stations and via strategic reserve, when required. On call staff remain at their local station.

Usk continues to be a challenging area with regards On Call recruitment, consideration is being given to extending the turn out time to 8-9 minutes.

Following a query in relation to the Job Evaluation process, it was confirmed that initial interviews with staff have now been completed. Quality assurance will now take place. Costs will then need to be added to the points process. Gender pay gap will also be considered.

The Service is considering the impact COVID has had on the capital budget, a figure will be confirmed when available.

RESOLVED THAT

- 7.1 Members noted the Medium Term Financial Strategy and Revenue & Capital Budget Setting 2021/22.
- 7.2 The Treasurer agreed to provide Members with a copy of the presentation.

8. SCRUTINY COMMITTEE REFORM PROPOSALS

The Treasurer provided Members with proposed options for reform of the South Wales Fire & Rescue Authority Scrutiny Committee to enable it to be more effective and accountable in its scrutiny of key decisions, policies and performance.

A lengthy discussion ensued upon the involvement of independent members.

RESOLVED THAT

- 8.1 Following consideration of the report Members unanimously agreed to progress with option 4 with suitable amendment of the opportunity to involve independent and expert members, when required.
- 8.2 A further report to be brought back to FAPM Scrutiny Group for review prior to reporting to Fire Authority.
- 8.2 Members agreed to the re-drafting of the terms of reference for the new scrutiny committee to cover wider organisational areas of scrutiny and thematic reviews, to be brought back to FAPM Scrutiny Group for review prior to reporting to Fire Authority.

9. REVIEW OF PROPERTY STRATEGY, BUDGET AND PLANNING ASSUMPTIONS & PROGRESS AGAINST THE PLAN AND CONSIDERATION OF SUSTAINABILITY AND ENVIRONMENTAL ISSUES

The Property Strategy Manager and Building Facilities Manager provided a detailed presentation on the Property Strategy, budget and planning assumptions, progress against the plan and consideration of sustainability and environmental issues.

RESOLVED THAT

Members noted the presentation.

10. REVIEW OF FLEET & VEHICLES STRATEGY, BUDGET AND PLANNING ASSUMPTIONS AND PROGRESS AGAINST THE PLAN TO INCLUDE CAPITAL

The Head of Fleet & Engineering provided Members with an update on the review of the Fleet and Vehicles Strategy, Budget and Planning Assumptions and progress against the plan, including capital spend projections.

In relation to reducing the carbon footprint, the Service is taking steps to move forward with this by purchasing three electric vans, and if successful additional purchases will be made. A new Tranman system has been implemented and designed to measure carbon footprint, it is hoped the Service will be in a position to report on carbon footprint figures by this time next year. The Head of Fleet & Engineering advised a manufacturer of fire appliances has released its first electric fire appliance in the world, the Service will follow its progress with interest and will enter into discussions with them on the appliance's capabilities.

It was confirmed that all Lifting Operations and Lifting Equipment Regulations (LOLER) testing is currently up to date. Annual testing is carried out to ensure the lifting capacity of cranes and hydraulic platforms are fit for purpose.

The Director of Technical Services provided an update on COVID 19 and advised part of his duty is ensuring the completion of risk assessments. Core functions of the Service have continued throughout the pandemic. As determined by NFCC, essential community safety visits have also been carried out. Following the first unitary authority lockdown, SWFRS was the first Service to instruct all firefighters to wear face coverings whilst riding appliances. The Service is considering upgrading to IR level masks.

A low number of cases within the region of 20 have been confirmed for the Service as a whole to date. Core business to responding to calls continues to be a priority for the Service. Procedures are in place in relation to sharing vehicles. It was stressed that the Service is unable to totally mitigate risks however in instances of a joint crew crab, the wearing of face coverings is mandatory.

It was confirmed that trailers are used significantly at wildfire incidents. Trailers have also been used at flooding incidents.

Following a query on raising awareness and reducing risk and the balance of vehicles on fleet, the Director of Technical Services explained the Service is giving consideration to reducing the number of special

vehicles with a view to disposing of the welfare/shower unit which has not been used regularly. The Service currently operates water ladders for a term of 12 years and is considering extending this to 15 years, however the Service is mindful of the risks and additional costs to extending the term. Special appliance reviews are undertaken and include risk profiles and financial risks.

A query was raised in relation to how electric vehicles will be utilised within the Service and it was confirmed that resilient vehicles will be used at time and safety critical incidents. Electric vehicles will be used for non-safety critical use such as courier duties.

In response to a query on whether the Service undertakes procurement processes through the EU, the Head of Finance and Procurement confirmed that under the current transition plan all regulations will remain the same however the service will transfer to UK regulations, with minimal difference. The Director of Technical Services confirmed the procurement process was extended from a 4 year to an 8 year cycle due to the lack of body builders. This process is now undertaken collaboratively with all three Welsh FRS's and has resulted in considerable cost savings.

RESOLVED THAT

Members noted the content of the report and the attached Fleet Asset Management Plan 2017/2021.

11. REVIEW OF ICT STRATEGY, BUDGET & PLANNING ASSUMPTIONS AND PROGRESS AGAINST THE PLAN TO INCLUDE CAPITAL

The Head of ICT provided Members with an overview of the ICT Strategy, budget & planning assumptions and an overview of the key projects.

In response to a query regarding a backup plan, it was confirmed that the Service houses two backup server rooms. Two connection lines are also set up with one running from Tonypany and one from Llantrisant. All key and critical services are up and running from both sites.

RESOLVED THAT

Members noted the contents of the report.

12. FORWARD WORK PROGRAMME 2020/2021

The Deputy Monitoring Officer presented the Forward Work Programme for 2020/2021.

RESOLVED THAT

Members accepted the Forward Work Programme for 2020/2021, subject to the inclusion of the Scrutiny Committee Reform report.

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

There were no items of urgent business for Members to consider.

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SOUTH WALES FIRE & RESCUE AUTHORITY

MINUTES OF THE LOCAL PENSION BOARD MEETING HELD ON MONDAY 19 OCTOBER 2020 AT SOUTH WALES FIRE & RESCUE SERVICE HEADQUARTERS OR REMOTELY VIA STARLEAF

19. PRESENT:

Councillor	Left
S Bradwick (Chair)	Rhondda Cynon Taff
P Drake	Vale of Glamorgan
G Holmes	Rhondda Cynon Taff
V Smith	Monmouthshire
R Bailey	Fire Brigades Union
S Saunders	Fire Brigades Union
D King	Fire & Rescue Service Association
R Prendergast	Association of Principal Fire Officers
Mr I Traylor	Pensions Service Director, Rhondda Cynon Taff BC

APOLOGIES:

L Brown	Monmouthshire
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OFFICERS PRESENT:- DCO Sally Chapman - Monitoring Officer ACO A Reed – Director of People Services, Mr C Barton – Treasurer

20. DECLARATIONS OF INTEREST

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

21. CHAIR'S ANNOUNCEMENTS

Cllr Bradwick and attendees all agreed that the announcement of Cllr Davies, Chairperson of FA receiving a MBE in the Queens Honour List was very much well deserved and congratulations were noted.

22. MINUTES OF PREVIOUS MEETING

The minutes of the Local Pension Board meeting held on 6 July 2020 were received and accepted as a true record of proceedings.

23. UPDATE ON KPI STATISTICS

Mr Ian Traylor presented Members with an update on the KPI Statistics, the report was circulated prior to the meeting. The report updated members on key activity undertaken for the period 1st April to 30 September 2020. Mr Ian Traylor advised that some of KPI's were over the 10 days target and this was due to resources issues over the summer period due to the current situation with COVID-19 but things are improving now.

RESOLVED THAT

Members noted the performance data, relevant pension administrative overview and update.

24. LOCAL PENSION BOARD - OUTCOMES OF TRAINING NEEDS ANALYSIS

The ACO People Services presented the report to Members outlining that there is a statutory requirement that all Board Members have the requisite knowledge, skills and understanding to enable them to fulfil their role on the board and as such there must be a Training Strategy in place. Members were invited to undertake a Training Needs Analysis and the report confirms the training plan for the year ahead. Members were invited to undertake the Pension Regulator toolkit which is an on-line toolkit to support enhancement of skills and knowledge. Members are required to undertake the tool based exercise on a yearly basis so can get a minimum standard of knowledge. The link to the training will be emailed to all Members and they will need to register and complete each section which can be completed in bite sizes chunks, they should aim to complete within a month. Hard copies will also be sent out to Members.

RESOLVED THAT:

Members agreed to all the areas of focus of the training strategy.

25. HM TREASURY CONSULTATIONS ON CHANGES TO 2015 SCHEME ARRANGEMENTS

ACO People Services presented the report around the consultation document published by HM Treasury outlining proposals to rectify unlawful age based discrimination in the 2015 Pensions Schemes and the 'employers response'. ACO People Services thanked Members for their support in shaping the response which has now been sent to HM Treasury.

RESOLVED THAT:

Members noted the 'employer's response' which was submitted in early October. And the Scheme Advisory Board Wales response which was requested for technical feedback.

26. UPDATE REPORT ON PUBLICATION OF ANNUAL BENEFITS STATEMENT

ACO People Services advised that this was previously covered in the update on KPI Statistics. ACO People Services thanked Mr Ian Traylor and the team at RCT for getting this done in a timely fashion.

RESOLVED THAT:

Members noted the update.

27. TRAINING SESSION FOR MEMBERS

Accountant Kim Jeal People Services delivered a short presentation on the role of Board Members, she stated that ACO People Services will be circulating an email to Members after this meeting and it will contain two documents 'Public Service Pension Board' and 'Governance and Administration'. If Members require any further assistance they can contact Kim Jeal direct and hard copies will be forwarded.

RESOLVED THAT:

Members noted the update.

28. LOCAL PENSION BOARD - MEMBERS HANDBOOK

ACO People Services presented further chapters 14 - 16 of the handbook to members for approval. Chapters 1 - 13 have been previously approved by Members.

RESOLVED THAT:

Members approved the further chapters 14 - 16 of the handbook. This will complete the suite of documents and a full handbook will be issued to all Members following the meeting via email.

29. FORWARD WORK PROGRAMME FOR LOCAL PENSION BOARD 2020/2021

The ACO People Services presented Members with the Forward Work Programme for 2020 / 2021, which was agreed by Members.

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

There were no items of urgent business for Members to consider.

SOUTH WALES FIRE & RESCUE AUTHORITY

MINUTES OF THE STANDARDS COMMITTEE MEETING HELD ON MONDAY 3 FEBRUARY 2020 AT SOUTH WALES FIRE & RESCUE SERVICE HEADQUARTERS

83. PRESENT:

Mr G Hughes (Chair)	Independent Lay Member
Mr R Alexander	Independent Lay Member
Mr S Barnes	Independent Lay Member
Mr D Fussell	Independent Lay Member
Dr M Kerbey	Independent Lay Member
Councillor J Williams	South Wales Fire & Rescue Authority

APOLOGIES:

Councillor A Roberts	South Wales Fire & Rescue Authority
DCO S Chapman	Monitoring Officer

ABSENT:

Councillor J Harries	South Wales Fire & Rescue Authority
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OFFICERS PRESENT: - Ms S Watkins – Deputy Monitoring Officer

Following a request by the Chair, each Member provided a formal introduction.

With reference to Members Handbooks, Officers agreed to ensure that all Members had received a copy.

84. DECLARATIONS OF INTEREST

No declarations of interest were made.

85. MINUTES OF PREVIOUS MEETING

The minutes of the Standards Committee meeting held on 4 February 2019, were received and accepted as a true record of proceedings.

85.1 MATTERS ARISING

85.1.1 Officers confirmed that a letter of thanks had been sent to Councillor Val Smith acknowledging her dedication and support to the Standards Committee.

85.1.2 With reference to Item 76 within the minutes, 'Social Media Guidance for Councillors', Officers agreed to ensure that all Members of the Fire & Rescue Authority were in receipt of a copy.

85.1.3 With reference to Item 79, 'Public Services Ombudsman for Wales Annual Report & Accounts 2017/2018', Officers agreed to confirm that the following clause was written into the document:-

'Individuals had 20 working days to raise an appeal to the Ombudsman's Office'

85.1.4 With reference to Item 81.2 within the minutes 'Network of Standard Committee Members' Officers advised Members that following discussions with other Monitoring Officers it appeared there was no appetite at this stage to progress this issue.

Following lengthy discussion, Members wished to record their disappointment and register their concerns in not progressing with networking as they considered it an opportunity lost to share good practice. Officers agreed to feedback Members concerns to the Service's Monitoring Officer.

86. OBSERVATIONS BY INDEPENDENT MEMBERS OF THE STANDARDS COMMITTEE

Following a request by the Deputy Monitoring Officer for Members to consider Independent Member observance of Fire & Rescue Authority meetings, Mr Alexander informed the group that he had attended the Fire & Rescue Authority meeting which was held on

16 December, 2019, as an observer. He was pleased to report that generally Members had shown good conduct to business and respect towards each other. However, he noted that several Members had left the meeting earlier than expected.

RESOLVED THAT

86.1 Members agreed to note the verbal feedback of the Independent Member.

86.2 Following a question and answer session, Mr Alexander agreed to forward his observations to Members and Officers following agreement from the Vale of Glamorgan, as their observations template had been used.

87. LOCAL GOVERNMENT AND ELECTIONS (WALES) BILL

The Deputy Monitoring Officer advised Members of the content of provisions of the Bill relating to Standards Committees.

RESOLVED THAT

87.1 Members agreed to note the report and to await further information on any amendments to the Bill that may be enacted.

87.2 With reference to producing an Annual Report as set out in legislation, Officers agreed to confirm if this applied to Fire & Rescue Authority Standard Committee meetings.

88. PUBLIC SERVICES OMBUDSMAN FOR WALES – ANNUAL REPORT & ACCOUNTS FOR 2018/19

The Deputy Monitoring Officer presented a report to Members which included extracts from the Annual Report, and Accounts for the Public Services Ombudsman for Wales for the year ending 31 March, 2019, in respect of Members' Code of Conduct matters.

RESOLVED THAT

Members agreed to note the content of the report.

89. PUBLIC SERVICES OMBUDSMAN FOR WALES – CODE OF CONDUCT CASEBOOK

The Deputy Monitoring Officer presented Members with a report on the Public Services Ombudsman for Wales Code of Conduct Casebook, issues 19 to 22.

RESOLVED THAT

Members agreed to note the content of the Ombudsman Code of Conduct Casebook, issues 19 to 22, published by the Public Services Ombudsman for Wales.

90. MEMBER TRAINING

The Deputy Monitoring Officer presented a report in order for Members to discuss the benefits of the collaborative Member training session held jointly with Mid & West Wales Fire & Rescue Authority's Standards Committee.

RESOLVED THAT

90.1 Following lengthy debate on the benefits of the collaborative training session, Members unanimously agreed that they received good learning points from case studies, as well as participating in interactive mock trials and role play scenarios. They also confirmed it was valuable and useful to share experiences with other individuals at the training session.

90.2 With reference to identifying future training opportunities, Members confirmed they wished to receive training on the following key areas:-

- Social Media
- Equality & Diversity

90.3 Following discussion, Members highlighted the benefits of attending external training courses. Officers agreed to consider this option, and to provide further information in due course.

- 90.4 Officers noted that Members wished to receive periodic refresh training sessions.
- 90.5 With reference to networking, Officers noted that Members wished to extend an invitation to Mid & West Wales and North Wales Standard Committee Members to participate in future training sessions.
- 90.6 Following lengthy group discussion on whether the Monitoring Officer of a Fire & Rescue Authority would inform the Monitoring Officer of a County Council of any complaint made against a current Member, Officers agreed to provide clarification on this issue.
- 90.7 With reference to the Monitoring Officer possibly closing off and resolving any complaints quickly, Officers noted that Members wished to be informed of what the complaint is, and how it had been resolved, in order to identify any trends, and ensure that the complaint had been investigated properly.
- 90.8 Following a question and answer session, Officers agreed to inform Members of the date of the next Standards Conference

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AGENDA ITEM NO 5

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

Sally Chapman – DCO
Huw Jakeway – CFO
Dewi Rose – ACFO SD

Chris Barton – Treasurer
Alison Reed – ACO PS
Richie Prendergast – ACFO TS

Minute No	Item	Action	Leading Officer	Current Status:
20/21 – 21.	Vehicle Lease Scheme	<ul style="list-style-type: none"> • Minimum individual scheme member contribution to be removed. • Existing freedom of movement/on-all business commute payments for responding SM & GM roles to be removed. • Individual employee lease contributions to be assessed to the specific vehicle's annual lease cost to the Service. • Employer's contribution to each member of the Lease Scheme (with the exception of AMs, Directors and BMs) to be increased. • Employer contribution rates across the scheme to be uplifted in line with NJC Grey Book salary increases wef April 2021. 	ACFO TS	<p>Final update on the Lease Scheme will be reported to a future meeting of the HR & Equalities Committee.</p> <p>Deferred to the HR & Equalities Committee meeting being held on 22 February 2020.</p>
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.	DCO	Pre-planning advice has been received and a conditional offer has been submitted to the owners which will be considered by their Board at their next appropriate

Minute No	Item	Action	Leading Officer	Current Status:
				meeting (no date as yet). The offer is conditional upon various site investigations, searches and enquiries and planning.
20/21 – 38.6	A4119 Coedely Dualling CPO	<ul style="list-style-type: none"> • Agree the disposal of the subject land and proceed with the appointment of an independent valuer to ensure best value is achieved in respect of compensation claims. • Seek further clarification from RCT in respect of Plot 20B and ensure the proposals do not impact any future development potential in relation to our access. 	DCO	Appropriate agents have been instructed to act for the Service in relation to the proposed acquisition of rights of access and acquisition of land. The agents will deal with the FRA's concerns about access to the HQ site.

AGENDA ITEM NO 6

Reports for Decision

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SOUTH WALES FIRE & RESCUE AUTHORITYAGENDA ITEM NO 6.i
8 FEBRUARY 2021

REPORT OF THE DEPUTY CHIEF OFFICER

AUDIT WALES CERTIFICATE OF COMPLIANCE – AUDIT OF ASSESSMENT OF SOUTH WALES FIRE & RESCUE AUTHORITY’S 2019/20 PERFORMANCE**SUMMARY**

This report concludes the Audit Wales review of the audit of assessment of the South Wales Fire & Rescue Authority’s performance for 2019/20.

RECOMMENDATIONS

That Members accept the Audit Wales Certificate of Compliance attached at Appendix 1.

1. CERTIFICATE OF COMPLIANCE 2019/20

- 1.1 Under the Local Government Measure, the Authority must be publish an assessment of its performance during the previous year, which is then audited by the Audit Wales to ensure that the Authority has discharged its statutory responsibilities.
- 1.2 The Certificate of Compliance attached at Appendix 1 to this report outlines the Auditor General’s opinion that the Authority has met its statutory requirement and complied with the relevant Welsh Government’s statutory guidance in publishing its assessment.

2. RECOMMENDATION

- 2.1 That Members accept the Audit Wales Certificate of Compliance attached at Appendix 1.

Contact Officer:	Background Papers:
Sally Chapman Deputy Chief Officer	Certificate of Compliance 2019/20

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Reference: 2194A2020-21

Date issued: December 2020

Audit of South Wales Fire and Rescue Authority's assessment of 2019-20 performance

Certificate

I certify that I have audited South Wales Fire and Rescue Authority's (the Authority) assessment of its performance in 2019-20 in accordance with section 17 of the Local Government (Wales) Measure 2009 (the Measure) and my Code of Audit Practice.

As a result of my audit, I believe that the Authority has discharged its duties under sections 15(2), (3), (8) and (9) of the Measure and has acted in accordance with Welsh Government guidance sufficiently to discharge its duties.

Respective responsibilities of the Authority and the Auditor General

Under the Measure, the Authority is required to annually publish an assessment which describes its performance:

- in discharging its duty to make arrangements to secure continuous improvement in the exercise of its functions;
- in meeting the improvement objectives it has set itself;
- by reference to performance indicators specified by Welsh Ministers, and self-imposed performance indicators; and
- in meeting any performance standards specified by Welsh Ministers, and self-imposed performance standards.

The Measure requires the Authority to publish its assessment before 31 October in the financial year following that to which the information relates, or by any other such date as Welsh Ministers may specify by order.

The Measure requires that the Authority has regard to guidance issued by Welsh Ministers in publishing its assessment.

As the Authority's auditor, I am required under sections 17 and 19 of the Measure to carry out an audit to determine whether the Authority has discharged its duty to publish an assessment of performance, to certify that I have done so, and to report whether I believe that the Authority has discharged its duties in accordance with statutory requirements set out in section 15 and statutory guidance.

Scope of the audit

For the purposes of my audit work I will accept that, provided an authority meets its statutory requirements, it will also have complied with Welsh Government statutory guidance sufficiently to discharge its duties.

For this audit I am not required to form a view on the completeness or accuracy of information. Other assessment work that I will undertake under section 18 of the Measure may examine these issues. My audit of the Authority's assessment of performance, therefore, comprised a review of the Authority's publication to ascertain whether it included elements prescribed in legislation. I also assessed whether the arrangements for publishing the assessment complied with the requirements of the legislation, and that the Authority had regard to statutory guidance in preparing and publishing it.

The work I have carried out in order to report and make recommendations in accordance with sections 17 and 19 of the Measure cannot solely be relied upon to identify all weaknesses or opportunities for improvement.



