

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 at **South Wales Fire & Rescue Service Headquarters, Forest View Business Park, Llantrisant, CF72 8LX** on **Monday, 17 December 2018 at 1030 hours.**

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. Chairman's Announcements

4. To receive the minutes of;

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| • Finance, Asset & Performance Management Working Group held on 21 May 2018 | 5 |
| • Local Pension Board Committee held on 25 June 2018 | 9 |
| • HR and Equalities Committee Meeting held on 16 July 2018 | 15 |
| • FAPM Committee held on 10 September 2018 | 21 |

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Signature of Proper Officer:



MEMBERSHIP

Councillors:

D	Ali	Cardiff	D	De'Ath	Cardiff
S	Bradwick	Rhondda Cynon Taff	S	Evans	Torfaen
K	Critchley	Newport	A	Roberts	Rhondda Cynon Taff
H	Thomas	Newport	S	Ebrahim	Cardiff
D T	Davies	Caerphilly	J	Harries	Rhondda Cynon Taff
R	Crowley	Vale of Glamorgan	J	Collins	Blaenau Gwent
C	Elsbury	Caerphilly	J	Williams	Cardiff
L	Davies	Merthyr Tydfil	S	Pickering	Rhondda Cynon Taff
K	McCaffer	Vale of Glamorgan	L	Brown	Monmouthshire
A	Hussey	Caerphilly	A	Slade	Torfaen
D	Naughton	Cardiff	R	Shaw	Bridgend
D	White	Bridgend	V	Smith	Monmouthshire

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SOUTH WALES FIRE & RESCUE AUTHORITY

MINUTES OF THE FINANCE, AUDIT & PERFORMANCE MANAGEMENT WORKING GROUP MEETING HELD ON MONDAY 21 MAY 2018 AT SOUTH WALES FIRE & RESCUE SERVICE HEADQUARTERS

57. PRESENT:

Councillor

Left

K Critchley (Chair)	Newport
S Evans	Torfaen
D Naughton	Cardiff
A Roberts	Rhondda Cynon Taff
A Slade	Torfaen
L Brown	Monmouthshire
V Smith	Monmouthshire

APOLOGIES:

S Bradwick	Rhondda Cynon Taff
J Harries	Rhondda Cynon Taff

ABSENT:

OFFICERS PRESENT:- DCO S Chapman – Monitoring Officer, Mrs S Watkins – Deputy Monitoring Officer, Mr C Barton – Treasurer, Mr G Thomas - Head of Finance & Procurement, Mrs L Mullan – Senior Accountant, Mrs J Evans – Information Governance and Compliance Officer, Jon Carter – Statistics Unit Manager

58. DECLARATIONS OF INTEREST

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

59. CHAIR’S ANNOUNCEMENTS

There were no Chair’s announcements.

60. MINUTES OF PREVIOUS MEETING

The minutes of the previous Finance, Audit & Performance Working Group meeting held on 15 January 2018 were received and accepted as a true record of proceedings.

61. DRAFT ANNUAL GOVERNANCE STATEMENT 2017-2018

Members considered the Annual Corporate Governance Statement which will be included within the 2017-2018 Statement of Accounts. Meetings between key champions and Heads of Service was discussed and agreed that they need to be better managed for proper scrutiny and audit purposes. The Monitoring Officer to discuss with the relevant Heads of Service to ensure regular meetings are taking place once new champions are agreed at the next meeting following the AGM.

RESOLVED THAT

Members approved the content of the Draft Annual Governance Statement for 2017-18

62. TREASURY MANAGEMENT STRATEGY 2018/19

The Senior Accountant gave the background to the Annual Treasury Management Strategy.

RESOLVED THAT

Members noted the Treasury Management Strategy Statement, Capital prudential indicators and Minimum Revenue Provision Policy, Borrowing Policy and Treasury indicators/limits, annual Investment Strategy, and noted that the Treasurer will update strategies and policies as necessary throughout the year.

63. WALES AUDIT OFFICE ENQUIRIES TO 'THOSE CHARGED WITH GOVERNANCE' – DRAFT RESPONSE

The Head of Finance and Procurement presented the draft response to the Wales Audit Office in relation to 'Those Charged with Governance', for Members consideration. The Treasurer advised that the following amendment will be made to the report at page 70 – 'On 26th March 2018, the Fire Authority took a decision

in relation to the delayed implementation of the Firefighters' Pension (Wales) Scheme (Amendment) Order 2014 in respect of Rule B5C – 'Additional Pension Benefit.' This decision brought the Fire Authority into compliance with the Order with effect from 1 April 2018'.

RESOLVED THAT

The Fire and Rescue Authority confirms its response to the Wales Audit Office questions, subject to identified amendment by the Treasurer.

64. GDPR UPDATE - PRESENTATION

Members received a presentation on the implications of GDPR for the Fire and Rescue Authority, presented by the Information Governance and Compliance Officer

RESOLVED THAT

Members noted the content of the presentation.

65. PRESENTATION ON NEW BUSINESS MANAGEMENT INFORMATION SYSTEM

The Statistics Manager gave a presentation to Members in relation to the new Business Management Information System.

RESOLVED THAT

Members noted the content of the presentation.

66. FORWARD WORK PROGRAMME

The Deputy Monitoring Officer presented the Forward Work Programme for 2017/2018.

RESOLVED THAT

Members accepted the Forward Work Programme for 2017/2018.

**67. 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.

SOUTH WALES FIRE & RESCUE AUTHORITY
MINUTES OF THE LOCAL PENSION BOARD MEETING
HELD ON MONDAY 25 JUNE 2018 AT
SOUTH WALES FIRE & RESCUE SERVICE HEADQUARTERS

55. PRESENT:

Councillor

Left

S Bradwick (Chair)
 V Smith (Deputy Chair)
 K McCaffer
 A Psaila
 R Prendergast

Rhondda Cynon Taff
 Monmouthshire
 Vale of Glamorgan
 Fire Brigades Union
 Association of Principal Fire Officers

APOLOGIES:

J Harries
 D King

Rhondda Cynon Taff
 Retained Firefighters Union

ABSENT:

L Jones

Fire Brigades Union

OFFICERS PRESENT:- A/ACO M Malson – Director of People Services, DCO S Chapman – Monitoring Officer, Mr C Barton – Treasurer

56. DECLARATIONS OF INTEREST

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

57. CHAIR'S ANNOUNCEMENTS

There were no new announcements to report.

58. MINUTES OF PREVIOUS MEETING

The minutes of the previous Local Pension Board Committee meeting held on 26 February, 2018, were received and accepted as a true record of proceedings.

59. LOCAL PENSION BOARD – TRAINING STRATEGY & FRAMEWORK

The Acting ACO People Services informed Members that the Local Pension Board was required to have a Training Strategy and Framework to meet the statutory requirements of ensuring all Board Members had the requisite knowledge, skills, and understanding to enable them to fulfil their role on the Board.

RESOLVED THAT

- 59.1 Members agreed to approve the Local Pension Board Training Strategy as outlined in Appendix 1 attached to the report.
- 59.2 Members agreed to approve the skeleton outline of the Local Pension Board Training Framework as outlined in Appendix 2 that would be developed by Officers for approval at a future Board meeting.
- 59.3 Members of the Board agreed to approve the development by Officers of a Local Pension Board 'Training Needs Analysis' for approval at a future Board meeting.
- 59.4 Members of the Board agreed to approve the development by Officers of the Local Pension Board, a Training Record Log for approval at a future Board meeting.
- 59.5 Members of the Board agreed to approve the development by Officers of the Local Pension Board Members Handbook for approval at a future Board meeting.
- 59.6 Following a request by Members, Officers agreed to change the required timeline for Members to complete their necessary Local Pension Board training from 6 months to 12 weeks, and to amend the 'Training Strategy' accordingly.

60. ALL WALES SCHEME ADVISORY BOARD (SAB) - UPDATE

The Acting ACO People Services informed Members that the Scheme Advisory Board (SAB) was a body established by Welsh Government to oversee the various Firefighters' Pension Schemes in Wales. The purpose of the report was to appraise the Local Pension Board of the most recent Scheme Advisory Board's discussions which could impact on the Fire & Rescue Authority's role as Pension Scheme Managers.

RESOLVED THAT

- 60.1 Members agreed to accept the report and the information contained therein.
- 60.2 Following lengthy debate and a question and answer session on 'Age Based Retirement', and 'Mortality Rate', Members stressed that the data available should be based on the figures for Wales and not England, as life expectancy was longer in England compared to Wales. Officers agreed to contact members of the Scheme Advisory Board for data which related to Wales, and to provide Members with more detailed information at October's Local Pension Board meeting.
- 60.3 Officers agreed to amend the typing error in paragraphs 2.4.3 and 2.4.4 from 'Cost Gap' to read 'Cost Cap'.
- 60.4 Following a request by Members, Officers agreed to provide clarification and further information on the Scheme opt-out data for South Wales Fire & Rescue Service, at the next Local Pension Board Committee meeting.
- 60.5 Members noted that Officers would provide a more detailed report on Firefighters' Pension Scheme Amendments at the next meeting.

61. GENERAL DATA PROTECTION REGULATIONS (GDPR) – MAY 2018

The Acting ACO People Services presented a report which provided Members with details of the background to the General Data Protection Regulations (GDPR) that came into effect on 25 May, 2018. The GDPR required data protection and privacy by design and default. There was a new emphasis on stricter conditions for obtaining valid consent, transparency, and accountability, by ensuring there was a legal basis for collecting and holding individual data.

The report detailed the work being undertaken to ensure compliance with the GDPR, and the work of the internal and external pension administration processes and protocols.

RESOLVED THAT

- 61.1 Members agreed to accept the report and the information contained therein.

61.2 Members agreed to receive a report on the revised Service Level Agreement at October's meeting.

61.3 Members agreed to receive a further report detailing the work undertaken to ensure compliance with the new GDPR Regulations at October's meeting.

62. THE FIREFIGHTERS' PENSION (WALES) SCHEME (AMENDMENT) ORDER 2014 – PENSIONABLE PAY

The Acting ACO People Services reminded Members that at the Fire & Rescue Authority meeting held on 26 March, 2018, a report was received on the Firefighters' Pension (Wales) Scheme (Amendment) Order 2014.

Due to the timings of both the Fire Authority and Local Pension Board Committee meetings, and the research required to draft the report, it was not possible to present the report to the Local Pension Board before the Fire & Rescue Authority meeting.

The purpose of presenting the report to Members was to scrutinise the decisions taken by the Fire & Rescue Authority at its meeting held on 26 March, 2018, to implement all of the recommendations within the report.

Alex Psaila took the opportunity to raise his disappointment that it had taken 5 years for the Amendment Order on Pensionable Pay to be introduced, and highlighted the effects it had had on a number of Fire Brigade Union members.

Richard Prendergast acknowledged the work undertaken to address the issue, and to reduce the impact on Scheme members.

RESOLVED THAT

Members agreed to endorse the decision taken by the Fire & Rescue Authority at its meeting held on 26 March, 2018, to implement all the recommendations within the report.

63. THE PENSIONS REGULATOR – STATEMENT 'MANAGING SERVICE PROVIDERS'

The ACO People Services presented a report to provide Members with a copy of the recently published Pensions Regulator's Statement on 'Managing Service Providers', which was for information only.

RESOLVED THAT

- 63.1 Members agreed to accept the report and the information contained therein.
- 63.2 Officers confirmed that a copy of the Statement 'Managing Service Providers' would be uploaded to the Service's pensions website in due course.

64. SURVEY OF FRA LOCAL PENSION BOARDS (ENGLAND) 2017

The Acting ACO People Services presented a report which provided Members with information on the recently published report on the Survey of FRA Local Pension Boards (England) 2017.

In order to place some context to the survey the report provided some comparison for Members on the key findings of the survey.

RESOLVED THAT

- 64.1 Members agreed to accept the report and the information contained therein.
- 64.2 Following discussion on holding 3 Local Pension Board Committee meetings per year, Members agreed that they could hold an extra meeting at any time if required.
- 64.3 Following lengthy debate, Officers agreed to invite RCT Pensions Officers to attend the next Local Pension Board meeting in October, to provide an update on the Service Level Agreement, and other issues.

65. FORWARD WORK PROGRAMME 2018/2019

The Acting ACO People Services presented the Forward Work Programme for 2018/2019.

RESOLVED THAT

Members accepted the Forward Work Programme for 2018/2019.

66. 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 HR & EQUALITIES COMMITTEE MEETING HELD ON MONDAY, 16 JULY 2018 AT SOUTH WALES FIRE & RESCUE SERVICE HQ

43. PRESENT

Councillor	Left	Authority
S Pickering (Chair)		Rhondda Cynon Taf
D Ali		Cardiff
S Bradwick	1150 hrs	Rhondda Cynon Taf
R Crowley		Vale of Glamorgan
L Davies		Merthyr Tydfil
D De'Ath		Cardiff
S Evans		Torfaen
A Hussey		Caerphilly
D Naughton		Cardiff
R Shaw		Bridgend
A Slade		Torfaen
G Thomas		Blaenau Gwent
H Thomas		Newport

APOLOGIES:

K McCaffer	Vale of Glamorgan
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ABSENT:

C Elsbury	Caerphilly
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OFFICERS PRESENT: DCO S Chapman – Monitoring Officer; A/ACO M Malson – Director of People Services; AM A Kibblewhite – Head of Risk Reduction; Mr A Jones – A/Head of Human Resources; Mrs J Nancarrow – Absence Management Manager; Mr L Davies – Senior Occupational Health Nurse; GM J Evans – Head of Training Delivery; SM K Yates – Training Manager (IIP); SM M Wyatt – Training Manager (CFBT).

44. DECLARATIONS OF INTEREST

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

45. CHAIR'S ANNOUNCEMENTS

There were no Chair's announcements.

46. MINUTES OF PREVIOUS MEETING – 5 FEBRUARY 2018

The minutes of the HR & Equalities Committee meeting held on 5 February 2018 were received and accepted as a true record of proceedings.

47. TRAINING & DEVELOPMENT DEPARTMENT – INVESTORS IN PEOPLE

The Training Manager delivered a presentation and provided Members with an overview of the recent success of the Investors in People Survey carried out within the Service and the outstanding achievement of the Silver Award. The assessment was co-ordinated by the Training & Development Department in conjunction with the Investors in People practitioner.

The Chair commended the Service on the achievement of the Silver Award.

RESOLVED THAT

Following a question and answer session, Members agreed to note the content of the report and presentation.

48. ALL WALES PEOPLE & ORGANISATIONAL DEVELOPMENT STRATEGY 2018-2021

The Acting Director of People Services presented Members with the All Wales People & Organisational Development Strategy for 2018-2021. The aim of the Strategy is to enable the Welsh Fire & Rescue Services to meet evolving current and future expectations in achieving organisational aims and objectives by recruitment, developing and retaining a highly skilled, motivated and bilingual workforce that represents and champions the diversity of the communities we serve.

The Strategy also aims to identify and maximise potential through effective people management and development, leading to a high performance culture whilst making the most effective use of public funds.

The purpose of the Strategy is to support the organisation in the achievement of its objectives by ensuring that Welsh Fire & Rescue Services strive to create a workforce that has the training, support and tools to do their job.

RESOLVED THAT

Members agreed to note the content of the All Wales People & Organisational Development Strategy 2018-2021.

49. OVERVIEW OF THE TRAINING & DEVELOPMENT DEPARTMENT

The Head of Training Delivery provided Members with an overview of the Service's Training & Development Department and delivered a presentation which identified the Department's organisational structure and the functions established in order to facilitate it.

RESOLVED THAT

Following a question and answer session, Members agreed to note the content of the report and presentation.

50. OCCUPATIONAL HEALTH UNIT ACTIVITY REPORT – 1 APRIL 2017-31 MARCH 2018

The Acting Head of Human Resources introduced the Senior Occupational Health Nurse who reported on the activity of the Occupational Health Unit for the period 1 April 2017 to 31 March 2018, which included data on services and expenditures, updates on occupational health initiatives and an outline of strategic development.

RESOLVED THAT

Following a question and answer session, Members agreed to note the content of the report.

51. ANNUAL MENTAL HEALTH STRATEGY AND WELL-BEING DELIVERY PLAN FOR THE PERIOD 1 APRIL 2017-31 MARCH 2018

The Acting Head of Human Resources introduced the Absence Management Manager who presented Members with the Annual Mental Health Strategy and Well-being Delivery Plan report which will be published to demonstrate the Service's progress in this area of activity. It focuses primarily on data which reflects on what has been done during the period 1 April 2017 to 31 March 2018.

RESOLVED THAT

Following a question and answer session, Members agreed to note the content of the report.

52. BRIGADE MANAGERS' SALARIES AND NUMBERS SURVEY 2017

The Acting Director of People Services advised Members of the report of the findings of National Joint Council (NJC) for Brigade Managers of Local Authority Fire & Rescue Services survey on Brigade Managers' pay and salary schemes.

The survey asked authorities to provide information relating to pay, covering basic salary and gross total pay, and salary schemes in use for Brigade Managers within the scope of the NJC, including those who pay managers on local agreed rates. The survey also collected information on working status and some personal characteristics of these officers.

RESOLVED THAT

Members agreed to note the content of the Brigade Managers' Salaries and Numbers Survey 2017.

53. FIREFIGHTERS' PENSION SCHEMES – WELSH GOVERNMENT CIRCULARS 2018/19

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

Members were advised that Welsh Government issues regular communications to all Chief Fire Officers, Chairs and Clerks of Fire & Rescue Authorities, electronically in a standard circular template. These emails and circulars can cover a variety of areas, including all aspects of Firefighters' Pension Schemes, and have to be noted or actioned as appropriate.

RESOLVED THAT

- 53.1 Members accepted the Welsh Government Firefighters' Pension Scheme circulars and emails that have been received in the 2018/19 year to date.
- 53.2 Members agreed to note the actions that have been implemented for each of the circulars.

54. TRAINING & DEVELOPMENT DEPARTMENT – COMPARTMENT FIRE BEHAVIOUR TRAINING PROJECT UPDATE

The Training Manager provided Members with an update on the Compartment Fire Behaviour Training project which is being developed in the Training & Development Centre at Cardiff Gate.

RESOLVED THAT

Following clarification on certain aspects of the report, Members noted the content of the report.

55. ALL WALES OPERATIONAL ASSURANCE PEER REVIEW REPORT 2017/18

The Head of Risk Reduction presented Members with the final All Wales Operational Assurance Peer Assessment Report 2017/18.

RESOLVED THAT

55.1 Members agreed to note the content of the report.

55.2 Members noted that an action plan is being developed to review the areas of development for Training & Development and Community Risk Management.

56. FORWARD WORK PROGRAMME

The Acting Director of People Services presented the Forward Work Programme for 2017/18.

RESOLVED THAT

Members accepted the Forward Work Programme for the HR & Equalities Committee 2017/18.

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SOUTH WALES FIRE & RESCUE AUTHORITY
MINUTES OF THE FINANCE, AUDIT & PERFORMANCE
MANAGEMENT MEETING
HELD ON MONDAY 10 SEPTEMBER 2018 AT
SOUTH WALES FIRE & RESCUE SERVICE HEADQUARTERS

1. PRESENT:

Councillor

Left

K Critchley (Chair)	Newport
S Evans (Deputy Chair)	Torfaen
L Brown	Monmouthshire
R Crowley	Vale of Glamorgan
L Davies	Merthyr Tydfil
S Ebrahim	Cardiff
A Hussey	Caerphilly

APOLOGIES:

A Roberts	Rhondda Cynon Taff
G Thomas	Blaenau Gwent
D White	Bridgend

ABSENT:

OFFICERS PRESENT:- Ms S Watkins – Deputy Monitoring Officer, Mr C Barton – Treasurer, Mr G Thomas - Head of Finance & Procurement, Ms L Mullan – Senior Accountant, Mark Jones – Wales Audit Officer, Ms V Davies – TIAA Internal Auditor

The Chair reminded Members that the Assistant Chief Fire Officer Interview process would take place following the meeting, and a buffet lunch would be provided beforehand.

2. DECLARATIONS OF INTEREST

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

3. CHAIR'S ANNOUNCEMENTS

There were no Chair's Announcements to record.

4. MINUTES OF PREVIOUS MEETING

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

- Finance, Asset & Performance Management Working Group meeting held on 15 January, 2018
- Finance, Audit & Performance Management Committee meeting held on 23 April 2018

5. REVENUE OUTTURN 2017/2018

For the benefit of new Members the Head of Finance & Procurement provided a formal introduction, as well as a brief overview and explanation of the financial management reports.

Members were informed that subject to the external audit process, the presented report outlined the revenue outturn position for the financial year end 2017/2018, and the resultant impact on reserves.

RESOLVED THAT

Following a question and answer session, Members agreed to receive and note the outturn position and deployment of the net revenue surplus and usable reserves.

6. CAPITAL OUTTURN REPORT 2017/2018

The Head of Finance & Procurement presented a report to Members which provided the capital outturn position for the year ended 31 March, 2018, the financing arrangements, and the budget slippage required to complete capital schemes in 2018/2019.

RESOLVED THAT

- 6.1 Following a question and answer session on budget settings, Members agreed to note the progress of the capital schemes.
- 6.2 Members approved the alterations identified in Appendix 1 attached to the report, and noted the associated funding streams.

7. STATEMENT OF ACCOUNTS 2017/2018

The Head of Finance & Procurement, and Appointed Auditor, informed Members that the Appointed Auditor was required to give his opinion on the financial statements for the year ended 31 March, 2018. The presented report considered the statutory ISA260 report (draft), the final Statement of Accounts, and the letter of representation required by the Auditor which would be reported to the Fire & Rescue Authority.

RESOLVED THAT

- 7.1 Following a question and answer session on legality issues relating to the Statement of Accounts, and implications for the Fire & Rescue Authority, Members agreed to receive the draft ISA260 report of the Appointed Auditor, attached as Appendix 1.
- 7.2 Members agreed to note the audited Statement of Accounts, which were submitted electronically.
- 7.3 Members agreed to note the letter of representation prior to reporting to the Fire & Rescue Authority.

8. RESERVES STRATEGY UPDATE

The Treasurer presented a report which included an update of the Authority's Reserve Strategy.

RESOLVED THAT

Members agreed to reaffirm its previous strategy with regard to Reserves.

9. REVENUE MONITORING REPORT 2018/2019

The Head of Finance & Procurement informed Members that the Revenue Monitoring Report provided details of the annual revenue budget, and associated information, for the year ending 31 March, 2019.

