

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, 10 February 2020 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. Chairperson's Announcements

4. To receive the minutes of;

- Finance, Asset & Performance Management Scrutiny Group on 7 October 2019 5
- Local Pension Board Committee on 21 October 2019 11
- Standards Committee on 4 February 2019 15
- Fire & Rescue Authority Meeting on 16 December 2019 19

5.	Update on Actions	29
6.	REPORTS FOR DECISION	31
6.i.	Wales Audit Office Annual Audit Letter 2018/19 and Certificate of Compliance 2018/19	33
6.ii.	Revenue Budget 2020/21	41
6.iii	Report on the Strategic Performance Indicator Targets 2020/21	53
6.iv	Report on Responses to the Consultation on the Strategic Themes and Objectives for 2020/2021	69
7.	REPORTS FOR INFORMATION	95
8.	Forward Work Programme 2019-20	97
9.	To consider any items of business that the Chairperson deems urgent (Part 1 or 2)	103

Signature of Proper Officer:



MEMBERSHIP

Councillors:

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

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SOUTH WALES FIRE & RESCUE AUTHORITY

MINUTES OF THE FINANCE, ASSET & PERFORMANCE MANAGEMENT SCRUTINY GROUP MEETING HELD ON MONDAY 7 OCTOBER 2019, 10:30HRS AT SOUTH WALES FIRE & RESCUE SERVICE HEADQUARTERS

1. PRESENT:

Councillor	Arrived	Left	
S Evans (Chair)			Torfaen
A Roberts		12:18	Rhondda Cynon Taff
S Bradwick			Rhondda Cynon Taff
L Brown		12:28	Monmouthshire
P Drake			Vale of Glamorgan
A Hussey			Caerphilly
D Naughton			Cardiff
R Shaw			Bridgend
V Smith	10:35		Monmouthshire
H Thomas			Newport
J Williams	10:35	12:28	Cardiff

APOLOGIES:

J Gauden			Torfaen
Jack Harries			Rhondda Cynon Taff

ABSENT:

H Jarvie			Vale of Glamorgan
M Spencer			Newport

OFFICERS PRESENT:- DCO S Chapman – Deputy Chief Officer & Monitoring Officer, ACFO R Prendergast – Director of Technical Services, Mr C Barton – Treasurer, Ms S Watkins – Head of Business Support & Deputy Monitoring Officer, Mr D Smith – ICT Service Centre Manager, Mr C Temby – Head of Fleet & Engineering, Mr A Humphries – Building Facilities Manager, Mr N Corrigan – Property Strategy Manager

2. DECLARATIONS OF INTEREST

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

3. CHAIR'S ANNOUNCEMENTS

There were no announcements from the Chair.

4. MINUTES OF PREVIOUS MEETING

The minutes of the previous Finance, Asset & Performance Management Scrutiny Group meeting held on 25 March 2019, were received and accepted as a true record of proceedings.

5. ASSET MANAGEMENT PLAN 2019-2029

The Deputy Chief Officer gave a detailed overview of the Asset Management Plan 2019-2029 which included the Service's aims, key objectives and key influencers in preparing and delivering the Strategy Plan.

Following a question and answer session in relation to the future purchase of service vehicles and with the carbon footprint in mind, it was noted that electric vehicles are being actively considered for the future for suitable journeys and the Service is working on establishing suitable infrastructure to support this. It was noted that, generally in South Wales, there is insufficient infrastructure in place to consider hydrogen vehicles at present.

An electric fire appliance is being trialled at London Fire Service at present and the Service will monitor this with interest.

RESOLVED THAT

Members approved the Asset Management Plan 2019-2029.

6. APPOINTMENT OF MEMBER CHAMPIONS

The Deputy Chief Officer advised that Members appoint Member Champions to the key asset management groups of the Authority and provide additional scrutiny and challenge between meetings.

RESOLVED THAT

- 6.1 Members noted Councillor Naughton's decision to stand down from his role as Service Champion for the Municipal Year – Operational & Personal Issue Equipment.

- 6.2 Members resolved to appoint the following Members as Member Champions for the following Asset Groups:

Land & Buildings – Councillor V Smith

ICT – Councillor A Roberts

Fleet & Engineering – Councillor S Evans

Operational & Personal Issue Equipment – Councillor J Williams.

- 6.3 The Deputy Chief Officer will ensure briefings are set up with the relevant Heads of Service.

7. MEDIUM TERM FINANCIAL STRATEGY, REVENUE & CAPITAL BUDGET SETTING 2020/21

The Treasurer provided a presentation on the Medium Term Financial Strategy and the Revenue & Capital Budget Setting for 2020/21 and reminder Members of the range of issues that were impacting upon next year's budget and some of the uncertainties this created.

This included the increased cost of the Firefighters' Pension Schemes, which has been partially offset this year through Welsh Government funding. There remains uncertainty as to whether funding will be available in whole, part or not at all next year.

In addition, it was highlighted that there were a number of uncertainties that had not yet been factored in to any budget settlements. The most significant of these was the financial ramifications from the pensions cases currently going through the courts nationally.

There was an extensive debate surrounding the proposed budgets and the uncertainties the Service was faced with.

RESOLVED THAT

- 7.1 Members noted the Medium Term Financial Strategy and Revenue & Capital Budget Setting 2020/21.
- 7.2 The Treasurer agreed to correspond with each unitary authority providing an update on the current position.

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

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

Members debated some of the key headlines emanating from the sustainability and environmental data and the direction of travel the Service was adopting and the challenges it faced.

RESOLVED THAT

Members noted the presentation.

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

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

Councillor Shaw wished to congratulate the Head of Fleet and Engineering and his team on the excellent performance indicators contained within the report.

10. ICT PLAN 2019-2022

The ICT Service Centre Manager presented the ICT Plan 2019-2022 and provided a detailed update on the ICT themes and the activities that will be undertaken to implement the Plan.

RESOLVED THAT

Members agreed to support the Plan.

11. FORWARD WORK PROGRAMME

The Deputy Chief Officer presented the Forward Work Programme for 2019/2020.

RESOLVED THAT

Members accepted the Forward Work Programme for 2019/2020 following a brief update on Bowsers.

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

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

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SOUTH WALES FIRE & RESCUE AUTHORITY

MINUTES OF THE LOCAL PENSION BOARD MEETING HELD ON MONDAY, 21 OCTOBER 2019, 10:30HRS AT SOUTH WALES FIRE & RESCUE SERVICE HEADQUARTERS

10. PRESENT

S Bradwick (Chair)	Rhondda Cynon Taff
L Brown	Monmouthshire
R Prendergast	Fire Leaders Association
D King	Fire & Rescue Services Association
S Saunders	FBU, Brigade Chair

APOLOGIES:

V Smith	Monmouthshire
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ABSENT:

L Jones	FBU
J Harries	Rhondda Cynon Taff

OFFICERS PRESENT: ACO A Reed – Director of People Services; Mrs S Watkins – Head of Corporate Support & Deputy Monitoring Officer; Mr Ian Traylor – Service Director, RCT Pensions

11. DECLARATIONS OF INTEREST

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

12. CHAIR'S ANNOUNCEMENTS

WELCOME

The Chair welcomed Mr Steve Saunders who was deputising for Mr Alex Psaila and Mr Ian Traylor who was representing RCT Pensions Team.

13. MINUTES OF PREVIOUS MEETING

The minutes of the Local Pension Board meeting held on 24 June 2019 were received and accepted as a true record of proceedings.

14. LOCAL PENSION BOARD – MEMBER HANDBOOK

The Director of People Services presented the index for the Handbook which has been developed for the purpose of ensuring all Local Pension Board Members have the requisite knowledge, skills and understanding to enable them to fulfil their role on the Board. Member feedback was sought on the content of the Handbook.

RESOLVED THAT

- 14.1 A section be included on transitional arrangements in relation to issues with varying schemes and the principles of those schemes.
- 14.2 The section relating to Retained Firefighters be replaced with On-Call Firefighters.
- 14.3 Each chapter be presented to Members, once developed.
- 14.4 On completion of the handbook, copies be sent to all staff affected.

15. LOCAL PENSION BOARD – TRAINING STRATEGY & FRAMEWORK

The Director of People Services presented the Training Strategy & Framework which is required to meet the statutory requirements of ensuring all Board Members have the requisite knowledge, skills and understanding to enable them to fulfil their role on the Board.

RESOLVED THAT

- 15.1 Members approved the Local Pension Board Training Strategy as outlined in Appendix 1.
- 15.2 Members approved the skeleton outline of the Local Pension Board Training Framework as outlined in Appendix 2, which will be developed by Officers, for approval, at a future Board meeting.

16. LOCAL PENSION BOARD – SERVICE LEVEL AGREEMENT

The Director of People Services explained to Members the purpose of the Service Level Agreement (SLA) and its content. The Pensions Team at RCT have agreed to assist with the skills, knowledge, technicalities and expectations required of Board Members. Knowledge and skills sessions will be provided at the conclusion of future meetings of the Board.

Mr Traylor provided copies of the Administration Activity Report for Members to review and consider.

Mr Traylor advised Members that sections of the SLA have been kept broad in relation to Divorce and Death situations due to legislative standards placed on RCT. He further advised that members of the RCT Pensions Team liaise closely with affected family members and each aspect of their contact is dealt with in a highly sensitive manner.

In instances of death, the importance of nominated persons being made aware exactly what benefit they will receive in a timely manner was highlighted. Mr Traylor will consider adding this to the Administration Activity Report. It was confirmed that payments are usually received within 5 working days from the date all relevant paperwork is received by the Pensions Team. The team cannot proceed with the process until a copy of the death certificate is received.

Previous delays were discussed and Mr Traylor will consider how improvements can be made. He also stressed that some schemes are complex and varied and assured Board Members that the SLA will help to minimise any delays in future.

A discussion arose in relation to complexity of tax in relation to instances of unpaid leave and the impact on pensionable pay. Mr Traylor agreed to provide a training session on annual allowances and this scenario be used as an example case study. Representatives from RCT & SWFRS to attend this training session.