Adrian Crompton

Auditor General for Wales

CC: Julie James AM – Minister for Housing and Local Government
Nick Selwyn – Manager

AUDIT WALES ANNUAL AUDIT LETTER 2019/20

SUMMARY

This report concludes the Audit Wales review of the Authority's audit of financial reporting for 2019/20.

RECOMMENDATIONS

That Members accept the Annual Audit Letter of Audit Wales attached at Appendix 1 to the report.

1. ANNUAL AUDIT LETTER 2019/20

- 1.1 As Members will be aware, the Auditor General is required by the Public Audit (Wales) Act 2004 and the Code of Audit Practice to publish an Annual Audit Letter summarising the key messages from its review of the Authority's finances and reviews undertaken under the Local Government (Wales) Measure 2009 and the Wellbeing of Future Generations (Wales) Act 2015.
- 1.2 The Annual Audit Letter attached at Appendix 1 to this report details the conclusions of Audit Wales review of the Authority's financial reporting for the period 2019/20.
- 1.3 Members will be pleased to note that the Auditor General has once again issued an unqualified audit opinion on the Authority's accounting statements in relation to its financial transactions. It is to be further noted that the Auditor General considered that the Authority has appropriate arrangements in place to secure economy, efficiency and effectiveness in its use of resources.
- 1.4 Members will also note that in the final section of the letter, Audit Wales indicate that their final fee for the financial audit is £4000 above the estimated fee set out in the Annual Audit Plan. This was as a consequence of additional audit work arising from a number of corrections required to the accounts, particularly to reflect pension fund actuarial revaluation reports. This additional sum has been approved by the Authority's Treasurer.

2. RECOMMENDATION

- 2.1 That Members accept the Annual Audit Letter of Audit Wales attached at Appendix 1 to the report.

Contact Officer:	Background Papers:
Sally Chapman Deputy Chief Officer	None

Councillor D T Davies
Chair South Wales Fire and Rescue Authority
Forest View Business Park
Llantrisant
CF72 8LX

Reference: D021-02

Date issued: 20 January 2021

Dear Councillor Davies,

Annual Audit Letter – South Wales Fire and Rescue Authority 2019-20

This letter summarises the key messages arising from my statutory responsibilities under the Public Audit (Wales) Act 2004 and my reporting responsibilities under the Code of Audit Practice.

The Authority complied with its responsibilities relating to financial reporting and use of resources

It is the South Wales Fire and Rescue Authority's (the Authority) responsibility to:

- put systems of internal control in place to ensure the regularity and lawfulness of transactions and to ensure that its assets are secure;
- maintain proper accounting records;
- prepare a Statement of Accounts in accordance with relevant requirements; and
- establish and keep under review appropriate arrangements to secure economy, efficiency and effectiveness in its use of resources.

The Public Audit (Wales) Act 2004 requires me to:

- provide an audit opinion on the accounting statements;
- review the Authority's arrangements to secure economy, efficiency and effectiveness in its use of resources; and
- issue a certificate confirming that I have completed the audit of the accounts.

Fire authorities in Wales prepare their accounting statements in accordance with the requirements of the CIPFA/LASAAC Code of Practice on Local Authority Accounting in the United Kingdom. This Code is based on International Financial Reporting Standards. On 29 September 2020 I issued an unqualified audit opinion on the accounting statements confirming that they present a true and fair

view of the Authority's and the Fire Fighters' Pension Fund financial position and transactions. My report is contained within the Statement of Accounts. The key matters arising from the accounts audit were reported to members of the Authority in my Audit of Financial Statements report on 28 September 2020.

I am satisfied that the Authority has appropriate arrangements in place to secure economy, efficiency and effectiveness in its use of resources

My consideration of the Authority's arrangements to secure economy, efficiency and effectiveness has been based on the audit work undertaken on the accounts as well as placing reliance on the work completed under the Local Government (Wales) Measure 2009 and under the Well-being of Future Generations (Wales) Act 2015. I am satisfied that the Authority has appropriate arrangements in place to secure economy, efficiency, and effectiveness in its use of resources, and I will shortly be issuing an audit summary of the work completed since the last Annual Improvement Report 2018-19.

I issued a certificate confirming that the audit of the accounts has been completed on 29 September 2020

I received no electors' questions or objections in relation to the 2019-20 audit. Having given an audit opinion on the financial statements and concluded on the Authority's arrangements to secure economy, efficiency and effectiveness in its use of resources, I was able to certify that the audit was complete when I issued my audit opinion.

Financial audit fee

The final accounts audit fee for 2019-20 is £4,000 above the estimated fee set out in the Annual Audit Plan. Our audit took significantly more resource to deliver than we planned, due to in part to remote working and in part due to significant issues arising in the audit that we set out in our Audit of Financial Statements Report. Whilst we have not raised additional fees for the costs of remote working, we have considered the impact of the significant issues on your fee and agreed a final financial audit fee of £61,022 with the Treasurer.

Yours sincerely



Derwyn Owen

For and on behalf of the Auditor General for Wales

Cc Huw Jakeway, Chief Fire Officer
Sally Chapman, Deputy Chief Officer
Chris Barton, Treasurer and Section 151 Officer

REPORT OF THE TREASURER

REVENUE BUDGET 2021/22 AND CAPITAL PROGRAMME**SUMMARY**

This report includes an update on outstanding matters in respect of the revenue budget, feedback on the consultation exercise undertaken and recommendation on the level of the contributions budget for 2021/22 together with the associated capital programme planned for future financial years.

RECOMMENDATION

That the Fire & Rescue Authority approves the contribution budget at £77,530,089 representing an increase of 3.54%.

That the Fire Authority confirms the Capital Programme as set out in Appendix 2.

That the Fire Authority agrees to delegate to the Treasurer discretion to reduce the contributions budget for next year should there be a material downward difference in the actual pay awards for 2021/22 and also gives delegated powers to the Treasurer to make such calculations as may be necessary and to adjust / refund constituent council contributions accordingly.

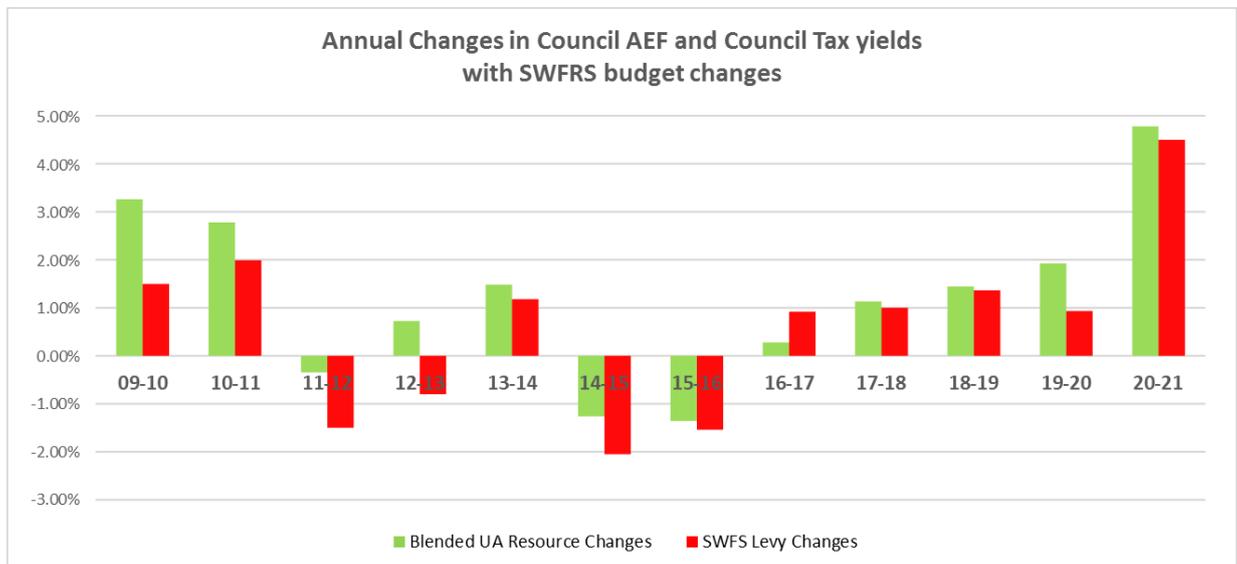
1. BACKGROUND

- 1.1 The Fire Authority, FAPM Committee and Scutiny Group have considered a range of reports on the budget over the last year and this report is the culmination of that work. At its December meeting, the Authority chose to consult on a budget increase of 3.54%, approximately £600k less than the 4.3% originally included in the Medium Term Financial Strategy (MTFS). This report includes the latest information in relation to the budget and the consultation and recommends a final revenue budget for next financial year together with the supporting capital programme.
- 1.2 The Finance, Audit & Performance Management (FAPM) Committee has received reports on the key points within the MTFS and budget together with regular monitoring reports on the revenue and capital budgets. The FAPM Scutiny Group has considered the background and detail to the budget at its meetings and considered further work to be undertaken.

2. ISSUES

- 2.1 The approved MTFS included historical data on spending and budget reductions within the Service throughout the last decade of austerity. It

shows the previous decisions made by the Fire Authority in relation to its budget setting as set out overleaf.



- 2.2 Last year the Fire Authority set a cash budget of £74,879,797, only 3.5% higher than the equivalent budget some 10 years earlier. The Fire Authority has constrained its cash budget at or around similar levels throughout the austerity period representing around £12m (14%) of efficiency savings on a real terms basis.
- 2.3 2020 has been an unusual year to say the least. Brexit was expected, with or without a deal, the extent and impact of Covid-19 was not. It has been the latter which has perhaps visited more challenges on the Fire Authority, both in terms of maintaining operational services and staff levels but also in direct and indirect financial costs. Welsh Government has provided significant grant funding to offset much of the cost. Changed ways of working have resulted in savings in areas such as travel and energy.
- 2.4 The MTFS identified the operational context in which the financial management of the Authority takes place currently and set out the challenges, risks and responses which are relevant in the short to medium term where this was possible. Further risks continue to apply to the setting of the budget next year from Brexit and Covid . At this time, it is not appropriate to include specific additional financial provision for these beyond that which can already be quantified from experience.

3 LOCAL GOVERNMENT SETTLEMENT 2021/22

- 3.1 Due to the ongoing Covid situation and the delayed Spending Review in Westminster, the Welsh Government's budget announcements have also been delayed. The draft Welsh Government budget was announced in

December with the final budget not expected until March, after the statutory deadline by which the Fire Authority has to set its budget.

- 3.2 The draft settlement included a second consecutive year of increase in the level of financial resources made available to local government. Within the ten constituent South Wales councils, Aggregate External Finance increased by an average of 4.1% on a like for like basis.
- 3.3 In previous years, the Fire Authority has been informed of the consistent pattern of increases in local taxation which assists in budget setting for council services which include fire and rescue services. Council tax yield has typically increased by an average between 4% and 5%. Higher increases have been seen in recent years.
- 3.4 The Fire Authority has always been cognisant of the settlement when setting its budget, as resources to fund the Authority come from the constituent councils which have their own financial constraints and pressures to contend with.

4 POPULATION CHANGES

- 4.1 Population data relating to the settlement was also delayed later than usual. This population data is used as the basis for the distribution of contributions from the ten constituent councils as set out in legislation. At the request of Members, the initial consultation exercise was followed up with a second communication setting out the impact of population distributions.
- 4.2 The table below illustrates the change to contributions arising from the new population data before any budget decisions are made by the Fire Authority for next year. It is important to note that councils which see increases in population generally benefit from a proportionately more favourable Welsh Government Settlement and vice versa.

Authority	Budget 2020/21 £	Population 2020/21 £	Population 2021/22 £	Change %	Change £
Bridgend	7,055,531	144,074	147,165	0.80	56,678
The Vale Of Glamorgan	6,380,703	130,294	134,749	2.06	131,464
Rhondda Cynon Taf	11,730,554	239,538	242,158	-0.23	-27,511
Merthyr Tydfil	2,924,534	59,719	60,751	0.39	11,448
Caerphilly	8,871,593	181,158	181,846	-0.94	-83,316
Blaenau Gwent	3,405,680	69,544	69,583	-1.26	-42,864
Torfaen	4,533,201	92,568	93,856	0.06	2,684
Monmouthshire	4,584,034	93,606	95,134	0.30	13,614
Newport	7,408,029	151,272	156,972	2.40	178,134
Cardiff	17,985,938	367,273	367,190	-1.34	-240,331
Total	74,879,797	1,529,046	1,549,404	0.00	0

5 SPECIFIC BUDGET PLANNING CONSIDERATIONS

- 5.1 The Fire Authority approved a revised staffing structure in September 2018 and this forms the basis of the revenue budget. Detailed assessment of the pay budget has now been completed including any discernible impacts arising from Covid19. The Fire Authority's pay budget was already overcommitted in the current year due to a pay award for Green Book staff in excess of that budgeted. The Fire Authority has absorbed this overspend estimated at £50k during the current year to avoid any subsequent call on council budgets.
- 5.2 Assumed pay awards are included in the budget estimates for next year. The Chancellor announced in the autumn that pay increases in the public sector (NHS excepted) would be limited to those on the lowest levels of pay. Whilst these comments are noted, there remains significant doubt as to whether such constraints are deliverable against the background of the necessary Covid pandemic response. In preparing the budget, it is recommended that the planned inflation provisions remain in place.
- 5.3 During the consultation period, one council has asked what the intended approach of the Fire Authority would be if the pay awards were agreed at a lower level than those estimated. The proposed approach would be to reduce the Fire Authority's budget to the lower level required and refund the excess of contributions which would arise. This of course could only happen once the pay awards were formally agreed by the relevant negotiating bodies.
- 5.4 The Authority is currently conducting a job evaluation project on all green book posts. This work has not yet been completed and there is therefore no basis to amend the budget provision at this time.
- 5.5 The whole matter of employer pension costs remains a risk given the ongoing legal arguments following the McCloud / Sargent cases into discrimination within recent pension scheme changes. A further ET hearing was concluded in December but as at the time of writing this report, no further information has been forthcoming.
- 5.6 Significant investment in ICT to meet revised software licencing models previously highlighted in the earlier reports is built into the budget as is provision for the replacement of essential operational equipment.
- 5.7 Initial indications from Welsh Government are that grant funded projects will continue on a cash flat basis in 21/22. Final confirmation of these and other grants will only come after Welsh Government's budget is agreed in March. Member's should note that critically, this will be after the Fire Authority needs to formally agree its final budget.

6 PROPOSED BUDGET

- 6.1 As discussed in paragraph 4 above, population changes impact directly on the level of budget contributions from individual councils. In previous reports, we estimated a range of increases in council contributions of between 2% and 6%, if a 3.54% increase were requested. This assessment appears to have been accurate.
- 6.2 The proposed budget would result in the following contributions. The supporting budget is set out in Appendix 1.

Authority	Budget 2020/21 £	Budget 2021/22 £	Change £	Change %
Bridgend	7,055,531	7,363,938	308,407	4.37
The Vale Of Glamorgan	6,380,703	6,742,658	361,955	5.67
Rhondda Cynon Taf	11,730,554	12,117,260	386,706	3.30
Merthyr Tydfil	2,924,534	3,039,898	115,364	3.94
Caerphilly	8,871,593	9,099,329	227,736	2.57
Blaenau Gwent	3,405,680	3,481,840	76,160	2.24
Torfaen	4,533,201	4,696,428	163,227	3.60
Monmouthshire	4,584,034	4,760,377	176,343	3.85
Newport	7,408,029	7,854,667	446,638	6.03
Cardiff	17,985,938	18,373,694	387,756	2.16
Total	74,879,797	77,530,089	2,650,292	3.54

- 6.3 The revenue budget supports the financing of the capital programme of the Authority. The Programme is regularly updated through Monitoring reports to the FAPM Committee. For the purpose of agreeing these budget proposals, the programme is outlined at Appendix 2 for formal approval by the Fire Authority.

7. BUDGET CONSULTATIONS

- 7.1 Councils have been consulted on the proposed budget.
- 7.2 Formal responses received at the time of finalising this report are attached at Appendix 3. Replies have been provided to the questions raised within the responses.

8. FINANCIAL IMPLICATIONS

- 8.1 Details of financial projections are included within the MTFs and various budget reports.
- 8.2 In the context of financial resilience, the Authority's budget includes a number of assumptions of income and expenditure for next year and the

medium term. There are inevitably financial and other risks inherent in these assumptions and the operation of the organisation.

8.3 Non-financial risks are included and monitored in the Authority's risk register through the Senior Management Team, FAPM Committee and the Fire Authority.

8.4 The main financial risks to the organisation include

- Overspending
- Delivery of efficiency savings
- Controlling and managing capital investment
- Levels of grant funding
- Meeting liabilities that may be identified and / or fall due

8.5 The Treasurer as the responsible Finance Officer confirms that in terms of the MTFs, budget and assumptions therein, the financial health of the Authority is sustainable and resilient. In reaching this conclusion, regard is had for the following

- The Authority maintains adequate levels of reserves
- Liabilities are identified and properly accounted for
- Audit and other regulatory reports are favourable
- Budgets are monitored
- There is no history of unplanned overspending
- The Authority adheres to relevant Codes of Practice
- The Authority's governance arrangements are sound

9. EQUALITY RISK ASSESSMENT

9.1 There are no equality implications resulting directly from this report. Each significant change in the Authority's budgets will undergo equality and diversity risk assessment by the responsible budget holder as part of the budget planning process.

10. RECOMMENDATION

10.1 That the Fire & Rescue Authority approves the contribution budget at £77,530,089 representing an increase of 3.54%.

10.2 That the Fire Authority confirms the Capital Programme as set out in the Appendix 2.

10.3 That the Fire Authority agrees to delegate to the Treasurer discretion to reduce the contributions budget for next year should there be a material

downward difference in the actual pay awards for 2021/22 and also gives delegated powers to the Treasurer to make such calculations as may be necessary and to adjust / refund constituent council contributions accordingly.

Contact Officer:	Background Papers:
Geraint Thomas Head of Finance and Procurement	

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Appendix 1

	21-22 Budget
	£
Whole time uniformed staff	31,702,192
Retained fire fighters	6,532,065
Auxilliary Reserve	227,549
Control staff	1,454,768
Non-uniformed staff	8,742,284
Members Expenses	64,224
Overtime & Other Allowances	2,045,046
Apprenticeship Levy	241,478
Direct Employee Costs	51,009,606
Firefighters Scheme employers contibutions	8,904,558
LGP Scheme employers contributions	1,342,849
LGPS Strain costs	34,696
Injury award pensions & ill health charges	945,879
NHS Reimbursements & Eye Tests	56,000
Travel & Subsistence	438,000
Indirect Employee Costs	11,721,982
Repair & maintenance	1,150,114
Grounds maintenance	37,192
Cleaning	520,216
Rates, rent etc.	1,409,621
Water	37,138
Energy	753,204
Security	94,610
Telephones/Communications	1,474,564
Premises Related	5,476,659
Training Costs	1,617,663
Operational and other equipment	704,917
RTC (scrap vehicles)	67,500
Fitness/training equipment	40,000
Equipment repair & maintenance	115,000
Fire Ground consumables	10,000
I.C.T.	1,403,210
Clothing & Uniforms	658,662
Photocopying	15,545
Stationery	22,471
Printer & print consumables	54,500
Postage & freight	23,532
Advertising (vacancies, etc.)	195,900
Licences	96,570
Books, Literature / subscriptions	189,885
Catering supplies	56,740
Insurances	1,146,111
Other Supplies	44,190
Supplies and Services	4,844,733
Transport Costs	1,399,000
Contracted Services	856,101
Capital Costs and Leasing	4,686,780
Total Expenditure	81,612,524
Income	(4,082,435)
TOTAL BUDGET	77,530,089

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Appendix 3 Consultation Responses

From: Harris, Stephen R

Sent: 22 January 2021 11:44

RE: South Wales Fire & Rescue Authority - Budget & Contributions 2021/22

Thank you for your further letter dated the 22nd December 2020 providing details of the Fire & Rescue Authority draft budget for 2021/22.

I note the overall proposed increase of 3.54% with the uplift in the Caerphilly CBC contribution being 2.57% after adjusting for updated population figures. Details of the WG 2021/22 Provisional Local Government Financial Settlement were released on the 22nd December 2020 and this includes a 3.1% uplift in funding for Caerphilly CBC. Whilst this uplift exceeds the proposed 2.57% increase in the council's contribution to the Fire & Rescue Authority I would like further clarity on your inclusion of an assumed 3% uplift in your budget calculations in respect of pay.

I recognise the impact of the Chancellor's statements in respect of pay constraint and the challenges that this presents for public sector bodies in negotiating pay awards for the forthcoming financial year. This is further compounded by the many additional demands placed on staff during the ongoing pandemic and the amazing responses that we have witnessed across all service areas. This represents a significant financial risk but I would like clarity on how you would deal with a situation where the pay award is agreed at a level below the budgeted uplift of 3%. Would you be considering refunds in contributions in-year or would you factor this into the budget requirement for the 2022/23 financial year?

For your information the 2021/22 draft budget proposals for Caerphilly CBC assume a 1% uplift in pay for all categories of staff.

Regards,

Stephen Harris

Pennaeth Gwasanaethau Cyllid a Swyddog Adran 151 | Head Of Financial Services & S151 Officer

Cyngor Bwrdeistref Sirol Caerffili | Caerphilly County Borough Council

Chris Barton

Treasurer

South Wales Fire & Rescue Authority

Cyfarwyddiaeth y Prif Weithredwr/

Chief Executive's Directorate

Deialu uniongyrchol / Direct line: (01656)643106

Gofynnwch am / Ask for: Gill Lewis

E-bost / E-mail: gill.lewis@bridgend.gov.uk

Dyddiad / Date: 21 December 2020

Dear Chris

Thank you for your notification letter dated the 17 December 2020 advising the authority of the estimated South Wales Fire & Rescue Authority Budget for 2021-22.