RESOLVED THAT

Members agreed to note the report content and approved the virement.

10. CAPITAL MONITORING REPORT 2018/2019

The Head of Finance & Procurement informed Members that the Capital Monitoring report provided details of the capital budget, transactions to date, and the forecast position as at 6 August, 2018.

RESOLVED THAT

- 10.1 Members agreed to note the budget and progress of capital schemes.
- 10.2 Members agreed to approve alterations identified in Appendix 1 attached to the report, and noted the associated funding streams.
- 10.3 Following a request by Members, Officers agreed to provide further information on upgrading 4 x 4 vehicles to attend incidents such as grass fires.

11. 2017/2018 ANNUAL TREASURY MANAGEMENT REVIEW

The Head of Finance & Procurement presented a report for Members to consider the results of treasury management activities for the year ending 31 March, 2018, in accordance with the Authority's approved Treasury Management Strategy.

RESOLVED THAT

Members agreed to recommend that the Fire & Rescue Authority note the Annual Treasury Management Review for 2017/2018, and approve the actual 2017/2018 prudential and treasury indicators set therein.

12. MEDIUM TERM FINANCIAL STRATEGY UPDATE; REVENUE & CAPITAL BUDGET SETTING REPORT

The Treasurer delivered an electronic presentation for Members to consider the Medium Term Financial Strategy Update; Revenue & Capital Budget Setting report.

RESOLVED THAT

Members agreed to note the update on the Medium Term Financial Strategy.

On behalf of Members, the Chair thanked the Treasurer for the informative and thoughtful presentation.

13. INTERNAL AUDIT REPORT

For the benefit of new Members the Internal Auditor provided a formal introduction.

The Internal Auditor presented a report which updated Members upon the progress being made against the Internal Audit Plan 2018/2019.

RESOLVED THAT

13.1 Members agreed to note the internal audit recommendations and work completed to date on the Internal Audit Annual Plan.

13.2 With reference to an error in the SICA report, Members agreed to note that the HR Management Rostering report had not been finalised.

14. REPORT ON HEALTH CHECK OF PERFORMANCE AND PROGRESS AGAINST THE STATUTORY PERFORMANCE INDICATORS FOR QUARTER 1 (1 APRIL TO 30 JUNE) 2018/2019

The Deputy Monitoring Officer presented a report to give Members of the Fire & Rescue Authority and Senior Management assurance on progress towards achievement of the Strategic Objectives and performance of the Strategic Performance Indicators for the first quarter of 2018/2019 (1 April to 30 June).

RESOLVED THAT

- 14.1 Members agreed to review the performance details and statistical data for the first quarter of 2018/2019 contained within the report.
- 14.2 Members noted that all Fire & Rescue Authority Members would receive information packs on the UKRO Challenge event taking place in September, in due course.
- 14.3 With reference to the Joint Emergency Protocol to deal with cross border issues on the Prince of Wales Bridge, Officers agreed to provide Members with detailed information, in due course.
- 14.4 Following a request by Members, in order to improve community engagement Officers agreed to provide more detailed reports on incidents which had occurred within their Unitary Authority areas.

15. FORWARD WORK PROGRAMME

The Deputy Monitoring Officer presented the Forward Work Programme for 2018/2019.

RESOLVED THAT

Members accepted the Forward Work Programme for 2018/2019.

**16. 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 FIRE & RESCUE AUTHORITY MEETING HELD AT 1030 HRS ON MONDAY, 24 SEPTEMBER 2018 AT SOUTH WALES FIRE & RESCUE SERVICE HQ

21. PRESENT:

Councillor	Left	Authority
D T Davies (Chair)		Caerphilly
S Bradwick (Deputy Chair)		Rhondda Cynon Taf
L Brown		Monmouthshire
K Critchley		Newport
D De'Ath		Cardiff
S Ebrahim		Cardiff
C Elsbury		Caerphilly
S Evans		Torfaen
L Davies		Merthyr Tydfil
A Hussey		Caerphilly
K McCaffer		Vale of Glamorgan
D Naughton		Cardiff
S Pickering		Rhondda Cynon Taf
A Roberts	11:35hrs	Rhondda Cynon Taf
R Shaw		Bridgend
A Slade		Torfaen
V Smith		Monmouthshire
H Thomas		Newport
D White		Bridgend
J Williams		Cardiff

APOLOGIES:

D Ali	Cardiff
J Collins	Blaenau Gwent
R Crowley	Vale of Glamorgan
J Harries	Rhondda Cynon Taf
G Thomas	Blaenau Gwent

OFFICERS PRESENT: CFO H Jakeway; DCO S Chapman – Monitoring Officer; Mr C Barton – Treasurer; ACFO A Thomas – Director of Service Delivery; ACFO R Prendergast – Director of Technical Services; AM D Rose – Head of Operations; AM G Davies – Head of Ops Risk Management; Mr G Thomas – Head of Finance & Procurement; Mrs S Watkins – Deputy Monitoring Officer; Mr M Jones – Wales Audit Officer

22. DECLARATIONS OF INTEREST

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

23. CHAIR'S ANNOUNCEMENTS

CREW MANAGER ALAN GWILLIM

The Chair advised Members with regret that early in August, Crew Manager Alan Gwillim of Tredegar Fire & Rescue Station passed away whilst on holiday with his family and friends. Alan's funeral took place last Monday and it was clear that South Wales Fire & Rescue Service was a huge part of Alan's life. Alan will be sorely missed by his friends and colleagues from across the Service.

A minute's silence was observed to pay respects to Alan.

RESIGNATION OF COUNCILLOR GODFREY THOMAS

The Chair announced that Cllr G Thomas of Blaenau Gwent CBC has resigned his position due to family ill-health, and confirmed that he had written to him on behalf of the Authority extending good wishes. Cllr Joanne Collins has been appointed as his replacement.

SUMMER FIRES

The Chair wishes to record his and the Authority's thanks to all personnel that worked so hard during the summer months. A report later on the agenda clearly shows the impact the warm weather had on our Service, which has also been recognised by many of our partners who have expressed their thanks to the Chief Fire Officer.

UNITED KINGDOM RESCUE ORGANISATION (UKRO) EVENT

The Chair reminded Members that the Service is hosting the UKRO Challenge event on 27-29 September 2018. A short presentation outlining the event is on today's agenda.

OPENING OF BARRY EMERGENCY SERVICES STATION

The Chair informed Members that the Deputy Chair had attended the formal opening of Barry Emergency Services Station on 20 September 2018, following its extensive refurbishment and the subsequent occupation by the Welsh Ambulance Service Trust.

NJC PAY AWARD

The Chair reported that the NJC has agreed a two-stage approach in respect of the 2018 pay settlement for brigade managers which provides a 1.0% increase on 2017 basic salary levels with effect from 1 January 2018, rising to a 2.0% increase on 2017 basic salary levels with effect from 1 July 2018.

RETIREMENT OF ASSISTANT CHIEF FIRE OFFICER ANDY THOMAS, DIRECTOR OF SERVICE DELIVERY

Being his last meeting of the Fire Authority before his retirement on 30 September 2018, the Chair thanked Andy Thomas for his outstanding leadership within the Service. As a great ambassador for the Service and always leading change from the front, Andy is well respected across the rank and file of the Service and his sense of humour, professionalism and presence will be missed by all.

The Chair and Members wished Andy and his family a happy and healthy retirement.

APPOINTMENT OF DIRECTOR OF SERVICE DELIVERY

Following a fiercely competitive process, the Chair was pleased to announce the appointment of Area Manager Dewi Rose to the post of Assistant Chief Fire Officer, Director of Service Delivery.

The Chair and Members congratulated Dewi on his promotion.

POLITICAL GROUP MEMBERSHIP

The Chair advised that there had been a change in the political group membership of the Authority which meant political balance had changed and there would be a need to amend the committee seats accordingly. Following a recommendation by the Chair, it was resolved that the Monitoring Officer be granted delegated authority to review the political balance of the Authority and to agree revised membership with the relevant group leaders. This was unanimously supported.

24. MINUTES OF PREVIOUS MEETINGS

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

- Finance, Asset & Performance Management Working Group held on 15 January 2018
- HR & Equalities Committee held on 5 February 2018.

- Finance, Audit & Performance Management Committee held on 23 April 2018.
- Fire & Rescue Authority held on 9 July 2018.

25. UPDATE ON ACTIONS

Land at Lanelay Hall

The Deputy Chief Officer confirmed the closure of the action point following successful disposal of the land identified as surplus to requirements at the rear of Lanelay Hall.

Principal Officer Vacancies

The Chief Fire Officer reported that following the advertisement for the post of Assistant Chief Officer, Director of People Services, 15 applicants had been shortlisted and invited to attend an Assessment Centre on 1 October 2018. Those successful will be invited to professional interview by the Executive Leadership Team and subsequent interview by the Authority's Appointment Panel. Interview dates will be confirmed by the Acting Director of People Services.

26. REPORTS FOR DECISION

26.1 MEDIUM TERM FINANCIAL STRATEGY UPDATE

The Treasurer provided Members with an update of the Medium Term Financial Strategy for the Authority, including the current strategy and the immediate challenges facing the Authority in setting its budget for the next financial year and planning assumptions 2020 and beyond.

RESOLVED THAT

- 26.1.1 Following a question and answer session, Members noted and agreed the report content as the basis of its financial strategy.
- 26.1.2 In addition to the meetings listed within the report, the Treasurer agreed to include an update report to the meeting of Fire Authority on 17 December 2018.
- 26.1.2 The Treasurer agreed to notify Members when the letter of consultation is sent to home authorities.

26.2 STATEMENT OF ACCOUNTS 2017/18

The Treasurer and the Appointed Auditor notified Members that the Appointed Auditor is required to give his opinion on the financial statements for the year ended 31 March 2018. The presented report considered the statutory ISA260

report (draft) and the final Statement of Accounts. The letter of representation required by the Auditor will subsequently be reported to the Fire & Rescue Authority.

Members were reminded that they had received an updated version of the audit report and statement of accounts since the report was published and that hard copies of these were available.

Members noted with concern the revised deadlines for the preparation and publication of the financial statements for 2018/19 onwards, and the added pressure this will place on the Fire Authority.

RESOLVED THAT

- 26.2.1 Following discussion and the provision of clarity on aspects of the report, Members received the draft ISA260 report of the Appointed Auditor.
- 26.2.2 Members approved the audited Statement of Accounts.
- 26.2.3 Members noted the letter of representation.

26.3 2017/18 ANNUAL TREASURY MANAGEMENT REVIEW

The Treasurer presented the results of treasury management activities for the year ending 31 March 2018, in accordance with the Authority's approved Treasury Management Strategy, for Members' consideration.

RESOLVED THAT

Members agreed to note the annual treasury management review for 2017/18 and approved the actual 2017/18 prudential and treasury indicators set therein.

26.4 POTENTIAL REFORM OF FIRE & RESCUE AUTHORITIES

The Chief Fire Officer and Deputy Chief Officer provided Members with an update on Welsh Government's intention to review the governance and funding arrangements of the Fire & Rescue Authorities in Wales.

The Chief Fire Officer reported that the Cabinet Secretary intends to issue a White Paper prior to the leadership elections at Welsh Government, with a view to reform taking place next financial year. It is currently unknown however what recommendations will be contained within the White paper but it is understood from Welsh Government officials that it will propose to reform two key areas. The first is the funding mechanism, and the second concerns the ability of the Fire Authority to effectively scrutinise business.

It is expected that the White Paper consultation will commence in October.

Members frankly discussed their views but agreed to await the White Paper consultation before making representation. The Chair advised that a special meeting of the Fire Authority will be convened to discuss further at that time, if required.

RESOLVED THAT

- 26.4.1 Members agreed to note the content of the report and agreed to receive further updates on the issue as appropriate.
- 26.4.2 A special meeting of the Fire Authority will be convened to discuss the White Paper, if required.

26.5 WALES AUDIT OFFICE ANNUAL IMPROVEMENT REPORT 2017/18

The Deputy Chief Officer presented to Members a report which concludes the Wales Audit Office review of the Authority's delivery and evaluation of services in relation to 2017/18, and whether it believes that the Authority is likely to make arrangements to secure continuous improvement for 2018/19.

The typographical error in paragraph 3.1 was noted and it was confirmed that this should read '2017/18' not '2016/17'.

RESOLVED THAT

Members agreed to accept the Wales Audit Office Annual Improvement Report 2017/18 for the Authority.

27. REPORTS FOR INFORMATION

27.1 UPDATE ON GRASS FIRE INCIDENTS ATTENDED AND CALL VOLUMES DURING THE SUMMER PERIOD

The Director of Service Delivery provided Members with a detailed update of the number of grass fire incidents attended in South Wales Fire & Rescue Service's administrative area, and reported that the number of calls received by the Joint Fire Control during the summer of 2018 was extremely high.

Members noted the consequent impact on crews and fire control, and both Officers and Members expressed their sincere gratitude to all staff for their hard work and dedication in keeping the communities of South Wales safe during this period.

RESOLVED THAT

Members reviewed the details provided within Appendix 1 of the report, and noted the adverse effect that the sustained period of warm weather experienced this summer has had on members of staff and the communities of South Wales.

27.2 PRESENTATION ON UNITED KINGDOM RESCUE ORGANISATION (UKRO) EVENT – 27-29 SEPTEMBER 2018

The UKRO Project Lead provided Members with an update presentation on the UKRO Challenge event that is being hosted by South Wales Fire & Rescue Service on 27-29 September 2018.

Officers and Members noted the considerable amount of work undertaken by a large number of staff within the Service to ensure the event is a success and conveyed their thanks accordingly.

RESOLVED THAT

Members noted the content of the presentation.

27.3 FORWARD WORK PROGRAMME

The Deputy Chief Officer presented the Forward Work Programme for 2018/19.

RESOLVED THAT

Members agreed to note the content of the Forward Work Programme.

28. REPORT FOR DECISION

EXCLUDED FROM PUBLICATION TO PRESS AND PUBLIC BY VIRTUE OF SECTION 100A AND PARAGRAPHS 12 & 13 OF PART 4 OF SCHEDULE 12a OF THE LOCAL GOVERNMENT ACT 1972 (AS AMENDED)

28.1 RESTRUCTURE TO MEET FUTURE CHALLENGES AND DEMANDS

Members received a report from the Chief Fire Officer who summarised the key pressures on the current temporary staffing structures and identified recommendations to resolve these pressures and stabilise the staffing structure without increasing the overall pay budget of the Authority.

MEMBERS UNANIMOUSLY RESOLVED THAT

- 28.1.1 Members approved the proposed new establishment structure as detailed.
- 28.1.2 Members agreed to note that relevant corporate posts will be subject to the new job evaluation scheme to be implemented by the Service.
- 28.1.3 Members approved the proposed funding mechanism detailed within the report to deliver the new establishment structure.
- 28.1.4 Members authorised the Executive Leadership Team to implement the new structure at the earliest opportunity.
- 28.1.5 Members agreed to receive updates on the progress of appointing to the new structure at both the Finance, Audit & Performance Management and HR & Equalities Committees via their normal budget monitoring and staff monitoring reports.
- 28.1.6 Members approved an amendment to the Scheme of Delegations to permit changes to the approved new establishment structure to be made by the Director of People Services and the Head of Paid Service, providing such changes can be secured within the total pay budget approved by the Authority.

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

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

SOUTH WALES FIRE & RESCUE SERVICE

MINUTES OF THE FINANCE, AUDIT & PERFORMANCE MANAGEMENT COMMITTEE MEETING HELD ON MONDAY, 12 NOVEMBER 2018 AT SOUTH WALES FIRE & RESCUE SERVICE HEADQUARTERS

17. PRESENT

Councillor

Left

S Evans (Chair)

A Roberts

L Brown

A Hussey

R Crowley

D White

L Davies

D T Davies

Torfaen

Rhondda Cynon Taf

Monmouthshire

Caerphilly

Vale of Glamorgan

Bridgend

Merthyr Tydfil

Caerphilly

APOLOGIES

K Critchley

J Collins

S Ebrahim

Newport

Blaenau Gwent

Cardiff

OFFICERS PRESENT: Mr C Barton – Treasurer; Mr G Thomas – Head of Finance & Procurement; Mrs S Watkins - Deputy Monitoring Officer; ACFO D Rose – Director of Service Delivery, Mr J Carter – Statistics Unit Manager, Mr C Fitzgerald – TIAA; Ms A Butler – Wales Audit Office

18. DECLARATIONS OF INTEREST

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

19. CHAIR'S ANNOUNCEMENTS

Members were gently reminded to respond to the consultation on the Service's Improvement Plan that they were recently sent and were asked to share a copy within their networks.

20. MINUTES OF PREVIOUS MEETING

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

- Finance, Asset & Performance Management Working Group held on 21 May 2018
- FAPM Meeting held on 10 September 2018.

21. REVENUE MONITORING REPORT 2018/19

The Head of Finance & Procurement presented the Revenue Monitoring 2018/19 report which included details of the annual revenue budget and associated information for the year ending 31 March 2019.

RESOLVED THAT

- 21.1 Members noted the report and agreed its content.
- 21.2 Members approved the virement from the contingency budget.

22. CAPITAL MONITORING REPORT 2018/19

The Head of Finance & Procurement updated Members on the capital budget, transactions to date and the end of year forecast position as at 1 October 2018.

RESOLVED THAT

Members noted the budget and progress of capital schemes, approved the alterations identified in Appendix 1 and noted the associated funding streams.

23. REVENUE BUDGET REPORT 2019/20

The Treasurer outlined the background to, and proposals, for the Fire Authority's revenue budget for the financial year 2019/20.

RESOLVED THAT

Members confirmed the information contained within the report as the basis for continuing to develop the Fire Authority's revenue budget for 2019/20.

24. A SOUTH WALES FIRE & RESCUE SERVICE RESPONSE TO THE 'ELECTRICAL FIRES IN WALES' WRITTEN STATEMENT BY WELSH GOVERNMENT

The Statistics Unit Manager advised Members that this report was considered by the FAPM Scrutiny Group who resolved to refer this issue to the committee for their information and consideration.

Welsh Government shared a draft report with the Service on 15 June 2018 that highlighted how accidental dwelling fires where 'electrical distribution' was the source of ignition were a significant concern in Wales. South Wales Fire and Rescue Service was keen however to provide scrutiny and context to the data provided within the report, to paint a more proportional picture of the risk presented by fires of this nature. The Service submitted a report (attached at Appendix 1) to Welsh Government which identified discrepancies within the draft report and provided rationale behind a number of the conclusions made. Welsh Government published the draft report as a written statement on 17 July 2018.

RESOLVED THAT

Members acknowledged the Service's response (attached at Appendix 1) to the 'Electrical Fires in Wales' written statement by Welsh Government, and how the issues raised within the written statement can be rationalised and explained.

25. INTERNAL AUDIT REPORT

The internal Auditor presented the report which updated Members upon the progress being made against the Internal Audit Plan 2018/19.

RESOLVED THAT

Members noted the internal audit recommendations and work completed to date on the Internal Audit Annual Plan.

26. FORWARD WORK PROGRAMME

The Deputy Monitoring Officer presented the Forward Work Programme for 2018/19.

RESOLVED THAT

Members accepted the Forward Work Programme for 2018/19.

27. 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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AGENDA ITEM NO 5

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

Sally Chapman – DCO
Huw Jakeway – CFO
Andy Thomas – ACFO SD

Chris Barton – Treasurer
Mark Malson – Acting ACO PS
Richie Prendergast – ACFO TS

Minute No	Item	Action	Leading Officer	Current Status:
17/18 – 55.4	Land Adjoining Llantwit Major Fire Station	Dispose of the land at Llantwit Major Fire Station identified as surplus to requirements.	DCO	Currently in discussions regarding this area of land.
18/19 – 18.2	Principal Officer Vacancies	Commence the recruitment process to permanently appoint to the positions of ACFO Service Delivery and ACO People Services	A/ACO PS	<ul style="list-style-type: none"> Interviews for the ACFO Service Delivery post took place on 10 September 2018. Members will be updated at the meeting. Action completed Interviews took place on 24 October 2018 and appointment to the post of ACO People Services has been made. Members will be updated at the meeting.
18/19 – 26.1.2	Medium Term Financial Strategy Update	Provide Members with a further update at December's meeting of the Fire Authority.	Treasurer	On today's agenda
18/19 – 26.1.3	Medium Term Financial Strategy	Members to be informed when the Authority's letter of consultation on budget contributions for	Treasurer	

Minute No	Item	Action	Leading Officer	Current Status:
	Update	2019/20 has been sent to Home Authorities.		
18/19 – 26.4.2	Potential Reform of Fire & Rescue Authorities	Convene a special meeting of the Fire Authority to discuss the White Paper.	DCO	Following consultation with the Chairman, a Member briefing is to be held at the conclusion of the Fire Authority meeting on 17 December 2018.
18/19 – 28.1	Restructure to Meet Future Challenges and Demands	Implement new structure as agreed.	ELT	In progress

AGENDA ITEM NO 6

Reports for Decision

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SOUTH WALES FIRE & RESCUE AUTHORITYAGENDA ITEM NO 6.i
17 DECEMBER 2018**REPORT OF THE DEPUTY CHIEF OFFICER****HALF YEARLY HEALTH CHECK ON PERFORMANCE AND STRATEGIC OBJECTIVES 2018/19****SUMMARY**

This paper will give assurance to the Members of the Fire & Rescue Authority and senior management within the South Wales Fire & Rescue Service on progress towards achievement of the Strategic Objectives and performance of the Strategic Performance Indicators for the first two quarters of 2018/19.

RECOMMENDATION

That Members review the performance details and statistical data for the first two quarters of 2018/19 contained within this report and agree it's content.

1. BACKGROUND

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

- 1.5 This report will provide Members and Officers with a half yearly health check on performance against the Strategic Objectives and Strategic Indicators for 2018/19.

2. ISSUE

- 2.1 For Members' information going forward, taking into account the Well-Being of Future Generations (Wales) Act 2015, the Service has revised the Strategic Plan to include five Strategic Themes as listed below:

ST01 - We will Reduce Risk
 ST02 - We will Engage and Communicate
 ST03 - We will Nurture Sustainable Resources
 ST04 - We will Embrace Technology
 ST05 - We will Strengthen Partnerships

- 2.2 Each of these Strategic Themes has a number of Priority Actions that the Service will be monitoring progress against in 2018/19.