The Chair wished to thank Members of RCT Pensions Team and SWFRS staff for the time taken in completing the SLA.

RESOLVED THAT

Members approved the draft SLA outlined in Appendix 1 of the report.

REPORT ON THE FIREFIGHTERS' PENSION SCHEME 2015 TAPER PROTECTIONS – LEGAL CHALLENGE

The Director of People Services provided Members with an update on the legal challenge in relation to the Firefighters' Pension Scheme 2015 Taper Protections. The court of appeal ruled that the pension policies applied to firefighters were age discriminatory. The Government then sought permission to appeal, which was later denied by the court.

A Pensions Remedy Hearing will take place on 18 December.

RESOLVED THAT

Members noted the update provided.

17. WG PRESENTATION – MANAGEMENT & GOVERNANCE OF THE FIREFIGHTERS’ PENSION SCHEME

The Director of People Services drew Members’ attention to the presentation circulated previously with information containing the Firefighters’ Pension Scheme presentation held in June and the Weightmans case law workshop held in July. The case laws will be contained within future Member training sessions.

RESOLVED THAT

Members noted the content of the presentation.

18. FORWARD WORK PROGRAMME 2019/2020

The Director of People Services presented the Forward Work Programme for 2019/2020.

RESOLVED THAT

Members accepted the Forward Work Programme for 2019/2020.

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

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

SOUTH WALES FIRE & RESCUE AUTHORITY

MINUTES OF THE STANDARDS COMMITTEE MEETING HELD ON MONDAY 4 FEBRUARY 2019 AT SOUTH WALES FIRE & RESCUE SERVICE HEADQUARTERS

72. PRESENT:

Mr G Hughes (Chair)		Independent Lay Member
Mr R Alexander		Independent Lay Member
Mr D Fussell		Independent Lay Member
Councillor A Roberts		South Wales Fire & Rescue Authority
Councillor J Williams	Arrived 16:55	South Wales Fire & Rescue Authority

APOLOGIES:

Mr S Barnes		Independent Lay Member
Councillor J Harries		South Wales Fire & Rescue Authority

ABSENT:

Dr M Kerbey		Independent Lay Member
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OFFICERS PRESENT: - DCO S Chapman – Monitoring Officer,
Ms S Watkins – Deputy Monitoring Officer

73. CHAIR'S ANNOUNCEMENTS

As Councillor Smith had completed her 8 years tenure as a Member of the Standards Committee, Members unanimously agreed to send her a letter of thanks to acknowledge her dedication and support to the Standards Committee.

74. DECLARATIONS OF INTEREST

No declarations of interest were made.

75. MINUTES OF PREVIOUS MEETING

The minutes of the Standards Committee meeting held on 22 March 2018, were received and accepted as a true record of proceedings subject to the following amendment:-

- Mr C Powell was the 'Deputy' Monitoring Officer, not Monitoring Officer as recorded throughout the minutes, and Ms S Watkins was the incoming temporary Monitoring Officer.

With reference to item 66 in the minutes, 'Members Training', the Monitoring Officer advised Members that combined training with Mid & West Wales was being arranged, and the most suitable date at the moment was 27 March, 2019. Officers confirmed they would provide further details in due course.

76. SOCIAL MEDIA GUIDANCE FOR COUNCILLORS

The Monitoring Officer presented a report which brought Members' attention to the Social Media Guidance for Councillors issued recently by the Welsh Local Government Association.

RESOLVED THAT

Following discussion, Members confirmed that it was a good comprehensive report, and agreed to note the content. Members also noted that this had been circulated to all Fire Authority Members

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

The Monitoring Officer presented a report to Members on the Public Services Ombudsman for Wales Code of Conduct Casebook, issues 17 to 18.

RESOLVED THAT

Following discussion on individual cases, Members agreed to note the content of the Ombudsman Code of Conduct Casebook, issues 17 to 18, published by the Public Services Ombudsman for Wales.

78. ADJUDICATION PANEL FOR WALES – SANCTIONS GUIDANCE

The Monitoring Officer presented a report to Members on the new Sanctions Guidance issued by the Adjudication Panel for Wales.

RESOLVED THAT

Following discussion on the points and observations Members had raised at the last Standards Committee meeting on the draft guidance document, they agreed to note the new Sanctions Guidance issued by the Adjudication Panel for Wales.

79. PUBLIC SERVICES OMBUDSMAN FOR WALES – ANNUAL REPORT & ACCOUNTS 2017/2018

The Monitoring Officer presented a report to Members which included extracts from the Annual Report and Accounts for the Public Services Ombudsman for Wales for the year ending 31 March, 2018, in respect of Members' Code of Conduct matters.

RESOLVED THAT

79.1 Members agreed to note the content of the report.

79.2 Following a question and answer session, Officers agreed to confirm whether there was an appeals process for the complainant if the Ombudsman considered it was not in the public interest to pursue a complaint.

Councillor Williams joined the meeting at 1655 hrs.

The Chair presented a warm welcome to new Member, Councillor Williams, and provided a brief overview of the structure of the Standards Committee meeting, and what had been discussed so far.

80. OBSERVATIONS BY INDEPENDENT MEMBERS OF THE STANDARDS COMMITTEE

The Monitoring Officer presented a report for Members to consider Independent Member observance of Authority meetings.

RESOLVED THAT

- 80.1 Following lengthy discussion, Members agreed to consider nominating an Independent Member to observe up to three key Authority meetings per Municipal Year, and to provide a brief summary of their observations at the next Standards Committee meeting.
- 80.2 Officers agreed to circulate dates of meetings to Members in due course.

81. STANDARDS CONFERENCE, WALES – 14 SEPTEMBER 2018

The Monitoring Officer presented a report which provided Members with feedback from the Standards Conference, Wales, held on 14 September, 2018.

RESOLVED THAT

- 81.1 Following positive feedback received from Mr Alexander and Councillor Williams who had attended the last Standards Conference, Members agreed to note the content of the report.
- 81.2 With reference to possibly setting up a network of Standard Committee Members within South Wales, Officers agreed to raise the issue with other Monitoring Officers, and to provide a response at the next meeting.

82. DATE OF NEXT MEETING

- 82.1 Following discussion on arranging a date for the next Standards Committee meeting, Officers agreed to circulate a date at the same time as confirming a date for the Members Training session.
- 82.2 Officers also agreed to circulate a copy of the Standard Committee minutes to Members before the next meeting.

SOUTH WALES FIRE & RESCUE AUTHORITY

MINUTES OF THE FIRE & RESCUE AUTHORITY MEETING HELD ON MONDAY 16 DECEMBER 2019, 10:30HRS AT SOUTH WALES FIRE & RESCUE SERVICE HEADQUARTERS

30. PRESENT:

Councillor	Arrived	Left	Authority
S Bradwick (Chair)			Rhondda Cynon Taff
D Ali		11:44	Cardiff
L Brown			Monmouthshire
P Drake			Vale of Glamorgan
S Ebrahim		11:30	Cardiff
C Elsbury			Caerphilly
S Evans			Torfaen
J Harries			Rhondda Cynon Taff
J Holt			Blaenau Gwent
A Hussey			Caerphilly
H Jarvie			Vale of Glamorgan
D Naughton			Cardiff
S Pickering			Rhondda Cynon Taff
H Thomas			Newport
J Williams		11:10	Cardiff
D White			Bridgend
M Spencer			Newport
V Smith		12:05	Monmouthshire
A Roberts			Rhondda Cynon Taff
A Jones		11:37	Torfaen

APOLOGIES:

D T Davies	Caerphilly
R Shaw	Bridgend
A Lister	Cardiff

ABSENT:

L Davies	Merthyr Tydfil
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OFFICERS PRESENT:- CFO H Jakeway, DCO S Chapman – Deputy Chief Officer & Monitoring Officer, ACFO D Rose – Director of Service Delivery, ACFO R Prendergast – Director of Technical Services, Ms A Reed – Director of People Services, Mr C Barton – Treasurer, Mr G Thomas – Head of Finance & Procurement, Mr M Hole – Health, Safety & Wellbeing Officer, Ms S Ford – Learning & Development Manager

31. DECLARATIONS OF INTEREST

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

All Members declared a personal non-prejudicial interest in Agenda Item 7.iii, 'Independent Remuneration Panel for Wales Draft Annual Report – February 2020'.

32. CHAIR'S ANNOUNCEMENTS

BLUE LIGHT CAROLSERVICE

The Chair reminded Members of the Blue Light Carol Service taking place at Llandaff Cathedral on Thursday, 19 December at 19:00hrs.

OFFICIAL OPENING OF OCCUPATIONAL HEALTH UNIT

The Chair also reminded Members of the Official Opening of the Occupational Health Unit which was scheduled to take place immediately after the Fire Authority meeting.

FIRE CADET PASSING OUT PARADE – PARC PRISON

Councillor Harries advised Members of his recent attendance at the successful Fire Cadet Passing Out Parade held at Parc Prison, and praised the work of fire service staff.

WELCOME

The Chair extended a warm welcome to Councillor Spencer to his first meeting of the Fire Authority.

BIRTHDAY WISHES

The Chair, on behalf of all Members, wished Councillor Jones a very happy birthday.

LOCAL AUTHORITY BUDGET MEETINGS

The Chair advised Members of the positive response received from the meetings held to date. The meetings will conclude in early January.

33. MINUTES OF PREVIOUS MEETINGS

The following minutes were received and accepted as a true record of proceedings, following slight amendment to the attendees list contained within the minutes of the Fire & Rescue Authority meeting on 16 September 2019:-

- Finance, Asset & Performance Management Scrutiny Group on 25 March 2019.
- Local Pension Board Committee on 24 June 2019.
- HR & Equalities Committee on 8 July 2019.
- Finance, Audit & Performance Management Committee on 9 September 2019.
- Fire & Rescue Authority meeting on 16 September 2019, subject to an amendment being made to show that Councillor Colin Elsbury was present.