The Authority continues to welcome your budgeting approach that any increase in the overall contributions budget is lower (or higher if it was a reduction) than the underlying change in resources available to councils from Welsh Government and council tax payers, and that you have sought to constrain growth in your day to day budget wherever possible, including working to identify £600k net reductions in the projected budget thereby reducing the increase from 4.3% to 3.54%.

Notwithstanding this, whilst we appreciate the uncertainty about pay pressures and the increased ICT costs of moving to a subscription model we are concerned that the South Wales Fire and Rescue Service are asking for an increase again this year which will amount to £249,723 for Bridgend Council. As you will appreciate we have a finite budget and any funding pressures such as this make it increasingly difficult for us to produce a balanced budget to meet our statutory obligations and support the delivery of the Council's corporate priorities / wellbeing objectives.

In previous years, you have provided us with supporting information of the year on year budget movement and I would be grateful if you could provide this information again this year, detailing your pay and non-pay pressures and budget reductions to support your budget strategy.

I look forward to receiving the further information from with regard to the budget changes and note your comment that the Fire and Rescue Authority will make its budget decision at its meeting on 8 February 2021.

Yours sincerely

Chief Officer - Finance, Performance and Change

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SOUTH WALES FIRE & RESCUE AUTHORITY

AGENDA ITEM NO 6.iv

8 FEBRUARY 2021

REPORT OF THE ASSISTANT CHIEF FIRE OFFICER OF SERVICE DELIVERY

REPORT ON THE STRATEGIC PERFORMANCE INDICATOR TARGETS 2021/22**SUMMARY**

To consider the Strategic Performance Indicator Targets for 2021/22.

RECOMMENDATIONS

That Members endorse the Performance Indicator Targets proposed for 2021/22.

That Members approve delegation to Assistant Chief Fire Officer to review Q4 2020/21 data, planned reduction strategies and refine targets as necessary.

That Members approve its publication onto the SWFRS internet site.

1. BACKGROUND

- 1.1 To support performance within the Service it is essential that previous performance is reviewed and future targets are set for the forth coming year. These indicator targets are made available to the public via our internet site and are referenced within corporate documents produced and published by the Service.
- 1.2 There is a requirement under the Local Government (Wales) Measure to report annually to Welsh Government (WG) on seven Strategic Performance Indicators. There are four incident-based indicators, two fatality and injury indicators and one effective response indicator.
- 1.3 The targets for 2021/22 are proposed prior to the start of the reporting year, utilising a profiling process that considered nine months of 2020/21 actual incident data and a further five years of historic incident data to provide a baseline target figure.

2. ISSUE

- 2.1 The purpose of these indicators is to measure activity that has a direct or significant impact on desired outcomes. The indicators are:
 - The number of incidents attended (made up of four separate indicators which are for Total fires, Total false alarms, Total Road

Traffic Collisions (RTCs) and Other Special Service Calls (SSCs) attended).

- The number of deaths and injuries caused by all fires and accidental fires (two indicators).
- The percentage of dwelling fires which were contained in the room in which they originated (one indicator).

2.2 The baseline figures are to be further reviewed by the ACFO for Service Delivery with due consideration given to changing call profiles, day to day risk reduction activities being modified or put on hold or due to Covid-19 and public safety campaigns planned for 2021/22.

2.3

An upper and lower range has been used to predict the end of year incident numbers for 2020/21, based on current Q1-Q3 numbers. A range has also been used to set targets for 2021/22 due to the uncertainty of the incident numbers caused by the pandemic and for how long the lockdown continues. As you will see from the numbers below road traffic collisions attended have been the lowest since records began caused by a reduction in the number of journeys taken. It is likely that road traffic collisions will increase as we come out of lockdown, so using a range to set targets would be more robust until patterns of behaviour change in the new financial year.

Strategic Indicator	2019/20 Actual	2020/21 Predicted Lower Range	2020/21 Predicted Upper Range	Predicted Target Range 2021/2022		Direction of Travel
Total Fires	5,482	5,205	5,594	5,061	6,444	
False Alarms	7,858	7,978	8,224	7,689	8,248	
Road Traffic Collisions	995	666	794	943	1,109	
Other Special Service Calls	2,569	2,232	2,531	2,088	2,677	
Deaths and Injuries in Fires	84	44	50	52	80	
Accidental Deaths and Injuries in Fires	64	34	40	40	64	
% Dwelling Fires Confined to the room of origin	84.20%	81.24%	82.76%	83%	85%	

2.4 The Background Paper (Appendix 1) provides full details of the five year trend performance based on the Strategic indicators.

3. FINANCIAL IMPLICATIONS

3.1 There are no financial implications.

4. EQUALITY RISK ASSESSMENT

4.1. This report, the accompanying Background Paper and the targets themselves have no ERA impact.

4.2. It is the responsibility of the appropriate Director as the Performance Indicator holder to ensure that appropriate risk assessment in relation to Equality and Diversity has been carried out across all relevant supporting activity levels.

5. RECOMMENDATIONS

5.1 That Members endorse the Performance Indicator Targets proposed for 2021/22.

5.2 That Members approve delegation to Assistant Chief Fire Officer to review Q4 2020/21 data, planned reduction strategies and refine targets as necessary.

5.3 That Members approve its publication onto the SWFRS internet site.

Contact Officer:	Background Papers:
Jon Carter Planning, Performance and Risk Manager	Appendix 1 – Target Setting Analysis 2021/2022

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Back Ground Paper FA PI Targets 2021/2022

Target Setting 2021/2022 Total Incidents

Total Incidents

Indicator I.D.	1	Description:	Total Fires attended per 10,000 population.	Direction of Travel:
Indicator Ref:	FRS/RRC/S/001 (i)			
Target	5757	The data shown in the tables and chart below are the actual number of incidents. These are then divided by the population and multiplied by either 10,000 or 100,000, as specified, in order that meaningful comparisons can be made across other FRS's, e.g. Welsh FRS's and Family Group 4.		

Year No	1	2	3	4	5	6	7
Year	2015/2016	2016/2017	2017/2018	2018/2019	2019/2020	2020/2021 Predicted	2021/2022 Forecasted
Data	6,578	5,797	5,792	6,898	5,482		
Weighted Average						5,421	5,848
EWA						5,400	5,666
Upper Range						5,605	6,447
Lower Range						5,216	5,067



Target						5,942	5,757
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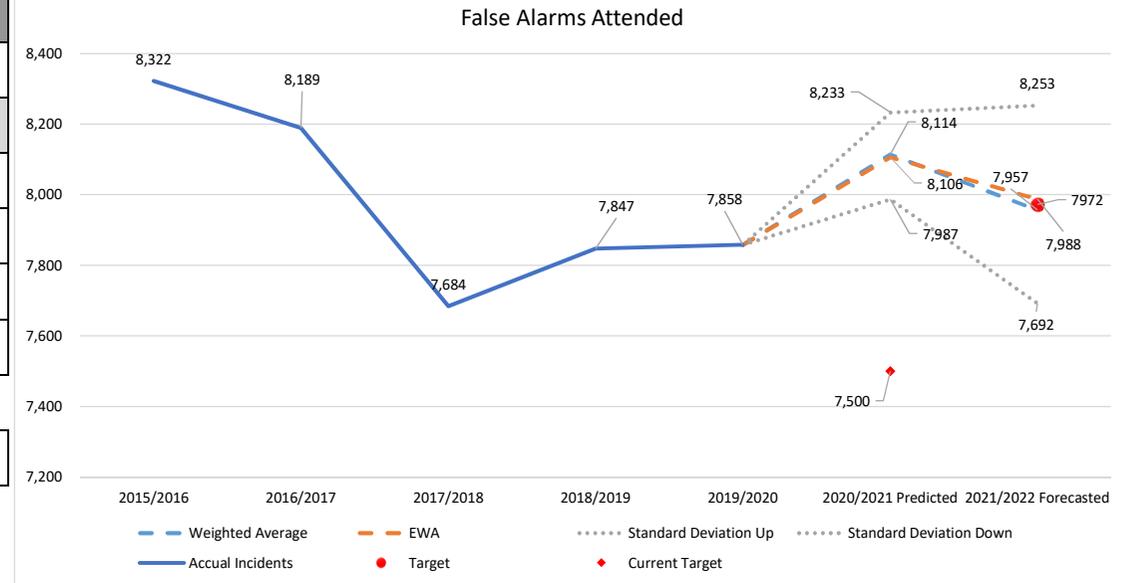
Target 2021/22	Target Setting Rationale
5,757	The number of fires attended in 2020/21 is currently predicted to be slightly lower than the number attended during the previous reporting year. The provisional target for 2021/2022 is forecasted to be between 5,067 and 6,447.

Total Incidents

Indicator I.D.	2	Description:	Total False Alarms attended per 10,000 population.	Direction of Travel:
Indicator Ref:	FRS/RRC/S/001 (ii)			
Target	7972	The data shown in the tables and chart below are the actual number of incidents. These are then divided by the population and multiplied by either 10,000 or 100,000, as specified, in order that meaningful comparisons can be made across other FRS's, e.g. Welsh FRS's and Family Group 4.		

All False Alarms Attended

Year No	1	2	3	4	5	6	7
Year	2015/2016	2016/2017	2017/2018	2018/2019	2019/2020	2020/2021 Predicted	2021/2022 Forecasted
Data	8,322	8,189	7,684	7,847	7,858		
Weighted Average						8,114	7,957
EWA						8,106	7,988
Upper Range						8,233	8,253
Lower Range						7,987	7,692
Target						7,500	7,972



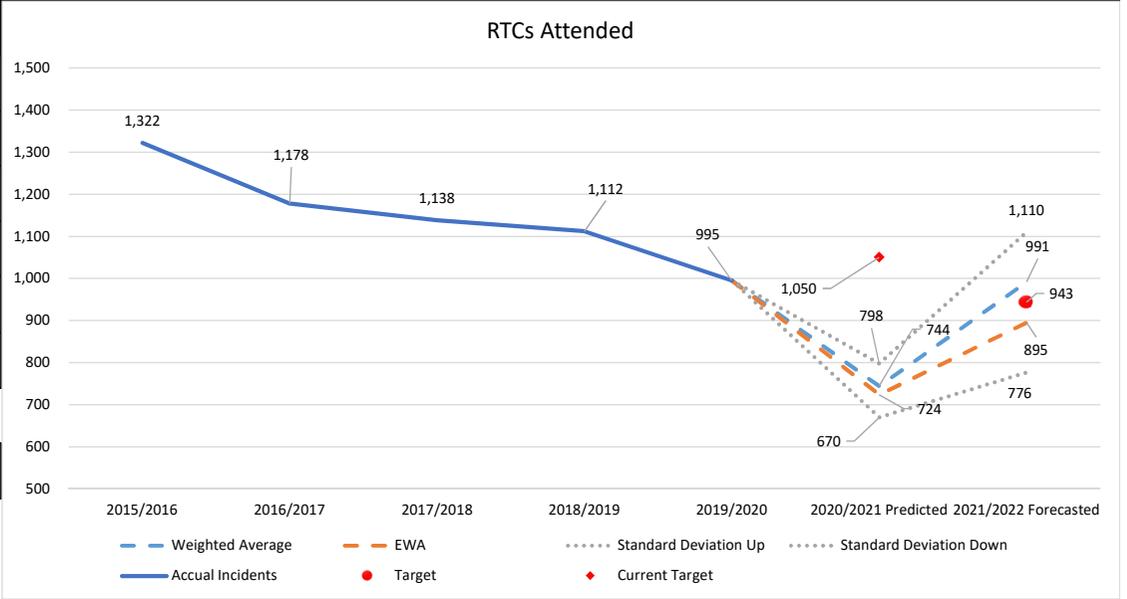
Target 2021/22	Target Setting Rationale
7,972	The number of false alarms attended in 2020/21 is currently predicted to be slightly higher than the number attended during the previous reporting year. The provisional target for 2021/2022 is forecasted to be between 7,692 and 8,253.

Total Incidents			
Indicator I.D.	3	Description:	Total Road Traffic Collisions attended per 10,000 population.
Indicator Ref:	FRS/RRC/S/001 (iii)		
Target	943	The data shown in the tables and chart below are the actual number of incidents. These are then divided by the population and multiplied by either 10,000 or 100,000, as specified, in order that meaningful comparisons can be made across other FRS's, e.g. Welsh FRS's and Family Group 4.	



All Road Traffic Collisions

Year No	1	2	3	4	5	6	7
Year	2015/2016	2016/2017	2017/2018	2018/2019	2019/2020	2020/2021 Predicted	2021/2022 Forecasted
Data	1,322	1,178	1,138	1,112	995		
Weighted Average						744	991
EWA						724	895
Upper Range						798	1,110
Lower Range						670	776
Target						1,050	943



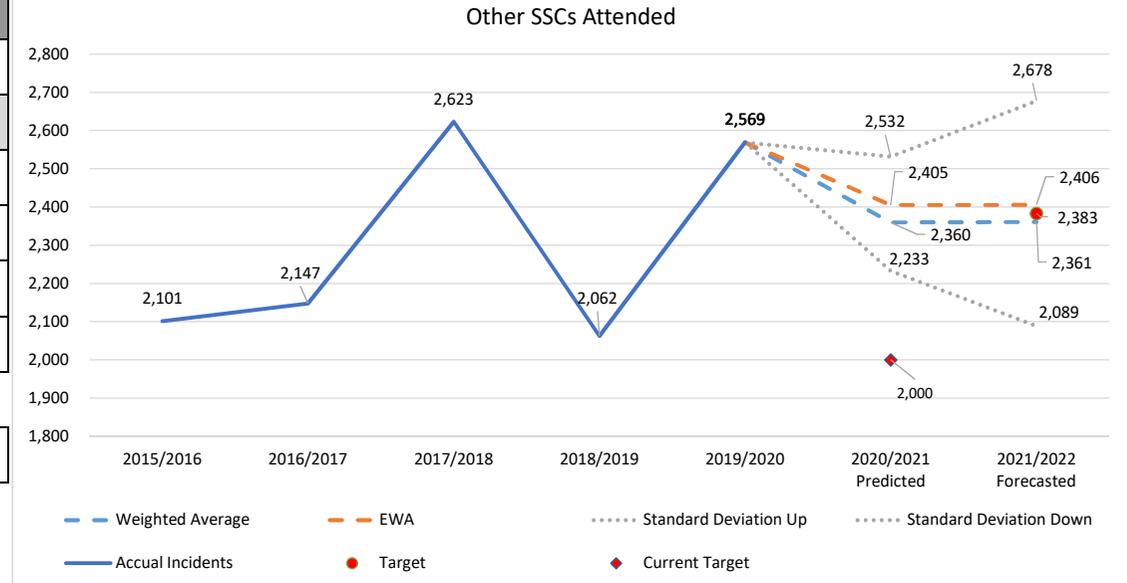
Target 2021/22	Target Setting Rationale
943	The number of Road Traffic Collisions (RTCs) attended in 2020/21 is currently predicted to be lower than the number attended during the previous reporting year. The provisional target for 2021/2022 is forecasted to be between 943 and 1,110.

Total Incidents

Indicator I.D.	4	Description:	Total Other Special Service Calls attended per 10,000 population.	Direction of Travel:
Indicator Ref:	FRS/RRC/S/001 (iv)			
Target	2383	The data shown in the tables and chart below are the actual number of incidents. These are then divided by the population and multiplied by either 10,000 or 100,000, as specified, in order that meaningful comparisons can be made across other FRS's, e.g. Welsh FRS's and Family Group 4.		

All Other Special Service Calls with FMR data

Year No	1	2	3	4	5	6	7
Year	2015/2016	2016/2017	2017/2018	2018/2019	2019/2020	2020/2021 Predicted	2021/2022 Forecasted
Data	2,101	2,147	2,623	2,062	2,569		
Weighted Average						2,360	2,361
EWA						2,405	2,406
Upper Range						2,532	2,678
Lower Range						2,233	2,089
Target						2,000	2,383



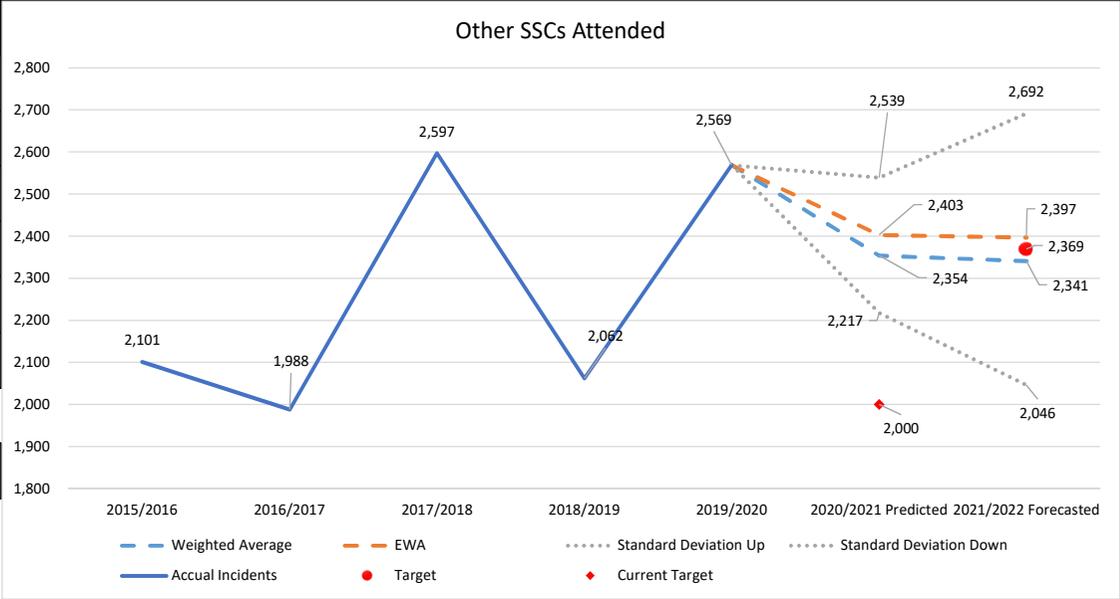
Target 2021/22	Target Setting Rationale
2,383	The number of Special Service Calls (SSCs) attended in 2020/21 is currently predicted to be lower than the number attended during the previous reporting year. The provisional target for 2021/2022 is forecasted to be between 2,089 and 2,678.

Total Incidents

Indicator I.D.	4	Description:	Total Other Special Service Calls attended per 10,000 population.	Direction of Travel:
Indicator Ref:	FRS/RRC/S/001 (iv)			
Target	2369	The data shown in the tables and chart below are the actual number of incidents. These are then divided by the population and multiplied by either 10,000 or 100,000, as specified, in order that meaningful comparisons can be made across other FRS's, e.g. Welsh FRS's and Family Group 4.		

All Other Special Service Calls

Year No	1	2	3	4	5	6	7
Year	2015/2016	2016/2017	2017/2018	2018/2019	2019/2020	2020/2021 Predicted	2021/2022 Forecasted
Data	2,101	1,988	2,597	2,062	2,569		
Weighted Average						2,354	2,341
EWA						2,403	2,397
Upper Range						2,539	2,692
Lower Range						2,217	2,046
Target						2,000	2,369



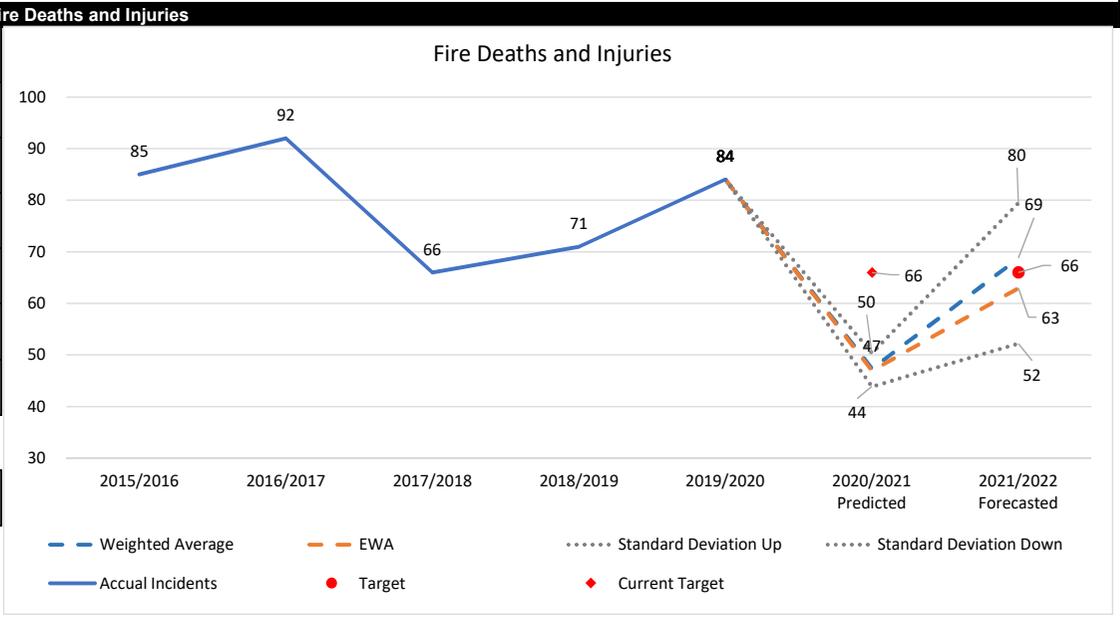
Target 2021/22	Target Setting Rationale
2,369	The number of Special Service Calls (SSCs) attended excluding FMR in 2020/21 is currently predicted to be lower than the number attended during the previous reporting year. The provisional target for 2021/2022 is forecasted to be between 2,046 and 2,692.