- 2.3 In 2018/19, the Service had five Strategic Themes. Appendix 1 to this report shows our position in securing the achievement of the Improvement Objectives.

- 2.4 In relation to Strategic Theme 1 to "Reduce Risk", there is one Priority Action linked to delivering against this objective:

2.4.1 PA01 - working with others to protect our communities from harm or the risk of harm.

2.4.2 There are 53 actions that are green, 17 amber and 3 red. Therefore, the majority were on target at Quarter 2.

- 2.5 In relation to Strategic Theme 2 to "Engage & Communicate", there is one Priority Action linked to delivering against this objective:

2.5.1 PA02 - developing more efficient and effective ways of engaging and communicating with our communities about our services.

2.5.2 There are 11 green actions, 7 amber and 0 red. Therefore, the majority were on target at Quarter 2.

- 2.6 In relation to Strategic Theme 3 to "Nurture Sustainable Resources", there are two Priority Actions linked to delivering this objective:

- 2.6.1 PA03 - ensuring we attract, develop and retain a workforce that reflects our communities and is capable of delivering effective services today and in the future.
- 2.6.2 PA04 - reduce our services impact on the environment to ensure future sustainability.
- 2.6.3 There are 60 linked actions that are green, 27 amber, 1 red and 6 outstanding reports. Therefore, the majority were on target at Quarter 2.
- 2.7 In relation to Strategic Theme 4 “Embrace Technology”, there is one Priority Action linked to delivering this objective:
- 2.7.1 PA05 - ensuring we use technology to enable efficient and improved service delivery.
- 2.7.2 There are 35 linked actions that are green, 18 amber, 2 red and 3 outstanding reports. Therefore, the majority were on target at Quarter 2.
- 2.8 In relation to Strategic Theme 5 “Strengthen Partnerships”, there is one Priority Action linked to delivering this objective:
- 2.8.1 PA06 - working with our public service boards to support local communities.
- 2.8.2 There are 7 linked actions that are green, 0 amber and 0 red. Therefore, the all were on target at Quarter 2.
- 2.9 Appendix 2 attached is a summary of the Performance Monitoring Report, which reviews the first two quarters of 2018/19 performance against agreed targets for the seven National Strategic Performance Indicators. It also includes a summary comment for each indicator.
- 2.10 Appendix 2 identifies that five indicators are not expected to achieve their target and two indicators are not expected to meet their target but are within 0-5% of doing so.
- 2.11 The five indicators that are not likely to achieve their target are:
- Fires Attended
 - False Alarms Attended
 - Road Traffic Collisions Attended
 - Deaths and Injuries in Fires
 - Accidental Deaths and Injuries in Fires

2.12 The one indicator that is not likely to achieve the target but is within 0% to 5% of the target is:

- % of Dwelling Fires Confined to Room of Origin

2.13 The one indicator that is not likely to achieve the target but is within 0% to 5% of the target and is performing better than last year is:

- Other Special Services Calls Attended

3. EQUALITY RISK ASSESSMENT

3.1 This report, the accompanying appendices and the targets themselves have no Equality Risk Assessment impact. The Service Performance and Communications Department and the respective Directorates are working with the performance data to establish any trends and implications that would include equality implications. These will be addressed at that time.

3.2 It is the responsibility of the action owners to ensure that Equality Risk Assessments are carried out for their actions in the planning framework.

4. RECOMMENDATIONS

4.1 That Members review the performance details and statistical data for the first two quarters of 2018/19 contained within this report and agree it's content.

Contact Officer:	Background Papers:
Jon Carter Planning, Performance and Risk Manager	<ul style="list-style-type: none"> • Appendix 1 - Position in securing the achievement of the Strategic Objectives. • Appendix 2 - Performance Monitoring Report 2018/19 (Quarter 1 & 2)

APPENDIX 1

BUSINESS PLAN ACTIONS REPORT

Health Check

2018-19 Quarter 2



Gwasanaeth Tân ac Achub
De Cymru

South Wales
Fire and Rescue Service

Produced in

BMIS
Business Management
Information System

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Introduction

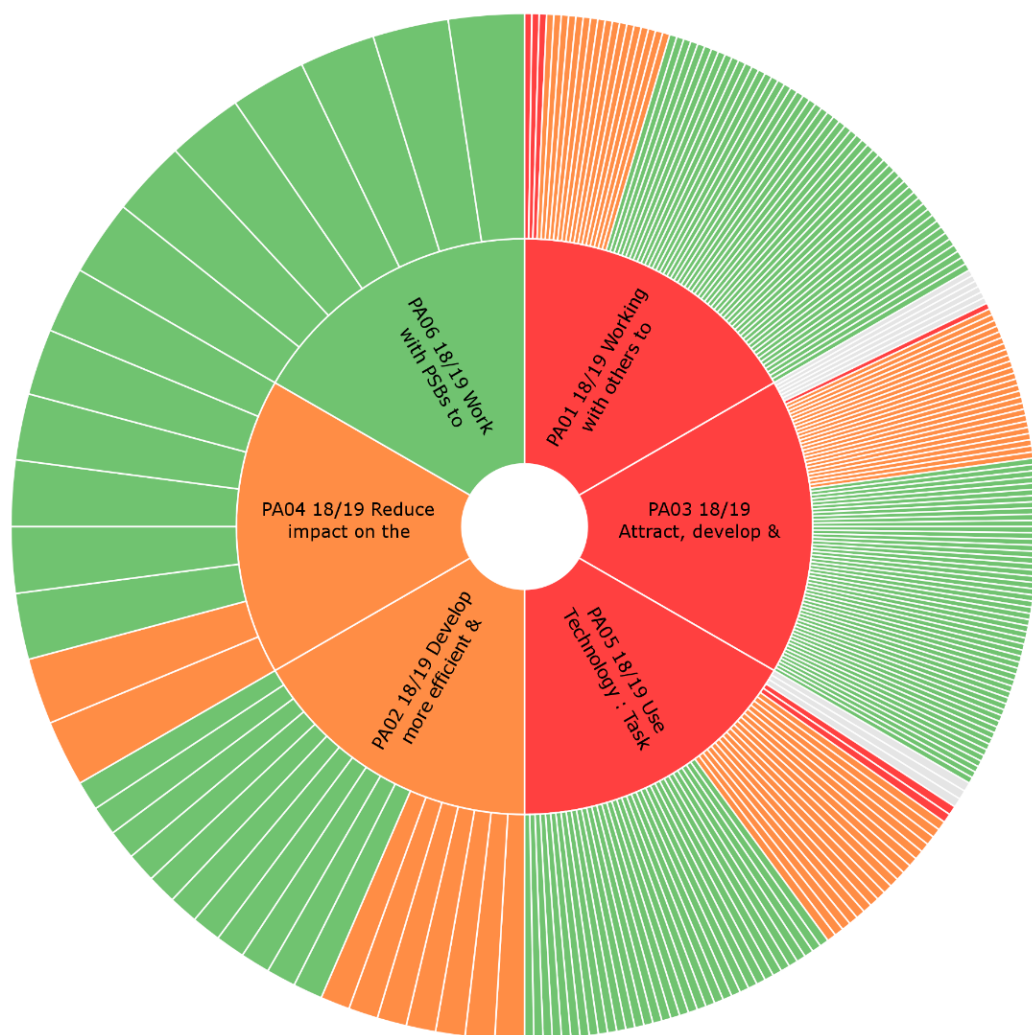
This report shows the Business Plan actions as of Quarter 2 2018/2019. It shows the RAG status of each action that sits under our Priority Actions for the year.

Each Priority action has an overall update that is included in this report.

This year's Priority Actions are:

1. PA01 - working with others to protect our communities from harm or the risk of harm
2. PA02 - developing more efficient and effective ways of engaging and communicating with our communities about our services
3. PA03 - ensuring we attract, develop and retain a workforce that reflects our communities and is capable of delivering effective services today and in the future
4. PA04 - reduce our services impact on the environment to ensure future sustainability
5. PA05 - ensuring we use technology to enable efficient and improved service delivery
6. PA06 - working with our public service boards to support local communities

The outer segments display the RAG of the supporting tasks.



1. Has started subsequent to the completion of the previous quarter (8);
or
2. Has not been updated (1) by the action owner.







Further information on the number of actions for each priority action is detailed on the next page.

Scorecard




The scorecard opposite lists the number of tasks in progress relating to each Priority Action along with a breakdown by RAG status.




The “Unknowns” are equivalent to grey segments on the sunburst on the previous page and indicate the number of tasks that have either:




1. Started subsequent to the completion of the previous quarter (8); or
2. Not been updated by the action owner (1).




PA1: WORK WITH OTHERS TO PROTECT OUR COMMUNITIES				
▲	●	★	Unknowns	Total
3	17	53	0	73
				
PA2: DEVELOP MORE EFFICIENT AND EFFECTIVE WAYS OF ENGAGING WITH OUR COMMUNITIES				
▲	●	★	Unknowns	Total
0	7	11	0	18
				
PA3: ATTRACT, DEVELOP & RETAIN A WORKFORCE THAT REFLECTS OUR COMMUNITIES AND DELIVERS EFFECTIVE SERV				
▲	●	★	Unknowns	Total
1	25	54	6	86
				
PA4: REDUCE OUR IMPACT ON THE ENVIRONMENT				
▲	●	★	Unknowns	Total
0	2	6	0	8
				
PA5: USE TECHNOLOGY TO ENABLE EFFICIENT & IMPROVED SERVICE DELIVERY				
▲	●	★	Unknowns	Total
2	18	35	3	58
				
PA6: WORK WITH PSBs TO SUPPORT LOCAL COMMUNITIES				
▲	●	★	Unknowns	Total
0	0	7	0	7
				




Priority Action Commentary




PA1: WORKING WITH OTHERS TO REDUCE RISK					COMMENTS
			Unknowns	Total	<p>The Service conducted a successful community safety and engagement event alongside the UKRO challenge in Cardiff Bay during the last weekend of September. There is a clear focus on operational staff conducting hot-strikes and Home safety checks following all dwelling fires. performance will be reviewed thorough monitoring of data and be reported back to Service Delivery Directorate meetings and Community Safety partnership meetings. The High Rise living team continue to engage and work alongside local partners and are delivering a programme of operational learning sessions to personnel from Cardiff and Newport areas in collaboration with West Midlands FRS. Following discussions at NJC the Service is working with representative bodies to further the roll out of safe and well visits.</p>
3	17	53	0	73	
<div><div></div></div>					

PA2: ENGAGING AND COMMUNICATING					COMMENTS
			Unknowns	Total	<p>The UKRO event in September was a great success providing a glorious opportunity to engage with our communities which was embraced with both hands by all departments. During this event we utilised innovative methods of engaging, e.g. touch screen questionnaire, simplified language, and, as a result, obtained in excess of 400 responses with regards to our proposed priority action nfor 2019-20. The revised Communications and Engagement Strategy has been reviewed and accepted by SMT. The role of Communication and Engagement Officer has now been filled within the Media and Communications team and, subsequently, a revised structure is in place and responsibilities allocated. Engagement activities are discussed and planned within the Consultation and Engagement Group, to ensure that all activities are compliant with GDPR, the Equality Act 2010 and the Welsh Language standards.</p>
0	7	11	0	18	
<div><div></div></div>					

PA3: ATTRACT DEVELOP AND RETAIN A WORKFORCE					COMMENTS
			Unknowns	Total	<p>The On Call delivery team together with Operations, Training and HR continue to implement initiatives aimed at positive recruitment, attraction and retention. Changes to OCDS contracts have been implemented and results of these changes will be monitored. Monthly OCDS trainee courses continue to be a key target for the delivery team, aimed at reducing lead times for recruitment. A total of 13 "on call" recruitment events took place during Q1 and Q2 resulting in 43 applications being submitted. Further events are planned for Q3 with a review to follow. New eight hourly contracts have been developed and introduced, with the aim of improving retention, and will be reviewed throughout Q3 to ascertain the impacts made. The construction of a Compartment Fire Behaviour Training (CFBT) facility has commenced at Cardiff Gate Training and Development Centre. The employee wellbeing delivery plan (including the recommendations of the Stevenson / Farmer review of mental health and employers) continues to be developed and work arising from this is ongoing.</p>
1	25	54	6	86	
<div><div></div></div>					

PA4: REDUCE IMPACT ON THE ENVIRONMENT						COMMENTS
			Unknowns	Total		A tender has been awarded for the installation of energy management systems at the 12 remaining sites with work scheduled to commence in October 2018. The replacement of air conditioning units at HQ, due to numerous issues with the previous system, is now complete. We are currently purchasing two new water ladders. These will meet Euro Six Emissions Standards; the cleanest that is available at this time. Ongoing investment in the Emissions Vehicle Routing problem (EVRP) will see even more Euro Six Emissions Standards vehicles purchased.
0	2	6	0	8		
<div><div></div></div>						

PA5:USE TECHNOLOGY						COMMENTS
			Unknowns	Total		The Roll out of new smartphones has been completed. The work on the implementation of Fire Control is still underway with Capita. A review of Structural PPE is continuing and a procurement process underway. The new ICT helpdesk has been implemented and this will support other service provision i.e. property, fleet. A report into the upgrading of the current MDT provision to enable 4G is underway and funding is being sought.
2	18	35	3	58		
<div><div></div></div>						

PA6: WORK WITH PSBs TO SUPPORT LOCAL COMMUNITIES						COMMENTS
			Unknowns	Total		We maintain constant dialogue with our partners within the Public Service Boards. Scheduled meetings provide ample opportunity to have open dialogue with regards to the Risk Reduction Strategies that are being implemented throughout the Service. Suitable resources are allocated to enable a collaborative approach to problem solving issues within our communities. Collaboration opportunities are identified through PSB engagement and local relationships. Each opportunity is scrutinized to identify benefits to our communities. The Lead Communication and Engagement Officer continues to attend the engagement-focused working groups of the PSBs with a particularly productive relationship developing with the Vale of Glamorgan PSB.
0	0	7	0	7		
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APPENDIX 2

PERFORMANCE MONITORING REPORT

April 2018 to Sept 2018



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South Wales
Fire and Rescue Service

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Introduction

The Performance Monitoring Report for 2018/2019 highlights performance for the period April 2018 to September 2018. The report includes:

- 1. Strategic Indicator Performance Summary.....Page 1
- 2. Strategic Indicator Performance Comments.....Pages 2-5
- 3. Analysis of incident activity levels by Unitary Authority Area (UAA).....Pages 6-15

The performance indicators included show six years of data to enable us to demonstrate how the organisation is performing for the communities it serves by showing long term trends in performance.

Following consideration by the Senior Management Team and the Fire and Rescue Authority, the report is made available to the public via the internet.

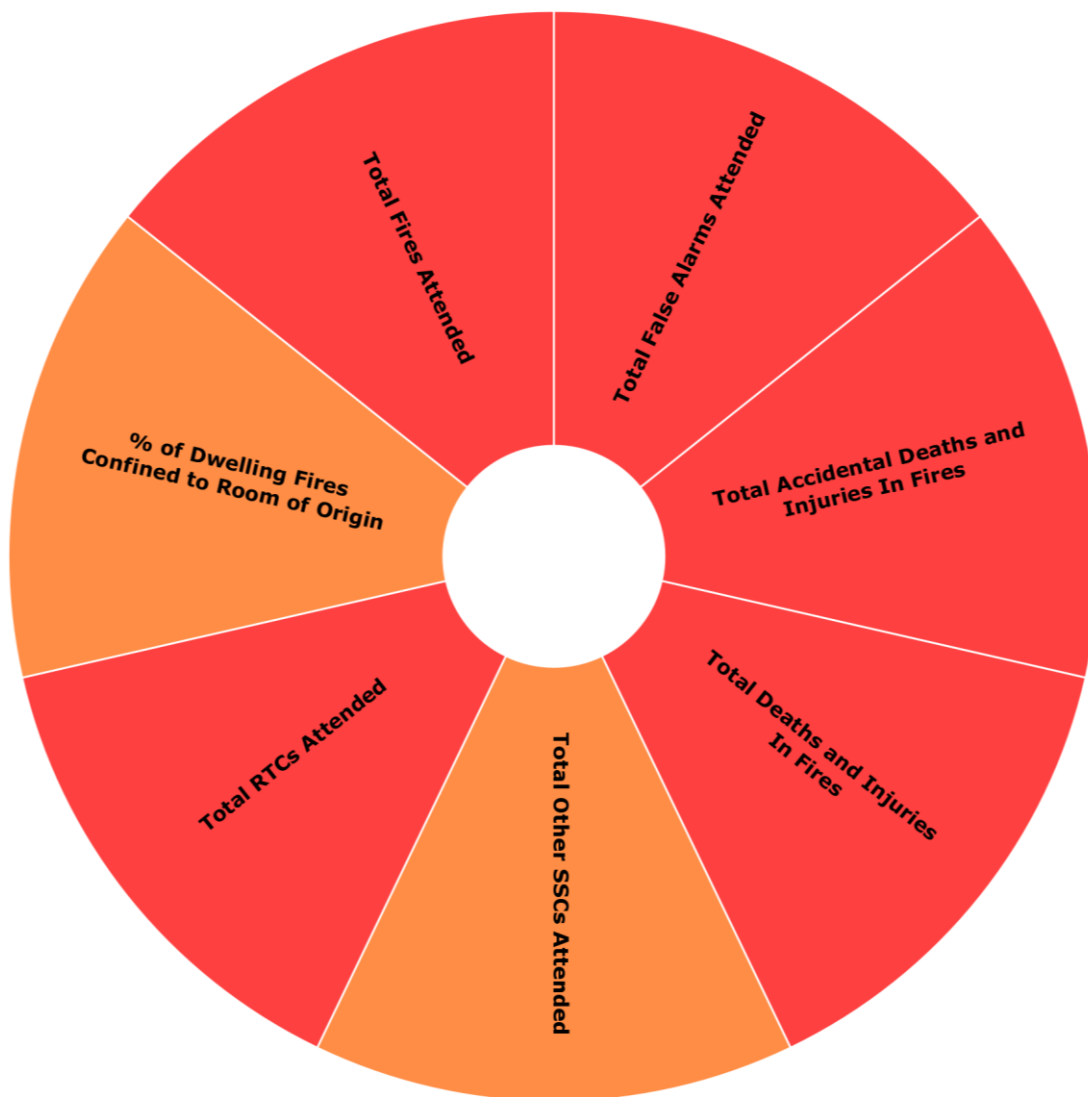
The Service Performance & Communications department co-ordinates and compiles this report on behalf of the Service Delivery Directorate. All information is extracted from updated Directorate quarterly Service Plans and the data sets are maintained and validated by the Statistics and Risk team.








We are continually seeking to improve this report and welcome comments on additional information or other changes that you would like to see, please feel free to contact Neil Herniman on 01443 232775 or Steven Griffiths 01443 232020 to discuss.

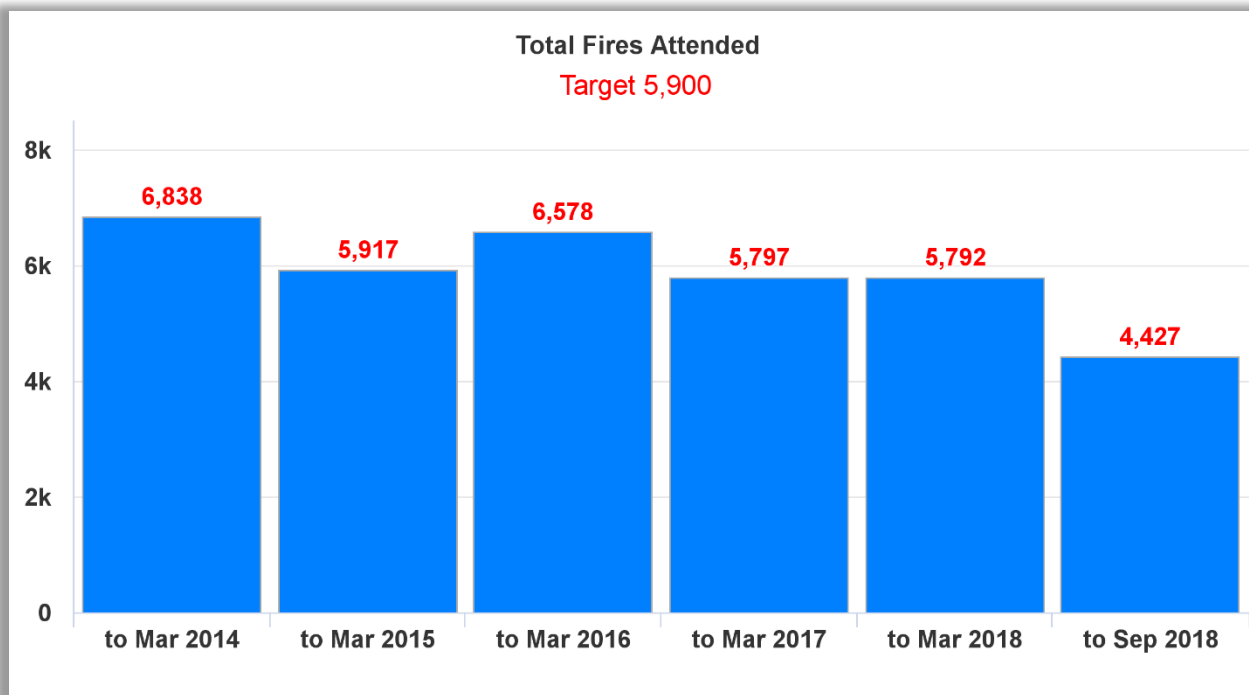
Strategic Indicators 2018-2019 – Performance Q1 and Q2

The sunburst below displays the progress of each Strategic Indicator based on its performance against the target set.