34. UPDATE ON ACTIONS

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

35. REPORTS FOR DECISION

35.1 HEALTH, SAFETY AND WELLBEING ANNUAL REPORT 2018/19

The Director of Technical Services provided Members with a summary of the key activities undertaken and the performance of South Wales Fire and Rescue Service in the area of Health, Safety and Wellbeing.

It was noted that mental health issues are likely to increase due to the fact that there is less of a stigma attached to mental health and more awareness is being raised through the Service. Additional resources have been made available in this regard.

In relation to the figures for accidents reported from the three Welsh FRS's, it was noted that each service has a different reporting method, for instance Mid & West Wales record attacks on crews as near misses whereas South Wales keep numbers of attacks on crews separate. The way in which the Service reports on such instances will be considered.

The Health and Safety Team have been in discussions with other Service's in Wales and across the UK in relation to incident reporting.

A discussion arose around the number of vehicle claims and it was noted that the Service requires operational staff to wear seatbelts on appliances. It was stressed however that this is not a legal requirement.

In relation to a question on stand up tables, Members were advised that the tables were requested by staff members and a meeting room identified for them. Positive feedback has been received in this regard.

It was noted that Newport City Council have introduced a 'Positive Safety Behaviour' system whereby staff Members record actions taken. Positive feedback has been received following the adoption of the system. It was confirmed that the Service will give consideration to the system.

In relation to Medical Surveillance, it was confirmed that medicals are undertaken every 3 years and fitness assessments take place every 2 years for all operational staff.

RESOLVED THAT

- 35.1.1 Members accepted the report on the performance of South Wales Fire & Rescue Service in the area of Health, Safety and Wellbeing.
- 35.1.2 Members noted the overall success achieved during 2018/19 in the delivery of an environment that is supportive of the Health, Safety and Welfare of staff.
- 35.1.3 Members endorsed and supported the range of initiatives underway to proactively and reactively support the Health, Safety and Wellbeing of staff employed by South Wales Fire & Rescue Authority.

35.2 TREASURY MANAGEMENT MID-TERM REVIEW REPORT 2019/20

The Treasurer presented the Treasury Management Mid-Term Review Report and provided an update on the Authority's treasury activities for the period 1 April-30 September 2019.

RESOLVED THAT

Members noted and approved the report and the treasury activity for 2019/20.

35.3 REVENUE BUDGET 2020/21

The Treasurer updated Members on the preparation of the Revenue Budget for 2020/21 and recommended the Fire Authority consult with its ten constituent councils on its contribution budget for that year.

The Treasurer also advised Members that Welsh Government have deferred their budget announcement until today. As a consequence, the Treasurer requested delegated authority to make a final determination on the consultation budget following Welsh Government's budget announcements as the level of pension grant funding was a critical determining factor. An update will be provided at the next FA&PM Scrutiny Committee meeting taking place on 13 January followed by an update at the next full Fire Authority meeting scheduled to take place on 10 February.

RESOLVED THAT

Members noted the current situation update and agreed that the Treasurer make a final determination on the basis of the consultation budget following Welsh Government's budget announcement.

35.4 BIO-DIVERSITY FORWARD PLAN

The Head of Finance and Procurement presented the Biodiversity Forward Plan which addressed the statutory requirements of the Service under Section 6 of the Environment (Wales) Act 2016, to demonstrate how we will 'seek to maintain and enhance biodiversity in the proper exercise of our functions, and in doing so promote the resilience of ecosystems'. Part one (the appended document) set out the background, legislative context, and identified challenges and opportunities.

The Biodiversity Forward Plan looks at how South Wales Fire & Rescue Authority manages and improves natural resources to ensure that biodiversity is considered in all Service areas, and are core themes in service delivery, becoming an integral part of the decision making processes throughout the Fire & Rescue Authority.

The actions in the Biodiversity Forward Plan will be reviewed and updated at the end of each 3-year reporting period.

It was noted that engagement has been undertaken with all members of the service including fire cadets.

The purchase of electric vehicles is being considered by the Transport and Engineering Department.

In relation to the Service's attendance at fires at large recycling plants, the costs incurred for the attendance at such incidents is met by the Service as the Service has a statutory obligation to attend. It was noted however, that a substantial amount of work is being undertaken by the Service in this area in collaboration with Natural Resources Wales.

In relation to clean air/pollution it was noted that the Service has no control of where residential developments are placed however, the Service does have the opportunity to raise any issues at Public Service Board meetings and feed into any development plans, when required.

In relation to a Member Champion, it was agreed that Councillor David White take up the role.

RESOLVED THAT

Members approved the Biodiversity Forward Plan (Part 1) as set out in Appendix 1 attached to the report.

35.5 GENDER PAY GAP STATEMENT – 31 MARCH 2019

The Director of People Services advised Members that under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, all public authorities are required to publish gender pay gap information by reporting the percentage differences in pay between their male and female employees.

Public authorities must publish the required information based on data captured on the snapshot date of 31 March, within 12 months. Accordingly, the deadline for publication is 30 March 2020 for the Service's Gender Pay Gap report based on figures as at 31 March 2019.

The Gender Pay Gap Statement was presented in the report attached at Appendix 1.

RESOLVED THAT

Members approved the 2019 Gender Pay Gap report and Statement to be published by 30 March 2020, following slight amendment to the Chair's title in the report.

35.6 SERVICE WIDE JOB EVALUATION EXERCISE

The Director of People Services provided a summary of the proposed service Wide Job Evaluation Exercise.

The results of the exercise will be presented to Members in approximately 12 months' time.

It was noted that an appeal process will be in place and will include a representative from HR.

Members raised concerns with staff morale and stressed the importance of helping them understand they will not lose their positions, however it will be a worrying time for all. A similar process was undertaken at Caerphilly County Borough Council where support was provided to staff. The Director of People Services agreed to make contact with them to discuss their experiences of the process.

RESOLVED THAT

35.6.1 Members noted the contents of the report.

35.6.2 Members agreed to proceed with the proposed Job Evaluation Exercise.

35.6.3 Members agreed to the associated costs listed within the report.

36. REPORTS FOR INFORMATION

36.1 COST OF WELSH LANGUAGE PROVISION

Following a request by Members, the Deputy Chief Officer provided details on the costs to the Service of complying with the requirements of the Welsh Language Standards.

The amount of correspondence the Service receives in Welsh will be reported at the next HR & Equalities Committee meeting.

RESOLVED THAT

Members noted the content of the report.

36.2 BUSINESS PLAN ACTIONS REPORT – HEALTH CHECK – 2019-20 QUARTER 2

The Deputy Chief Officer presented the Business Plan Actions report Health Check for Quarter 2 2019-20.

In relation to Fire Medical Response (FMR), the Director of Service Delivery confirmed that the crew at Chepstow continue to provide

FMR, on a voluntary basis. He also stressed that all firefighters would provide support at an incident, if required. Councillor Smith was pleased to advise how much residents of Monmouthshire have benefitted from the crew at Chepstow continuing with FMR.

Members discussed the benefits of an App that was being utilised to dispatch the nearest first responder pending arrival of an ambulance and the Service confirmed awareness of the App and that we continue to work positively with WAST.

In relation to Cadet Programmes at Prisons, Councillor Smith expressed an interest in attending a future programme. It is hoped that the programme will expand to additional prisons in future.

The Director of Service Delivery outlined progress against the statutory performance indicators which included Special Appliance Calls, Fatalities, False Alarms and Dwelling Fires, electronic copies will be provided for Members.

In relation to false alarms, the Service has undertaken a significant amount of work with hospitals, University Hospital of Wales in particular, which has resulted in a reduction in false alarms. Hospital sites now have their own procedures in place to enable them to deal with instances of false alarms in-house.

The Director of Service Delivery stressed the highest number of false alarm calls are received from health and educational premises and that a substantial amount of work is being undertaken by the Service to reduce the number of calls received.

RESOLVED THAT

Members noted the content of the report.

36.3 INDEPENDENT REMUNERATION PANEL FOR WALES' DRAFT ANNUAL REPORT – FEBRUARY 2020

The Deputy Chief Officer brought Members' attention to the relevant sections of the Independent Remuneration Panel for Wales' Draft Annual Report that related to payments to Members of Welsh Fire & Rescue Authorities.

RESOLVED THAT

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

36.4 FORWARD WORK PROGRAMME

The Deputy Chief Officer provided a brief overview of the Forward Work Programme for 2019/2020.

RESOLVED THAT

Members agreed to note the Forward Work Programme for 2019/2020.

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

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

At the close of the meeting the Chief Fire Officer thanked Members for their continued support throughout a very busy and varied year and stressed the work undertaken by staff could not be done without the governance and robust scrutiny and support that Members provide. On behalf of all officers, the Chief Fire Officer wished Members a happy Christmas and healthy New Year.

The Chair also wished to thank Members and officers for their support throughout the year and wished everyone a very happy Christmas and New Year.

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AGENDA ITEM NO 5

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

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

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

Minute No	Item	Action	Leading Officer	Current Status:
19/20 – 35.5	Gender Pay Gap	Publish the Service's Gender Pay Gap Statement by 30 March 2020.	ACO PS	The Statement has been published on the website. ACTION COMPLETED

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AGENDA ITEM NO 6

Reports for Decision

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SOUTH WALES FIRE & RESCUE AUTHORITY
REPORT OF THE DEPUTY CHIEF OFFICER

AGENDA ITEM NO 6.i
10 FEBRUARY 2020

**WALES AUDIT OFFICE ANNUAL AUDIT LETTER 2018/19 AND
CERTIFICATE OF COMPLIANCE 2018/19**

SUMMARY

This report concludes the Wales Audit Office review of the Authority's audit of financial reporting for 2018/19 and our assessment of performance for 2018/19.

RECOMMENDATIONS

That Members note the two documents received from the Wales Audit Office.