Target Setting 2021/2022 Deaths and Injuries

Deaths and Injuries			
Indicator I.D.	5	Description:	Deaths and Injuries arising from all fires per 100,000 population.
Indicator Ref:	FRS/RRC/S/002 (i)		
Target	66	The data shown in the tables and chart below are the actual number of incidents. These are then divided by the population and multiplied by either 10,000 or 100,000, as specified, in order that meaningful comparisons can be made across other FRS's, e.g. Welsh FRS's and Family Group 4.	



Total Fire Deaths and Injuries							
Year No	1	2	3	4	5	6	7
Year	2015/2016	2016/2017	2017/2018	2018/2019	2019/2020	2020/2021 Predicted	2021/2022 Forecasted
Data	85	92	66	71	84		
Weighted Average						47	69
EWA						47	63
Upper Range						50	80
Lower Range						44	52
Target						66	66



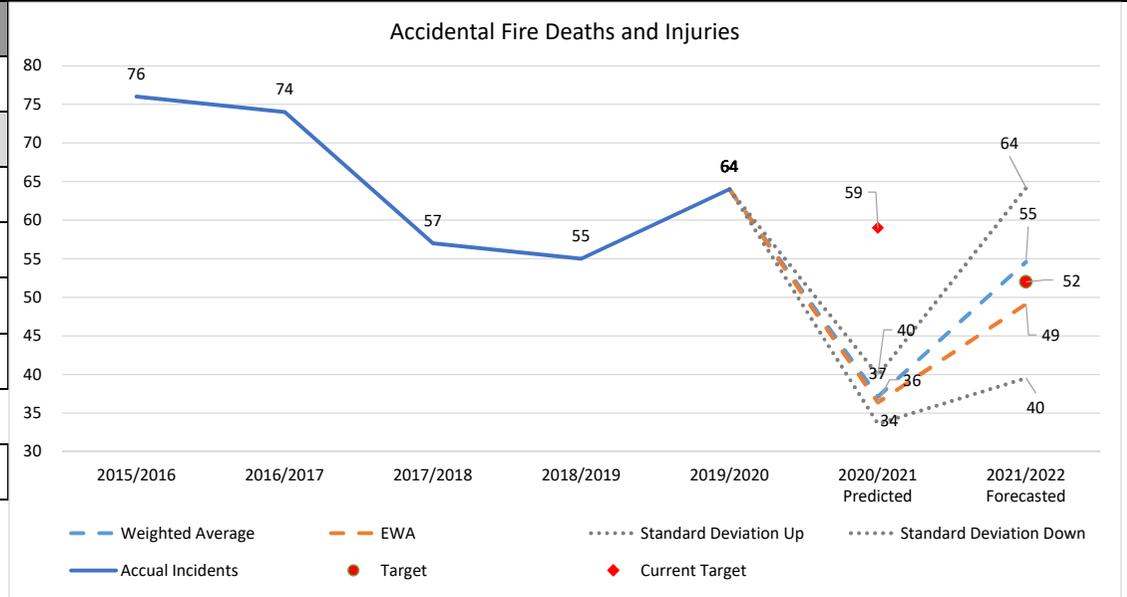
Target 2021/22	Target Setting Rationale
66	The number of Deaths and Injuries as a result of fire in 2020/21 is currently predicted to be lower than the number attended during the previous reporting year. The provisional target for 2021/2022 is forecasted to be between 52 and 80.

Deaths and Injuries

Indicator I.D.	6	Description:	Deaths and Injuries arising from all fires which were started accidentally per 100,000 population.	Direction of Travel:
Indicator Ref:	FRS/RRC/S/002 (ii)			↓
Target	52	The data shown in the tables and chart below are the actual number of incidents. These are then divided by the population and multiplied by either 10,000 or 100,000, as specified, in order that meaningful comparisons can be made across other FRS's, e.g. Welsh FRS's and Family Group 4.		

Accidental Fire Deaths and Injuries

Year No	1	2	3	4	5	6	7
Year	2015/2016	2016/2017	2017/2018	2018/2019	2019/2020	2020/2021 Predicted	2021/2022 Forecasted
Data	76	74	57	55	64		
Weighted Average						37	55
EWA						36	49
Upper Range						40	64
Lower Range						34	40
Target						59	52



Target 2021/22	Target Setting Rationale
52	The number of Deaths and Injuries as a result of an accidental fire in 2020/21 is currently predicted to be lower than the number attended during the previous reporting year. The provisional target for 2021/2022 is forecasted to be between 40 and 64.

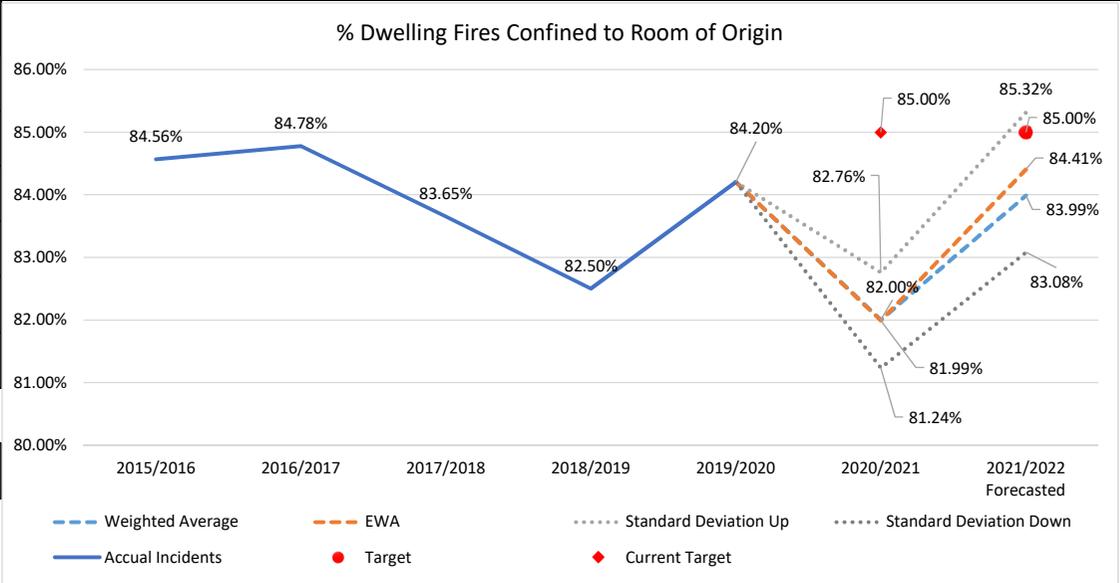
Target Setting 2021/2022 Effective Response

Effective Response			
Indicator I.D.	7	Description:	The Percentage of dwelling fires which were contained in the room in which they originated.
Indicator Ref:	FRS/EFR/S/003		
Target	85.00%	The data shown in the tables and chart below are the actual number of incidents. These are then divided by the population and multiplied by either 10,000 or 100,000, as specified, in order that meaningful comparisons can be made across other FRS's, e.g. Welsh FRS's and Family Group 4.	



The Percentage Of Dwelling Fires Which Were Contained In The Room In Which It Originated

Year No	1	2	3	4	5	6	7
Year	2015/2016	2016/2017	2017/2018	2018/2019	2019/2020	2020/2021 Predicted	2021/2022 Forecasted
Data	84.56%	84.78%	83.65%	82.50%	84.20%		
Weighted Average						82.00%	83.99%
EWA						81.99%	84.41%
Upper Range						82.76%	85.32%
Lower Range						81.24%	83.08%
Target						85.00%	85.00%



Target 2021/22	Target Setting Rationale
85.00%	The % of dwelling fires confined to the room the fire originated in for 2020/21 is currently predicted to be lower than during the previous reporting year. The provisional target for 2021/2022 is forecasted to be 85%.

REPORT OF THE DEPUTY CHIEF OFFICER

REPORT ON RESPONSES TO THE CONSULTATION ON THE STRATEGIC THEMES AND OBJECTIVES FOR 2021/2022**SUMMARY**

The service recently consulted with the public on the Strategic Themes and Objectives developed for 2021/2022. Members are to consider the responses received during the consultation that ran from October 26th 2020 to January 17th 2021.

RECOMMENDATIONS

1. That Members review the consultation evaluation in Appendices B.
2. That Members approve the Strategic Themes and Objectives detailed in Appendix A (collectively considered as our improvement objectives).
3. Analysis of the comments received and further analysis of the demographics who responded to the survey will be provided in full at the meeting of the Fire and Rescue Authority on February 8th 2021

1. BACKGROUND

- 1.1 In accordance with the Local Government (Wales) Measure 2009, we have a duty to consult on our proposed improvement objectives that support our long-term strategic vision. We also publish an annual report on our achievement and performance.
- 1.2 The objectives in Appendix A (referred to as strategic themes and objectives), which help support the well-being objectives and have a clear link with the National Framework, are contained within the document "How did we do in 2019/2020 and what do we plan to do in 2021/2022".
- 1.3 The proposed strategic themes and objectives were approved for public consultation by the South Wales Fire and Rescue Authority on July 13th 2020. Following the approval, an engagement strategy was developed.
- 1.4 The strategy was to:
 - Launch the consultation October 26th 2020.

- Planned engagement with the following groups (Rhondda 50+ Forum, Torfaen Engagement Group, Blaenau Gwent Engagement Group, USK, Millennium Centre)
- Invitations to respond sent to all constituent Local Authorities, Town Councils, South Wales Police, Gwent Police, Health Boards, Public Service Boards, Welsh Government contacts, third party and voluntary organisations.
- Shared widely on South Wales Fire and Rescue' social media platforms including Twitter and Facebook.

2. ISSUE

- 2.1 The total number of responses received to the consultation was 154.
- 2.2 There is strong agreement with our proposed 2021/2022 Objectives. Responses indicate that our public and partners are strongly in agreement with SWFRS's proposed 2021/2022 Objectives, with 89% of responses in agreement with our proposed objectives. This is the same percentage as last year's response to our proposed 2020/2021 Objectives.
- 2.3 Of those who responded to the demographic section of the survey, results are noted in Appendix B.
- 2.4 Analysis of the comments received and further analysis of the demographics who responded to the survey will be provided in full at the meeting of the Fire and Rescue Authority on February 8th 2021.

3. EQUALITY RISK ASSESSMENT

- 3.1 An equality risk assessment was carried out for both the document and the survey. All documentation was offered in Welsh and English. The consultation also sought to obtain equalities data to analyse demographics for our responses.

4. RECOMMENDATIONS

- 4.1 That Members review the consultation evaluation in Appendices B.
- 4.2 That Members approve the Strategic Themes and Objectives detailed in Appendix A (collectively considered as our improvement objectives).

- 4.3 Analysis of the comments received and further analysis of the demographics who responded to the survey will be provided in full at the meeting of the Fire and Rescue Authority on February 8th 2021.

Contact Officer:	Background Papers:
Jon Carter Planning, Performance and Risk Manager	Appendix A - Strategic Themes and Objectives considered as our improvement objectives for 2021-2022. Appendix B – Proposed Objectives for 2021-2022: Have Your Say Consultation - Preliminary Results

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Appendix A - Strategic Themes and Objectives collectively considered as our improvement objectives for 2021-2022.

Strategic Themes	Proposed Objectives
Keeping You Safe	<ul style="list-style-type: none"> • We will reduce the impact of false alarms on our resources • We will reduce the number of fires in the home and understand the behaviours and cause of them • We will reduce the number of Road Traffic Collisions • We will reduce the number of deliberate fires • We will improve safety in and around water • We will improve fire safety in buildings in our communities
Responding To Your Emergency	<ul style="list-style-type: none"> • We will respond effectively when you need us • We will do all we can to make sure that our on call service is available • We will train our firefighters to respond to current and future risks in our communities
Using Technology Well	<ul style="list-style-type: none"> • We will use the most suitable technology and equipment to improve our services • We will review the standard and use of technology and equipment across our service
Working With Our Partners	<ul style="list-style-type: none"> • We will work with Public Service Boards to support our communities • We will work with our Partners to deliver our services where they are needed • We will review and evaluate our existing partnerships
Engaging and Communicating	<ul style="list-style-type: none"> • We will deliver on the recommendations of the Investors In People report • We will involve our communities and make sure they have their say in what we do • We will help keep our communities through safety education and by attending Community Events.

Valuing Our People	<ul style="list-style-type: none">• We will attract a workforce that reflects and represents our communities• We will develop all our people by identifying training and development opportunities• We will support our people to feel well, healthy and happy at work
Protecting Our Environment	<ul style="list-style-type: none">• We will reduce our usage of single use materials• We will explore the use of electric vehicles• We will reduce our energy use and our carbon footprint• We will consider how our activities impact on the environment
Continuing To Work Effectively	<ul style="list-style-type: none">• We will be clear and publicly accountable• We will maximize value for money while improving our service• We will develop a new ways of working



APPENDIX B

Annual Improvement Plan - Proposed Objectives for 2021-2022

Have Your Say Consultation

January 2021



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Executive Summary of Findings

- There is [strong agreement](#) for the proposed 2021-2022 objectives. 89% of answers were in agreement with, or neither agreed nor disagreed with, the proposed objectives. This is the same as the agreement rate in the consultation last year. Keeping You Safe, Protecting Our Environment and Continuing To Work Effectively garnered the most agreement (each with 91%), whilst Valuing Our People garnered the lowest (84%).
- Among [Members of the Public, there was 98% agreement](#) with the proposed 2021-2022 objectives.
- A handful of people accounted for almost all dissenting opinion. Most of these were employees, but other than that there are no commonalities with regard to service area or demography among the group.
- Please [refer here for themes in respondent commentary](#) against each proposed objective.
- The Annual Improvement Plan was [easy to understand](#), but there are changes that could make it even easier.
- Responses [supported](#) our performance and priority actions in 2019-2020.
- The number of responses to the consultation and the survey completion rates were [lower than last year](#). This was expected, primarily because a) the proposed objectives were the same as 2020-2021 and b) issues related to restricted engagement, survey fatigue and general fatigue during the pandemic. The lower response count has contributed to [underrepresentation of minority groups](#) in the survey responses.



Engagement Strategy

The Service has continuously developed close relationships with external and internal stakeholders, local councils, BAME and LGBTQ organisations in part to generate interest in public consultations. As a result of current Covid-19 restrictions, all publicity and engagement during the consultation period was done remotely and digitally. The Media & Communications department conducted two way engagement with firefighters via Starleaf, attended virtual forums and virtual local PSB group meetings.

The consultation was open between 23rd October 2020 and 13th January 2021. These are the forms of engagement and the platforms used during that time:

- Public:
 - Social media (Twitter, Facebook, Instagram) – posted twice a week for 11 weeks between 4th November and 12th January.
 - SWFRS Website - both English and Welsh versions, from 23rd October.
- Stakeholder register and partner organisations; local PSB groups, local health boards, local councils, members of the public, youth groups, schools, WST, SWP, GP:
 - Emails sent from 27th October.
- SWFRS Staff:
 - Email to all staff on 11th December and again on 7th January.
 - SHOUT November edition
 - SWFRS Intranet

During the period of the consultation, the Media & Communications department did not receive any messages, questions or queries from members of the public, other stakeholders or members of staff.

[Appendix III](#) provides examples of how the survey was communicated to stakeholders.

[Appendix IV](#) provides details about web traffic to the Annual Improvement Plan and Survey link on both English and Welsh SWFRS websites. Traffic to the English page was lower than during the consultation period last year, but not significantly so. Traffic to the Welsh page was much lower than during the consultation period last year.



Consultation Survey Responses

Overall Response Count

161 people responded to the survey. 156 of these responded to the English version, with five responding to the Welsh version.

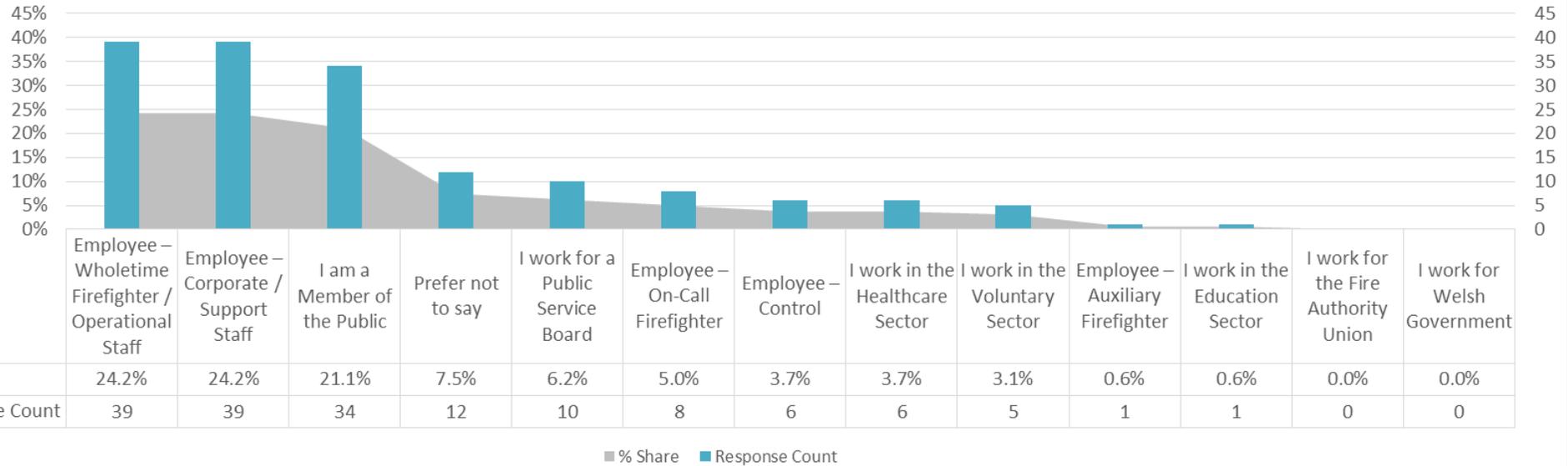
The number of responses and completion rates (see below) were lower than last year. There are factors that can reasonably account for this, such as:

- The proposed objectives for 2021-2022 was the same as 2020-2021.
- Survey fatigue – the Have Your Say consultation survey was one of around 20 surveys that have been published either internally, externally or both, since April 2020.
- General fatigue - the Have Your Say consultation survey was open at a period eight months into the coronavirus pandemic and during a second national lockdown, at which time there is a sense that people have become physically and mentally fatigued and apathetic towards many aspects of daily life, therefore reducing the likelihood that they would be interested in completing any survey.
- Cross-over in topics with other similar surveys e.g. Have Your Say pre-consultation (albeit a requirement in preparation of the full consultation), Investors in People, Covid response and Wellbeing surveys.
- We have been limited to using only digital comms to publicise and engage with staff, stakeholders and the public. Social interaction restrictions have prevented our ability to directly engage with the public at events, such as the successful Skills Cymru, Cardiff Metropolitan University Open Day and 999 Weekend events in 2019.

58% of respondents (93 people) work for SWFRS, as indicated in the chart below.



Respondent relationship with SWFRS



Response and Completion Rates

Survey Monkey rated this survey highly in terms of its structure, likelihood to achieve a high response rate and likelihood of responses being relevant to the questions being asked.

77% of respondents (124 people) continued past answering what their relationship with SWFRS is, to subsequently provide their thoughts about the Annual Improvement Plan.

44% of respondents (70 people) provided their level of agreement with our proposed objectives for 2021-2022. Survey Monkey estimated that the completion rate of this survey would be 78%

40% of respondents (64 people) provided at least some demographic information about themselves.



17 people would like to be included on our Consultation Register so that we can involve them in similar consultations in the future.

Annual Improvement Plan – Level of Understanding

85% of respondents (105 people) found the plan easy to understand. The main reasons given for people not finding the plan easy to understand were as follows:

- Text font made it hard to read
- The plan is too long and contains too much information
- It was hard to locate online

2019-2020 Performance

A small sample size of only two respondents provided thoughts on what we did and how we performed in 2019-2020.