Performance Key	 Better than target	 0% to 5% from target	 Over 5% from target
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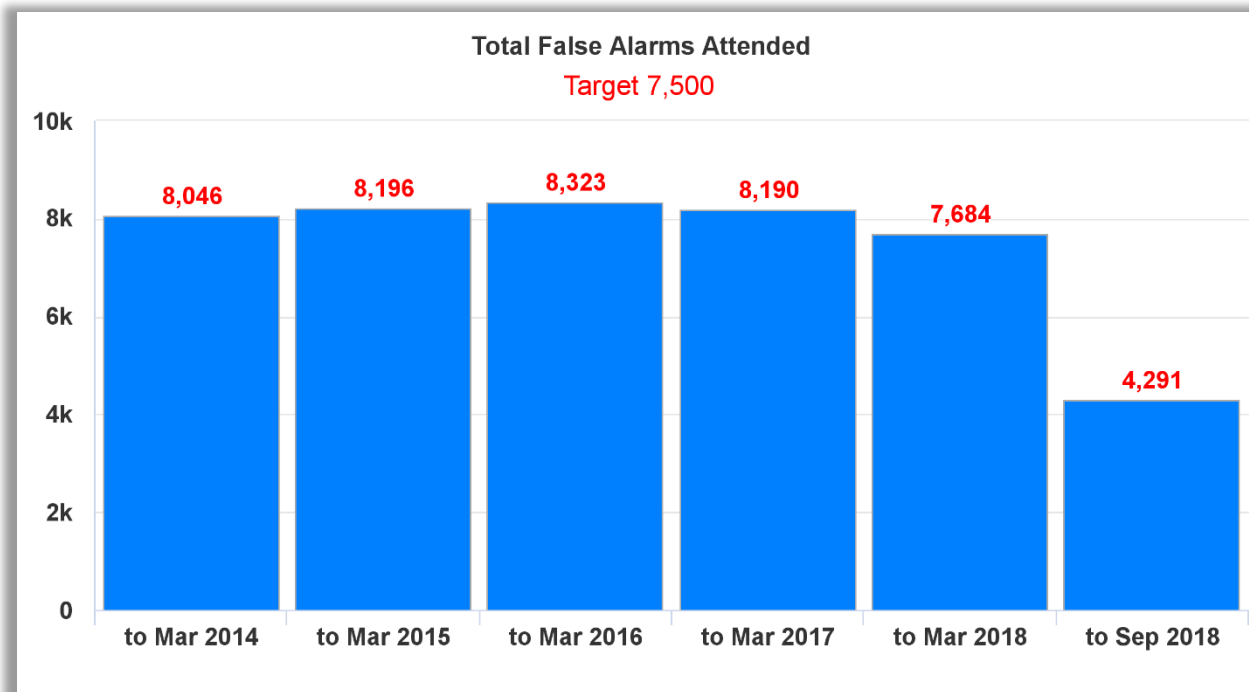


	to 30/09/2018			
	Actual (YTD)	Target (YTD)	Performance (YTD)	2017/2018 (YTD)
Total Fires Attended	4,427	3,590		3,499
Total RTCs Attended	560	520		547
Total False Alarms Attended	4,291	3,960		4,031
Total Other SSCs Attended	1,056	1,009		1,426
% of Dwelling Fires Confined to Room of Origin	82.32%	85.00%		82.70%
Total Deaths and Injuries In Fires	36	33		33
Total Accidental Deaths and Injuries In Fires	32	29		29



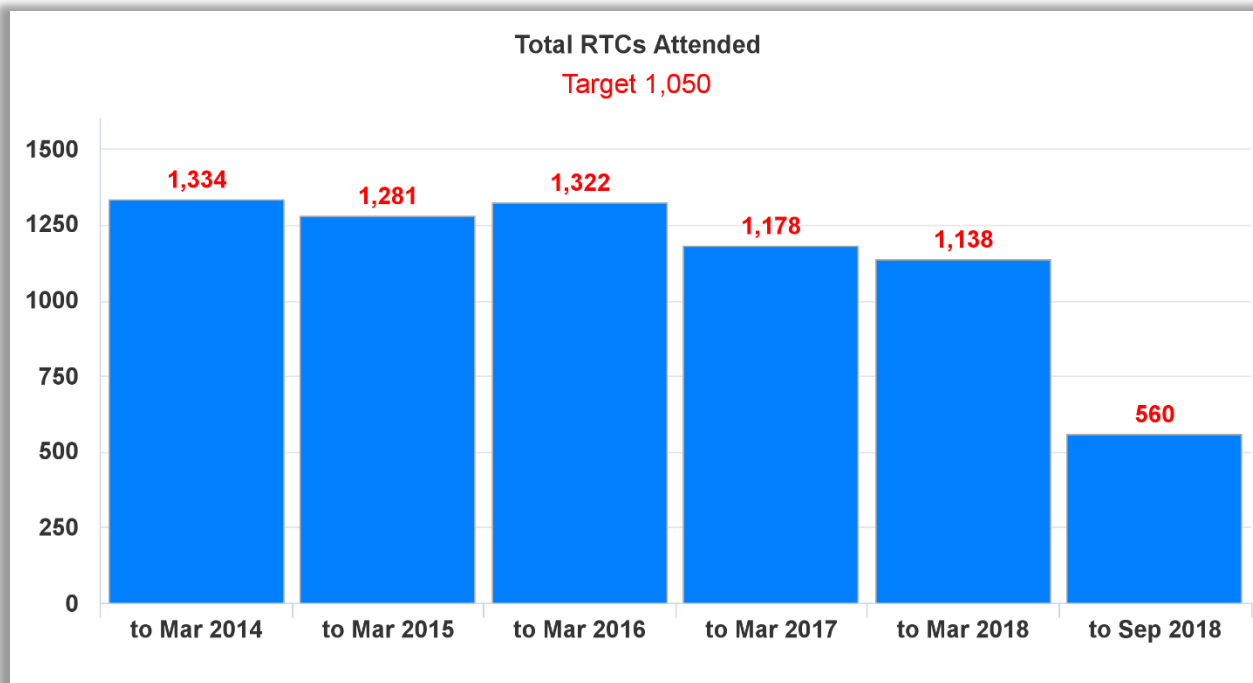
Comment • Quarterly Performance

Total fires attended have increased by 928 (27%) compared to Q1 and Q2 last year. Total fires were 1,125 (218%) higher in July, 104 (25%) higher in Aug and 85 higher (25%) in Sept this year compared to last year. Grass fires were 929 (967%) higher in Jul and 102 (319%) higher in Aug compared to last year. Total fires attended are currently 27% above the target of 3,590 for Q1 and Q2 set at the start of the year and is therefore forecasted to be above the target come year end. As shown, the driving force behind the increase is grass fires, with an increase of 828 (88%) in Q1 and Q2 this year compared to the same period last year.



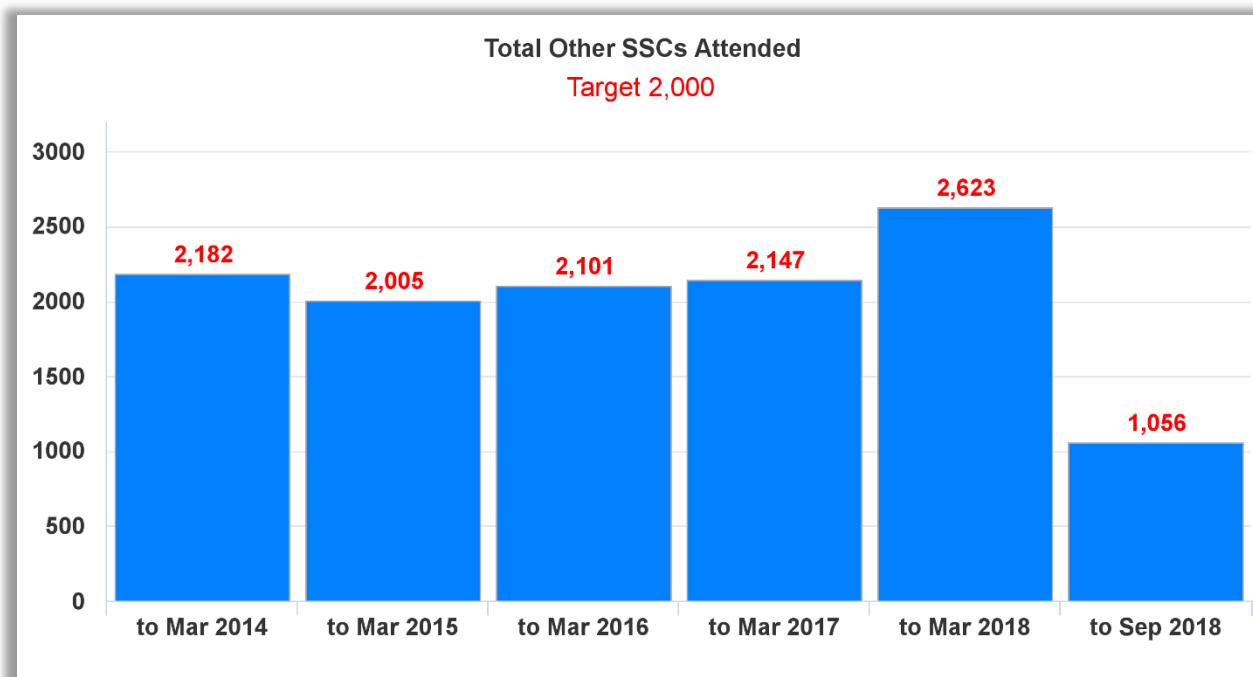
Comment • Quarterly Performance

False Alarms attended have increased by 260 (6%) compared to Q1 and Q2 last year. Incidents in July (955) were the highest for 5 years, with good intent false alarms rising by 333 (+135%) compared to July last year. False alarms due to apparatus have decreased from 2,410 to 2,222 (-8%), total good intent false alarms have risen from 1,481 to 1,952 (+32%) and malicious false alarms have fallen from 140 to 117 (-16%) compared to Q1 and Q2 last year. The 4,291 incidents for Q1 and Q2 is 8% above the target of 3,960 for Q1 and Q2 set at the start of the year, therefore expectations are the number of incidents at the end of the year will be above the 7,500 full year target.



Comment • Quarterly Performance

RTCs attended have increased by 13 (2%) compared to Q1 and Q2 last year. Extrication of persons accounted for 82 (15%) of 560 total RTCs attended in Q1 and Q2. Last year was the same percentage with 81 of 547 (15%) incidents. Making the scene and vehicle safe accounted for 301, (54%) of the 560 incidents attended in Q1 and Q2, compared with 288, (53%) of the 547 incidents last year in Q1 and Q2. The 560 incidents for Q1 and Q2 is 8% above the Q1 and Q2 target of 520 and on current forecasts, the number of incidents will be above end of year target of 1,050.

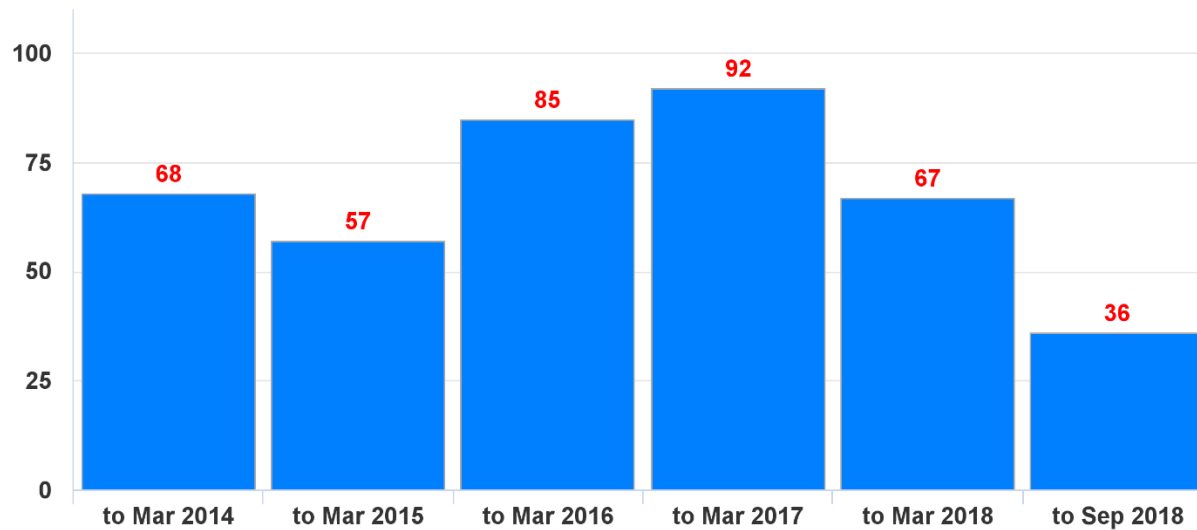


Comment • Quarterly Performance

Other Special Service Calls attended have decreased by 370 (-26%) compared to Q1 and Q2 last year, with a decrease in incidents across all months when compared to last year. Medical Incidents have decreased from 294 last year in Q1 and Q2 to 33 this year. A decision was made to suspend the trial of crews attending medical incidents in line with National agreements and is the reason behind the reduction in medical incidents attended. Cardiff (282) had the most incidents during Q1 and Q2. The 1,056 incidents for Q1 and Q2 are 5% above the Q1 and Q2 target of 1,009 and the number of incidents are forecasted to be above the 2,000 target set at the start of the year.

Total Deaths and Injuries In Fires

Target 66

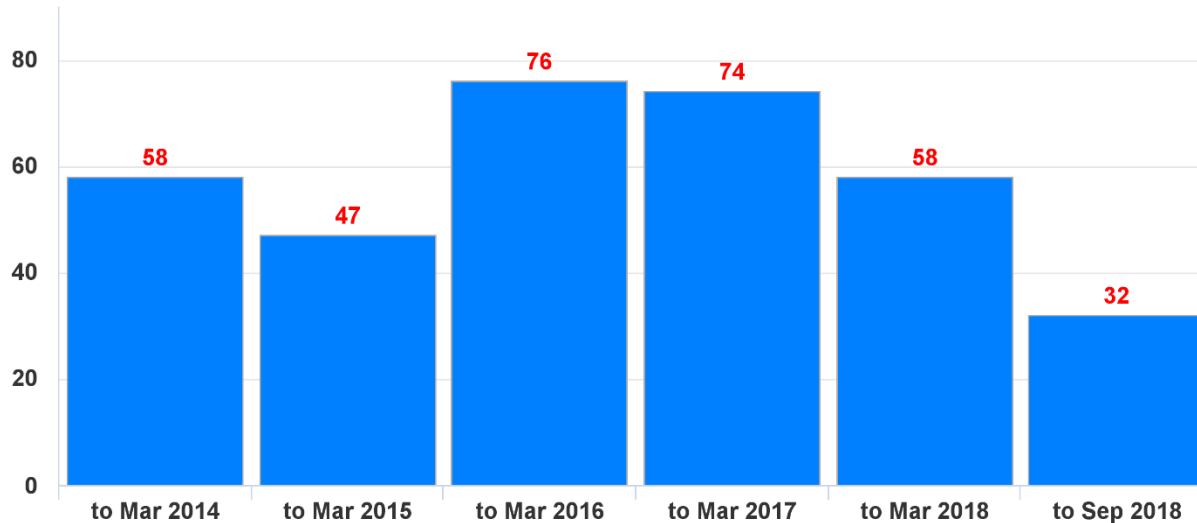


Comment • Quarterly Performance

Fatalities from fires have increased by 3, with 4 fatalities in Q1 and Q2. All 4 of the fatalities were accidental with 2 being caused by smoking materials, 1 caused by electric lighting and the other caused by cooking. Serious injuries have increased from 7 to 8 (14%) and slight injuries have decreased from 25 to 24 (-8%) for Q1 and Q2. The 36 fatalities and injuries are over the target set of 33 for Q1 and Q2 and are therefore forecasted to be near or just over the target of 65 at the end of the year. Please note that we are still awaiting final confirmation regarding 1 fatality and serious injury that may affect the final figures in this report.

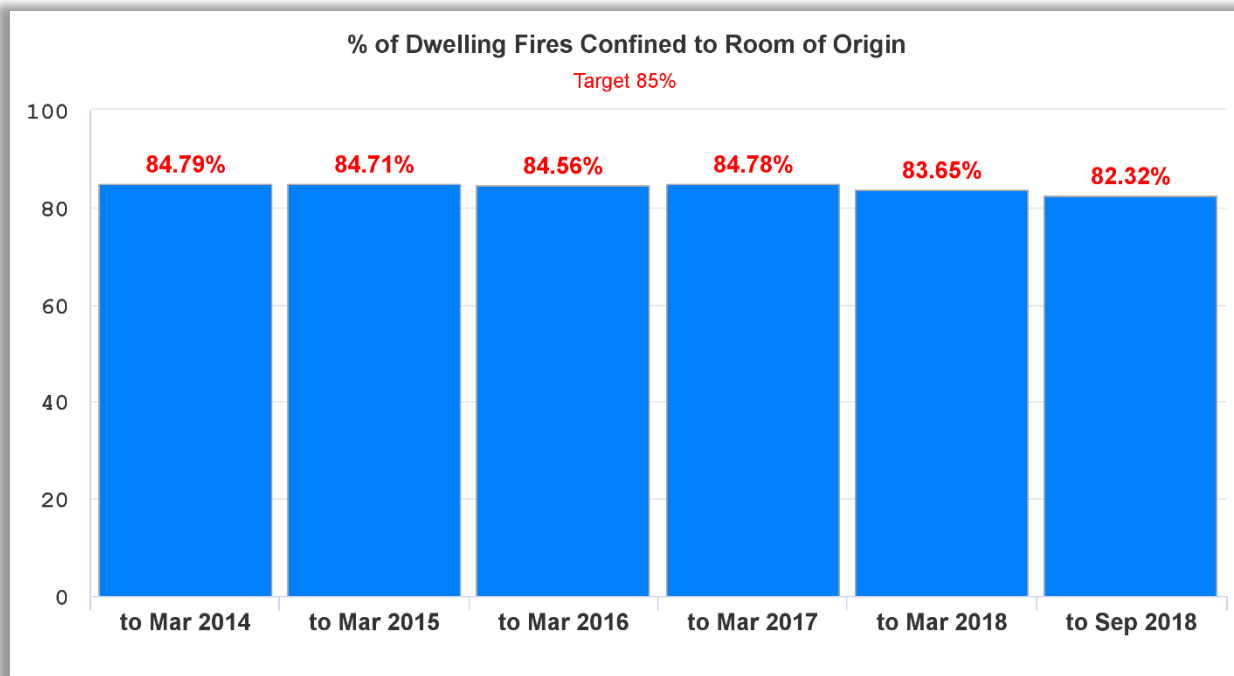
Total Accidental Deaths and Injuries In Fires

Target 59



Comment • Quarterly Performance

Accidental fatalities have increased from 1 last year to 4 in Q1 and Q2 this year. Accidental serious injuries have decreased from 7 to 6 (-14%) for Q1 and Q2. Accidental slight injuries have increased from 21 to 22 (+5%) compared to last year. The 32 accidental fatalities and injuries are over the target of 29 for Q1 and Q2 and are therefore forecasted to be close to or just over the target of 59 at the end of the year. Please note that we are still awaiting final confirmation regarding 1 fatality and serious injury that may affect the final figures in this report.



Comment • Quarterly Performance

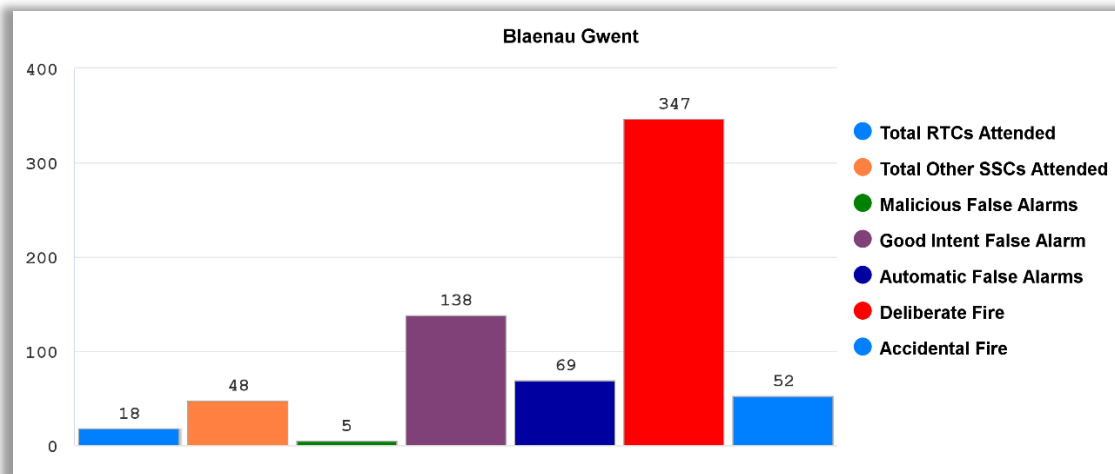
There have been 328 dwelling fires this year of which 270 have been confined to the room of origin (82%). This is below the target set of 85% at the start of the year. Caerphilly have had the lowest figures with 21 of the 31 (68%) dwelling fires confined to the room of origin.



Incident Categories	Apr 2017 - Mar 2018	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Q1	Q2	Q3	Q4	Q1Q2	Last Year Q1Q2	Q1Q2 YoY	% Q1Q2 YoY	
Total Incidents	1,008	59	98	105	263	77	75							262	415			677	546	131	24%	▲
Special Service Call	202	6	12	16	12	11	9							34	32			66	93	-27	-29%	★
Total RTCs Attended	55	2	3	4	5	0	4							9	9			18	23	-5	-22%	★
Total Other SSCs Attended	147	4	9	12	7	11	5							25	23			48	70	-22	-31%	★
Total False Alarms Attended	358	28	32	27	70	30	25							87	125			212	187	25	13%	▲
Malicious False Alarms	19	0	1	1	3	0	0							2	3			5	10	-5	-50%	★
Good Intent False Alarm	153	12	21	16	56	16	17							49	89			138	94	44	47%	▲
Automatic False Alarms	186	16	10	10	11	14	8							36	33			69	83	-14	-17%	★
Total Fires Attended	448	25	54	62	181	36	41							141	258			399	266	133	50%	▲
Deliberate Fire	393	19	47	54	164	30	33							120	227			347	236	111	47%	▲
Deliberate grass fires attended	90	5	21	19	143	12	1							45	156			201	83	118	142%	▲
Deliberate refuse fires attended	230	10	22	24	15	11	22							56	48			104	110	-6	-5%	★
Accidental Fire	55	6	7	8	17	6	8							21	31			52	30	22	73%	▲
Accidental Dwelling Fires Attended	20	2	3	2	0	3	4							7	7			14	13	1	8%	▲
Total Deaths and Injuries In Fires	2	0	0	0	0	0	0							0	0			0	2	-2	-100%	★
Total Accidental Deaths and Injuries In Fires	1	0	0	0	0	0	0							0	0			0	1	-1	-100%	★

Latest Comment • Quarterly Performance

The total number of incidents attended in Blaenau Gwent in Q1 and Q2 was 131 incidents higher (+24%) than Q1 and Q2 last year. The number of false alarms attended during Q1 and Q2 increased by 25 (+13%) compared to Q1 and Q2 last year. The number of deliberate fires increased by 111 (+47%) compared to Q1 and Q2 last year. The number of deliberate grass fires attended increased by 118 (+142%) compared to Q1 and Q2 last year. The total number of accidental fires attended increased by 22 (+77%) compared to Q1 and Q2 last year.

