



**Gofynner am/  
Please ask for:** Information Governance  
and Compliance

**Tel:** 01443232000

**E-bost/E-mail:** DataProtection@southwales-fire.gov.uk

**Our ref:** IG000610

**Dyddiad/Date:** 19 November 2020

## RE: Request for Information held by SWFRS

Your request ref: IG000610 has been dealt with under the Freedom of Information Act 2000.

### You asked us:

In 2017, the employment courts decided – in the case of *Bear (Scotland) v Fulton* – that employers were required to take into account all remuneration earned (including non-guaranteed overtime) when calculating holiday pay.

I wish to know the following:

- (1) Has your fire authority implemented this ruling? **South Wales Fire and Rescue Service have implemented this ruling.**
- (2) If the answer to (1) is yes, what date was the ruling implemented? **The ruling was implemented in 2019, with 2 years back pay.**
- (3) If the answer to (1) is yes, was a collective agreement signed with the Fire Brigades Union or any other representative body prior to implementation? **There was consultation with Trade Unions throughout the negotiation. A collective agreement was not signed.**

If you have any queries regarding your Freedom of Information request, please contact us at [Dataprotection@southwales-fire.gov.uk](mailto:Dataprotection@southwales-fire.gov.uk) quoting the reference number above in any future communication.

If you are dissatisfied with the way that your information request has been handled, you can request an internal review by emailing [Dataprotection@southwales-fire.gov.uk](mailto:Dataprotection@southwales-fire.gov.uk)

We would like to thank you for your patience at this time.

Pencadlys Gwasanaeth Tân ac Achub De Cymru,  
Parc Busnes Forest View, Llantrisant, Pont-y-clun, CF72 8LX.

Ffôn 01443 232000 • Ffacs 01443 232180  
[www.decymru-tan.gov.uk](http://www.decymru-tan.gov.uk)

Rydym yn croesawu gohebiaeth yn y gymraeg a'r saesneg - byddwn yn ymateb yn gyfartal i'r ddau ac yn ateb yn eich dewis iaith heb oedi.

**CODI YMWYBYDDIAETH - LLEIHAU PERYGL**

South Wales Fire and Rescue Service Headquarters,  
Forest View Business Park, Llantrisant, Pontyclun, CF72 8LX.

Telephone 01443 232000 • Fax 01443 232180  
[www.southwales-fire.gov.uk](http://www.southwales-fire.gov.uk)

We welcome correspondence in Welsh and English - we will respond equally to both and will reply in your language of choice without delay.

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If you remain dissatisfied with the handling of your request, you have the right to appeal to the Information Commissioner at:

Information Commissioner's Office-Wales,  
2nd Floor,  
Churchill House,  
Churchill Way,  
Cardiff,  
CF10 2HH.

There is no charge for making an appeal.

Yours Faithfully

**Information Governance and Compliance**

[Dataprotection@southwales-fire.gov.uk](mailto:Dataprotection@southwales-fire.gov.uk)

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