2019-2020 Priority Actions

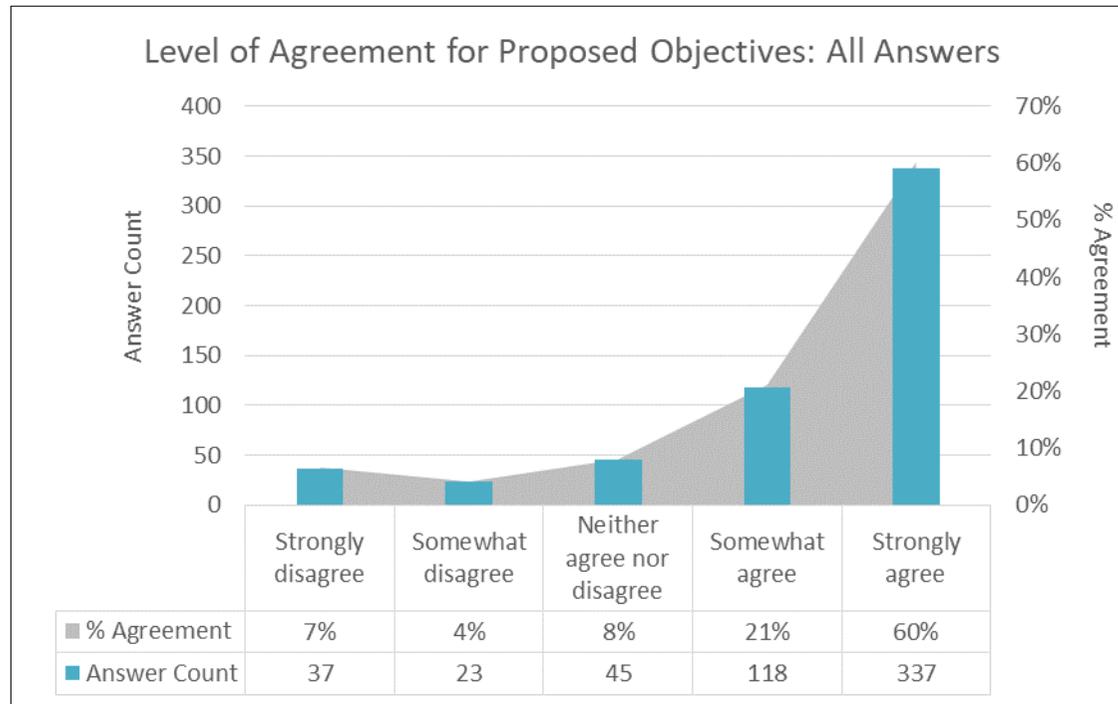
12 people provided thoughts on our 2019-2020 Priority Actions. The majority of these said they thought the Priority Actions were appropriate.

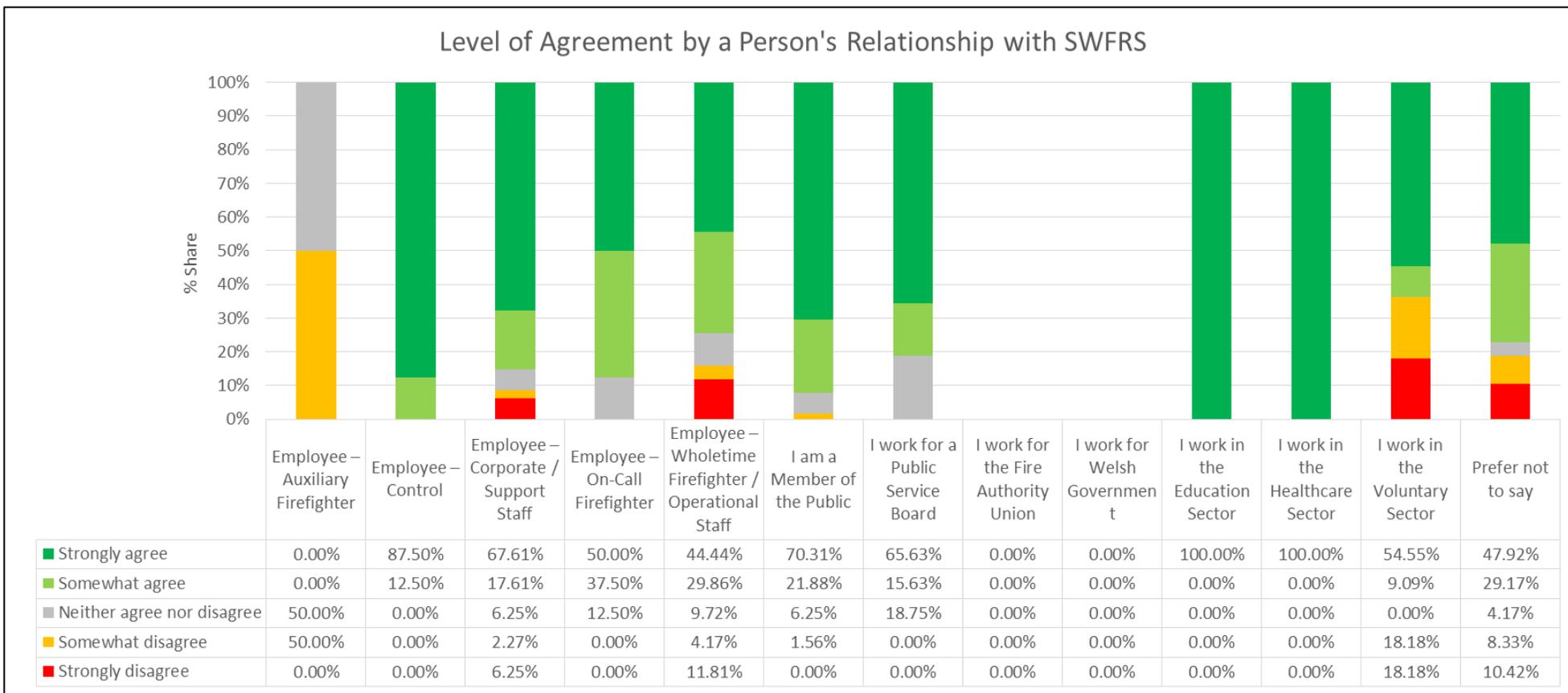


Proposed Objectives for 2021-2020

There is strong agreement with our proposed 2021/2022 Objectives. Responses indicate that our public and partners are strongly in agreement with SWFRS' s proposed 2021-2022 Objectives.

89% of answers agreed with our proposed objectives. This is the same percentage as last year's response to our proposed 2020-2021 Objectives.





A handful of people accounted for most disagreement among the responses. The large majority of these people identified as working for SWFRS; two WDS, one Auxiliary and one in Corporate/Support. There were no demographic commonalities among this group. Respondents from Control and OCDS were in 100% agreement of the proposed 2021-2022 objectives. Among Members of the Public, the third largest respondent group, there was 98% agreement with the proposed 2021-2022 objectives. Disagreement among people responding from the Voluntary Sector was all from one person.

The following pages show the opinion breakdown by each Proposed Objective for 2021-2022.



KEEPING YOU SAFE

Objectives

- Reduce the impact of false alarms on our resources
- Reduce the number of fires in the home and understand the behaviours and cause of them
- Reduce the number of road traffic collisions
- Reduce the number of deliberate fires
- Improve safety in and around water
- Improve fire safety in buildings in our communities

91%

Agreement

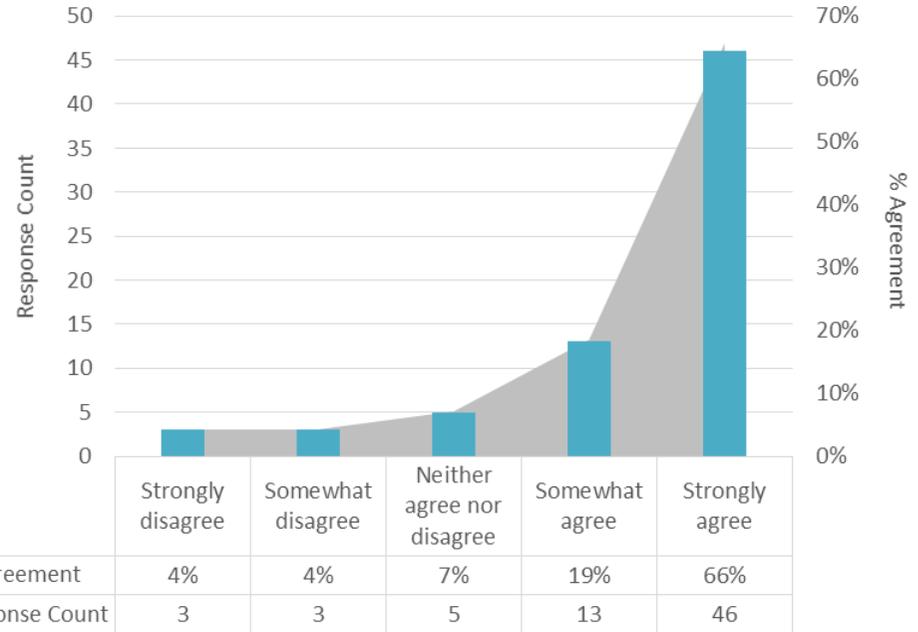
4.4 out of 5

Weighted Average

1 (lowest) to 5 (highest)

70

Responses



Themes from respondent commentary

- Importance of intervention, education and enforcement strategies working in conjunction with one another.
- Importance of understanding what the public wants from us with regard to safety.
- Include wildfire arson, grassfires and refuse fires as 'Keeping You Safe' objectives.
- Include engagement with our communities to improve wellbeing as 'Keeping You Safe' objectives.

Commonalties among respondents who disagreed with these objectives

- No common SWFRS relationship or demographic features among respondents.
- Respondents who disagreed with these objectives also disagreed with the proposed objectives of our other Strategic Themes.



RESPONDING TO YOUR EMERGENCY

Objectives

- Respond effectively when you need us
- Do all we can to make sure that our On Call Duty System (OCDS) firefighters are available
- Train our firefighters to respond to current and future risks in our communities

89%

Agreement

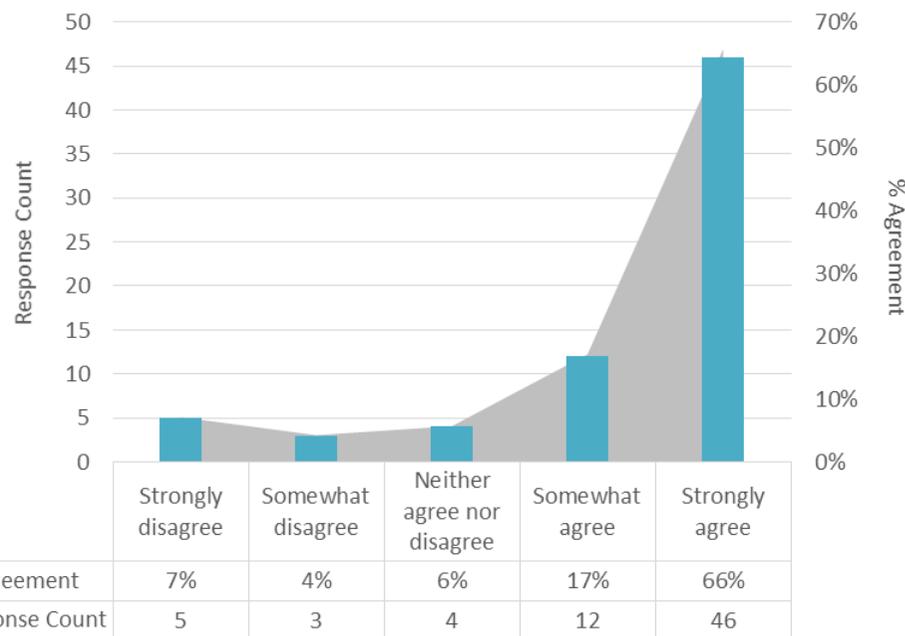
4.3 out of 5

Weighted Average

1 (lowest) to 5 (highest)

70

Responses



Themes from respondent commentary

- More clarity wording the objective to ensure everybody understands our emergency response focus is not just on OCDS, but all Ops firefighters.
- Defining the role of OCDS; availability and care/support leave, training, development, staff retention, WDS pathway.
- Promote importance and value of community safety work and public engagement among firefighters.

Commonalties among respondents who disagreed with these objectives

- Most worked for SWFRS (mainly a mix of WDS and Corporate/Support staff).
- Respondents who disagreed with these objectives also disagreed with the proposed objectives of our other Strategic Themes.



USING TECHNOLOGY WELL

Objectives

- Use the most suitable technology and equipment to improve our services
- Review the standard and use of technology and equipment across the Service

89%

Agreement

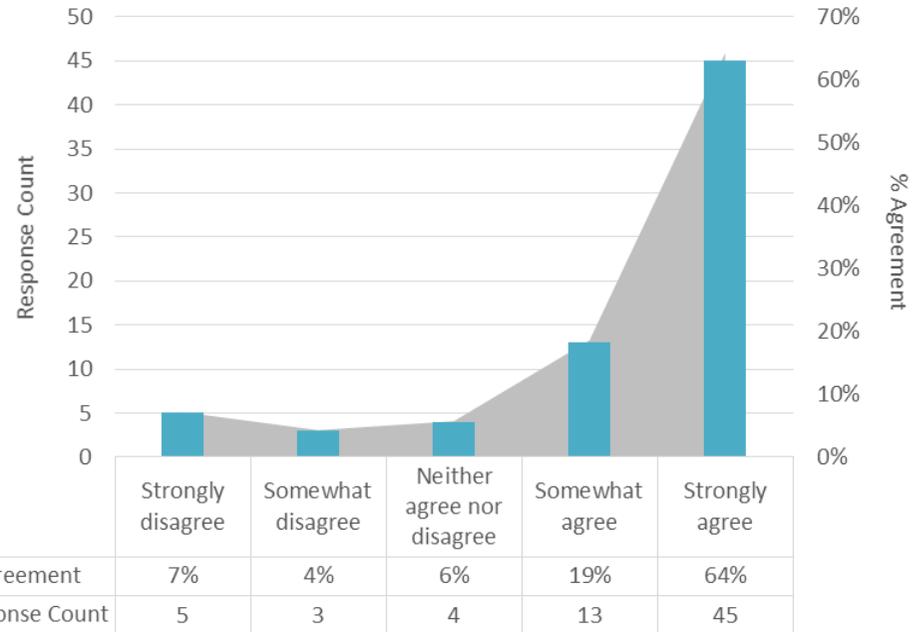
4.3 out of 5

Weighted Average

1 (lowest) to 5 (highest)

70

Responses



Themes from respondent commentary

- Importance of good ensure user-friendly remote access to ICT for operational staff.
- There is a feeling among some WDS staff that SWFRS is behind other UK FRS's with regards to technology and equipment. Examples include; the use of mobile tech for seamless communication, improving MDTs to enable form completions to be done remotely, update telemetry boards.
- Community engagement - consider who our audience is and what is their preferred method of communication.

Commonalties among respondents who disagreed with these objectives

- Most worked for SWFRS (mainly a mix of WDS and Corporate/Support staff).
- Respondents who strongly disagreed with these objectives also disagreed with the proposed objectives of our other Strategic Themes. Those who somewhat disagreed tended to be more nuanced in their responses to other proposed objectives.



WORKING WITH OUR PARTNERS

Objectives

- Work with our Public Service Boards (PSBs) to support our communities
- Work with our partners to deliver our services where they are needed
- Review and evaluate our existing partnerships

90%

Agreement

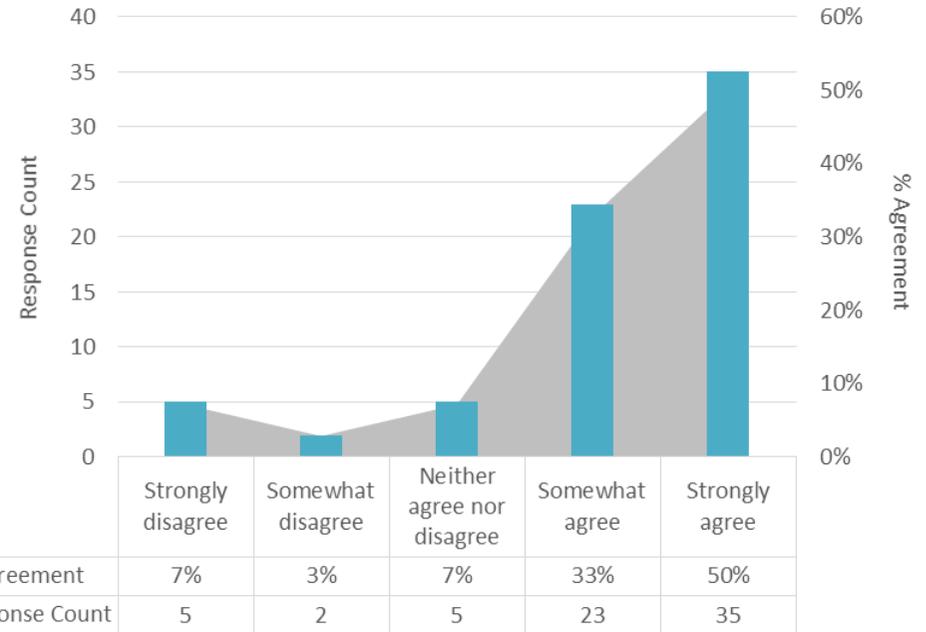
4.2 out of 5

Weighted Average

1 (lowest) to 5 (highest)

70

Responses



Themes from respondent commentary

- Importance of working together collaboratively and innovatively.
- Importance of making relationships and data sharing with partners known within our organisation.
- Clear lines of responsibility and accountability when SWFRS assists other agencies and vice-versa.
- Support for Fire Medical Response (FMR).

Commonalties among respondents who disagreed with these objectives

- Most worked for SWFRS (mainly a mix of WDS and Corporate/Support staff).
- Respondents who disagreed with these objectives also disagreed with the proposed objectives of our other Strategic Themes.



ENGAGING AND COMMUNICATING

Objectives

- Deliver on the recommendations of the Investors in People report
- Involve our communities and make sure they have their say in what we do
- Help keep our communities safe through education and attending community events

89%

Agreement

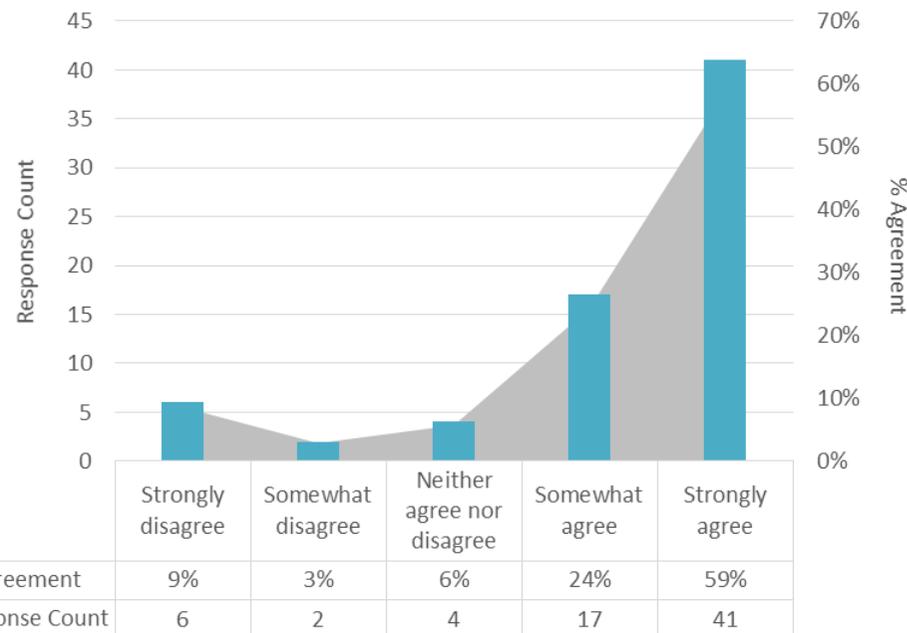
4.2 out of 5

Weighted Average

1 (lowest) to 5 (highest)

70

Responses



Themes from respondent commentary

- Some staff are looking to see an improvement in our next Investors in People assessment, and will judge the Service's ability to deliver for its staff on that. Elsewhere, there is scepticism regarding the importance placed on the Investors in People award.
- More comms around what the Service is doing to engage with communities during the pandemic period of restricted social interaction.
- Bespoke community safety activities to suit station's local needs.
- Give more responsibility to Junior Offices.
- Comms between ELT/SMT and other grades should be a two way conversation.

Commonalties among respondents who disagreed with these objectives

- Most worked for SWFRS (mainly a mix of WDS and Corporate/Support staff).



- Respondents who disagreed with these objectives also disagreed with the proposed objectives of our other Strategic Themes.

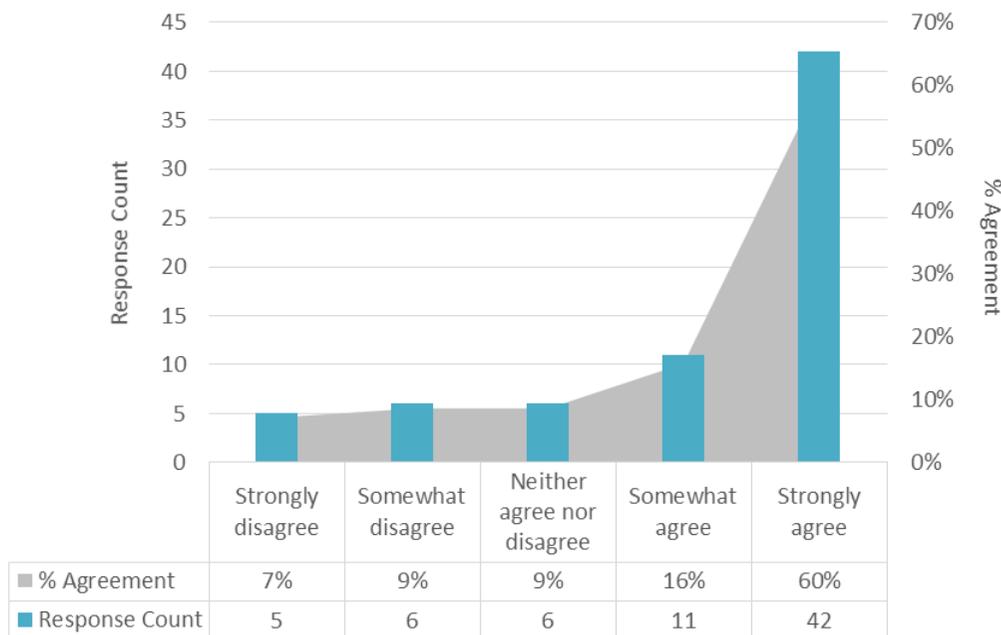
VALUING OUR PEOPLE

- Objectives**
- Attract a workforce that reflects and represents our communities
 - Develop our people by identifying training and development opportunities
 - Support our people to feel well, healthy and happy at work

84%
Agreement

4.1 out of 5
Weighted Average
1 (lowest) to 5 (highest)

70
Responses



Themes from respondent commentary

- Important to reflect our communities, whilst ensuring we recruit the best people. Ensure our policies make us an attractive employer to underrepresented groups and identify why we may not be an attractive employer to those groups.
- More development and support pathways needed for Corporate/Support staff.
- More transparency in decision making from higher to lower grades.
- Importance of Mental Health Project – the Service is moving in the right direction.
- Excellent support from Occupational Health.