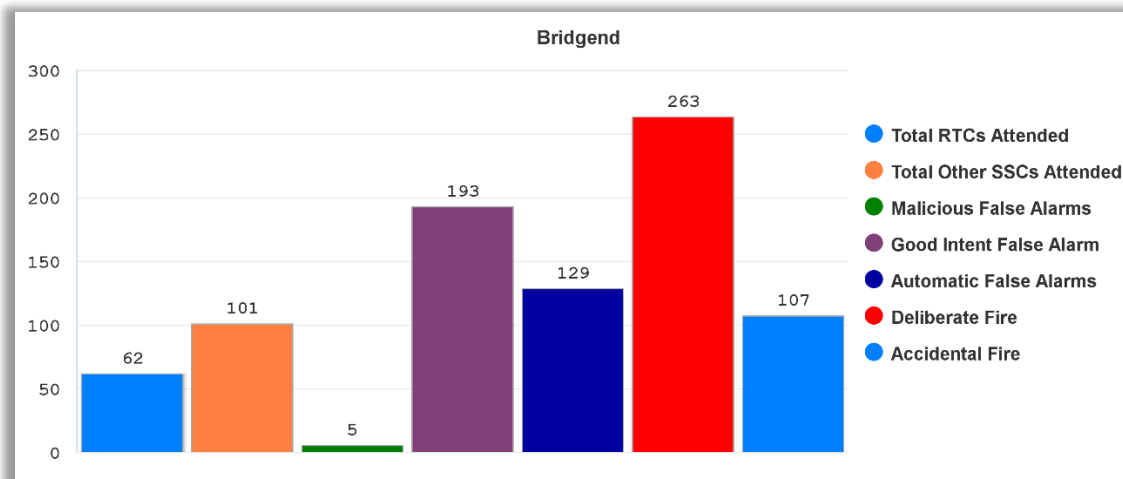




Incident Categories	Apr 2017 - Mar 2018	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Q1	Q2	Q3	Q4	Q1Q2	Last Year Q1Q2	Q1Q2 YoY	% Q1Q2 YoY	
Total Incidents	1,469	132	141	142	214	128	103							415	445			860	834	26	3%	●
Special Service Call	312	29	25	24	25	37	23							78	85			163	162	1	1%	●
Total RTCs Attended	110	10	11	11	6	15	9							32	30			62	54	8	15%	▲
Total Other SSCs Attended	202	19	14	13	19	22	14							46	55			101	108	-7	-6%	★
Total False Alarms Attended	684	42	53	56	78	51	47							151	176			327	384	-57	-15%	★
Malicious False Alarms	16	2	1	0	1	0	1							3	2			5	11	-6	-55%	★
Good Intent False Alarm	268	19	37	38	51	28	20							94	99			193	155	38	25%	▲
Automatic False Alarms	400	21	15	18	26	23	26							54	75			129	218	-89	-41%	★
Total Fires Attended	473	61	63	62	111	40	33							186	184			370	288	82	28%	▲
Deliberate Fire	324	48	47	46	68	34	20							141	122			263	216	47	22%	▲
Deliberate grass fires attended	110	22	19	17	32	9	2							58	43			101	88	13	15%	▲
Deliberate refuse fires attended	146	20	18	21	27	19	13							59	59			118	89	29	33%	▲
Accidental Fire	149	13	16	16	43	6	13							45	62			107	72	35	49%	▲
Accidental Dwelling Fires Attended	48	6	5	6	5	2	9							17	16			33	20	13	65%	▲
Total Deaths and Injuries In Fires	4	4	0	0	0	0	0							4	0			4	3	1	33%	▲
Total Accidental Deaths and Injuries In Fires	4	4	0	0	0	0	0							4	0			4	3	1	33%	▲

Latest Comment • Quarterly Performance

The total number of incidents attended in Bridgend in Q1 and Q2 was 26 incidents higher (+3%) than Q1 and Q2 last year. The number of false alarms attended during Q1 and Q2 decreased by 57 (-15%) compared to Q1 and Q2 last year. The number of deliberate fires increased by 47 (+22%) compared to Q1 and Q2 last year. The number of deliberate refuse fires attended increased by 29 (+33%) compared to Q1 and Q2 last year. The total number of accidental fires attended increased by 35 (+49%) compared to Q1 and Q2 last year.

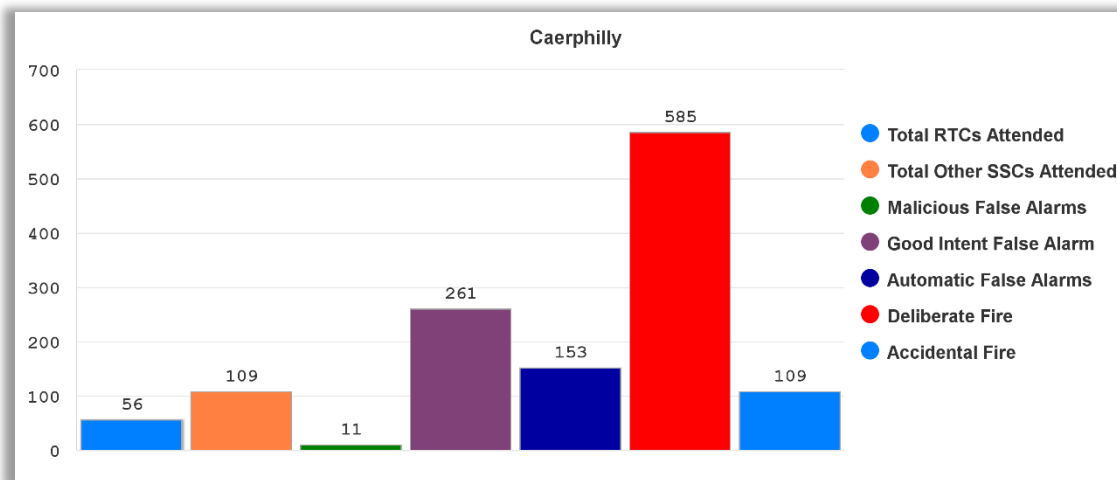




Incident Categories	Apr 2017 - Mar 2018	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Q1	Q2	Q3	Q4	Q1Q2	Last Year Q1Q2	Q1Q2 YoY	% Q1Q2 YoY	
Total Incidents	1,823	123	199	217	422	186	137							539	745			1,284	1,063	221	21%	▲
Special Service Call	354	20	30	33	32	29	21							83	82			165	188	-23	-12%	★
Total RTCs Attended	126	4	12	13	12	10	5							29	27			56	59	-3	-5%	★
Total Other SSCs Attended	228	16	18	20	20	19	16							54	55			109	129	-20	-16%	★
Total False Alarms Attended	651	49	54	74	120	75	53							177	248			425	365	60	16%	▲
Malicious False Alarms	32	2	2	2	4	1	0							6	5			11	20	-9	-45%	★
Good Intent False Alarm	323	23	33	48	86	46	25							104	157			261	189	72	38%	▲
Automatic False Alarms	296	24	19	24	30	28	28							67	86			153	156	-3	-2%	★
Total Fires Attended	818	54	115	110	270	82	63							279	415			694	510	184	36%	▲
Deliberate Fire	648	44	92	89	235	75	50							225	360			585	423	162	38%	▲
Deliberate grass fires attended	176	11	54	40	173	30	9							105	212			317	155	162	105%	▲
Deliberate refuse fires attended	354	22	31	38	46	36	29							91	111			202	190	12	6%	▲
Accidental Fire	170	10	23	21	35	7	13							54	55			109	87	22	25%	▲
Accidental Dwelling Fires Attended	57	3	5	5	7	1	5							13	13			26	26	0	0%	★
Total Deaths and Injuries In Fires	11	0	1	1	1	0	0							2	1			3	6	-3	-50%	★
Total Accidental Deaths and Injuries In Fires	10	0	1	1	0	0	0							2	0			2	6	-4	-67%	★

Latest Comment • Quarterly Performance

The total number of incidents attended in Q1 and Q2 was 221 (+21%) higher than the number attended during Q1 and Q2 last year. The number of other ssc calls attended during the year has decreased by 20 (-16%) compared to Q1 and Q2 last year. The number of false alarms attended during Q1 and Q2 has increased by 60 (+16%) compared to Q1 and Q2 last year. The number of fires attended increased by 184 (+36%) compared to Q1 and Q2 last year. The number of deliberate grass fires attended increased by 162 (+105%) compared to Q1 and Q2 last year. The number of deaths and injuries in fires has decreased by 3 compared to 6 in last year Q1 and Q2.

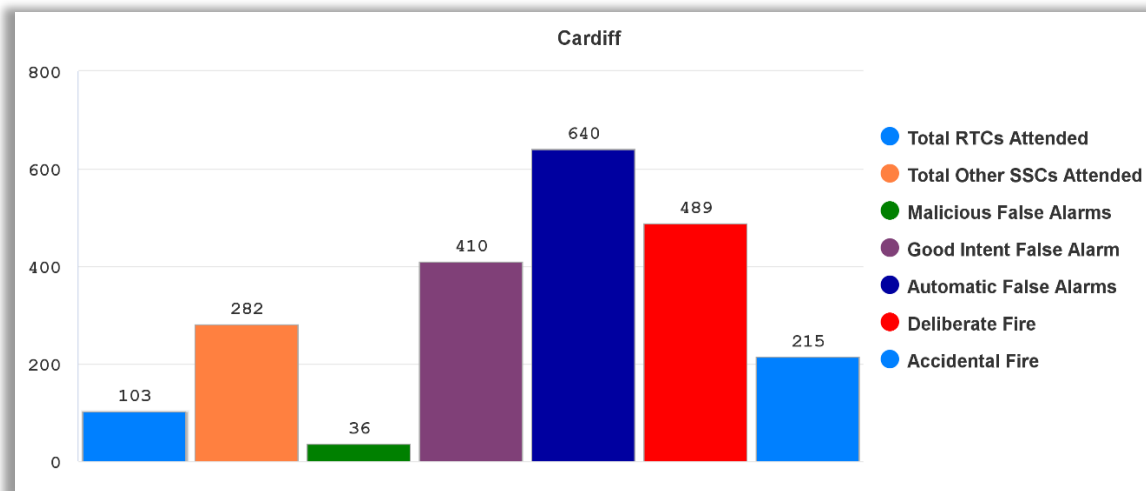




Incident Categories	Apr 2017 - Mar 2018	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Q1	Q2	Q3	Q4	Q1Q2	Last Year Q1Q2	Q1Q2 YoY	% Q1Q2 YoY	
Total Incidents	4,122	263	353	424	500	337	298							1,040	1,135			2,175	2,207	-32	-1%	★
Special Service Call	887	47	55	88	66	72	57							190	195			385	459	-74	-16%	★
Total RTCs Attended	215	12	14	23	16	19	19							49	54			103	101	2	2%	●
Total Other SSCs Attended	672	35	41	65	50	53	38							141	141			282	358	-76	-21%	★
Total False Alarms Attended	2,125	159	181	210	201	163	172							550	536			1,086	1,061	25	2%	●
Malicious False Alarms	75	4	5	11	7	7	2							20	16			36	34	2	6%	▲
Good Intent False Alarm	671	55	72	65	93	62	63							192	218			410	324	86	27%	▲
Automatic False Alarms	1,379	100	104	134	101	94	107							338	302			640	703	-63	-9%	★
Total Fires Attended	1,110	57	117	126	233	102	69							300	404			704	687	17	2%	●
Deliberate Fire	740	44	67	72	190	71	45							183	306			489	468	21	4%	●
Deliberate grass fires attended	126	5	12	29	102	19	7							46	128			174	108	66	61%	▲
Deliberate refuse fires attended	454	34	45	30	75	44	29							109	148			257	280	-23	-8%	★
Accidental Fire	370	13	50	54	43	31	24							117	98			215	219	-4	-2%	★
Accidental Dwelling Fires Attended	139	7	13	18	13	16	10							38	39			77	77	0	0%	★
Total Deaths and Injuries In Fires	19	3	3	1	0	0	2							7	2			9	10	-1	-10%	★
Total Accidental Deaths and Injuries In Fires	16	3	3	1	0	0	1							7	1			8	8	0	0%	★

Latest Comment • Quarterly Performance

The total number of incidents attended in Cardiff during the year was 32 lower (-1%) than Q1 and Q2 last year. The number of other ssc calls attended during the year has decreased by 76 (-21%) compared to Q1 and Q2 last year. The number of automatic false alarms attended decreased by 63 (-9%) compared to Q1 and Q2 last year. The number of deliberate grass fires attended increased by 66 (+61%) compared to Q1 and Q2 last year. The number of deaths and injuries in fires has decreased from 10 last year to 9 this year in Q1 and Q2.

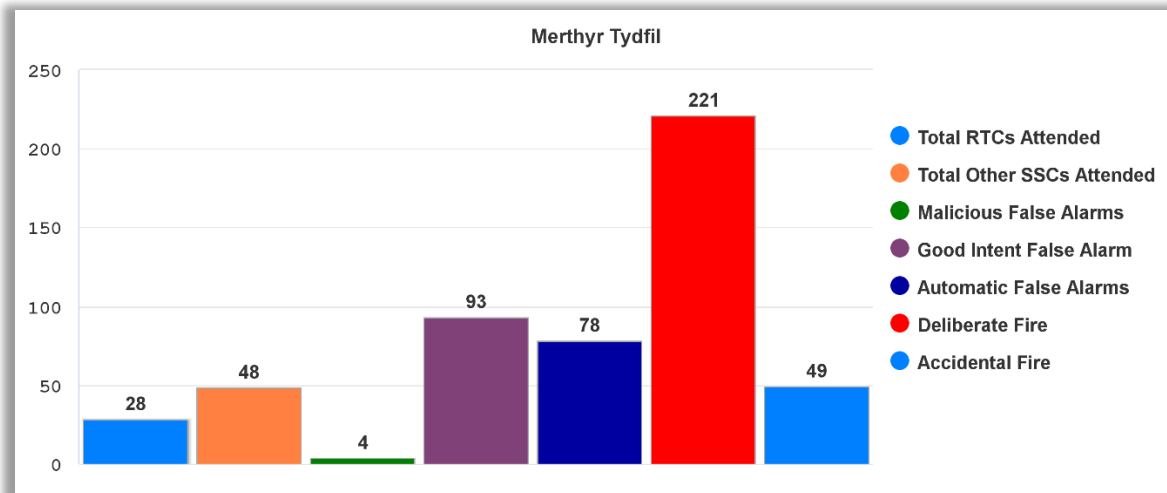




Incident Categories	Apr 2017 - Mar 2018	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Q1	Q2	Q3	Q4	Q1Q2	Last Year Q1Q2	Q1Q2 YoY	% Q1Q2 YoY	
Total Incidents	756	59	83	91	164	67	57							233	288			521	457	64	14%	▲
Special Service Call	178	6	14	9	13	14	20							29	47			76	116	-40	-34%	★
Total RTCs Attended	49	2	8	2	6	3	7							12	16			28	32	-4	-13%	★
Total Other SSCs Attended	129	4	6	7	7	11	13							17	31			48	84	-36	-43%	★
Total False Alarms Attended	293	29	30	31	40	25	20							90	85			175	160	15	9%	▲
Malicious False Alarms	7	1	1	0	2	0	0							2	2			4	5	-1	-20%	★
Good Intent False Alarm	125	12	14	15	29	13	10							41	52			93	78	15	19%	▲
Automatic False Alarms	161	16	15	16	9	12	10							47	31			78	77	1	1%	●
Total Fires Attended	285	24	39	51	111	28	17							114	156			270	181	89	49%	▲
Deliberate Fire	211	21	32	39	98	20	11							92	129			221	147	74	50%	▲
Deliberate grass fires attended	69	11	19	19	76	5	0							49	81			130	64	66	103%	▲
Deliberate refuse fires attended	115	7	10	15	17	13	8							32	38			70	69	1	1%	●
Accidental Fire	74	3	7	12	13	8	6							22	27			49	34	15	44%	▲
Accidental Dwelling Fires Attended	29	1	1	3	0	3	2							5	5			10	12	-2	-17%	★
Total Deaths and Injuries In Fires	4	0	1	0	1	0	1							1	2			3	1	2	200%	▲
Total Accidental Deaths and Injuries In Fires	4	0	1	0	1	0	1							1	2			3	1	2	200%	▲

Latest Comment • Quarterly Performance

The total number of incidents attended in Merthyr during the year was 64 higher (+14%) than Q1 and Q2 last year. The number of other ssc calls attended during the year has decreased by 36 (-43%) compared to Q1 and Q2 last year. The number of deliberate grass fires attended increased by 66 (+103%) compared to Q1 and Q2 last year. The total number of accidental fires increased by 15 (+44%). The number of deaths and injuries in fires has increased by 2 compared to 1 last year Q1 and Q2.

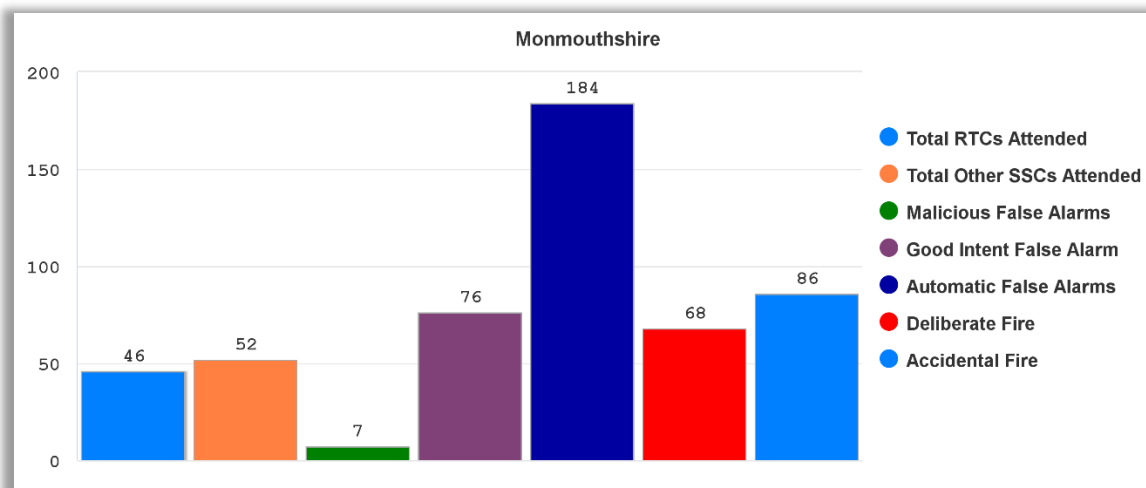




Incident Categories	Apr 2017 - Mar 2018	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Q1	Q2	Q3	Q4	Q1Q2	Last Year Q1Q2	Q1Q2 YoY	% Q1Q2 YoY	
Total Incidents	909	76	93	85	102	90	73							254	265			519	487	32	7%	▲
Special Service Call	256	19	19	14	10	17	19							52	46			98	125	-27	-22%	★
Total RTCs Attended	106	8	10	4	3	11	10							22	24			46	46	0	0%	★
Total Other SSCs Attended	150	11	9	10	7	6	9							30	22			52	79	-27	-34%	★
Total False Alarms Attended	470	42	49	44	45	50	37							135	132			267	267	0	0%	★
Malicious False Alarms	8	0	1	2	3	0	1							3	4			7	5	2	40%	▲
Good Intent False Alarm	126	13	10	10	21	14	8							33	43			76	73	3	4%	●
Automatic False Alarms	336	29	38	32	21	36	28							99	85			184	189	-5	-3%	★
Total Fires Attended	183	15	25	27	47	23	17							67	87			154	95	59	62%	▲
Deliberate Fire	57	6	12	12	22	8	8							30	38			68	34	34	100%	▲
Deliberate grass fires attended	16	3	5	5	16	0	3							13	19			32	14	18	129%	▲
Deliberate refuse fires attended	20	3	5	3	3	5	2							11	10			21	11	10	91%	▲
Accidental Fire	126	9	13	15	25	15	9							37	49			86	61	25	41%	▲
Accidental Dwelling Fires Attended	30	4	1	2	1	4	4							7	9			16	12	4	33%	▲
Total Deaths and Injuries In Fires	0	0	0	0	0	0	0							0	0			0	0	0	0%	★
Total Accidental Deaths and Injuries In Fires	0	0	0	0	0	0	0							0	0			0	0	0	0%	★

Latest Comment • Quarterly Performance

The total number of incidents attended in Monmouthshire during the year was 32 higher (+7%) than Q1 and Q2 last year. The number of other ssc calls attended during the year was 27 lower (-34%) than Q1 and Q2 last year. The number of deliberate grass fires attended increased by 18 (+129%) compared to Q1 and Q2 last year. The number of deliberate refuse fires attended increased by 10 (+91%) compared to Q1 and Q2 last year. Automatic false alarms (184) accounted for 36% of all incidents attended.