1. ANNUAL AUDIT LETTER 2018/19

- 1.1 The Annual Audit Letter attached at Appendix 1 to this report details the conclusions of the Wales Audit Office review of the Authority's financial reporting for the period 2018/19 and discharges the Auditor's responsibilities under the Public Audit (Wales) Act 2004.
- 1.2 Members will be pleased to note that the Auditor General has issued an unqualified audit opinion on the Authority's accounting statements in relation to its financial transactions. It is to be further noted that the Auditor General considered that the Authority has appropriate arrangements in place to secure economy, efficiency and effectiveness in its use of resources.

2. CERTIFICATE OF COMPLIANCE 2018/19

- 2.1 Under the Local Government Measure, the Authority must be publish an assessment of its performance during the previous year, which is then audited by the Wales Audit Office to ensure that the Authority has discharged its statutory responsibilities.
- 2.2 The Certificate of Compliance attached at Appendix 2 to this report outlines the Auditor General's opinion that the Authority has met its statutory requirement and complied with the relevant Welsh Government's statutory guidance in publishing its assessment.

3. RECOMMENDATION

- 3.1 That Members note the two documents received from the Wales Audit Office.

Contact Officer:	Background Papers:
Sally Chapman Deputy Chief Officer	<ul style="list-style-type: none">• Appendix 1 - Wales Audit Office Annual Improvement Report 2018/19• Appendix 2 – Certificate of Compliance 2018/19

APPENDIX 1

24 Cathedral Road / 24 Heol y Gadeirlan
Cardiff / Caerdydd
CF11 9LJ
Tel / Ffôn: 029 2032 0500
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Textphone / Ffôn testun: 029 2032 0660
info@audit.wales / post@archwilio.cymru
www.audit.wales / www.archwilio.cymru

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

Reference: 1655A2019-20
Date issued: 20 January 2020

Dear Councillor Davies

Annual Audit Letter – South Wales Fire and Rescue Authority 2018-19

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

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

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

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

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

- provide an audit opinion on the accounting statements;
- review the Authority's arrangements to secure economy, efficiency and effectiveness in its use of resources; and

- issue a certificate confirming that I have completed the audit of the accounts. Fire authorities in Wales prepare their accounting statements in accordance with the requirements of the CIPFA/LASAAC Code of Practice on Local Authority Accounting in the United Kingdom. This Code is based on International Financial Reporting Standards.

On 31 July 2019 I issued an unqualified audit opinion on the accounting statements confirming that they present a true and fair view of the Authority's and Fire Fighters' Pension Fund's financial position and transactions. My report is contained within the Statement of Accounts. The key matters arising from the accounts audit were reported to members of the Fire and Rescue Authority in my *Audit of Financial Statements report* on 29 July 2019, with recommendations for improvement reported to members of the Finance, Audit and Performance Management Committee on 25 November 2019.

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

My consideration of the Authority's arrangements to secure economy, efficiency and effectiveness has been based on the audit work undertaken on the accounts as well as placing reliance on the work completed under the Local Government (Wales) Measure 2009 and under the Well-being of Future Generations (Wales) Act 2015.

I highlighted some opportunities for improvement in my Annual Improvement Report¹ issued in May 2019 but there were no formal recommendations for improvement.

I issued a certificate confirming that the audit of the accounts has been completed on 31 July 2019

I received no electors' questions or objections in relation to the 2018-19 audit. Having given an audit opinion on the financial statements and concluded on the Authority's arrangements to secure economy, efficiency and effectiveness in its use of resources, I was able to certify that the audit was complete when I issued my audit opinion.

Financial audit fee

The financial audit fee for 2018-19 is £57,022, which is in line with the estimate that I set out in the Annual Audit Plan.

¹ www.audit.wales/system/files/publications/south_wales_fire_rescue_annual_improvement_report_2018_english.pdf

Yours sincerely

A handwritten signature in blue ink, appearing to read 'Derwyn Owen', enclosed in a light blue rectangular box.

Derwyn Owen
For and on behalf of the Auditor General for Wales

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

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Reference: 1632A2019-20

Date issued: December 2019

Audit of South Wales Fire Authority's assessment of 2018-19 performance

Certificate

I certify that I have audited South Wales Fire Authority's (the Authority) assessment of its performance in 2018-19 in accordance with section 17 of the Local Government (Wales) Measure 2009 (the Measure) and my Code of Audit Practice.

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

Respective responsibilities of the Authority and the Auditor General

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

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

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

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

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

Scope of the audit

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

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

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



Adrian Crompton

Auditor General for Wales

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

SOUTH WALES FIRE & RESCUE AUTHORITYAGENDA ITEM NO 6.ii
10 FEBRUARY 2020

REPORT OF THE TREASURER

REVENUE BUDGET 2020/21**SUMMARY**

The report includes an update on outstanding matters in respect of the revenue budget, feedback on the consultation exercise undertaken and a recommendation on the level of the contributions budget for 2020/21.

RECOMMENDATION

That the Fire & Rescue Authority approves the contribution budget at £74,879,797 representing an increase of 4.25%.

1. BACKGROUND

- 1.1 The Fire Authority considered a report in its December meeting with a range of options for the contributions budget dependent on the level of grant funding provided by Welsh Government towards employer pension costs. This report includes a situation update in respect of those matters which were yet to be confirmed together with an update on the consultation undertaken and a recommendation for the budget for next financial year.
- 1.2 The Finance, Audit & Performance Management (FAPM) Committee has received reports on the key points within the MTFs and budget and the FAPM Scutiny Group has considered the background and detail to the budget at its meetings.

2. ISSUES

- 2.1 The approved MTFs included historical data on spending and budget reductions within the Service throughout the last decade of austerity. It shows the previous decisions made by the Fire Authority in relation to its budget setting. The Fire Authority has maintained its cash budget at the same level over the austerity period representing around £12m (17%) of efficiency savings on a real terms basis.
- 2.2 Planning for fire services in Wales is compromised by the ongoing review of governance and funding being undertaken by Welsh Government. Until this review has concluded, the number and structure of Fire Authorities remains uncertain as is the method of funding the services they provide. For the purposes of this report, a 'no change' scenario is assumed.

- 2.3 The MTFS identified the operational context in which the financial management of the Authority takes place currently and sets out the challenges, risks and responses which are relevant in the short to medium term where this is possible. Further specific risks apply to the setting of the budget next year.

3 LOCAL GOVERNMENT SETTLEMENT 2020/21

- 3.1 Welsh Government announced its draft budget and draft local government settlement on the 16th December.
- 3.2 The draft settlement marked a significant and perhaps unexpected change in the level of financial resources made available to local government. Within the ten constituent South Wales councils, Aggregate External Finance increased by an average of 4.4% on a like for like basis.
- 3.3 In previous years, the Fire Authority has been informed of the consistent pattern of increases in local taxation which assists in budget setting for council services which include fire and rescue services. Council tax yield has typically increased by an average between 4% and 5%. Higher increases have been seen in the current financial year which exceed the Welsh Government's informal 5% cap and in some cases have reached double digits.
- 3.4 Population data relating to the settlement was confirmed by Welsh Government on 25 November. This population data is used as the basis for the distribution of contributions from the ten constituent councils as set out in legislation. The table below illustrates the change to contributions arising from the new population data before any budget decisions are made by the Fire Authority for next year. It is important to note that councils which see increases in population generally benefit from a proportionately favourable Welsh Government Settlement and vice versa.

Authority	Budget 2019/20 £	Population 2019/20 £	Population 2020/21 £	Change %	Change £
Bridgend	6,746,905	143,272	144,074	0.6	20,991
The Vale Of Glamorgan	6,047,690	128,424	130,294	1.5	72,888
Rhondda Cynon Taf	11,252,298	238,945	239,538	0.2	32
Merthyr Tydfil	2,790,365	59,254	59,719	0.8	14,943
Caerphilly	8,537,563	181,297	181,158	-0.1	-27,641
Blaenau Gwent	3,266,932	69,374	69,544	0.2	-93
Torfaen	4,336,523	92,087	92,568	0.5	11,871
Monmouthshire	4,382,814	93,070	93,606	0.6	14,341
Newport	7,028,089	149,243	151,272	1.4	77,934
Cardiff	17,437,965	370,299	367,273	-0.8	-185,266
Total	71,827,144	1,525,265	1,529,046	0.2	0

4 SPECIFIC BUDGET PLANNING CONSIDERATIONS

- 4.1 Following changes to the Fire Service Pension Schemes, the Authority is in receipt of a significant grant from Welsh Government to assist in funding the changes arising from the SCAPE rate. As reported to the Fire Authority in December, the Welsh Government was yet to confirm the level of grant being provided for next year.
- 4.2 These increased pension costs are permanent and the sustainability of the Fire Authority's revenue budget is therefore dependant on Welsh Government meeting them in full. After the December meeting, the Authority received notification of the level of grant allocation of £2.8m, a reduction on the already insufficient level of grant provided in the current financial year. The Authority is already managing an overspend in respect of these costs in the current year.
- 4.3 Failure to provide full funding of these costs was a fundamental driver to the Authority's budget position and it has been somewhat fortuitous that the Authority was similtaneously notified by its Pension Fund administrators that the costs of the Local Government Pension Scheme (LGPS) would fall next year offsetting the reduction in grant.
- 4.4 The recent legal cases which the Government have lost in respect of the tapering arrangements for the firefighters' pension schemes will also have an impact on costs at some future date. The degree and timing of the impact will not become apparent until a solution is agreed. The revenue budget does not include provision for these costs at this time. It is assumed that central funding will be provided to meet any additional costs arising from a Government proposed solution to the future of firefighters' pension benefits.
- 4.5 There have been a number of other areas of work which were ongoing during the consultation period which have now been completed and factored into the budget. These include
- additional provision for insurance costs which are likely to rise above the level of inflation due to increasing premiums in the industry
 - provision for the upgrade and replacement of software in the fleet management area due to de-support notices issued by the system providers and
 - completion of the review of the capital financing charges budget as indicated in the December budget report where further savings have been identified

The net effect of all of these final changes has been to reduce the proposed budget increase at consultation (4.5%) to a final proposed increase of 4.25%.