Commonalties among respondents who disagreed with these objectives



- Most worked for SWFRS (mainly a mix of WDS and Corporate/Support staff).
- Respondents who disagreed with these objectives also disagreed with the proposed objectives of our other Strategic Themes.

PROTECTING OUR ENVIRONMENT

Objectives

- Reduce our usage of single use materials
- Explore the use of electric vehicles
- Reduce our energy use and our carbon footprint
- Consider how our activities impact on the environment

91%

Agreement

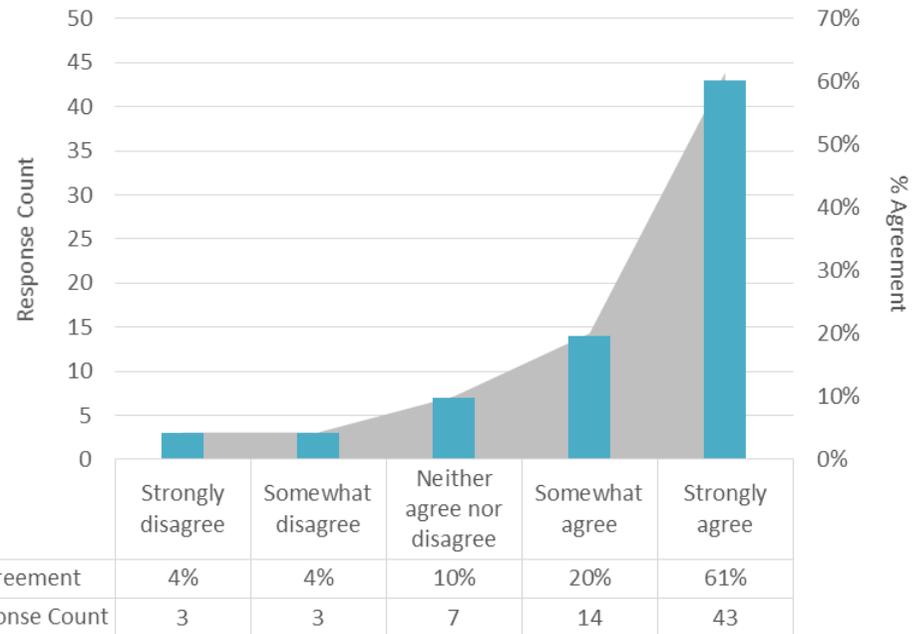
4.3 out of 5

Weighted Average

1 (lowest) to 5 (highest)

70

Responses



Themes from respondent commentary

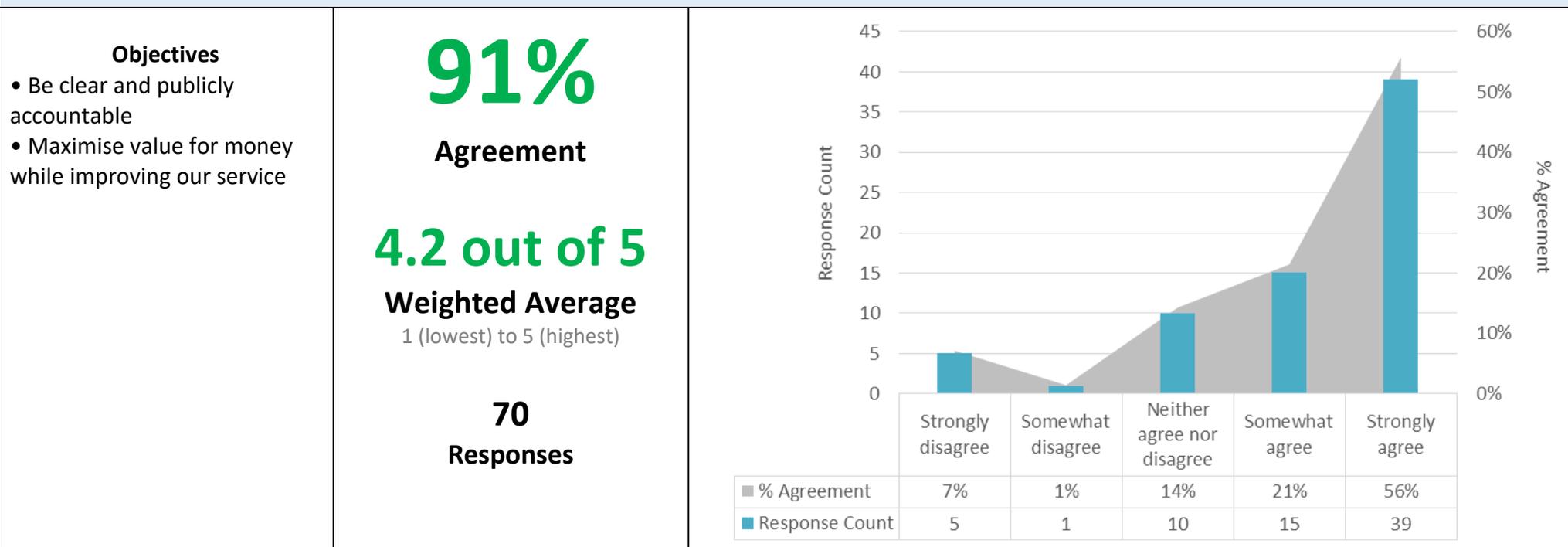
- Use technology to reduce unnecessary travel. For example, review incidents where Station Managers and/or Group Managers are required to be on-scene. Large potential to reduce carbon footprint by more home working and fewer commutes. Promote carbon reduction activities at home.
- Procure from organisations with ethical and responsible environmental policies of their own. SWFRS to go paperless.
- Promote good work conducted in grass fires initiatives and their contribution towards improving biodiversity and raising ecosystem resilience.
- Facilitate charging personal Electric Vehicles at SWFRS charging ports.
- Use of recycled materials in new uniforms.



Commonalties among respondents who disagreed with these objectives

- Most worked for SWFRS (mainly a mix of WDS and Corporate/Support staff).
- Respondents who disagreed with these objectives also disagreed with the proposed objectives of our other Strategic Themes.

CONTINUING TO WORK EFFECTIVELY



Themes from respondent commentary

- Large consensus that SWFRS is value for money. If anything, maybe more can be done to promote how the Service is able to improve its services whilst delivering on its value for money objective.
- There needs to be individual accountability within the Service as well as the Service being accountable publically.



Commonalties among respondents who disagreed with these objectives

- Most worked for SWFRS (mainly a mix of WDS and Corporate/Support staff).
- Respondents who disagreed with these objectives also disagreed with the proposed objectives of our other Strategic Themes.



Other areas of focus

A handful of people offered additional thoughts on our proposed objectives and provided their thoughts on areas of focus for 2021-2022. These centred on;

- Home working
 - Supplying ICT and desk equipment to all staff
- Environmental Responsibility
 - Increase use of reusable energy sources e.g. solar panels on stations, using ground water to clean appliances
 - More promotion of successful environmental responsibility activities conducted by the Service
- Valuing staff
 - Treat all staff fairly and equally
- Communication of feedback from the survey back to staff



Appendices

[Appendix I:](#) Strategic Themes and Objectives collectively considered as our improvement objectives for 2021-2022

[Appendix II:](#) Demographics

[Appendix III:](#) Communicating the Survey

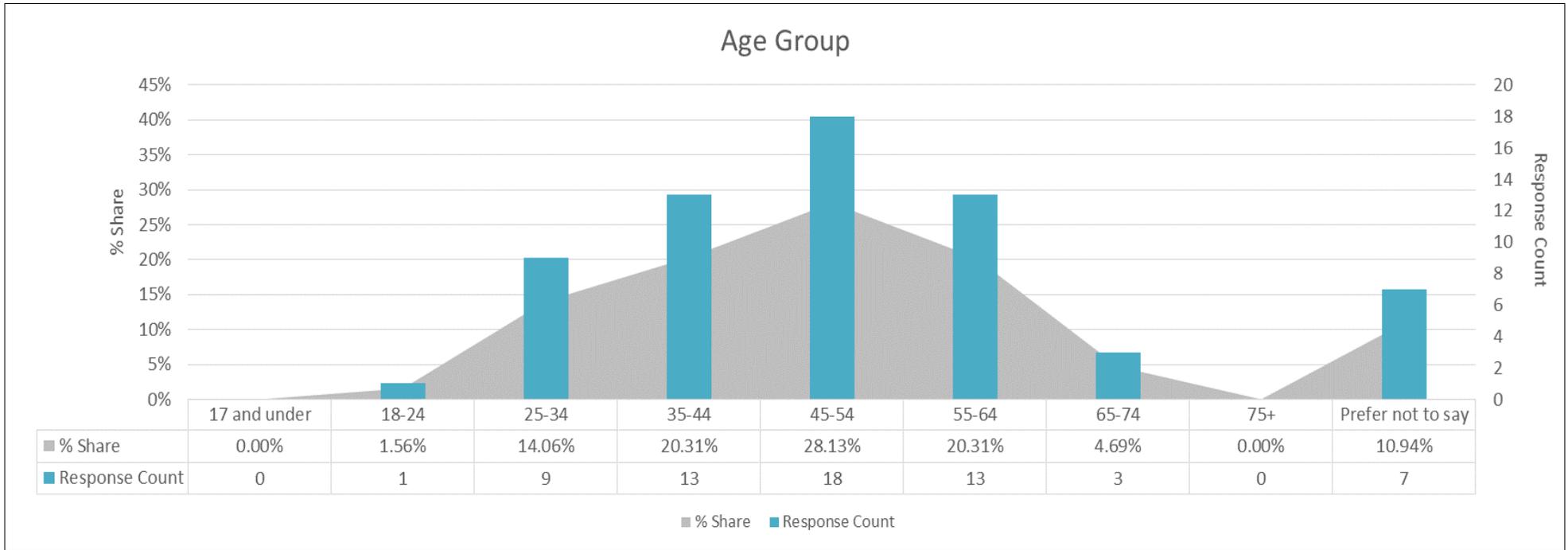


Appendix I: Strategic Themes and Objectives collectively considered as our improvement objectives for 2021-2022

Proposed Strategic Themes	Proposed Objectives
Keeping You Safe	<ul style="list-style-type: none"> • Reduce the impact of false alarms on our resources • Reduce the number of fires in the home and understand the behaviours and cause of them • Reduce the number of Road Traffic Collisions • Reduce the number of deliberate fires • Improve safety in and around the water • Improve fire safety in buildings in our communities
Responding To Your Emergency	<ul style="list-style-type: none"> • Respond effectively when you need us • Do all we can to make sure that our On Call Duty System (OCDS) is available • Train our firefighters to respond to current and future risks in our communities
Using Technology Well	<ul style="list-style-type: none"> • Use the most suitable technology and equipment to improve our services • Review the standard and use of technology and equipment across the Service
Working With Our Partners	<ul style="list-style-type: none"> • Work with our PSBs to support our communities. • Work with our partners to deliver our services where they are needed • Review and evaluate our existing partnerships
Engaging and Communicating	<ul style="list-style-type: none"> • Deliver on the recommendations of the Investors in People report • Involve our communities and make sure they have their say in what we do • Help keep our communities safe through safety education and attending community events
Valuing Our People	<ul style="list-style-type: none"> • Attract a workforce that reflects and represents our communities • Develop our people by identifying training and development opportunities • Support our people to feel well, healthy and happy at work
Protecting Our Environment	<ul style="list-style-type: none"> • Reduce our usage of single use materials • Explore the use of electric vehicles • Reduce our energy use and our carbon footprint • Consider how our activities impact on the environment
Continuing To Work Effectively	<ul style="list-style-type: none"> • Be clear and publicly accountable • Maximise value for money while improving our service



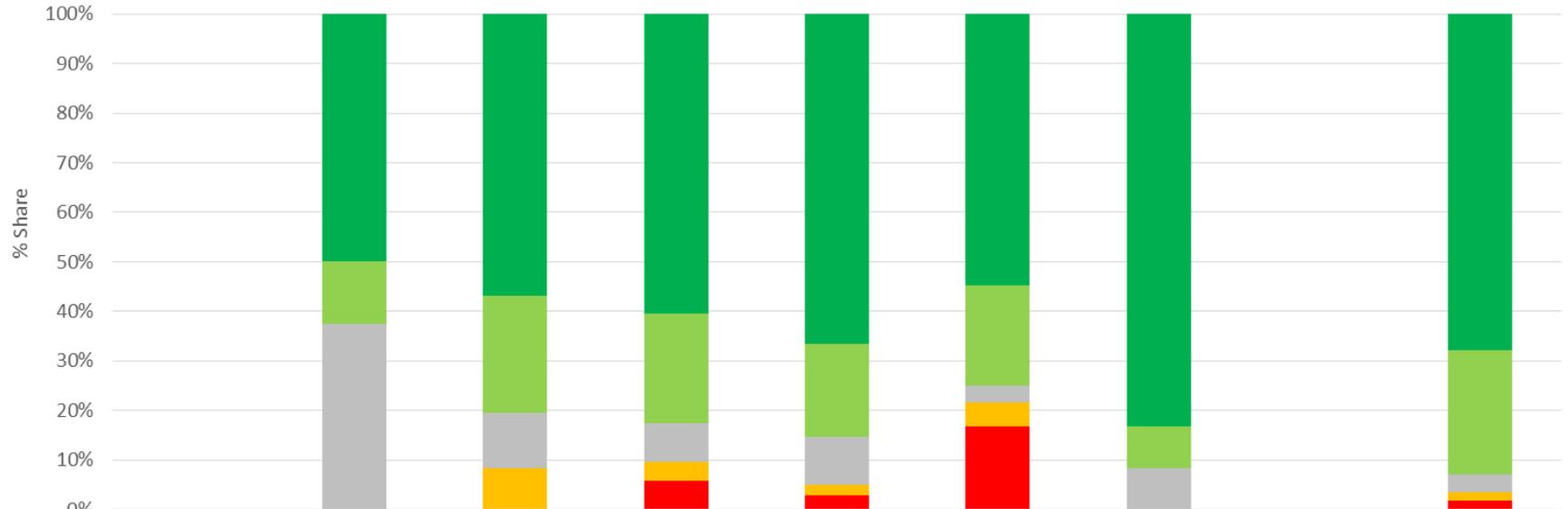
Appendix II: Demographics



- The largest age group represented by respondents to the survey, based on self-identification, were 45-54. The under 25s and 65+ were underrepresented, accounting for 6% of respondents (4 people). Those groups account for 10% of the SWFRS workforce. Those aged 15-25 and 65+ account for 39% of the Welsh population.



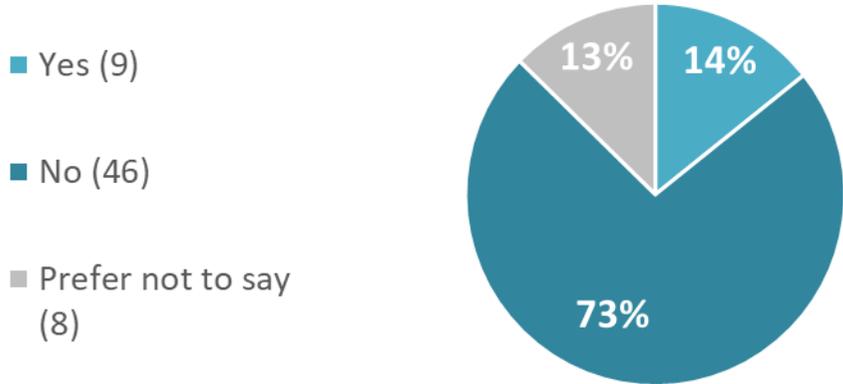
Level of Agreement by Age Group



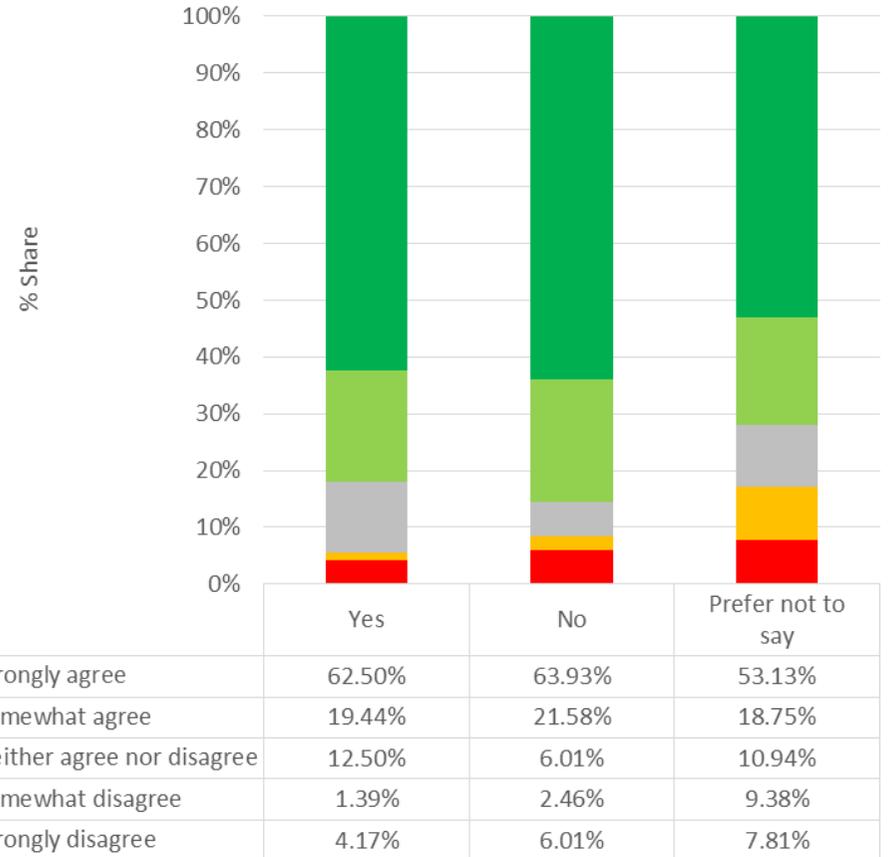
	17 and under	18-24	25-34	35-44	45-54	55-64	65-74	75+	Prefer not to say
Strongly agree	0.00%	50.00%	56.94%	60.58%	66.67%	54.86%	83.33%	0.00%	67.86%
Somewhat agree	0.00%	12.50%	23.61%	22.12%	18.63%	20.14%	8.33%	0.00%	25.00%
Neither agree nor disagree	0.00%	37.50%	11.11%	7.69%	9.80%	3.47%	8.33%	0.00%	3.57%
Somewhat disagree	0.00%	0.00%	8.33%	3.85%	1.96%	4.86%	0.00%	0.00%	1.79%
Strongly disagree	0.00%	0.00%	0.00%	5.77%	2.94%	16.67%	0.00%	0.00%	1.79%



Do you consider yourself to have a disability?



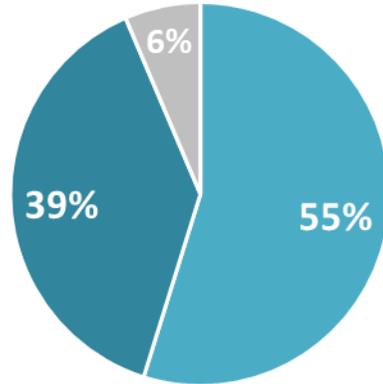
Level of Agreement



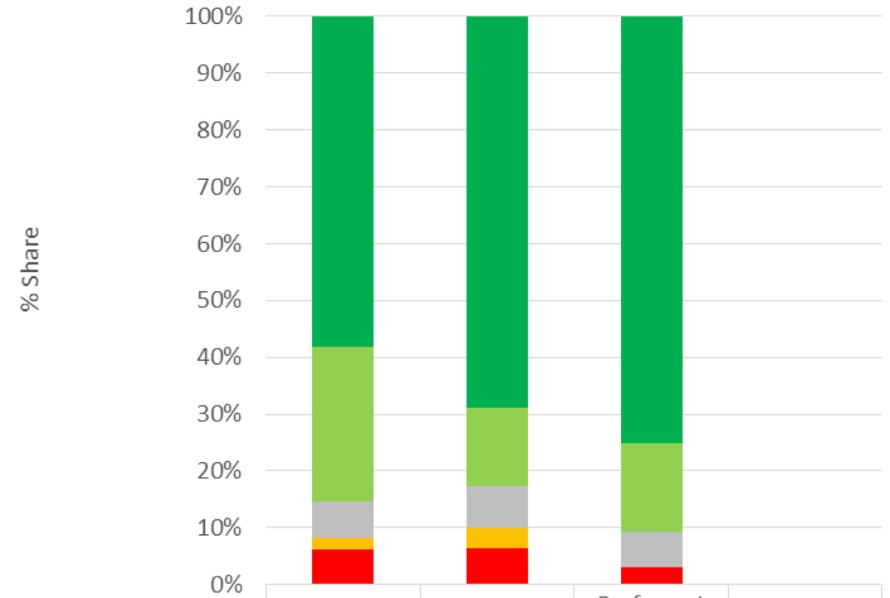


At birth were you described as...