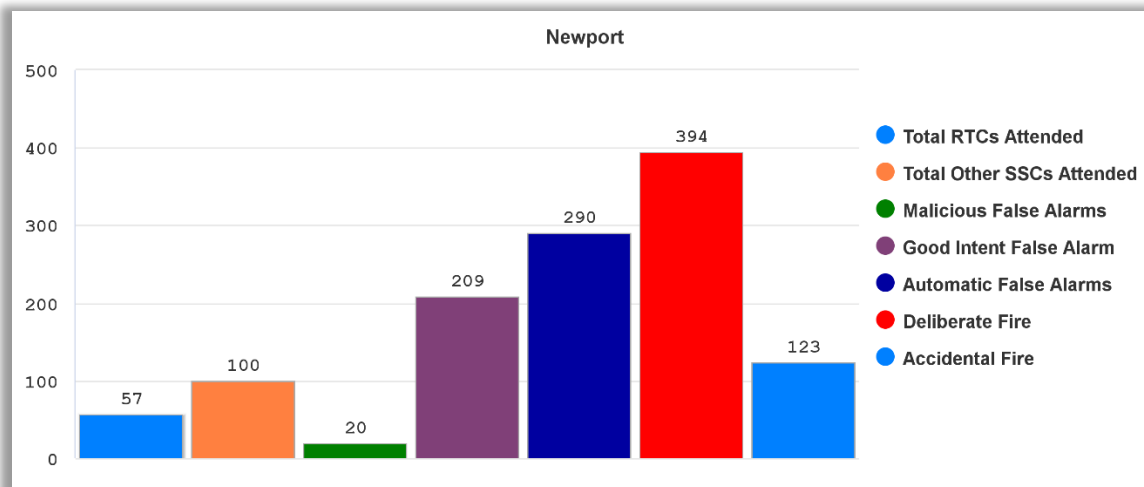




Incident Categories	Apr 2017 - Mar 2018	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Q1	Q2	Q3	Q4	Q1Q2	Last Year Q1Q2	Q1Q2 YoY	% Q1Q2 YoY	
Total Incidents	2,328	150	178	206	295	187	177							534	659			1,193	1,221	-28	-2%	★
Special Service Call	412	25	25	32	28	21	26							82	75			157	213	-56	-26%	★
Total RTCs Attended	131	9	8	11	13	6	10							28	29			57	58	-1	-2%	★
Total Other SSCs Attended	281	16	17	21	15	15	16							54	46			100	155	-55	-35%	★
Total False Alarms Attended	1,051	61	81	95	104	94	84							237	282			519	548	-29	-5%	★
Malicious False Alarms	41	4	4	3	4	3	2							11	9			20	23	-3	-13%	★
Good Intent False Alarm	308	18	32	35	61	36	27							85	124			209	158	51	32%	▲
Automatic False Alarms	702	39	45	57	39	55	55							141	149			290	367	-77	-21%	★
Total Fires Attended	865	64	72	79	163	72	67							215	302			517	460	57	12%	▲
Deliberate Fire	709	46	57	58	123	58	52							161	233			394	378	16	4%	●
Deliberate grass fires attended	81	6	8	22	71	16	5							36	92			128	64	64	100%	▲
Deliberate refuse fires attended	474	30	37	30	35	30	37							97	102			199	240	-41	-17%	★
Accidental Fire	156	18	15	21	40	14	15							54	69			123	82	41	50%	▲
Accidental Dwelling Fires Attended	60	8	2	2	4	3	7							12	14			26	33	-7	-21%	★
Total Deaths and Injuries In Fires	3	4	0	1	0	0	0							5	0			5	2	3	150%	▲
Total Accidental Deaths and Injuries In Fires	2	3	0	1	0	0	0							4	0			4	1	3	300%	▲

Latest Comment • Quarterly Performance

The total number of incidents attended in Newport was 28 lower (-2%) than Q1 and Q2 last year. The number of deliberate grass fires attended increased by 64 (+100%) compared to Q1 and Q2 last year. Other special service calls decreased by 55 (-35%) compared to Q1 and Q2 last year. The number of deaths and injuries in fires has increased by 3 compared to 2 last year Q1 and Q2. The number of accidental fires attended during the year was 41 higher (+50%) than Q1 and Q2 last year.

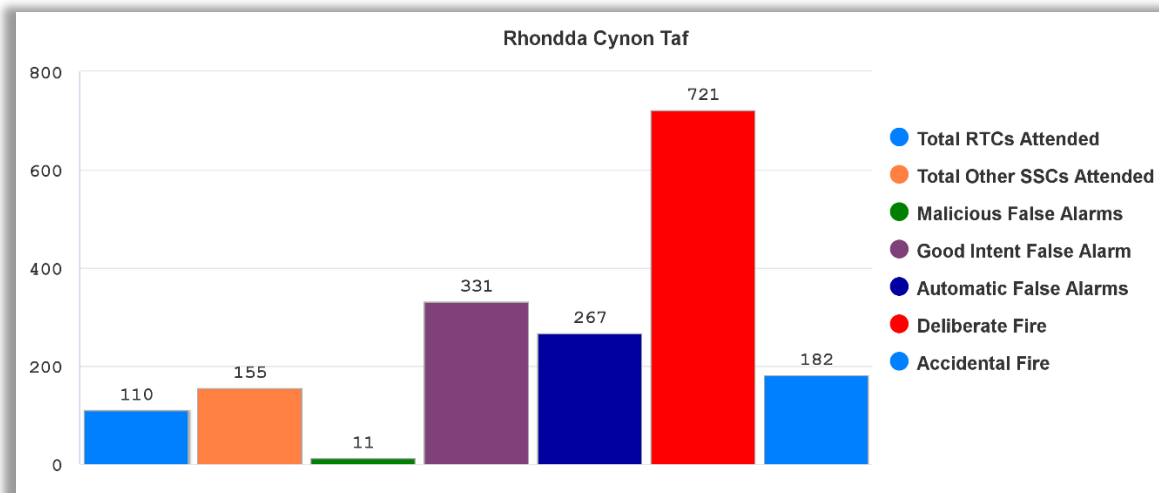




Incident Categories	Apr 2017 - Mar 2018	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Q1	Q2	Q3	Q4	Q1Q2	Last Year Q1Q2	Q1Q2 YoY	% Q1Q2 YoY	
Total Incidents	2,506	200	269	261	601	234	212							730	1,047			1,777	1,457	320	22%	▲
Special Service Call	566	41	44	32	51	35	62							117	148			265	309	-44	-14%	★
Total RTCs Attended	184	20	20	13	15	17	25							53	57			110	95	15	16%	▲
Total Other SSCs Attended	382	21	24	19	36	18	37							64	91			155	214	-59	-28%	★
Total False Alarms Attended	935	88	97	76	162	110	76							261	348			609	491	118	24%	▲
Malicious False Alarms	24	2	4	2	1	1	1							8	3			11	18	-7	-39%	★
Good Intent False Alarm	426	38	45	36	124	47	41							119	212			331	234	97	41%	▲
Automatic False Alarms	485	48	48	38	37	62	34							134	133			267	239	28	12%	▲
Total Fires Attended	1,005	71	128	153	388	89	74							352	551			903	657	246	37%	▲
Deliberate Fire	744	50	102	127	330	60	52							279	442			721	522	199	38%	▲
Deliberate grass fires attended	269	17	46	71	242	21	2							134	265			399	239	160	67%	▲
Deliberate refuse fires attended	349	25	44	45	69	32	43							114	144			258	207	51	25%	▲
Accidental Fire	261	21	26	26	58	29	22							73	109			182	135	47	35%	▲
Accidental Dwelling Fires Attended	101	10	6	12	4	10	15							28	29			57	51	6	12%	▲
Total Deaths and Injuries In Fires	17	0	0	1	1	1	0							1	2			3	9	-6	-67%	★
Total Accidental Deaths and Injuries In Fires	17	0	0	0	1	1	0							0	2			2	9	-7	-78%	★

Latest Comment • Quarterly Performance

The total number of incidents attended in Rhondda Cynon Taf was 320 higher (+22%) than Q1 and Q2 last year. The number of false alarms attended during the year was 118 higher (+24%) than Q1 and Q2 last year. The number of good intent false alarms attended increased by 97 (+41%) compared to Q1 and Q2 last year. The number of deliberate grass fires attended has increased by 160 (+67%) compared to Q1 and Q2 last year. The total number of accidental fires has increased by 47 (+35%).

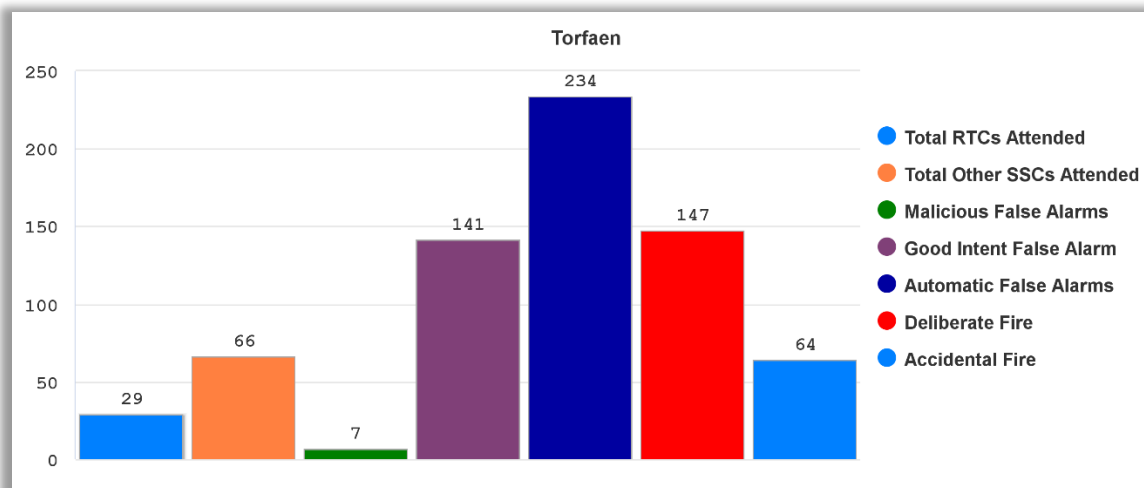




Incident Categories	Apr 2017 - Mar 2018	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Q1	Q2	Q3	Q4	Q1Q2	Last Year Q1Q2	Q1Q2 YoY	% Q1Q2 YoY	
Total Incidents	1,126	89	114	120	159	112	94							323	365			688	621	67	11%	▲
Special Service Call	228	19	18	19	13	15	11							56	39			95	126	-31	-25%	★
Total RTCs Attended	55	4	5	6	8	5	1							15	14			29	26	3	12%	▲
Total Other SSCs Attended	173	15	13	13	5	10	10							41	25			66	100	-34	-34%	★
Total False Alarms Attended	590	54	68	54	70	75	61							176	206			382	305	77	25%	▲
Malicious False Alarms	22	2	0	1	3	0	1							3	4			7	11	-4	-36%	★
Good Intent False Alarm	169	23	25	13	34	24	22							61	80			141	87	54	62%	▲
Automatic False Alarms	399	29	43	40	33	51	38							112	122			234	207	27	13%	▲
Total Fires Attended	308	16	28	47	76	22	22							91	120			211	190	21	11%	▲
Deliberate Fire	201	10	21	31	55	14	16							62	85			147	126	21	17%	▲
Deliberate grass fires attended	37	3	9	12	31	5	3							24	39			63	34	29	85%	▲
Deliberate refuse fires attended	103	4	7	12	18	3	9							23	30			53	59	-6	-10%	★
Accidental Fire	107	6	7	16	21	8	6							29	35			64	64	0	0%	★
Accidental Dwelling Fires Attended	39	1	3	6	3	3	1							10	7			17	19	-2	-11%	★
Total Deaths and Injuries In Fires	2	0	0	7	1	0	0							7	1			8	0	8	100%	▲
Total Accidental Deaths and Injuries In Fires	1	0	0	7	1	0	0							7	1			8	0	8	100%	▲

Latest Comment • Quarterly Performance

The total number of incidents attended in Torfaen was 67 higher (+11%) than Q1 and Q2 last year. The number of deliberate grass fires attended increased by 29 (+85%) compared to Q1 and Q2 last year. The number of accidental fires has remained constant at 64 for Q1 and Q2. The number of false alarms attended during the year has increased by 77 (+25%) compared to Q1 and Q2 last year. The number of deaths and injuries in fires has increased by 8 compared to 0 last year in Q1 and Q2. Other special service calls have decreased by 34 (-34%) compared to Q1 and Q2 last year.

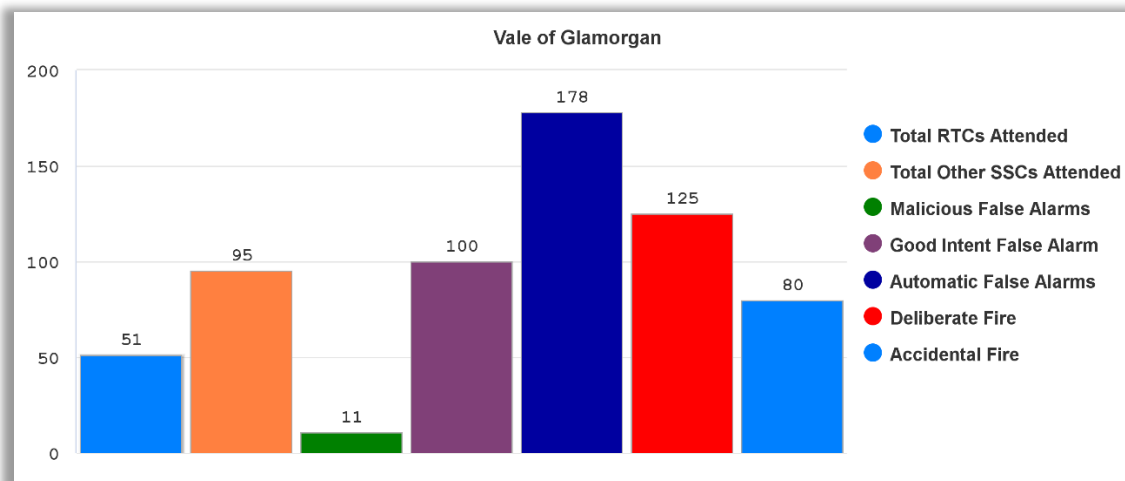




Incident Categories	Apr 2017 - Mar 2018	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Q1	Q2	Q3	Q4	Q1Q2	Last Year Q1Q2	Q1Q2 YoY	% Q1Q2 YoY	
Total Incidents	1,190	73	121	105	161	89	91							299	341			640	610	30	5%	●
Special Service Call	366	20	28	14	36	23	25							62	84			146	182	-36	-20%	★
Total RTCs Attended	107	5	12	5	13	7	9							22	29			51	53	-2	-4%	★
Total Other SSCs Attended	259	15	16	9	23	16	16							40	55			95	129	-34	-26%	★
Total False Alarms Attended	527	35	53	48	65	45	43							136	153			289	263	26	10%	▲
Malicious False Alarms	5	0	3	3	4	0	1							6	5			11	3	8	267%	▲
Good Intent False Alarm	175	15	15	16	24	17	13							46	54			100	89	11	12%	▲
Automatic False Alarms	347	20	35	29	37	28	29							84	94			178	171	7	4%	●
Total Fires Attended	297	18	40	43	60	21	23							101	104			205	165	40	24%	▲
Deliberate Fire	174	10	29	25	34	13	14							64	61			125	110	15	14%	▲
Deliberate grass fires attended	36	2	6	8	26	4	1							16	31			47	21	26	124%	▲
Deliberate refuse fires attended	95	5	16	13	8	7	10							34	25			59	65	-6	-9%	★
Accidental Fire	123	8	11	18	26	8	9							37	43			80	55	25	45%	▲
Accidental Dwelling Fires Attended	44	4	3	4	3	3	5							11	11			22	20	2	10%	▲
Total Deaths and Injuries In Fires	5	0	0	0	1	0	0							0	1			1	0	1	100%	▲
Total Accidental Deaths and Injuries In Fires	3	0	0	0	1	0	0							0	1			1	0	1	100%	▲

Latest Comment • Quarterly Performance

The total number of incidents attended in The Vale of Glamorgan was 30 higher (+5%) than Q1 and Q2 last year. Automatic false alarms (178) accounted for 28% of all incidents attended. The number of deliberate grass fires attended during the year was 26 higher (+124%) than Q1 and Q2 last year. The number of accidental fires attended during the year was 25 higher (+45%) than Q1 and Q2 last year. The number of RTCs attended has decreased by 2 (-4%) compared to Q1 and Q2 last year. Other special service calls decreased by 34 (-26%) compared to Q1 and Q2 last year. There was 1 fatality in a fire in Q1 and Q2.



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SOUTH WALES FIRE & RESCUE AUTHORITY

AGENDA ITEM NO 6.ii
17 DECEMBER 2018

REPORT OF THE DEPUTY CHIEF OFFICER**TREASURY MANAGEMENT MID-TERM REVIEW REPORT 2018/19****SUMMARY**

The Treasury Management Mid-Term Review Report provides an update on the Authority's treasury activities for the period 1 April – 30 September 2018.

RECOMMENDATION

The Treasury Management Mid-Term Review has been agreed and approved by members.

1. BACKGROUND

- 1.1 The Fire & Rescue Authority approved the Treasury Management Strategy Statement (TMSS) for 2018/19 on 26 March 2018. The TMSS sets out the reporting framework for monitoring performance and compliance of treasury management activities. Appendix 1 presents the detailed statutory and regulatory reporting requirements contained within the TMSS and how this relates to this, the mid-term report.

2. FINANCIAL IMPLICATIONS

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

3. LEGAL IMPLICATIONS

- 3.1 The Authority is required to comply with the requirements of the Local Government Act 2003 and to have regard to both the Welsh Government (WG) guidance and the CIPFA Code when determining its treasury management policy, strategies and reporting regime.

4. EQUALITY RISK ASSESSMENT

- 4.1 There are no equality implications resulting directly from this report.

5. RECOMMENDATION

- 5.1 The Treasury Management Mid-Term Review has been agreed and approved by members.

Contact Officer:	Background Papers:
Geraint Thomas Head of Finance & Procurement	TMSS 18/19 TM Outturn Report 17/18 Revenue/Capital Monitoring Reports Link Service information

APPENDIX 1 TREASURY MANAGEMENT MID-TERM REVIEW REPORT 2018/19 Background

Capital Strategy

In December 2017, the Chartered Institute of Public Finance and Accountancy, (CIPFA), issued revised Prudential and Treasury Management Codes. As from 2019/20, all local authorities will be required to prepare a Capital Strategy which is intended to provide the following: -

- a high-level overview of how capital expenditure, capital financing and treasury management activity contribute to the provision of services
- an overview of how the associated risk is managed
- the implications for future financial sustainability

A report setting out our Capital Strategy will be taken to the full Authority before 31st March 2019.

Treasury management

The Authority operates a balanced revenue budget, which broadly means cash raised during the year will meet its cash expenditure. Part of the treasury management operations ensure this cash flow is adequately planned, with surplus monies being invested in low risk counterparties, providing adequate liquidity initially before considering optimising investment return.

The second main function of the treasury management service is the funding of the Authority's capital plans. These capital plans provide a guide to the borrowing need of the Authority, essentially the longer term cash flow planning to ensure the Authority can meet its capital spending operations. Management of longer term cash may involve arranging long or short term loans, or using longer term cash flow surpluses, and on occasion any debt previously drawn may be restructured to meet Authority risk or cost objectives.

Accordingly, treasury management is defined as:

“The management of the Authority's borrowing, investments and cash flows, its banking, money market and capital market transactions; the effective control of the risks associated with those activities; and the pursuit of optimum performance consistent with those risks.”

1. Introduction

This report has been written in accordance with the requirements of the Chartered Institute of Public Finance and Accountancy's (CIPFA) Code of Practice on Treasury Management (revised 2017).

The primary requirements of the Code are as follows:

1. Creation and maintenance of a Treasury Management Policy Statement which sets out the policies and objectives of the Authority's treasury management activities.
2. Creation and maintenance of Treasury Management Practices which set out the manner in which the Authority will seek to achieve those policies and objectives.
3. Receipt by the full Authority of an annual Treasury Management Strategy Statement (TMSS), including the Annual Investment Strategy (AIS) and Minimum Revenue Provision (MRP) Policy for the year ahead, a Mid-year Review Report and an Annual Report, (stewardship report), covering activities during the previous year.
4. Delegation by the Authority of responsibilities for implementing and monitoring treasury management policies and practices and for the execution and administration of treasury management decisions.
5. Delegation by the Authority of the role of scrutiny of treasury management strategy and policies to a specific named body. For this Authority the delegated body is the Finance, Audit & Performance Management Committee:

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

- An economic update for the first part of the 2018/19 financial year;
- A review of the Treasury Management Strategy Statement and Annual Investment Strategy;
- The Authority's capital expenditure, as set out in the TMSS, and prudential indicators;
- A review of the Authority's investment portfolio for 2018/19;

- A review of the Authority's borrowing strategy for 2018/19;
- A review of compliance with Treasury and Prudential Limits for 2018/19.

2. Treasury Management Strategy Statement and Annual Investment Strategy Update

The TMSS for 2018/19 was approved by this Authority on 26 March 2018 and there are no policy changes to the TMSS. The details in this report update the position in light of the updated economic position and budgetary changes already approved.

3. The Authority's Capital Position (Prudential Indicators)

This part of the report is structured to update:

- The Authority's capital expenditure plans;
- How these plans are being financed;
- The impact of the changes in the capital expenditure plans on the prudential indicators and the underlying need to borrow; and
- Compliance with the limits in place for borrowing activity.

4.1 Prudential Indicator for Capital Expenditure & Changes to the Financing of the Capital Programme

This table shows the revised estimates for capital expenditure and the changes since the capital programme was agreed at the Budget and the expected financing arrangements. The borrowing element of the table, i.e. 'total financing', increases the underlying indebtedness of the Authority by way of the Capital Financing Requirement (CFR), although this will be reduced in part by revenue charges for the repayment of debt MRP. This direct borrowing need may also be supplemented by maturing debt and other treasury requirements.

Capital Expenditure	2018/19 Original Estimate £000	Current Position £000	2018/19 Revised Estimate £000
Total capital expenditure	7,651	1,421	7,645
Financed by:			
Capital receipts	0	0	0
Capital grants	800	2	493
Reserves	3,753	741	4,038
Third Party Contributions	0	0	224
Revenue	200	0	200
Total financing	4,753	743	4,955
Borrowing requirement	2,898	678	-2,690

4.2 Changes to the Prudential Indicators for the Capital Financing Requirement (CFR), External Debt and the Operational Boundary

The table below shows the CFR, which is the underlying external need to incur borrowing for a capital purpose. It also shows the expected debt position over the period, which is termed the Operational Boundary.

Prudential Indicator – Capital Financing Requirement

The current CFR projection for 2018/19, as presented below, is lower than the original estimate reported in the TMSS by £410k. This change reflects the pace at which investment is being achieved in the capital programme.