- 4.6 Following these final inclusions, the revenue budget changes are summarised below. Appendix 1 provides a breakdown of the proposed budget.

Proposed Budget Consultation	Increase £m	Increase %
Pay inflation	+1.0	+1.5
Fire Pensions	+0.9	+1.2
LGPS Pensions	-0.4	-0.5
Premises – rates, energy and repairs	+0.8	+1.1
Equipment and supplies	+0.2	+0.3
Fleet	+0.1	+0.1
Contracted services	+0.1	+0.1
Capital financing charges	+0.3	+0.5
	+3.0	+4.3

- 4.7 The table below shows the detailed impact of this budget proposal by constituent council.

Authority	Budget 2019/20 £	Population Share %	Increase £	Change %	Budget 2020/21 £
Bridgend	6,746,905	9.42	308,626	4.57%	7,055,531
The Vale Of Glamorgan	6,047,690	8.52	333,013	5.51%	6,380,703
Rhondda Cynon Taf	11,252,298	15.67	478,256	4.25%	11,730,554
Merthyr Tydfil	2,790,365	3.91	134,169	4.81%	2,924,534
Caerphilly	8,537,563	11.85	334,030	3.91%	8,871,593
Blaenau Gwent	3,266,932	4.55	138,748	4.25%	3,405,680
Torfaen	4,336,523	6.05	196,678	4.54%	4,533,201
Monmouthshire	4,382,814	6.12	201,220	4.59%	4,584,034
Newport	7,028,089	9.89	379,940	5.41%	7,408,029
Cardiff	17,437,965	24.02	547,973	3.14%	17,985,938
Total	71,827,144	100.00	3,052,653	4.25%	74,879,797

5. BUDGET CONSULTATIONS

- 5.1 Councils have been kept abreast of possible budget scenarios.
- 5.3 As part of this engagement and consultation activity, the Chairman, Deputy Chairman, Chief Fire Officer and Treasurer have offered the ten councils the opportunity to receive briefings on the current landscape within the Fire & Rescue Service including the budget. Seven of the ten councils have been visited throughout November and December with Merthyr Tydfil planned for February 11th and Bridgend for February 26th,

both having been previously deferred. Cardiff City Council have not currently been able to avail themselves of the opportunity offered.

- 5.4 The Fire Authority consults on its budget with the ten constituent councils and this formal consultation began after the December meeting of Fire Authority on the basis of the 4.5% outlined above. Formal responses received at the time of finalising this report are attached at Appendix 2.

6. FINANCIAL IMPLICATIONS

- 6.1 Details of financial projections are included within the MTFS and report.
- 6.2 In the context of financial resilience, the Authority's budget includes a number of assumptions of income and expenditure for next year and the medium term. There are inevitably financial and other risks inherent in these assumptions and the operation of the organisation.
- 6.3 Non-financial risks are included and monitored in the Authority's risk register through the Senior Management Team, FAPM Committee and the Fire Authority.
- 6.4 The main financial risks to the organisation include
- Overspending
 - Delivery of efficiency savings
 - Controlling and managing capital investment
 - Levels of grant funding
 - Meeting liabilities that may be identified and / or fall due
- 6.5 The Treasurer as the responsible Finance Officer confirms that in terms of the MTFS, budget and assumptions therein, the financial health of the Authority is sustainable and resilient. In reaching this conclusion, regard is had for the following
- The Authority maintains adequate levels of reserves
 - Liabilities are identified and properly accounted for
 - Audit and other regulatory reports are favourable
 - Budgets are monitored
 - There is no history of unplanned overspending
 - The Authority adheres to relevant Codes of Practice
 - The Authority's governance arrangements are sound

7. EQUALITY RISK ASSESSMENT

- 7.1 There are no equality implications resulting directly from this report. Each significant change in the Authority's budgets will undergo equality

and diversity risk assessment by the responsible budget holder as part of the budget planning process.

8. RECOMMENDATION

8.1 That the Fire & Rescue Authority approves the contribution budget at £74,879,797 representing an increase of 4.25%.

Contact Officer:	Background Papers:
Geraint Thomas Head of Finance and Procurement	Appendix 1 – Budget 2020/21 Appendix 2 – Formal Responses

Appendix 1

Budget 2020/21	£
Employee direct costs	49,433,518
Pension costs	9,958,778
Injury awards & ill health charges	909,134
Other employee related costs	518,000
Employee Related	60,819,430
Repair & maintenance	1,098,154
Rates, rent and leasing	1,629,332
Cleaning & Grounds Maintenance	530,150
Water	39,091
Energy	812,000
Security	82,610
Telephones/Communications	1,372,560
Premises Related	5,563,897
Training Related	1,482,236
Furniture	99,629
Operational equipment	334,700
Other equipment	117,628
RTC (scrap vehicles)	67,500
Fitness/training equipment	50,000
Equipment repair & maintenance	106,500
Fire Ground consumables (foam)	10,000
I.C.T.	930,015
Clothing & Uniforms	671,165
Print, copying and stationery	97,557
Postage & freight	20,520
Advertising (vacancies, etc.)	201,600
Licences	80,225
Books, Literature / subscriptions	175,122
Fire ground provisions & medical	6,500
Catering supplies & Meals	45,440
Competitions, Presentations & awards	27,990
Insurances	1,067,389
Supplies and Services	4,109,480
Transport Related	1,455,846
Contracted Services	876,893
Capital Costs and Leasing	4,934,101
Total Expenditure	79,241,883
Transfer from / to Reserves	-100,000
Income	-4,262,086
Total Budget	74,879,797

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APPENDIX 2

Mr Chris Barton
Treasurer
SW Fire & Rescue Authority

TREASURER@southwales-fire.gov.uk

Arweinydd y Cyngor / Leader of Council
Deialu uniongyrchol / Direct line: (01656) 643225
Gofynnwch am / Ask for:
Ein cyf / Our ref: HD/KLW
Eich cyf / Your ref: CB/ND

Dyddiad / Date: 22nd January 2020

Dear Chris

South Wales Fire and Rescue Authority Budget and Contributions 2020/21

Many thanks for your letter of 19th December setting out the proposals for the Fire and Rescue Authority budget.

You asked us for our views regarding the Fire and Rescue Authority's budget for the coming financial year.

We appreciate the late schedule this year and note that the Fire and Rescue Authority has approved its medium-term financial strategy and on 16th December 2019, considered a range of draft budget options for 2020/21. We also note that since then, some of the 'unknowns' were clarified by the announcements by Welsh Government on the 16th.

We appreciate the situation with regard to population changes and the re-basing within the Local Government settlement for 2020/21.

Nevertheless, as a Council we are still faced with making reductions to service budgets year on year, along with significant financial pressures from a variety of sources. A 4.83% increase of £325,426 will be one such pressure that the Council will have to accommodate by making reductions elsewhere.

There were a couple of questions that we would like to raise with regard to the proposed budget:

- There is a figure for £565,000 for Capital financing and we would like more detail on what that is and why it has increased so significantly.

- In terms of the proposed savings for 2020/21, it would be useful to see more detail on those before the final budget is set.

We appreciate the challenges that are faced right across the public sector and will continue to work in partnership with the Fire and Rescue Authority.

Yours sincerely

A handwritten signature in black ink that reads "Huw David". The signature is written in a cursive style with a large initial 'H'.

Cllr Huw David
Arweinydd y Cyngor / Leader of Council

T: 01495 355001 DX: 43956 Ebbw Vale

E: Michelle.Morris@blaenau-gwent.gov.uk

Our Ref./Ein Cyf. MM / JLC

Your Ref./Eich Cyf.

Contact:/Cysylltwch â: Michelle Morris

24th January 2020

Chris Barton
Treasurer
South Wales Fire & Rescue Authority
Forest View Business Park
Llantrisant
CF72 8LX



Dear Mr Barton

South Wales Fire and Rescue Authority Budget and Contributions 2020/21

Thank you for the opportunity to provide Blaenau Gwent County Borough Council's views on the proposed budget and contributions for 2020/21.

I note that the proposed increase is in line with your median scenario as advised in October 2019 and acknowledge the significant impact upon your costs resulting from the change to the SCAPE.

It is regrettable that WG funding does not cover the full impact of this change, this is something that local authorities can sympathise with since we face a similar scenario relating to teachers pay & pensions.

It is however pleasing to see that your proposed budget, and subsequent contributions, incorporates reductions and savings initiatives which offsets some of the cost increases you are expecting.

This Council's funding from WG for 2020/21 is expected to increase by 3.9% and to minimise the impact upon our Council Tax payers my preference would be to see a lower contribution to the Fire Authority however I have no significant objections to the proposed budget.

Yours sincerely

Michelle Morris

Michelle Morris
Managing Director

Mae'r Cyngor yn croesawu gohebiaeth yn Gymraeg a Saesneg a byddwn yn cyfathrebu gyda chi yn eich dewis iaith, dim ond i chi rhoi gwybod i ni pa un sydd well gennych. Ni fydd gohebu yn Gymraeg yn creu unrhyw oedi.

The Council welcomes correspondence in Welsh and English and we will communicate with you in the language of your choice, as long as you let us know which you prefer. Corresponding in Welsh will not lead to any delay.

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SOUTH WALES FIRE & RESCUE AUTHORITY

AGENDA ITEM NO 6.iii

10 FEBRUARY 2020

REPORT OF THE ASSISTANT CHIEF FIRE OFFICER OF SERVICE DELIVERY

REPORT ON THE STRATEGIC PERFORMANCE INDICATOR TARGETS 2020/21**SUMMARY**

To consider the Strategic Performance Indicator Targets for 2020/21.

RECOMMENDATIONS

That Members endorse the Performance Indicator Targets proposed for 2020/21.

That Members approve delegation to Assistant Chief Fire Officer to review Q4 2019/2020 data, planned reduction strategies and refine targets as necessary.