- Male (34)
- Female (24)
- Prefer not to say (4)
- Intersex (0)



Level of Agreement

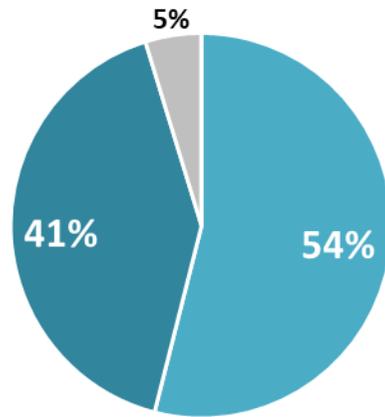


	Male	Female	Prefer not to say	Intersex
Strongly agree	58.09%	68.95%	75.00%	0.00%
Somewhat agree	27.21%	13.68%	15.63%	0.00%
Neither agree nor disagree	6.62%	7.37%	6.25%	0.00%
Somewhat disagree	1.84%	3.68%	0.00%	0.00%
Strongly disagree	6.25%	6.32%	3.13%	0.00%



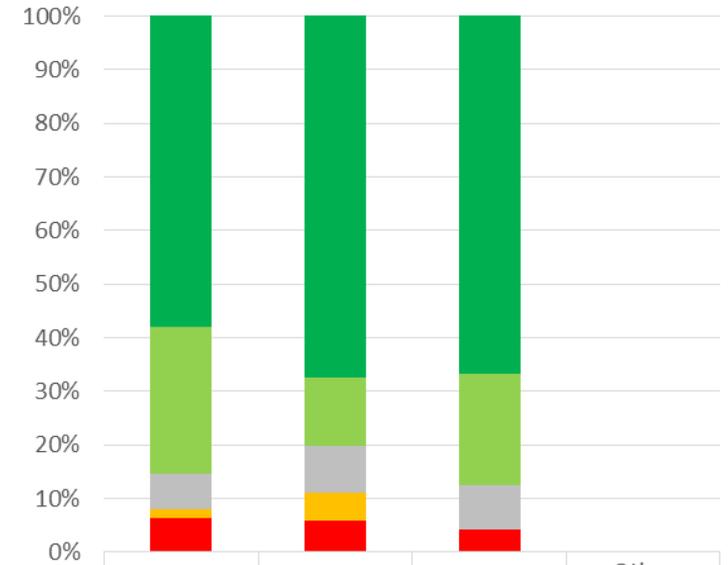
I am a...

- Man (34)
- Woman (26)
- Prefer not to say (3)
- Other (please specify) (0)



Level of Agreement

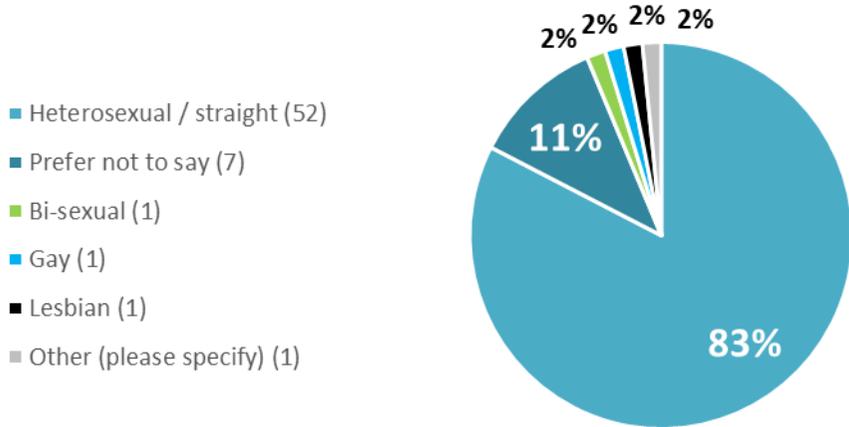
% Share



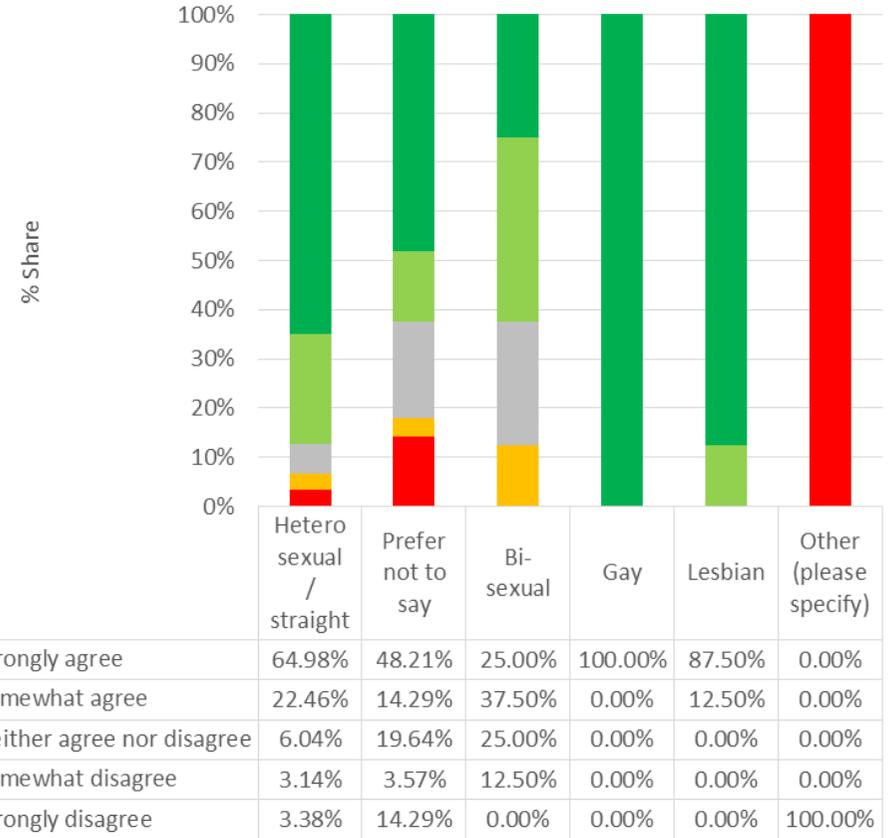
	Man	Woman	Prefer not to say	Other (please specify)
Strongly agree	58.09%	67.48%	66.67%	0.00%
Somewhat agree	27.21%	12.62%	20.83%	0.00%
Neither agree nor disagree	6.62%	8.74%	8.33%	0.00%
Somewhat disagree	1.84%	5.34%	0.00%	0.00%
Strongly disagree	6.25%	5.83%	4.17%	0.00%

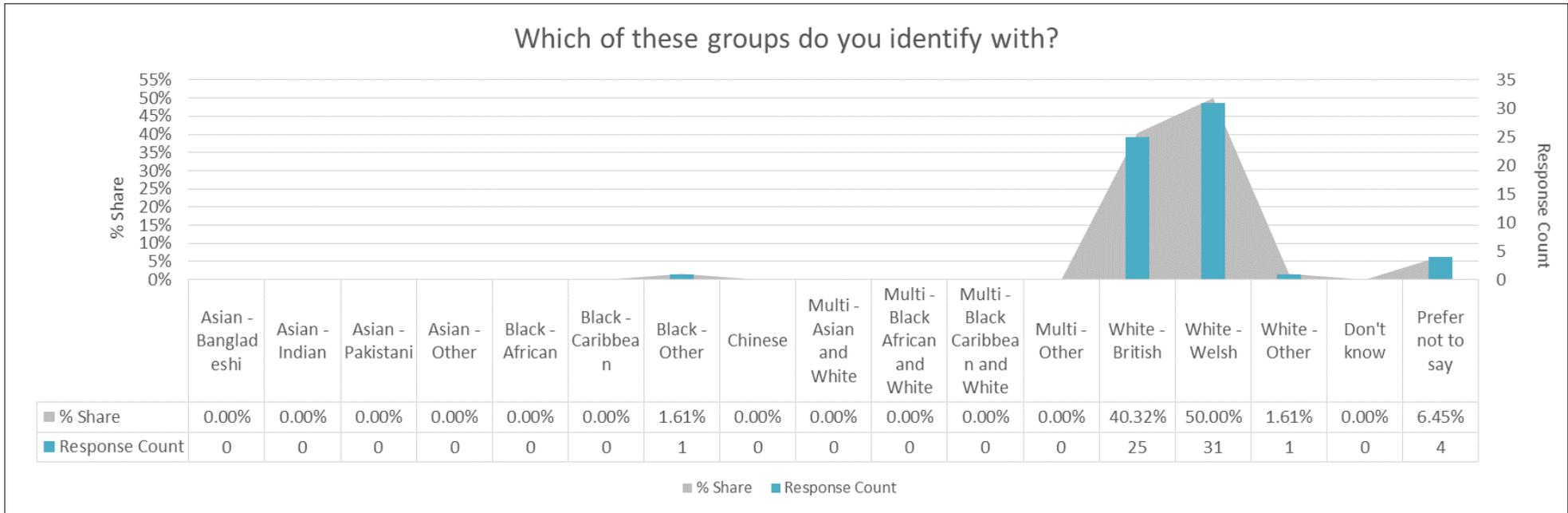


What is your sexual orientation?



Level of Agreement

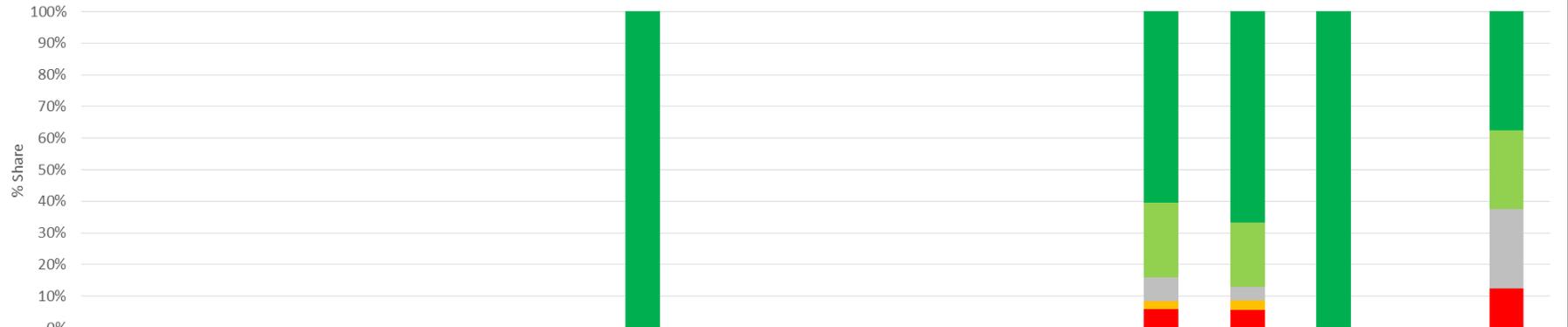




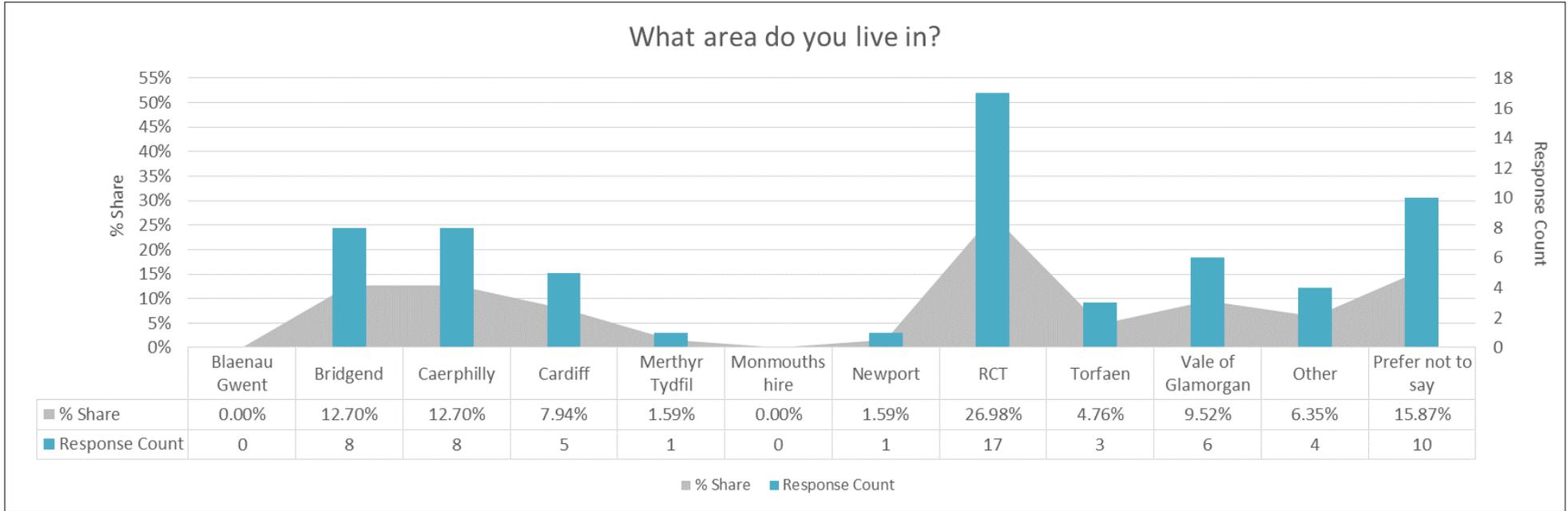
- 97% of respondents self-identified as White – Welsh, White – British or preferred not to say which group they identified with. This is not dissimilar to the proportion of White – Welsh and White – British employees of SWFRS, but is over-representative of that group in the wider communities we serve. 5.5% of the Welsh population identify with a BAME group.



Level of Agreement by Group Identity



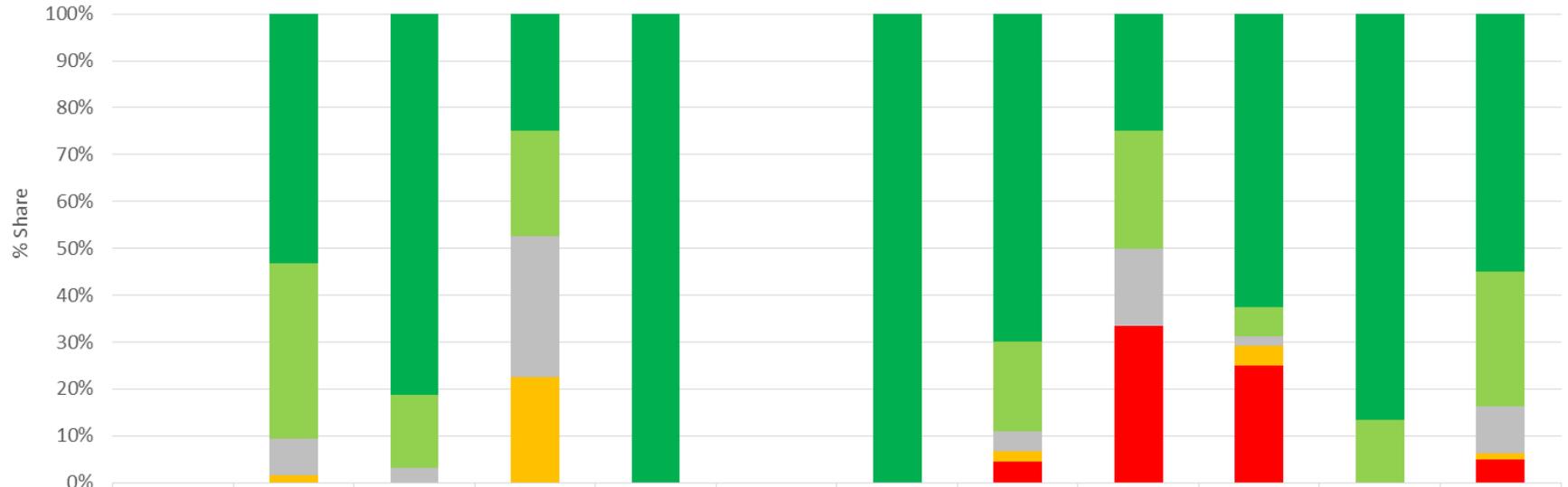
	Asian - Bangladeshi	Asian - Indian	Asian - Pakistani	Asian - Other	Black - African	Black - Caribbean	Black - Other	Chinese	Multi - Asian and White	Multi - Black African and White	Multi - Black Caribbean and White	Multi - Other	White - British	White - Welsh	White - Other	Don't know	Prefer not to say
Strongly agree	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	60.50%	66.67%	100.00%	0.00%	37.50%
Somewhat agree	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	23.50%	20.33%	0.00%	0.00%	25.00%
Neither agree nor disagree	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	7.50%	4.47%	0.00%	0.00%	25.00%
Somewhat disagree	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	2.50%	2.85%	0.00%	0.00%	0.00%
Strongly disagree	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	6.00%	5.69%	0.00%	0.00%	12.50%



- Blaenau Gwent, Cardiff, Monmouthshire and Newport were the most under-represented areas from responses to the survey. This is based on both the home UA of employees and the population of each UA.



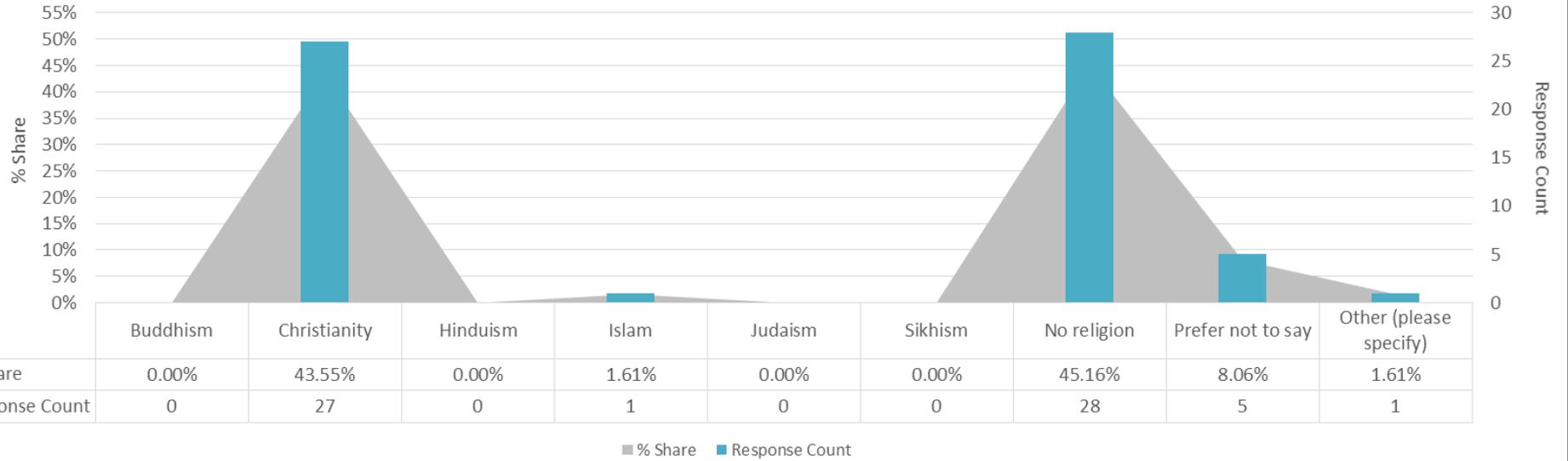
Level of Agreement by Location



	Blaenau Gwent	Bridgend	Caerphilly	Cardiff	Merthyr Tydfil	Monmouths hire	Newport	RCT	Torfaen	Vale of Glamorgan	Other	Prefer not to say
Strongly agree	0.00%	53.13%	81.25%	25.00%	100.00%	0.00%	100.00%	69.85%	25.00%	62.50%	86.67%	55.00%
Somewhat agree	0.00%	37.50%	15.63%	22.50%	0.00%	0.00%	0.00%	19.12%	25.00%	6.25%	13.33%	28.75%
Neither agree nor disagree	0.00%	7.81%	3.13%	30.00%	0.00%	0.00%	0.00%	4.41%	16.67%	2.08%	0.00%	10.00%
Somewhat disagree	0.00%	1.56%	0.00%	22.50%	0.00%	0.00%	0.00%	2.21%	0.00%	4.17%	0.00%	1.25%
Strongly disagree	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	4.41%	33.33%	25.00%	0.00%	5.00%



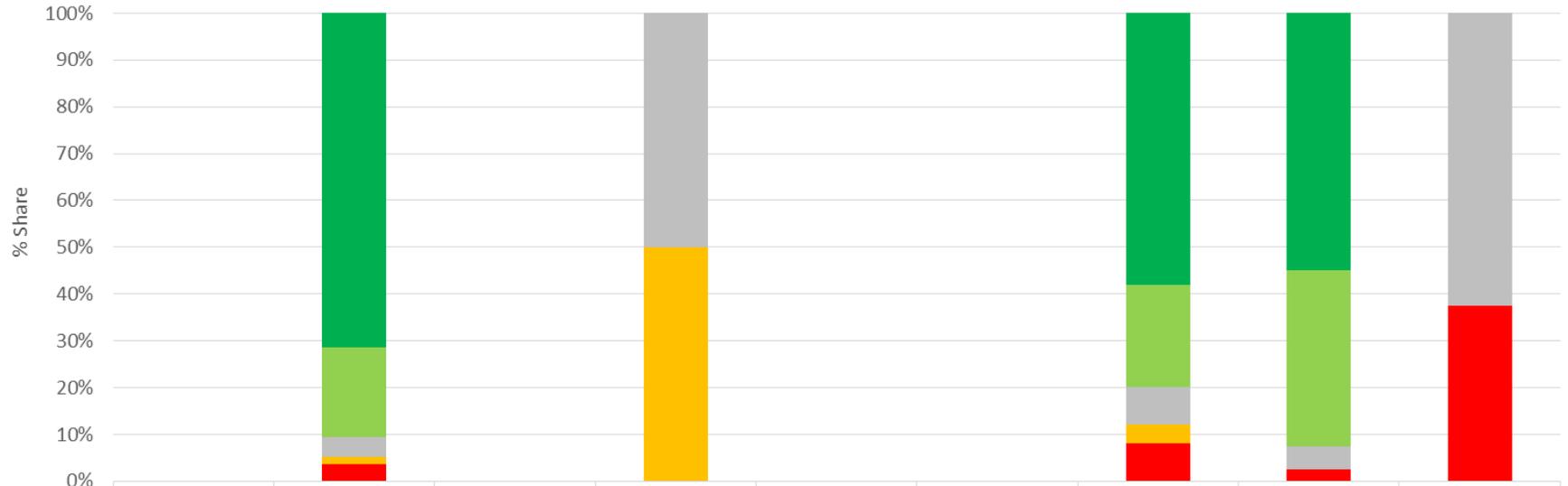
What is your religious belief?