Prudential Indicator – the Operational Boundary for external debt & limits to Borrowing

There are no revisions to the borrowing limits set out in the original strategy and these are provided below to illustrate the current borrowing position in relation to the prudential indicator of actual external debt taken set against the CFR. This is a key control over treasury activity and ensures that over the medium term, net borrowing (borrowings less investments) will only be for a capital purposes. Gross external borrowing should not, except in the short term, exceed the total of CFR in the preceding year plus the estimates of any additional CFR for 2018/19 and next two financial years. This allows some flexibility for limited early borrowing for future years. The Authority has approved a policy for borrowing in advance of need which will be adhered to if this proves prudent.

	2018/19 Original Estimate £000	2018/19 Revised Estimate £000
Prudential Indicator – Capital Financing Requirement		
CFR at year end	44,335	43,925
Net movement in CFR (from prev year)	-43	-221
Prudential Indicator – the Operational Boundary for external debt		
Borrowing	40,000	40,000
Other long term liabilities*	5,000	5,000
Debt at year-end	45,000	45,000
Authorised limit for external debt		
Borrowing	43,000	43,000
Other long term liabilities*	7,000	7,000
Debt at year-end	50,000	50,000
Actual Borrowing	32,893	30,987
Actual Other long term liabilities*	4,700	4,700
Debt at year-end	37,592	35,687
Under /(Over) Borrowed	6,743	8,238

* On balance sheet PFI schemes and finance leases etc.

The above table details a position of under borrowing i.e. CFR £43.925, debt £35.687k. The Authority has maintained a strategy of internal, as opposed to external borrowing which attracts financing costs, to support capital investment. External borrowing is not anticipated within this financial year.

The Treasurer reports that no difficulties are envisaged for the current or future years in complying with this prudential indicator.

4. Investment Portfolio 2018/19

In accordance with the Code, it is the Authority's priority to ensure security of capital and liquidity, and to obtain an appropriate level of return which is consistent with the Authority's risk appetite. As shown by rate forecasts in appendix 1, it continues to be a difficult investment market in terms of earning the level of interest rates commonly seen in previous decades as rates are very low and in line with the current 0.75% Bank Rate. The continuing potential for a re-emergence of a Eurozone sovereign debt crisis, and its impact on banks, prompts a low risk and short term strategy. Given this risk environment and the fact that increases in Bank Rate are likely to be gradual and unlikely to return to the levels seen in previous decades, investment returns are likely to remain low.

The Authority held £17,665,791 of investments in notice and call accounts as at 30 September 2018 (£12,303,490 at 31 March 2018) and the investment portfolio return for the first six months of the year is £20k against a budget of £24k for the year and a current, annual projection is £70k.

A full list of investments held as at 30 September 2018:

Type of Investment/ Deposit	Counterparty	Issue Date	£	Current Interest Rate	Call Notice Period
Call account	BARCLAYS		5,161,205	0.2500	IA
Call account	BARCLAYS		4,000	0.2500	IA
Call account	NATWEST		2,500,586	0.0100	IA
Call account	LLOYDS	20/08/2018	7,000,000	0.8200	32 days
Call account	LLOYDS	20/08/2018	3,000,000	0.9500	95 days
Note: IA = Immediate Access					

The Treasurer confirms that the approved limits within the Annual Investment Strategy were not breached during the first six months of 2018/19.

5.1 Investment Counterparty criteria

The current investment counterparty criteria selection approved in the TMSS is meeting the requirement of the treasury management function.

5. Debt Rescheduling

Debt rescheduling opportunities have been very limited in the current economic climate given the consequent structure of interest rates, and following the increase in the margin added to gilt yields which has impacted PWLB new borrowing rates since October 2010. No debt rescheduling has therefore been undertaken to date in the current financial year.

7. Other

1. UK banks – ring fencing

The largest UK banks, (those with more than £25bn of retail / Small and Medium-sized Enterprise (SME) deposits), are required, by UK law, to separate core retail banking services from their investment and international banking activities by 1st January 2019. This is known as "ring-fencing". Whilst smaller banks with less than £25bn in deposits are exempt, they can choose to opt up. Several banks are very close to the threshold already and so may come into scope in the future regardless.

Ring-fencing is a regulatory initiative created in response to the global financial crisis. It mandates the separation of retail and SME deposits from investment banking, in order to improve the resilience and resolvability of banks by changing their structure. In general, simpler, activities offered from within a ring-fenced bank, (RFB), will be focused on lower risk, day-to-day core transactions, whilst more complex and “riskier” activities are required to be housed in a separate entity, a non-ring-fenced bank, (NRFB). This is intended to ensure that an entity’s core activities are not adversely affected by the acts or omissions of other members of its group.

While the structure of the banks included within this process may have changed, the fundamentals of credit assessment have not. The Authority will continue to assess the new-formed entities in the same way that it does others and those with sufficiently high ratings, (and any other metrics considered), will be considered for investment purposes.

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APPENDIX 2: Approved countries for investments

Based on lowest available rating

AAA

- Australia
- Canada
- Denmark
- Germany
- Luxembourg
- Netherlands
- Norway
- Singapore
- Sweden
- Switzerland

AA+

- Finland
- U.S.A.

AA

- Abu Dhabi (UAE)
- France
- Hong Kong
- U.K.
-

AA-

- Belgium
- Qatar

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APPENDIX 3: Economics and interest rates

3.1 Economics update

UK. The first half of 2018/19 has seen UK **economic growth** post a modest performance, but sufficiently robust for the Monetary Policy Committee, (MPC), to unanimously (9-0) vote to increase **Bank Rate** on 2nd August from 0.5% to 0.75%. Although growth looks as if it will only be modest at around 1.5% in 2018, the Bank of England's August Quarterly Inflation Report forecast that growth will pick up to 1.8% in 2019, albeit there were several caveats mainly related to whether or not the UK achieves an orderly withdrawal from the European Union in March 2019 as a result of Brexit.

Some MPC members have expressed concerns about a build-up of **inflationary pressures**, particularly with the pound falling in value again against both the US dollar and the Euro. The Consumer Price Index (CPI) measure of inflation rose unexpectedly from 2.4% in June to 2.7% in August due to increases in volatile components, but is expected to fall back to the 2% inflation target over the next two years given a scenario of minimal increases in Bank Rate. The MPC has indicated Bank Rate would need to be in the region of 1.5% by March 2021 for inflation to stay on track. Financial markets are currently pricing in the next increase in Bank Rate for the second half of 2019.

As for the **labour market**, unemployment has continued at a 43 year low of 4% on the Independent Labour Organisation measure. A combination of job vacancies hitting an all-time high in July, together with negligible growth in total employment numbers, indicates that employers are now having major difficulties filling job vacancies with suitable staff. It was therefore unsurprising that wage inflation picked up to 2.9%, (3 month average regular pay, excluding bonuses) and to a one month figure in July of 3.1%. This meant that in real terms, (i.e. wage rates higher than CPI inflation), earnings grew by about 0.4%, near to the joint high of 0.5% since 2009. (The previous high point was in July 2015.) Given the UK economy is very much services sector driven, an increase in household spending power is likely to feed through into providing some support to the overall rate of economic growth in the coming months. This tends to confirm that the MPC were right to start on a cautious increase in Bank Rate in August as it views wage inflation in excess of 3% as increasing inflationary pressures within the UK economy. However, the MPC will need to tread cautiously before increasing Bank Rate again, especially given all the uncertainties around Brexit.

In the **political arena**, there is a risk that the current Conservative minority government may be unable to muster a majority in the Commons over Brexit. However, our central position is that Prime Minister May's government will endure, despite various setbacks, along the route to Brexit in March 2019. If, however, the UK faces a general election in the next 12 months, this could result in a potential loosening of monetary policy and therefore medium to longer dated gilt yields could rise on the expectation of a weak pound and concerns around inflation picking up.

USA. President Trump's easing of fiscal policy is fuelling a temporary boost in consumption which has generated an upturn in the rate of strong growth which rose from 2.2% (annualised rate), in quarter 1 to 4.2% in quarter 2, but also an upturn in inflationary pressures. With inflation moving towards 3%, the Fed increased rates another 0.25% in September to between 2.00% and 2.25%, this being four increases in 2018, and indicated they expected to increase rates four more times by the end of 2019. The dilemma, however, is what to do when the temporary boost to consumption wanes, particularly as the recent imposition of tariffs on a number of countries' exports to the US, China in particular, could see a switch to US production of some of those goods, but at higher prices. Such a scenario would invariably make any easing of monetary policy harder for the Fed in the second half of 2019.

EUROZONE. Growth was unchanged at 0.4% in quarter 2, but has undershot early forecasts for a stronger economic performance in 2018. In particular, data from Germany has been mixed and it could be negatively impacted by US tariffs on a significant part of manufacturing exports e.g. cars. For that reason, although growth is still expected to be in the region of 2% for 2018, the horizon is less clear than it seemed just a short while ago.

CHINA. Economic growth has been weakening over successive years, despite repeated rounds of central bank stimulus; medium term risks are increasing. Major progress still needs to be made to eliminate excess industrial capacity and the stock of unsold property, and to address the level of non-performing loans in the banking and credit systems.

JAPAN - has been struggling to stimulate consistent significant GDP growth and to get inflation up to its target of 2%, despite huge monetary and fiscal stimulus. It is also making little progress on fundamental reform of the economy.

3.2 Interest rate forecasts

The Authority's treasury advisor, Link Asset Services, has provided the following forecast:

Link Asset Services Interest Rate View											
	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19	Dec-19	Mar-20	Jun-20	Sep-20	Dec-20	Mar-21
Bank Rate View	0.75%	0.75%	0.75%	0.75%	1.00%	1.00%	1.00%	1.25%	1.25%	1.50%	1.50%
3 Month LIBID	0.75%	0.80%	0.80%	0.90%	1.10%	1.10%	1.20%	1.40%	1.50%	1.60%	1.60%
6 Month LIBID	0.85%	0.90%	0.90%	1.00%	1.20%	1.20%	1.30%	1.50%	1.60%	1.70%	1.70%
12 Month LIBID	1.00%	1.00%	1.00%	1.10%	1.30%	1.30%	1.40%	1.60%	1.70%	1.80%	1.80%
5yr PWLB Rate	2.00%	2.00%	2.10%	2.20%	2.20%	2.30%	2.30%	2.40%	2.50%	2.50%	2.60%
10yr PWLB Rate	2.40%	2.50%	2.50%	2.60%	2.70%	2.70%	2.80%	2.90%	2.90%	3.00%	3.10%
25yr PWLB Rate	2.80%	2.90%	3.00%	3.10%	3.10%	3.20%	3.30%	3.30%	3.40%	3.50%	3.50%
50yr PWLB Rate	2.60%	2.70%	2.80%	2.90%	2.90%	3.00%	3.10%	3.10%	3.20%	3.30%	3.30%

The flow of generally positive economic statistics after the quarter ended 30 June meant that it came as no surprise that the MPC came to a decision on 2 August to make the first increase in Bank Rate above 0.5% since the financial crash, to 0.75%. However, the MPC emphasised again, that future Bank Rate increases would be gradual and would rise to a much lower equilibrium rate, (where monetary policy is neither expansionary or contractionary), than before the crash; indeed they gave a figure for this of around 2.5% in ten years' time but they declined to give a medium term forecast. We do not think that the MPC will increase Bank Rate in February 2019, ahead of the deadline in March for Brexit. We also feel that the MPC is more likely to wait until August 2019, than May 2019, before the next increase, to be followed by further increases of 0.25% in May and November 2020 to reach 1.5%. However, the cautious pace of even these limited increases is dependent on a reasonably orderly Brexit.

The balance of risks to the UK

- The overall balance of risks to economic growth in the UK is probably neutral.
- The balance of risks to increases in Bank Rate and shorter term PWLB rates, are probably also even and are broadly dependent on how strong GDP growth turns out, how slowly inflation pressures subside, and how quickly the Brexit negotiations move forward positively.

Downside risks to current forecasts for UK gilt yields and PWLB rates currently include:

- Bank of England monetary policy takes action too quickly over the next three years to raise Bank Rate and causes UK economic growth, and increases in inflation, to be weaker than we currently anticipate.
- A resurgence of the Eurozone sovereign debt crisis, possibly Italy, due to its high level of government debt, low rate of economic growth and vulnerable banking system, and due to the election in March of a government which has made a lot of anti-austerity noise. This is likely to lead to friction with the EU when setting the target for the fiscal deficit in the national budget. Unsurprisingly, investors have taken a dim view of this and so Italian bond yields have been rising.
- Austria, the Czech Republic and Hungary now form a strongly anti-immigration bloc within the EU while Italy, this year, has also elected a strongly anti-immigration government. In the German general election of September 2017, Angela Merkel's CDU party was left in a vulnerable minority position as a result of the rise of the anti-immigration AfD party. To compound this, the result of the Swedish general election in September 2018 has left an anti-immigration party potentially holding the balance of power in forming a coalition government. The challenges from these political developments could put considerable pressure on the

- The imposition of trade tariffs by President Trump could negatively impact world growth. President Trump's specific actions against Turkey pose a particular risk to its economy which could, in turn, negatively impact Spanish and French banks which have significant exposures to loans to Turkey.
- Weak capitalisation of some European banks.
- Rising interest rates in the US could negatively impact emerging countries which have borrowed heavily in dollar denominated debt, so causing an investor flight to safe havens e.g. UK gilts.
- Geopolitical risks, especially North Korea, but also in Europe and the Middle East, which could lead to increasing safe haven flows.

Upside risks to current forecasts for UK gilt yields and PWLB rates

- President Trump's fiscal plans to stimulate economic expansion causing a significant increase in inflation in the US and causing further sell offs of government bonds in major western countries.
- The Fed causing a sudden shock in financial markets through misjudging the pace and strength of increases in its Fed. Funds Rate and in the pace and strength of reversal of QE, which then leads to a fundamental reassessment by investors of the relative risks of holding bonds, as opposed to equities. This could lead to a major flight from bonds to equities and a sharp increase in bond yields in the US, which could then spill over into impacting bond yields around the world.
- The Bank of England is too slow in its pace and strength of increases in Bank Rate and, therefore, allows inflation pressures to build up too strongly within the UK economy, which then necessitates a later rapid series of increases in Bank Rate faster than we currently expect.
- UK inflation, whether domestically generated or imported, returning to sustained significantly higher levels causing an increase in the inflation premium inherent to gilt yields.

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AGENDA ITEM NO 7

Reports for Information

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SOUTH WALES FIRE & RESCUE AUTHORITY

AGENDA ITEM NO 7.i
17 DECEMBER 2018

REPORT OF THE DEPUTY CHIEF OFFICER**STRATEGIC RISK REGISTER 2018/19 – QUARTER 2 REVIEW****SUMMARY**

To consider the strategic risks held within the Risk Register and the management of these risks.

RECOMMENDATIONS

That Members view the strategic risks contained within the Risk Register held on our Business Management Information System and agree their validity.

1. BACKGROUND

- 1.1 The Fire and Rescue Service National Framework for Wales and the Wales Programme for Improvement Framework requires Fire & Rescue Services to consider risk management whilst discharging its statutory duties, and take into account the risks facing the organisation when making strategic decisions.
- 1.2 A Strategic risk is an event that has the potential to help or hinder the achievement of a strategic objective or the delivery of core business. All risks are rated as manageable (low), material (medium) or significant (high).
- 1.3 Directors, department heads and team leaders are responsible for identifying risks during the business planning process and taking the appropriate actions to manage or mitigate risk within their areas. Currently only risks that impact upon the achievement of a strategic objective or delivery of core business are recorded as strategic risks on the Risk Register.
- 1.4 The Senior Management Team formally reviews the Risk Register on a regular basis and endorses the inclusion of any new or emerging strategic risks identified.

2. ISSUE

- 2.1 While this report relates to strategic risks, Members are asked to note that work is currently ongoing with Heads of Departments to identify departmental risks which are considered particularly significant risks to their department. These departmental risks will in future also be recorded and managed using the Business Management Information System (BMIS).

- 2.2 There are currently ten strategic risks on the Risk Register. Of these, four are rated significant (high), five are material (medium) and one is manageable (low).
- 2.3 Appendix A shows all information relating to our strategic risks and their associated control tasks for Quarter 2 with information extracted directly from the BMIS system.

3. EQUALITY RISK ASSESSMENT

- 3.1 It is the responsibility of each risk owner to ensure that appropriate assessment of risk in relation to equality and diversity has been carried out across all relevant supporting activity levels.

4. RECOMMENDATIONS

- 4.1 That Members view the strategic risks contained within the Risk Register held on our Business Management Information System and agree their validity.

Contact Officer:	Background Papers:
Howard Thomas Engagement, Transformation & Performance Officer	<ul style="list-style-type: none"> Appendix A – Strategic Risk information extracted directly from BMIS



STRATEGIC RISK REGISTER REPORT

Health Check

2018-19 Quarter 2



Gwasanaeth Tân ac Achub
De Cymru

South Wales
Fire and Rescue Service

Produced in

BMIS
Business Management
Information System

Introduction

This report details progress made on the management of risks identified on the Strategic Risk Register as at Quarter 2 (Jul-Sep) 2018.

Once risks are identified, they along with any tasks to mitigate their risk are assigned to an Officer and loaded onto the Business Management Information System (BMIS) for monitoring.

Each quarter officers provide an update with a Red, Amber, Green (RAG) status and commentary.

Risk scores are based on the current likelihood and impact of each risk.

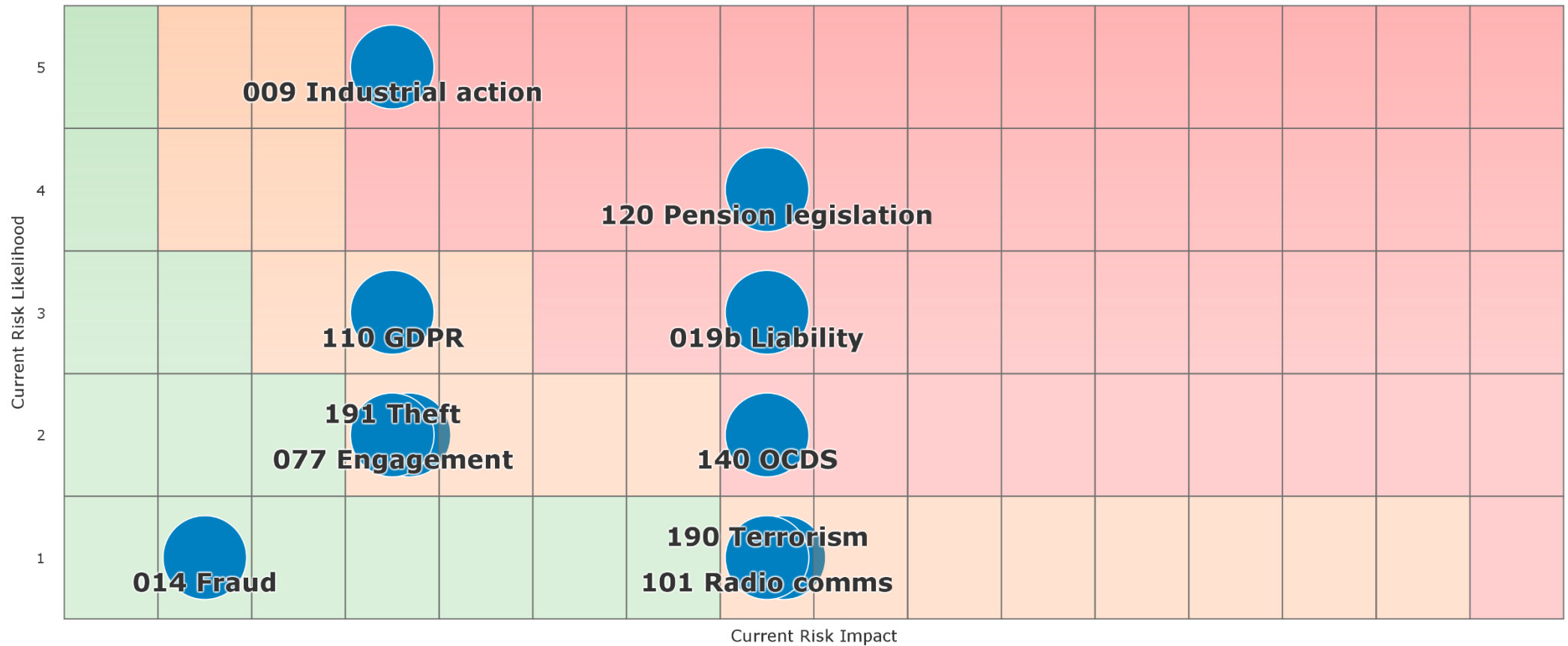
Risk Matrix

The Risk Matrix shows the risk score based on the current risk likelihood and the current risk impact

▲ Red = high risk

● Amber = medium risk

★ Green = low risk



● 009 Industrial action ● 101 Radio comms ● 110 GDPR ● 120 Pension legislation ● 190 Terrorism ● 191 Theft ● 019b Liability ● 014 Fraud ● 140 OCDS
● 077 Engagement

The impact is on a scale of 1-16 however the actual scores used are 1, 2, 4, 8 and 16

Risk Score

The sunburst and table below shows the risk score and RAG status based on the current likelihood and impact of each Strategic Risk.

▲ Red = high risk ● Amber = medium risk ★ Green = low



	Current Risk Score	
	Actual	RAG Status
120 Pension legislation	32	▲
019b Liability	24	▲
009 Industrial action	20	▲
140 OCDS	16	▲
110 GDPR	12	●
077 Engagement	8	●
101 Radio comms	8	●
190 Terrorism	8	●
191 Theft	8	●
014 Fraud	2	★

Associated Tasks

The below “scorecards” show the number of tasks in progress relating to each risk. It shows their RAG status as well as those that the task owner (Unknowns) did not provide update.