That Members approve its publication onto the SWFRS internet site.

1. BACKGROUND

- 1.1 To support performance within the Service it is essential that previous performance is reviewed and future targets are set for the forth coming year. These indicator targets are made available to the public via our internet site and are referenced within corporate documents produced and published by the Service.
- 1.2 There is a requirement under the Local Government (Wales) Measure to report annually to Welsh Government (WG) on seven Strategic Performance Indicators. There are four incident-based indicators, two fatality and injury indicators and one effective response indicator.
- 1.3 The targets for 2020/21 are proposed prior to the start of the reporting year, utilising a profiling process that considered nine months of 2019/20 actual incident data and a further four years of historic incident data to provide a baseline target figure.

2. ISSUE

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

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

- The number of deaths and injuries caused by all fires and accidental fires (two indicators).
 - The percentage of dwelling fires which were contained in the room in which they originated (one indicator).
- 2.2 The baseline figures are to be further reviewed by the ACFO for Service Delivery with due consideration given to changing call profiles, ongoing risk reduction activities and public safety campaigns planned for 2020/21.
- 2.3 The number of fires attended in 2019/20 is currently predicted to be lower than the number attended during the previous reporting year. The provisional target for 2020/2021 is forecasted to be 6,043.
- 2.4 The number of false alarms attended in 2019/20 is currently predicted to be lower than the number attended during the previous reporting year. The provisional target for 2020/2021 is forecasted to be 7,869.
- 2.5 The number of Road Traffic Collisions (RTCs) attended in 2019/20 is currently predicted to be lower than the number attended during the previous reporting year. The provisional target for 2020/2021 is forecasted to be 1,110.
- 2.6 The number of Special Service Calls (SSCs) attended in 2019/20 is currently predicted to be higher than the number attended during the previous reporting year. The provisional target for 2020/2021 is forecasted to be 2,276.
- 2.7 The number of Deaths and Injuries as a result of fire in 2019/20 is currently predicted to be slightly lower than the number attended during the previous reporting year. The provisional target for 2020/2021 is forecasted to be 72
- 2.8 The number of Deaths and Injuries as a result of an accidental fire in 2019/20 is currently predicted to be lower than the number attended during the previous reporting year. The provisional target for 2020/2021 is forecasted to be 57.
- 2.9 The % of dwelling fires confined to the room the fire originated in for 2019/20 is currently predicted to be higher than the & during the previous reporting year. The provisional target for 2020/2021 is forecasted to be 84%.
- 2.10 The Background Paper (Appendix 1) provides full details of the five year trend performance based on the Strategic indicators.

3. FINANCIAL IMPLICATIONS

3.1 There are no financial implications.

4. EQUALITY RISK ASSESSMENT

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

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

5. RECOMMENDATIONS

5.1 That Members endorse the Performance Indicator Targets proposed for 2020/21.

5.2 That Members approve delegation to Assistant Chief Fire Officer to review Q4 2019/2020 data, planned reduction strategies and refine targets as necessary.

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

Contact Officer:	Background Papers:
Jon Carter Planning, Performance and Risk Manager	Appendix 1 – Target Setting Analysis 2020/2021

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Back Ground Paper
FA PI Targets
2020/2021

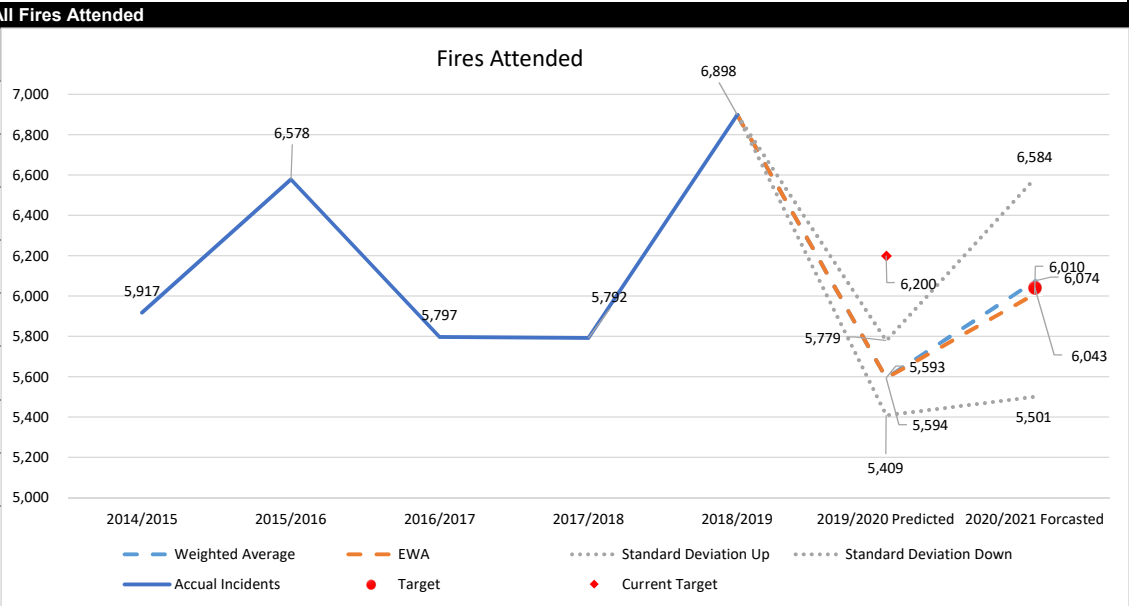
Target Setting 2020/2021 Total Incidents

Total Incidents			
Indicator I.D.	1	Description:	Total Fires attended per 10,000 population.
Indicator Ref:	FRS/RRC/S/001 (i)		
Target	6043	The data shown in the tables and chart below are the actual number of incidents. These are then divided by the population and multiplied by either 10,000 or 100,000, as specified, in order that meaningful comparisons can be made across other FRS's, e.g. Welsh FRS's and Family Group 4.	

Direction of Travel:



All Fires Attended							
Year No	1	2	3	4	5	6	7
Year	2014/2015	2015/2016	2016/2017	2017/2018	2018/2019	2019/2020 Predicted	2020/2021 Forecasted
Data	5,917	6,578	5,797	5,792	6,898		
Weighted Average						5,593	6,074
EWA						5,594	6,010
Upper Range						5,779	6,584
Lower Range						5,409	5,501
Target						6,200	6,043



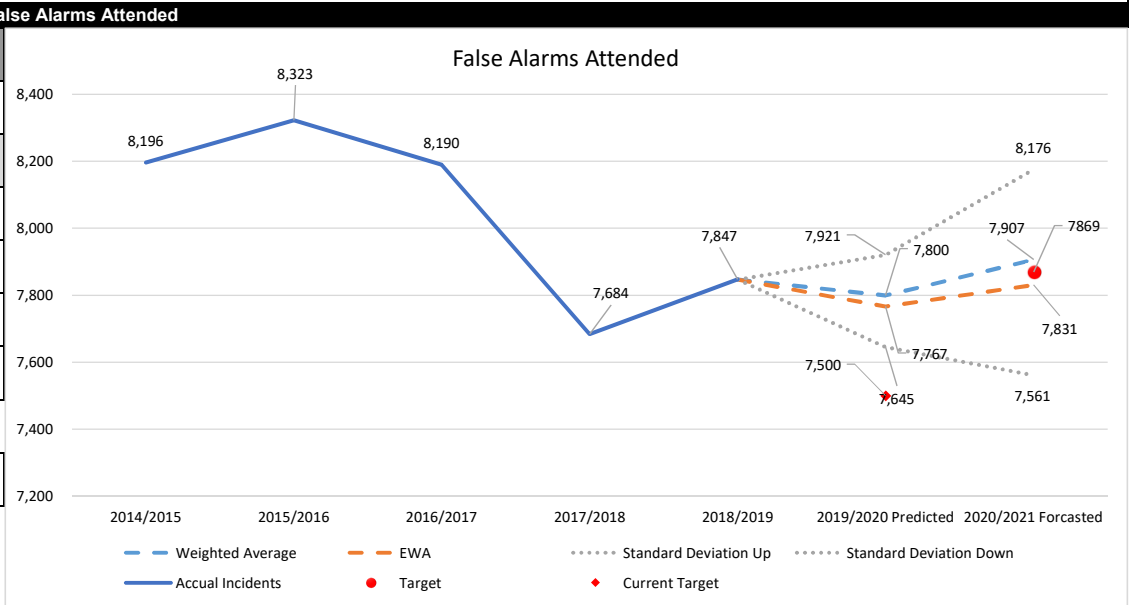
Target 2020/21	Target Setting Rationale
6,043	The number of fires attended in 2019/20 is currently predicted to be lower than the number attended during the previous reporting year. The provisional target for 2020/2021 is forecasted to be 6,043, this is based on three quarters of data for 2019/20 and the previous full 5 years of incident data. This target may be revised by the ACFO for Service Delivery using further data collected for Q4 of 2019/2020 and consideration taken for the risk reduction plans that will be in place during 2020/2021.

Total Incidents			
Indicator I.D.	2	Description:	Total False Alarms attended per 10,000 population.
Indicator Ref:	FRS/RRC/S/001 (ii)		
Target	7869	The data shown in the tables and chart below are the actual number of incidents. These are then divided by the population and multiplied by either 10,000 or 100,000, as specified, in order that meaningful comparisons can be made across other FRS's, e.g. Welsh FRS's and Family Group 4.	