- Around 5% of the Welsh population identify as having a non-Christian religious belief. The respondents to this survey do not represent that group in our community.



Level of Agreement by Religious Belief



	Buddhism	Christianity	Hinduism	Islam	Judaism	Sikhism	No religion	Prefer not to say	Other (please specify)
Strongly agree	0.00%	71.50%	0.00%	0.00%	0.00%	0.00%	58.04%	55.00%	0.00%
Somewhat agree	0.00%	19.16%	0.00%	0.00%	0.00%	0.00%	21.88%	37.50%	0.00%
Neither agree nor disagree	0.00%	4.21%	0.00%	50.00%	0.00%	0.00%	8.04%	5.00%	62.50%
Somewhat disagree	0.00%	1.40%	0.00%	50.00%	0.00%	0.00%	4.02%	0.00%	0.00%
Strongly disagree	0.00%	3.74%	0.00%	0.00%	0.00%	0.00%	8.04%	2.50%	37.50%



Appendix III: Communicating the Survey

External stakeholder email – sent
from 27th October

WE WANT YOU TO HAVE YOUR SAY.....

A few months ago we contacted you to gather your views about the services South Wales Fire and Rescue Service provide.

Your feedback has helped us develop our proposed objectives for [2021 - 2022](#)

We would now like to know if you agree with our proposed objectives. By providing your opinions, you will help to determine our future activities.

[CLICK TO COMPLETE](#)

All responses are anonymous.

The closing date for responses is January 13th 2020.

Thank you!

Gwasanaeth Tân ac Achub
De Cymru



South Wales
Fire and Rescue Service

#have your say



www.southwales-fire.gov.uk



SHOUT Newsletter – November
edition

NOVEMBER 2020

Have Your Say

Our 2021-2022 Annual Improvement Plan was published in October. In conjunction with its release, we are canvassing the opinions of our staff, our partners and the public.

On 30th November, you should have received a link to the Have Your Say 2020 survey. It will give you the opportunity to feedback any thoughts you have about what we did last year, and provide your opinions on what we propose to do in 2021-2022. Your feedback will be used to formalise agreement on what our 2021-2022 objectives are.

Our longer term vision of "Making South Wales Safer by Reducing Risk" remains. In July this year, your responses to the "Safer Together - Have Your Say 2020" pre-consultation showed significant support for all eight of our strategic themes. Your responses also highlighted four key areas we should focus on next year to improve our Service:

1. Community safety, education and engagement
2. Staff wellbeing and engagement
3. Partnerships
4. Training

For 2021-2022, we have developed a set of objectives that reflect your previous feedback and our commitment to build equality, diversity and sustainability into everything we do.



Have Your Say 2020 will only take a few minutes to complete. It is an opportunity for us to work together to best fulfill our responsibilities to create a workplace that values the diversity of its employees and to deliver people centered services to all communities in South Wales. We greatly appreciate your consideration and time.





Internal email – 11th Dec and 7th Jan

Your Say = Our Future

South Wales Fire and Rescue Service is committed to keeping communities safe and with your help we can set our priorities for the next couple of years.

A few months ago we asked for your initial views which helped us develop [our proposed objectives for 2021-2022](#). You can read about these in more detail below.



Help us shape our future and [HAVE YOUR SAY!](#)

The closing date for responses is January 13th 2020 and all responses are anonymous.

Thank you!





Twitter – example post

A screenshot of a Twitter post from the South Wales Fire and Rescue Service (@SWFirean...). The post is dated Nov 4, 2020. The text of the post reads: "Our annual public consultation is now live! Every year, we dedicate our time to making South Wales a safer place. Our proposed objectives for 2021 – 2022 are on our website: bit.ly/2l0fi70". Below the text, there are two bullet points: "All responses are anonymous" and "Have your say: bit.ly/324mwyL". The main image in the post features the hashtag "#have your say" in large, colorful letters, with a diverse group of people below it. At the bottom of the image, there is a QR code and the website address "www.southwales-fire.gov.uk". The Twitter interface shows 7 replies, 7 likes, and a share icon.



Facebook – example post



South Wales Fire and Rescue Service

Published by Hootsuite · 24 November 2020 ·



HAVE YOUR SAY

Our Improvement plan is live on our website (<https://bit.ly/2l0fi70>) for all to read and we'd like to hear your opinions on our proposed objectives for 2021 – 2022.

All responses are anonymous: <https://bit.ly/324mwyl>



Government of Wales
South Wales
Fire and Rescue Service



www.southwales-fire.gov.uk

2,093
People reached

16
Engagements

Boost Post

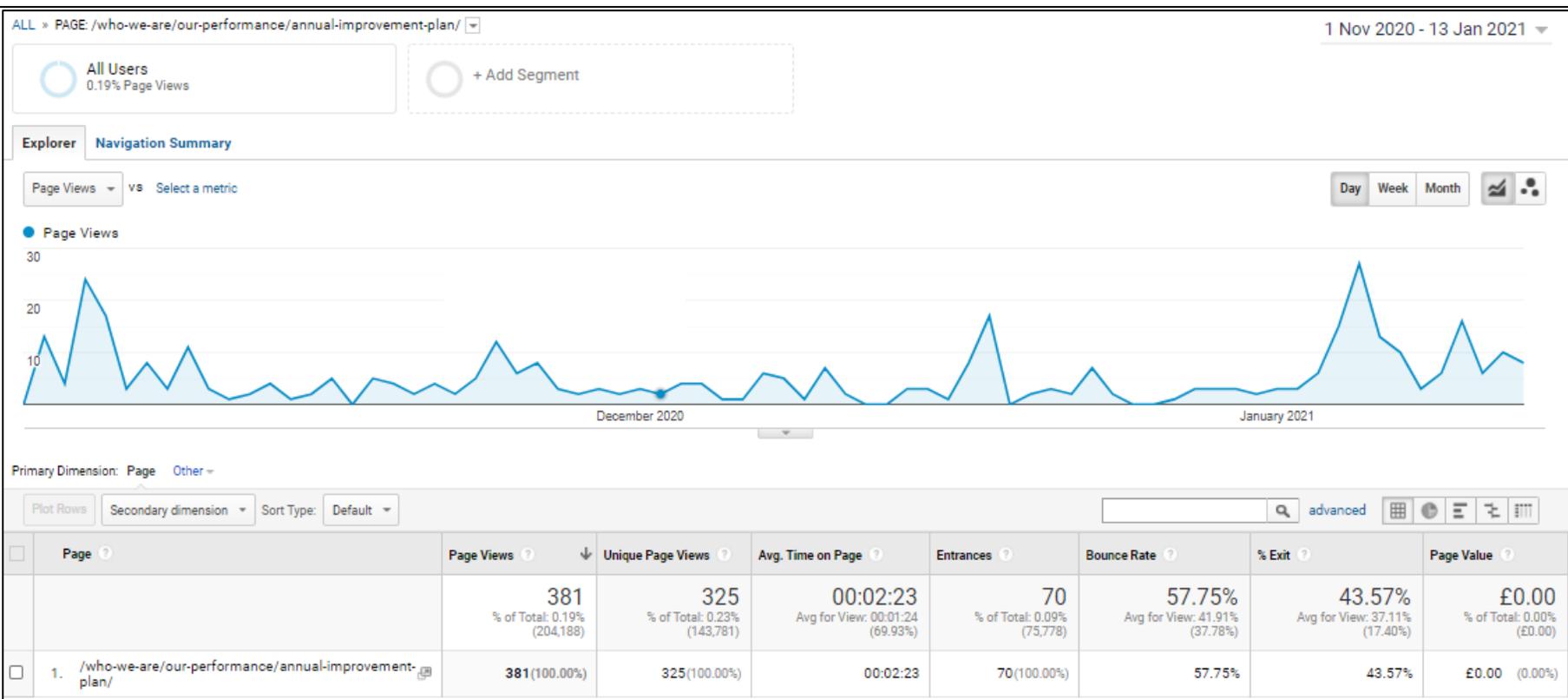


Appendix IV: Web Traffic

English Page

There were 381 page views and 161 page interactions during this consultation period.

That compares with 423 page views and 173 page interactions during the consultation period last year.

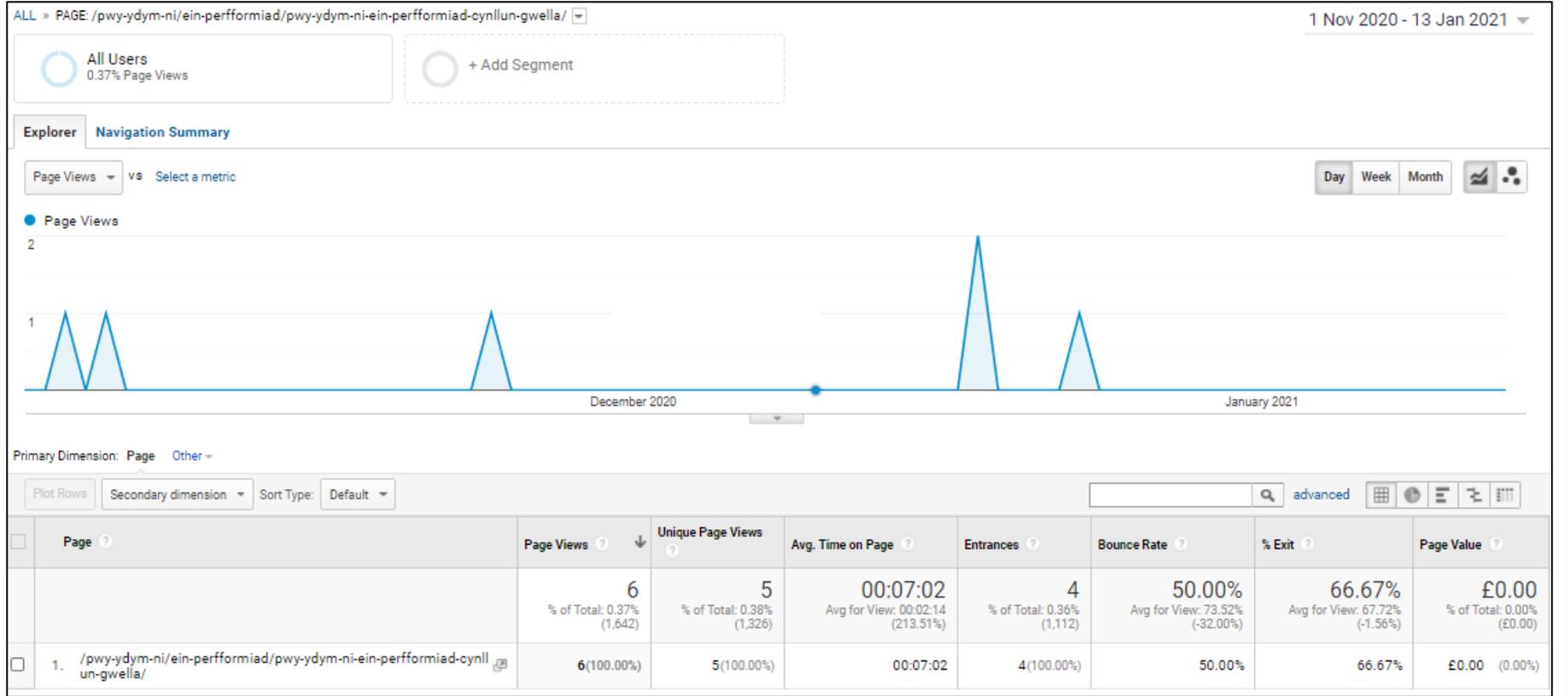




Welsh Page

There were 6 page views and 3 page interactions during this consultation period.

That compares with 22 page views and 20 page interactions during the consultation period last year.



AGENDA ITEM NO 7

Reports for Information

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**FORWARD WORK PROGRAMME FOR
FIRE & RESCUE AUTHORITY 2020/21**

AGENDA ITEM NO 7.i

Expected Date of Report	Report Name	Purpose of Piece of Work	Lead Director/ Contact Officer	Progress
13 July 2020	Ratification of Various Emergency Decisions	To provide ratification of the following emergency decisions: <ul style="list-style-type: none"> • Emergency Delegated Powers • Strategic Equality Plan • Firefighter Pension Discretions • Pay Policy • Report to those Charged with Governance 	DCO Contact Officer: Sally Chapman	Completed
13 July 2020	Treasury Management Strategy 2020/21	To seek Members' approval to the Treasury Management Strategy for the financial year.	Treasurer Contact Officer: Geraint Thomas	Completed
13 July 2020	Carbon Reduction Plan	To seek Members' observations and approval on the proposed plan and associated actions.	DCO Contact Officer: Geraint Thomas	Completed
13 July 2020	Lease Cars and Tax - Proposals to Amend Lease Scheme	To update the Lease Scheme to ensure it is tax compliant and to review contribution rates.	ACFO TS Contact Officer: Richie Prendergast	Completed
13 July 2020	Pension Ombudsman Decision	To advise Members of the outcome of a recent Pension Ombudsman decision affecting the Fire & Rescue Authority.	ACO PS Contact Officer: Alison Reed	Completed

Expected Date of Report	Report Name	Purpose of Piece of Work	Lead Director/ Contact Officer	Progress
13 July 2020	Strategic Risk	To advise Members of the Strategic Risks of the organisation and how these are being treated, managed or reduced.	DCO Contact Officer: Sarah Watkins	Completed
13 July 2020	End of year Health Check on Performance and Strategic Objectives 2019/20	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.	DCO Contact Officer: Sarah Watkins	Completed
13 July 2020	Welsh Language Standards	To update Members on compliance against the Welsh Language Standards.	ACO PS Contact Officer: Alison Reed	Completed
13 July 2020	Report on Proposed Priority Actions 2021/22	To advise Members of the proposed Priority Actions 2021/22 and to seek authority to enter into public consultation on these.	DCO Contact Officer: Sarah Watkins	Completed
28 Sept 2020	Health & Safety Annual Report 2019/20	To advise Members of Health & Safety performance of the organisation.	ACFO TS Contact Officer: Richie Prendergast	Completed
28 Sept 2020	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 2021/22 Budget Setting Strategy.	Treasurer Contact Officer: Chris Barton	Completed

Expected Date of Report	Report Name	Purpose of Piece of Work	Lead Director/ Contact Officer	Progress
28 Sept 2020	Budget Strategy 2021/22	To obtain clarification upon the political steer for the Budget Strategy for 2021/22 budget setting process.	Treasurer Contact Officer: Chris Barton	Completed
28 Sept 2020	Treasury Management Outturn 2019/20	To advise Members of the year end treasury management position.	Treasurer Contact Officer: Chris Barton & Geraint Thomas	Completed
28 Sept 2020	New Inn Fire & Rescue Station	To discuss options for the redevelopment or relocation of New Inn Fire & Rescue Station	DCO/ACFO SD Contact Officer: Sally Chapman	Completed
14 Dec 2020	WAO Annual Improvement Report	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 WAO work undertaken during the year, including data quality & PIs, HR work, a Framework update, whistleblowing and forward planning.	DCO Contact Officer: Sally Chapman	Report not yet received. Deferred to next meeting
14 Dec 2020	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.	DCO Contact Officer: Sarah Watkins	Completed

Expected Date of Report	Report Name	Purpose of Piece of Work	Lead Director/ Contact Officer	Progress
14 Dec 2020	Treasury Management Mid Term Report 2020/21	To advise Members of the mid-year position in relation to our treasury management.	Treasurer Contact Officer: Geraint Thomas	Completed
14 Dec 2020	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.	DCO Contact Officer: Sally Chapman	Completed
8 Feb 2021	Estimated Revenue & Capital Budget determination for 2021/22	To consider consultation responses and to set the recommended budget determination for consideration by the Fire Authority.	Treasurer Contact Officer: Geraint Thomas	On agenda
8 Feb 2021	SPI Target Setting 2021/22	To set the targets for the following financial year.	ACFO SD Contact Officer: Sarah Watkins	On agenda
8 Feb 2021	Report on Responses to the Consultation of the draft rolling Strategic Plan and Priority Actions 2021/22	To advise Members of consultation responses and seek approval for a final version of the rolling Strategic Plan.	DCO Contact Officer: Sarah Watkins	On agenda
8 Feb 2021	Pay Policy Statement 2020/21	To consider the Authority's Pay Policy Statement in compliance with the Localism Act 2011 and associated guidance.	ACO PS Contact Officer: Alison Reed	On agenda
8 Feb 2021	Gender Pay Gap Statement	To update Members on the analysis of the gender pay gap across the Service.	ACO PS Contact Officer: Alison Reed	On agenda

Expected Date of Report	Report Name	Purpose of Piece of Work	Lead Director/ Contact Officer	Progress
8 Feb 2021	WAO Certificate of Compliance	To advise Members of the WAO Certificate of Compliance received in relation to the publication of the 2020/21 Improvement Plan.	DCO Contact Officer: Sally Chapman	On agenda
22 March 2021	Annual Report of the work of the Finance, Audit & Performance Management Committee & its scrutiny group during 2020/21	To advise Members of the work of the Committee.	DCO Contact Officer: Sally Chapman	
22 March 2021	Annual Report of the work of the HR & Equalities Committee during 2020/21	To advise Members of the work of the Committee.	ACO PS Contact Officer: Alison Reed	
22 March 2021	Annual Report of the Work of the Local Pensions Board 2020/21	To advise Members of the work of the Board.	ACO PS Contact Officer: Alison Reed	
22 March 2021	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.	DCO Contact Officer: Sarah Watkins	
22 March 2021	Treasury Management Strategy 2021/22	To secure Members' approval to the adoption of the Treasury Management Strategy 2021/22.	Treasurer Contact Officer: Geraint Thomas	
22 March 2021	Fire Authority & Committee Meeting Dates for 2021/22	To present Members with proposed dates of Authority & Committee meetings for 2021/22.	DCO Contact Officer:	

Expected Date of Report	Report Name	Purpose of Piece of Work	Lead Director/ Contact Officer	Progress
			Sally Chapman	
22 March 2021	Carbon Reduction Plan	To update Members on the Carbon Reduction Plan.	DCO Contact Officer: Geraint Thomas	
22 March 2021	Strategic Equality Plan	To provide Members with the current Strategic Equality Plan.	ACO PS Contact Officer: Andrew Jones	
22 March 2021	Review of Firefighter Pension Schemes	To provide Members with an update on the current position of the Firefighter Pension Schemes.	ACO PS Contact Officer: Alison Reed	
22 March 2021	Member Attendance	To review Member attendance 2020/21	DCO Contact Officer: Sally Chapman	
22 March 2021	Job Evaluation	To agree the Job Evaluation outcomes for the Service	ACO PS Contact Officer: Gill Goss	

Huw Jakeway – CFO
Sally Chapman – DCO
Dewi Rose – ACFO Service Delivery
Richie Prendergast – ACFO Technical Services
Alison Reed – ACO People Services

Chris Barton – Treasurer
Geraint Thomas – Head of Finance & Procurement
Alison Kibblewhite – Head of Operations
Sarah Watkins – Head of Corporate Services
Andrew Jones – Head of Human Resources

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"> • Fire & Rescue Authority Meeting held on 14 December 2020 • Finance, Asset and Performance Management Scrutiny Group held on 12 October 2020 • Local Pension Board Committee held 19 October 2020 • Standards Committee held on 3 February 2020 	<p style="text-align: right;">5</p> <p style="text-align: right;">15</p> <p style="text-align: right;">23</p> <p style="text-align: right;">27</p>
5.	Update on Actions	33
6.	REPORTS FOR DECISION	35
6.i.	Audit Wales Certificate of Compliance – Audit of Assessment of South Wales Fire & Rescue Authority's 2019/20 Performance	37
6.ii.	Audit Wales Annual Audit Letter 2019/20	41
6.iii.	Revenue Budget 2021/22 and Capital Programme	45
6.iv.	Report on the Strategic Performance Indicator Targets 2021/22	61
6.v.	Report on Responses to the Consultation on the Strategic Themes and Objectives for 2021/2022	77

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7.	REPORTS FOR INFORMATION	123
7.i.	Forward Work Programme for Fire & Rescue Authority 2020/21	125
7ii.	To consider any items of business that the Chairperson deems urgent (Part 1 or 2)	131