009 Industrial Action					014 Fraud					019b Liability				
			Unknowns	Total				Unknowns	Total				Unknowns	Total
0	1	5	0	6	0	2	1	0	3	0	3	13	0	16
<div><div></div></div>					<div><div></div></div>					<div><div></div></div>				
077 Engagement					101 Radio Comms					110 GDPR				
			Unknowns	Total				Unknowns	Total				Unknowns	Total
1	8	14	0	23	0	0	1	0	1	0	4	5	0	9
<div><div></div></div>					<div><div></div></div>					<div><div></div></div>				
120 Pensions Legislation					140 OCDS					190 Terrorism				
			Unknowns	Total				Unknowns	Total				Unknowns	Total
0	0	1	0	1	0	1	8	0	9	0	1	1	0	2
<div><div></div></div>					<div><div></div></div>					<div><div></div></div>				
191 Theft														
			Unknowns	Total										
0	0	1	0	1										
<div><div></div></div>														

Risk Commentary

Low Scoring Risks									
Risk ID	Owner	If...	Then...	Original Risk Score		Current Risk Score		Last update	Risk Update
014 Fraud	Thomas, Geraint	we fail to maintain measures which prevent or detect acts of fraud and corruption	the organisation is open to costly fraudulent actions by employees, members, suppliers and contractors, with consequential financial losses and reputational damage.	6	★	2	★	30/09/2018	Risk reviewed at end of quarter 2 - risk score remains the same

Medium Scoring Risks

99

Risk ID	Owner	If...	Then...	Original Risk Score	Current Risk Score	Last Update	Risk Update
077 Engagement	Thomas, Wayne	We fail to communicate, consult, engage and involve our communities effectively	The reputation, public confidence and efficiency of the service could be compromised.	16	8	30/09/2018	<p>The organization continues to work towards ensuring that all of its engagement methods are fit for purpose, appropriate, accessible to all and delivered in a wide variety of methods in line with the evolving requirements of the communities it serves.</p> <p>During the second quarter of this year, the organization engaged with the communities in a variety of ways which included a variety of departmental specific stands at a hugely successful UKRO event, further improvements to the functionality of our website, Safe and Well visits, station events and continued to communicate using Social Media. The organization began it's 12 week consultation period around its proposed Priority Actions for 2019/20 at UKRO, for which easy-read consultants were consulted and advice was sought from our Equalities Officer, Information Governance and Compliance Officer and our Consultation and Engagement Officers prior to the event, to ensure that the questionnaire was highly accessible and fit for all users. The result of this was that over 400 responses were gathered during the 3 day period.</p> <p>More importantly, we are continuously evaluating our engagement activities through event specific evaluations and through wider and more general discussions during meetings of the organization's Consultation and Engagement Group (CEG).</p>
101 Radio comms	Prendergast, Richie	The Emergency Services Network does not deliver a replacement for Airwave in a suitable timeframe	the service may be compromised in its ability to deliver a secure, efficient, resilient and cost effective communications network	16	8	30/09/2018	<p>ESN programme is being managed through Welsh Joint Emergency Service Group. A new business case is being developed at a UK level with the likelihood that the programme delivery dates will be pushed back considerably. Due to the farming of the 3G network the service is considering the requirement to update MDT's to 4G to allow more effective transfer of data to operational crews.</p> <p>ESN programme is being managed through Welsh Joint Emergency Service Group. A new business case is being developed at a UK level with the likelihood that the programme delivery dates will be pushed back considerably. Due to the farming of the 3G network the service is considering the requirement to update MDT's to 4G to allow more effective transfer of data to operational crews.</p> <p>ESN programme is being managed through Welsh Joint Emergency Service Group. A new business case is being developed at a UK level with the likelihood that the programme delivery dates will be pushed back considerably.</p>

110 GDPR	Chapman, Sally	Provision is not put in place to address the new EU Data regulations	we will be in breach of the regulations	40	▲	12	●	30/09/2018	Since implementation of the new GDPR legislation, the service has undergone a GDPR Implementation Audit. The result of the audit was reasonable assurance, considering the emergent nature of the continuing legislative changes this was a welcome outcome from the audit. The recommendations of the audit are being considered and will in due course be implemented. Work continues to imbed the new processes and procedures.
190 Terrorism	Prendergast, Richie	the Service is not adequately prepared to respond to a Terrorist-related incident	risks are presented in terms of the Services ability to ensure effective Firefighter safety, public confidence, public protection and consequential loss of life.	32	▲	8	●	30/09/2018	All Wales training and exercising programme for Ops Plato events now underway. Assurance exercises are being undertaken on a multi agency basis. Fire Control is also being tested for preparedness. The Service have submitted all current BCM plans to WG for assurance.
191 Theft	Rose, Dewi	our assets are not secure	there is a risk of theft with the potential for the equipment to fall in the hands of terrorists	80	▲	8	●	30/09/2018	Stations continue to be reminded of National threat levels and the need to maintain security of vehicles, equipment and personnel belongs on all our sites. The operational audit team continues to assess security as part of station audit process with the outcomes being reported at station commander and Group manager levels.

High Scoring Risks								
Risk ID	Owner	If...	Then...	Original Risk Score		Current Risk Score		Last Update Risk Update
009 Industrial action	Jakeway, Huw	Strategic Transformation issues, redundancies or national pay negotiations are seen as adverse	there is a risk of industrial action by staff and / or potential loss of experienced staff.	80	▲	20	▲	30/09/2018 National negotiations continue regarding pay and the role of a Ff. Circular EMP 3/18 issues this years pay award for Grey Book staff.
019b Liability	Jakeway, Huw	we suffered the loss of life/life changing injuries of a member of the public through the commision of our duties	potential corporate or criminal liability could ensue. Other consequences that could arise are negative media attention, negative public perception, a loss of trust and confidence of the Management team by staff.	80	▲	24	▲	30/09/2018 The Service maintains an external focus on national and international events to ensure learning.
120 Pension legislation	Malson, Mark	Legislation relating to pension contributions, employment law and taxation have a negative effect on the composition of our workforce	we will face service delivery and financial consequences	32	▲	32	▲	30/09/2018 There are areas of challenge in the implementation of the Rule B5C. Officers are working with WAO, SAB and WG to address the issues raised in a recent audit report.
140 OCDS	Rose, Dewi	We do not maintain high levels of competent Retained Duty Firefighters in our Service.	We will have lower levels of RDS appliance availability, which will make it difficult to fulfill our statutory obligation.	32	▲	16	▲	30/09/2018 The recruitment of OCDS personnel has progressed with success at a number of stations. Courses were undertaken in July and Aug with Sept course being reprogrammed to Oct. FF in charge mobilisations have seen a improvement. Also stations have welcomed improvements to suitability interviews and initial recruitment. The team will be reporting progress to Octobers meeting of ELT. The recruitment of OCDS personnel has progressed with success at a number of stations. Courses were undertaken in July and Aug with Sept course being reprogrammed to Oct. FF in charge mobilisations have seen a improvement. Also stations have welcomed improvements to suitability interviews and initial recruitment. The team will be reporting progress to Octobers meeting of ELT.

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SOUTH WALES FIRE & RESCUE AUTHORITY

AGENDA ITEM NO 7.ii
17 DECEMBER 2018

REPORT OF THE DEPUTY CHIEF OFFICER**INDEPENDENT REMUNERATION PANEL FOR WALES' DRAFT ANNUAL REPORT – FEBRUARY 2019****SUMMARY**

This report brings to Members' attention the relevant sections of the Independent Remuneration Panel for Wales' Draft Annual Report that relate to payments to Members of Welsh Fire & Rescue Authorities.

RECOMMENDATIONS

That Members note the extract of the Independent Remuneration Panel's Draft Annual Report, attached at Appendix 1, which provides details of payments to Members of Welsh Fire & Rescue Authorities.

1. BACKGROUND

- 1.1 As Members will be aware, the Local Government (Wales) Measure 2011 gave powers to the Independent Remuneration Panel for Wales to determine and review the remuneration of Members of Local Authorities, National Park Authorities, Fire & Rescue Authorities and Town & Community Councils.
- 1.2 The Panel is also required to produce an Annual Report and consult on this prior to its issue. The Panel has now issued its draft report, and the relevant extract for Members is attached at Appendix 1 to this report.
- 1.3 Members will note that the proposals for Councillors' remuneration for Fire & Rescue Authority duties recommend minimal increase for the 2019/20 municipal year.

2. EQUALITY RISK ASSESSMENT

- 2.1 There are no equality impacts arising directly as a result of the draft report as the report is intended to apply to all Elected Members equally regardless of protected characteristics. Additionally, the Independent Remuneration Panel will be responsible for undertaking their own equality risk assessment of the implications of their report prior to its publication in February 2019.

3. RECOMMENDATION

- 3.1 That Members note the extract of the Independent Remuneration Panel’s Draft Annual Report, attached at Appendix 1, which provides details of payments to Members of Welsh Fire & Rescue Authorities.

Contact Officer:	Background Papers:
Sally Chapman Deputy Chief Officer	Independent Remuneration Panel for Wales’ Draft Annual Report

8. Payments to Members of Welsh Fire and Rescue Authorities (FRAs)

Structure of Fire and Rescue Authorities

- 8.1 The 3 Fire and Rescue Services in Wales: Mid and West Wales, North Wales and South Wales and FRAs were formed as part of Local Government re-organisation in 1996.
- 8.2 FRAs comprise elected members who are nominated by the Principal Councils within the Fire and Rescue Service area.
- 8.3 The structure of the each of the 3 FRAs is set out in Table 6.

Table 6: Membership of Fire and Rescue Authorities

Name of Fire and Rescue Authority	Number of Local Authority Members
Mid and West Wales	25: Carmarthenshire County Council – 5 Ceredigion County Council – 2 Neath Port Talbot County Borough Council – 4 Pembrokeshire County Council – 3 Powys County Council – 4 Swansea City and County Council – 7
North Wales	28: Conwy County Borough Council – 5 Denbighshire County Council – 4 Flintshire County Council – 6 Gwynedd Council – 5 Isle of Anglesey County Council – 3 Wrexham County Borough Council – 5
South Wales	24: Bridgend County Borough Council – 2 Blaenau Gwent County Borough Council – 1 Caerphilly County Borough Council – 3 Cardiff City Council – 5 Merthyr Tydfil County Borough Council – 1 Monmouthshire County Council – 2 Newport City Council - 2 Rhondda Cynon Taf County Borough Council - 4 Torfaen County Borough Council – 2 Vale of Glamorgan Council -2

- 8.4 In addition, Standards Committees of FRAs have independent co-opted members whose remuneration is included in the Framework as set out in Section 9.

8.5 In considering remuneration of members of FRAs, the Panel has based its determinations on the following key points:

- The Chair has a leadership and influencing role in the authority, and a high level of accountability especially when controversial issues relating to the emergency service arise. In addition to fire authority meetings, all FRAs have committees that include in different combinations: audit, performance management, scrutiny, human resources, resource management as well as task and finish groups and disciplinary panels. As well as attending formal meetings of the authority and committees, members are encouraged to take on a community engagement role, including visiting fire stations.
- There is a strong training ethos in FRAs. Members are expected to participate in training and development. Induction programmes are available as well as specialist training for appeals and disciplinary hearings.
- Training sessions often follow on from authority meetings to make the training accessible.

Basic and Senior Salaries

The Panel has previously determined the remuneration of ordinary members of an FRA should be aligned to the basic salary of a member of a principal council and the time commitment required is a notional 20 days per year. This remains the basis of the Panel's determinations. The Panel has determined there should be an increase of £268 (which equates to 1.97%).

- 8.6 The Panel note salary to members of FRAs and principal councils have become misaligned. This is due to cumulative rounding of increases in previous years, the Panel wishes to correct this. The salary for ordinary members of FRAs will increase to £1,780.
- 8.7 The Panel determined that the remuneration of an FRA Chair should be aligned to that part of a Band 3 Level 1 senior salary received by a committee chair of a principal council. This salary will increase to £10,480.
- 8.8 The Panel determined that the remuneration of an FRA Deputy Chair where there is significant and sustained senior responsibility will be aligned with the Band 5 senior salary. This salary will increase to £5,480.
- 8.9 The Panel has determined that up to two FRA committee chairs where there is significant and sustained responsibility can be remunerated.

Additional Senior Salaries

- 8.10 The Panel allows principal councils greater flexibility to apply for specific or additional senior salaries that do not fall within the current Remuneration Framework. The Panel extends this provision to FRAs as reflected in the following principles:
- a. Applications will have to be approved by the authority as a whole (this cannot be delegated) prior to submission to the Panel.
 - b. There must be clear evidence that the post/posts have additional responsibility demonstrated by a description of the role, function and duration.
 - c. Each application will have to indicate the timing for a formal review of the role to be considered by the authority as a whole.

Local Pension Boards

- 8.11 The Panel has considered requests from FRAs to allow them to pay salaries to Chairs of local pension boards established under the Firefighters' Pension Scheme (Wales) Regulations 2015. Those Regulations already give FRAs the power to decide how local pension boards are to work and to pay the Chair and members if they wish. Therefore it is not appropriate for the Panel to make a determination empowering FRAs to pay salaries to local pension board Chairs. The senior salaries in Determination 25 or 26 cannot be used exclusively for this role.
- 8.12 The Panel has made the following determinations:

Determination 23: The basic salary for FRA ordinary members shall be £1,780.

Determination 24: The senior salary of the Chair of an FRA shall be £10,480.

Determination 25: An FRA senior salary can be paid to the Deputy Chair and up to two Chairs of committees where there is significant and sustained responsibility. This shall be paid at £5,480.

Determination 26: The Panel has determined to include a provision for FRAs to apply for specific or additional senior salaries that do not fall within the current Remuneration Framework.

Determination 27: Members must not receive more than one FRA senior salary.
Determination 28: An FRA senior salary is paid inclusive of the FRA basic salary and must reflect significant and sustained responsibility.
Determination 29: Members of a principal council in receipt of a Band 1 or Band 2 senior salary cannot receive a salary from any FRA to which they have been nominated.

The Panel’s determinations on Travel and Subsistence, Reimbursement of Costs of Care and Family Absence are now set out in separate sections of this Annual Report.

9. Payments to Co-opted Members of Principal Councils, National Park Authorities and Fire & Rescue Authorities ⁷

- 9.1 The Panel has determined that a daily/half daily fee is appropriate remuneration for the important role undertaken by co-opted members of authorities with voting rights (this includes the co-opted member from a Town or Community council). The level of payments is equivalent to the current daily rates for chairs and members of the Welsh Government's Band 2 sponsored bodies. The Panel notes there has been no uplift in these payment levels across such bodies since 2010.
- 9.2 Principal councils, NPAs and FRAs can decide on the maximum number of days in any one year for which co-opted members may be paid. Recognising the important role that co-opted members have, payment must be made for preparation time, committee and other types of meetings as well as other activities, including training, as set out in Determination 31.
- 9.3 The determinations are set out below and principal councils, NPAs and FRAs must tell co-opted members the name of the appropriate officer who will provide them with the information required for their claims; and make the appropriate officer aware of the range of payments that should be made.

Determination 30: Principal councils, NPAs and FRAs must pay the following fees to co-opted members who have voting rights (Table 7).

Table 7: Fees for co-opted members (with voting rights)

Chairs of standards, and audit committees	£256 (4 hours and over) £128 (up to 4 hours)
Ordinary members of standards committees who also chair standards committees for community and town councils	£226 daily fee (4 hours and over) £113 (up to 4 hours)
Ordinary members of standards committees; education scrutiny committee; crime and disorder scrutiny committee and audit committee	£198 (4 hours and over) £99 (up to 4 hours)
Community and town councillors sitting on principal council standards committees	£198 (4 hours and over) £99 (up to 4 hours)

Determination 31: Reasonable time for pre meeting preparation is to be included in claims made by co-opted members the extent of which can be determined by the appropriate officer in advance of the meeting.

Determination 32: Travelling time to and from the place of the meeting is to be included in the claims for payments made by co-opted members (up to the maximum of the daily rate).

Determination 33: The appropriate officer within the authority can determine in advance whether a meeting is programmed for a full day and the fee will be paid on the basis of this determination even if the meeting finishes before four hours has elapsed.

Determination 34: Fees must be paid for meetings and other activities including other committees and working groups (including task and finish groups), pre-meetings with officers, training and attendance at conferences or any other formal meeting to which co-opted members are requested to attend.

Support for co-opted members

- 9.4 The Panel's visits to principal councils in 2017 identified some good practice in how the important role of co-opted members was reflected in the communication and support they receive. In the best cases, they received the same range of support as elected members, enabling them to undertake their role fully. However, concerns were raised in several councils where the Panel's Determinations were not being fully implemented and there was limited support available for co-opted members.

Determination 35: The Panel has determined that each authority, through its Democratic Services Committee or other appropriate committee, must ensure that all voting co-opted members are given as much support as is necessary to enable them to fulfil their duties effectively. Such support should be without cost to the individual member.

The Panel's determinations on Travel and Subsistence, Reimbursement of Costs of Care and Family Absence are now set out in separate sections of this Annual Report.

⁷ This section does not apply to co-opted members to community and town councils.

**FORWARD WORK PROGRAMME FOR
FIRE & RESCUE AUTHORITY 2018/19**

Expected Date of Report	Report Name	Purpose of Piece of Work	Lead Director/ Contact Officer	Progress
Each meeting following the NIC meeting	Update Report on the work of the NIC	To keep Members up-to-date with the work of the NIC.	DCO Contact Officer: Sally Chapman	
9 July 2018	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
9 July 2018	WAO Certificate of Compliance	To advise Members of the WAO Certificate of Compliance received in relation to the publication of the 2018/19 Improvement Plan.	DCO Contact Officer: Sally Chapman	Completed
9 July 2018	Principal Officer Vacancy	To seek authority to advertise and recruit to vacant Principal Officer post.	CFO Contact Officer: Mark Malson	Completed
	Annual Reports:			
9 July 2018	End of year Health Check on Performance and Strategic Objectives 2017/18	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

Expected Date of Report	Report Name	Purpose of Piece of Work	Lead Director/ Contact Officer	Progress
9 July 2018	Health & Safety Annual Report 2017/18	To advise Members of Health & Safety performance of the organisation.	ACFO TS Contact Officer: Richie Prendergast	Completed
9 July 2018	Report on Proposed Priority Actions 2019/20	To advise Members of the proposed Priority Actions 2019/20 and to seek authority to enter into public consultation on these.	DCO Contact Officer: Sarah Watkins	Completed
24 Sept 2018	Welsh Government Review of Fire & Rescue Authorities	To update Members on recent correspondence from the Cabinet Secretary on proposals to reform Welsh Fire & Rescue Authorities.	CFO/DCO Contact Officer: Huw Jakeway	Completed
24 Sept 2018	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 2019/20 Budget Setting Strategy.	Treasurer Contact Officer: Chris Barton	Completed
24 Sept 2018	Budget Strategy 2018/19	To obtain clarification upon the political steer for the Budget Strategy for 2019/20 budget setting process.	Treasurer Contact Officer: Chris Barton	Completed
24 Sept 2018	Statement of Accounts (Revenue and Capital) for 2017/18 budget	To seek Members' approval for publication of the Statement of Accounts.	Treasurer Contact Officer: Geraint Thomas	Completed
24 Sept 2018	Treasury Management Outturn 2017/18	To advise Members of the year end treasury management position.	Treasurer Contact Officer: Chris Barton &	Completed

Expected Date of Report	Report Name	Purpose of Piece of Work	Lead Director/ Contact Officer	Progress
			Geraint Thomas	
17 Dec 2018	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	Completed – reported to the FA meeting on 24 Sept 2018
17 Dec 2018	Half Yearly Health Check of Performance and Review of Strategic Themes	To advise Members of performance against agreed targets and achievement of Strategic Themes at the mid-way point through the year.	DCO Contact Officer: Sarah Watkins	On agenda
17 Dec 2018	Half Yearly Review of Strategic Risk	To keep Members advised of the Strategic Risks of the organisation and how these are being treated, managed or reduced.	DCO Contact Officer: Sarah Watkins	On agenda
17 Dec 2018	Treasury Management Mid Term Report 2018/19	To advise Members of the mid year position in relation to our treasury management.	Treasurer Contact Officer: Geraint Thomas	On agenda
17 Dec 2018	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	On agenda
11 Feb 2019	Estimated Revenue & Capital	To consider consultation responses and	Treasurer	

Expected Date of Report	Report Name	Purpose of Piece of Work	Lead Director/ Contact Officer	Progress
	Budget determination for 2019/20	to set the recommended budget determination for consideration by the Fire Authority.	Contact Officer: Geraint Thomas	
11 Feb 2019	KPI Target Setting 2019/20	To set the targets for the following financial year.	ACFO SD Contact Officer: Sarah Watkins	
11 Feb 2019	Report on Responses to the Consultation of the draft rolling Strategic Plan and Priority Actions 2019/20	To advise Members of consultation responses and seek approval for a final version of the rolling Strategic Plan.	DCO Contact Officer: Sarah Watkins	
11 Feb 2019	Pay Policy Statement 2018/19	To consider the Authority's Pay Policy Statement in compliance with the Localism Act 2011 and associated guidance.	ACO PS Contact Officer: Mark Malson	
11 Feb 2019	Treasury Management Strategy 2018/19	To secure Members' approval to the adoption of the Treasury Management Strategy 2019/20.	Treasurer Contact Officer: Geraint Thomas	
29 April 2019	Annual Report of the work of the Finance, Audit & Performance Management Committee & its working group during 2018/19	To advise Members of the work of the Committee.	DCO Contact Officer: Sally Chapman	
29 April 2019	Annual Report of the work of the HR & Equalities Committee during 2018/19	To advise Members of the work of the Committee	ACO PS Contact Officer: Mark Malson	
29 April 2019	Annual Report of the Work of the	To advise Members of the work of the	ACO PS	

Expected Date of Report	Report Name	Purpose of Piece of Work	Lead Director/ Contact Officer	Progress
	Local Pensions Board 2018/19	Board.	Contact Officer: Mark Malson	
29 April 2019	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	
29 April 2019	Welsh Language Standards	To update Members on compliance against the Welsh Language Standards.	ACO PS Contact Officer: Mark Malson	

Huw Jakeway – CFO
Sally Chapman – DCO
Dewi Rose – ACFO Service Delivery
Richie Prendergast – ACFO Technical Services
Mark Malson – Acting ACO People Services

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

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AGENDA ITEM NO 8

**To consider any items of business that the Chairman 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.	Chairman's Announcements	
4.	To receive the minutes of;	
	<ul style="list-style-type: none"> Finance, Asset & Performance Management Working Group held on 21 May 2018 Local Pension Board Committee held on 25 June 2018 HR and Equalities Committee Meeting held on 16 July 2018 FAPM Committee held on 10 September 2018 Fire and Rescue Authority Meeting held on 24 September 2018 FAPM Committee held on 12 November 2018 	<p>5</p> <p>9</p> <p>15</p> <p>21</p> <p>29</p> <p>37</p>
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6.ii.	Treasury Management Mid-Term Review Report 2018/19	75

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7. iii.	Forward Work Programme	111
8.	To consider any items of business that the Chairman deems urgent (Part 1 or 2)	117