Direction of Travel:



All False Alarms Attended							
Year No	1	2	3	4	5	6	7
Year	2014/2015	2015/2016	2016/2017	2017/2018	2018/2019	2019/2020 Predicted	2020/2021 Forecasted
Data	8,196	8,323	8,190	7,684	7,847		
Weighted Average						7,800	7,907
EWA						7,767	7,831
Upper Range						7,921	8,176
Lower Range						7,645	7,561
Target						7,500	7,869

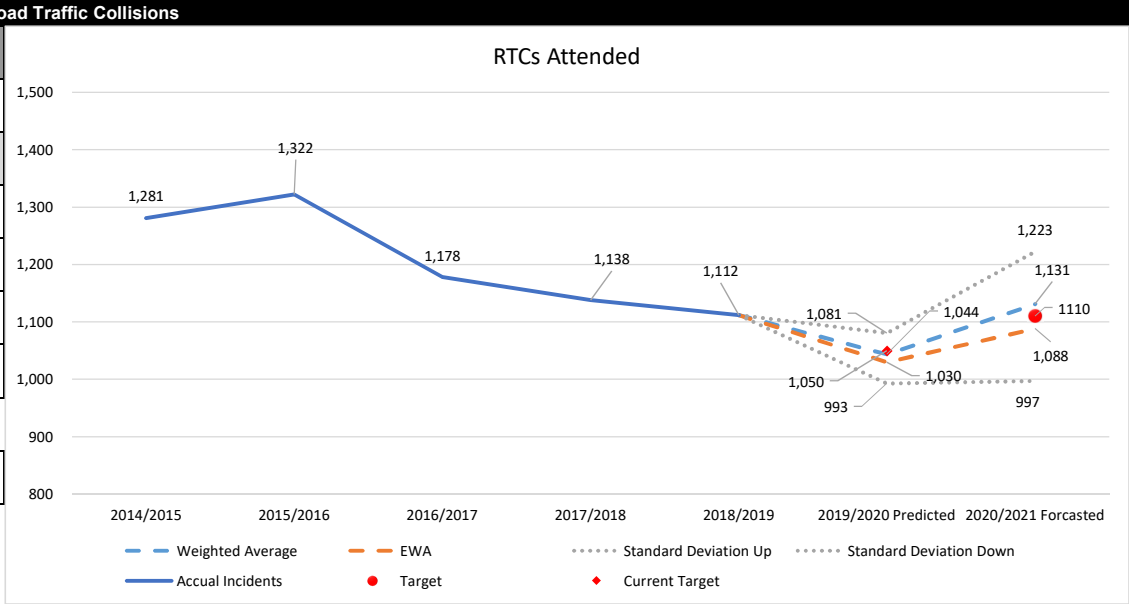


Target 2020/21	Target Setting Rationale
7,869	The number of false alarms attended in 2019/20 is currently predicted to be lower than the number attended during the previous reporting year. The provisional target for 2020/2021 is forecasted to be 7,869, this is based on three quarters of data for 2019/20 and the previous full 5 years of incident data. This target may be revised by the ACFO for Service Delivery using further data collected for Q4 of 2019/2020 and consideration taken for response plans that will be in place during 2020/2021.

Total Incidents			
Indicator I.D.	3	Description:	Total Road Traffic Collisions attended per 10,000 population.
Indicator Ref:	FRS/RRC/S/001 (iii)		
Target	1110	The data shown in the tables and chart below are the actual number of incidents. These are then divided by the population and multiplied by either 10,000 or 100,000, as specified, in order that meaningful comparisons can be made across other FRS's, e.g. Welsh FRS's and Family Group 4.	

Direction of Travel:

All Road Traffic Collisions							
Year No	1	2	3	4	5	6	7
Year	2014/2015	2015/2016	2016/2017	2017/2018	2018/2019	2019/2020 Predicted	2020/2021 Forecasted
Data	1,281	1,322	1,178	1,138	1,112		
Weighted Average						1,044	1,131
EWA						1,030	1,088
Upper Range						1,081	1,223
Lower Range						993	997
Target						1,050	1,110



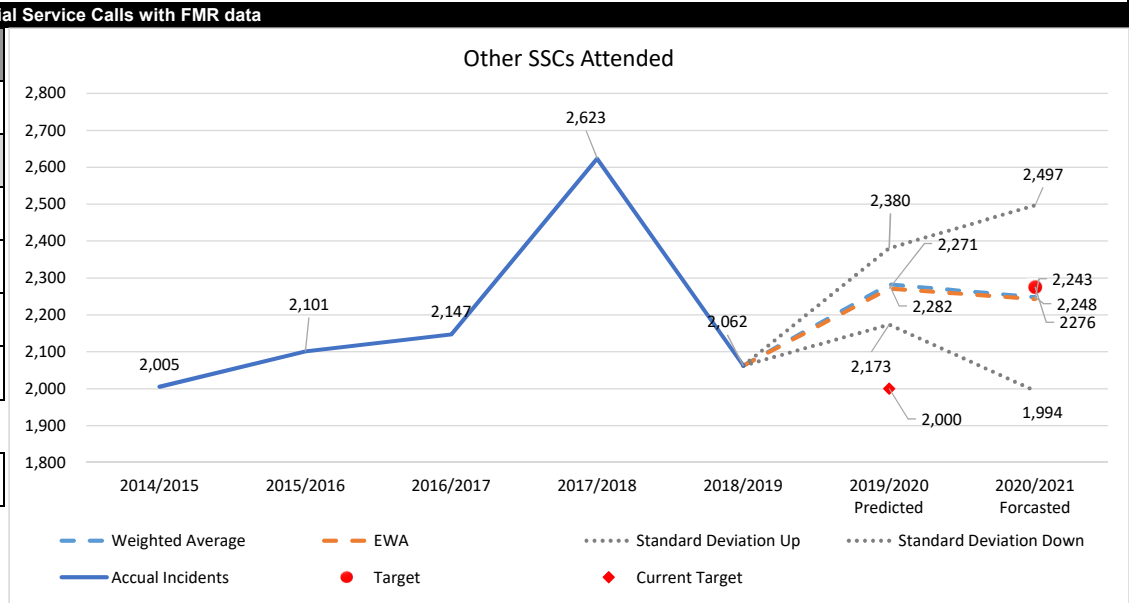
Target 2020/21	Target Setting Rationale
1,110	The number of Road Traffic Collisions (RTCs) attended in 2019/20 is currently predicted to be lower than the number attended during the previous reporting year. The provisional target for 2020/2021 is forecasted to be 1,110.,this is based on three quarters of data for 2019/20 and the previous full 5 years of incident data. This target may be revised by the ACFO for Service Delivery using further data collected for Q4 of 2019/2020 and consideration taken for the road traffic collision reduction plans that will be in place during 2020/2021.

Total Incidents			
Indicator I.D.	4	Description:	Total Other Special Service Calls attended per 10,000 population.
Indicator Ref:	FRS/RRC/S/001 (iv)		
Target	2276	The data shown in the tables and chart below are the actual number of incidents. These are then divided by the population and multiplied by either 10,000 or 100,000, as specified, in order that meaningful comparisons can be made across other FRS's, e.g. Welsh FRS's and Family Group 4.	

Direction of Travel:



All Other Special Service Calls with FMR data							
Year No	1	2	3	4	5	6	7
Year	2014/2015	2015/2016	2016/2017	2017/2018	2018/2019	2019/2020 Predicted	2020/2021 Forecasted
Data	2,005	2,101	2,147	2,623	2,062		
Weighted Average						2,356	2,270
EWA						2,347	2,281
Upper Range						2,442	2,530
Lower Range						2,261	2,021
Target						2,000	2,276



Target 2020/21	Target Setting Rationale
2,276	The number of Special Service Calls (SSCs) attended in 2019/20 is currently predicted to be higher than the number attended during the previous reporting year. The provisional target for 2020/2021 is forecasted to be 2,276, this is based on three quarters of data for 2019/20 and the previous full 5 years of incident data. This target may be revised by the ACFO for Service Delivery using further data collected for Q4 of 2019/2020 and consideration taken for the strategies that will be in place during 2020/2021 to reduce this call type.

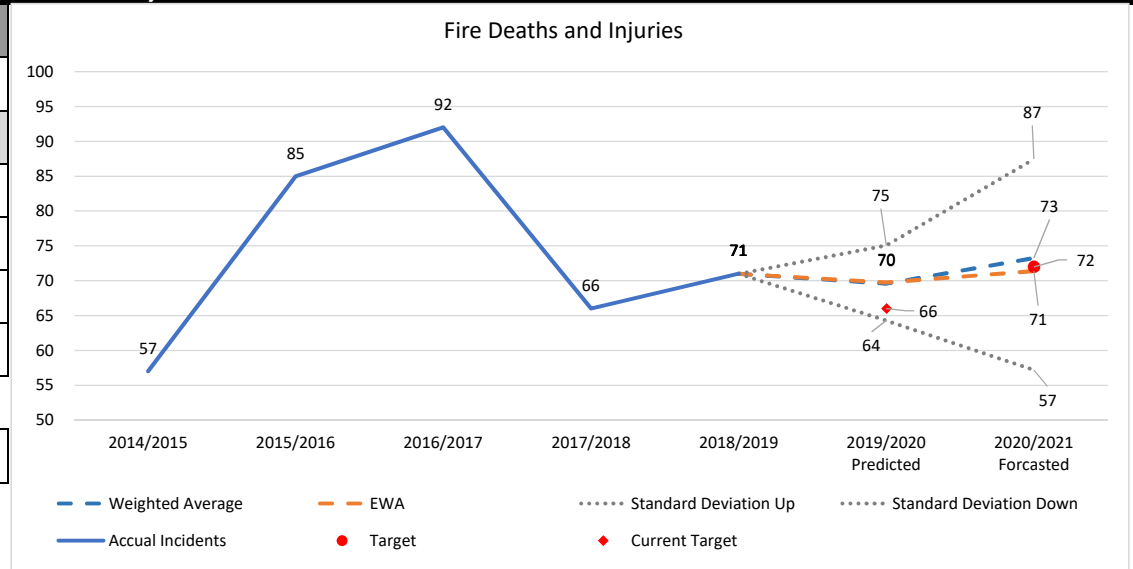
Target Setting 2020/2021 Deaths and Injuries

Deaths and Injuries

Indicator I.D.	5	Description:	Deaths and Injuries arising from all fires per 100,000 population.	Direction of Travel:
Indicator Ref:	FRS/RRC/S/002 (i)			↑
Target	72	The data shown in the tables and chart below are the actual number of incidents. These are then divided by the population and multiplied by either 10,000 or 100,000, as specified, in order that meaningful comparisons can be made across other FRS's, e.g. Welsh FRS's and Family Group 4.		

Total Fire Deaths and Injuries


Year No	1	2	3	4	5	6	7
Year	2014/2015	2015/2016	2016/2017	2017/2018	2018/2019	2019/2020 Predicted	2020/2021 Forecasted
Data	57	85	92	66	71		
Weighted Average						70	73
EWA						70	71
Upper Range						75	87
Lower Range						64	57
Target						66	72



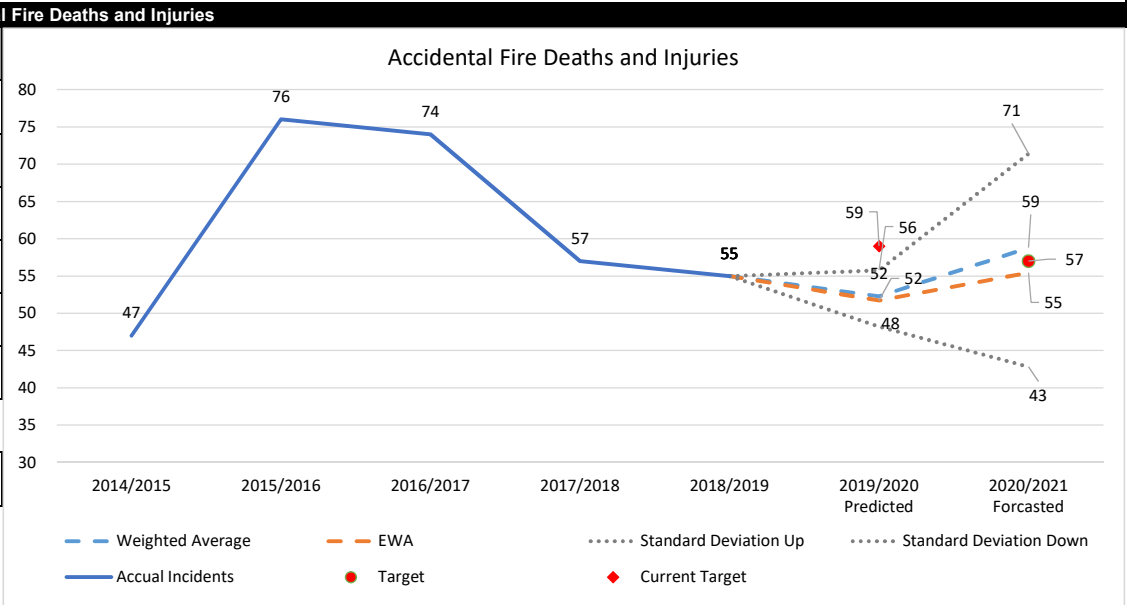
Target 2020/21	Target Setting Rationale
72	The number of Deaths and Injuries as a result of fire in 2019/20 is currently predicted to be slightly lower than the number attended during the previous reporting year. The provisional target for 2020/2021 is forecasted to be 72, this is based on three quarters of data for 2019/20 and the previous full 5 years of incident data. This target may be revised by the ACFO for Service Delivery using further data collected for Q4 of 2019/2020 and consideration taken for the risk reduction plans that will be in place during 2020/2021.

Deaths and Injuries			
Indicator I.D.	6	Description:	Deaths and Injuries arising from all fires which were started accidentally per 100,000 population.
Indicator Ref:	FRS/RRC/S/002 (ii)		
Target	57	The data shown in the tables and chart below are the actual number of incidents. These are then divided by the population and multiplied by either 10,000 or 100,000, as specified, in order that meaningful comparisons can be made across other FRS's, e.g. Welsh FRS's and Family Group 4.	

Direction of Travel:



Accidental Fire Deaths and Injuries							
Year No	1	2	3	4	5	6	7
Year	2014/2015	2015/2016	2016/2017	2017/2018	2018/2019	2019/2020 Predicted	2020/2021 Forecasted
Data	47	76	74	57	55		
Weighted Average						52	59
EWA						52	55
Upper Range						56	71
Lower Range						48	43
Target						59	57



Target 2020/21	Target Setting Rationale
57	The number of Deaths and Injuries as a result of an accidental fire in 2019/20 is currently predicted to be lower than the number attended during the previous reporting year. The provisional target for 2020/2021 is forecasted to be 57 this is based on three quarters of data for 2019/20 and the previous full 5 years of incident data. This target may be revised by the ACFO for Service Delivery using further data collected for Q4 of 2019/2020 and consideration taken for the risk reduction plans that will be in place during 2020/2021.

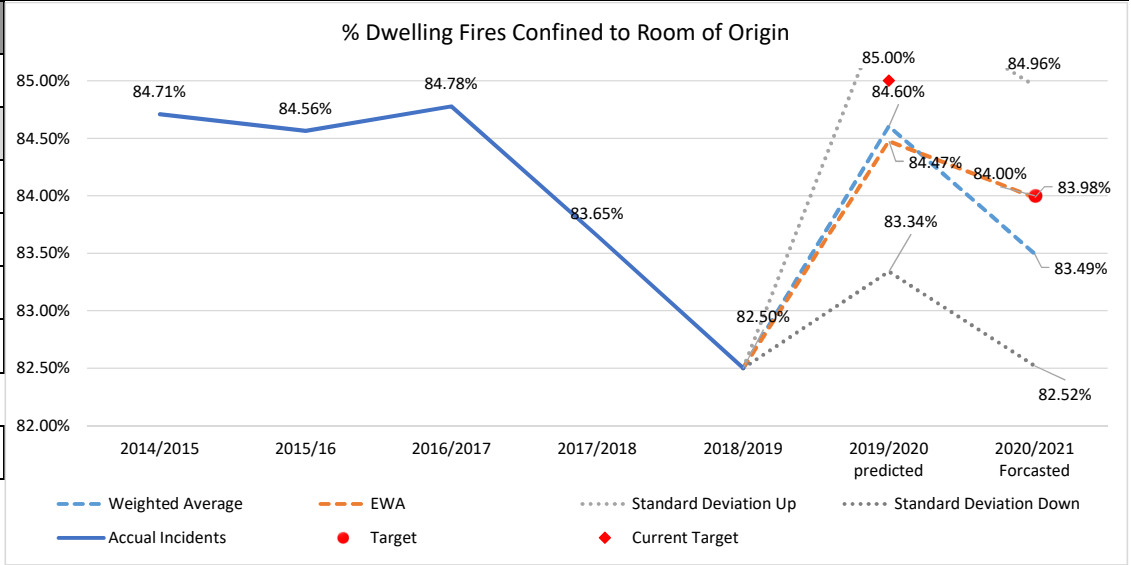
Target Setting 2020/2021 Effective Response

Effective Response			
Indicator I.D.	7	Description:	The Percentage of dwelling fires which were contained in the room in which they originated.
Indicator Ref:	FRS/EFR/S/003		
Target	84.00%	The data shown in the tables and chart below are the actual number of incidents. These are then divided by the population and multiplied by either 10,000 or 100,000, as specified, in order that meaningful comparisons can be made across other FRS's, e.g. Welsh FRS's and Family Group 4.	



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

Year No	1	2	3	4	5	6	7
Year	2014/2015	2015/2016	2016/2017	2017/2018	2018/2019	2019/2020 Predicted	2020/2021 Forcasted
Data	84.71%	84.56%	84.78%	83.65%	82.50%		
Weighted Average						84.60%	83.49%
EWA						84.47%	83.98%
Upper Range						85.74%	84.96%
Lower Range						83.34%	82.52%
Target						85.00%	84.00%



Target 2020/21	Target Setting Rationale
84.00%	The % of dwelling fires confined to the room the fire originated in for 2019/20 is currently predicted to be higher than the & during the previous reporting year. The provisional target for 2020/2021 is forecasted to be 84%, this is based on three quarters of data for 2019/20 and the previous full 5 years of incident data. This target may be revised by the ACFO for Service Delivery using further data collected for Q4 of 2019/2020 and consideration taken for the risk reduction plans that will be in place during 2020/2021.

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REPORT ON RESPONSES TO THE CONSULTATION ON THE STRATEGIC THEMES AND OBJECTIVES FOR 2020/2021**SUMMARY**

The service recently consulted with the public on the Strategic Themes and Objectives developed for 2020/2021. Members are to consider the responses received during the consultation that ran from September 21st 2019 to December 13th 2019.

RECOMMENDATIONS

That Members review the consultation evaluation in Appendices B, C and D (further granular analyses of responses can be undertaken).

That Members approve the Strategic Themes and Objectives detailed in Appendix A (collectively considered as our improvement objectives).

1. BACKGROUND

- 1.1 In accordance with the Local Government (Wales) Measure 2009, we have a duty to consult on our proposed improvement objectives that support our long-term strategic vision. We also publish an annual report on our achievement and performance.
- 1.2 The objectives in Appendix A (referred to as strategic themes and objectives), which help support the well-being objectives and have a clear link with the National Framework, are contained within the document "How did we do in 2018/2019 and what do we plan to do in 2020/2021".
- 1.3 The proposed strategic themes and objectives were approved for public consultation by the South Wales Fire and Rescue Authority on July 29th 2019. Following the approval, an engagement strategy was developed.
- 1.4 The strategy was to:
 - Launch the consultation at the 999 Weekend event in Cardiff Bay on 21st to 22nd September 2019.
 - Planned engagement with the following groups (Rhondda 50+ Forum, Torfaen Engagement Group, Blaenau Gwent Engagement

Group, USK, USW Careers fayre, Treforest, Cardiff West Community Fayre, Pill Action Day, Millennium Centre)

- Invitations to respond sent to all constituent Local Authorities, Town Councils, South Wales Police, Gwent Police, Health Boards, Public Service Boards, Welsh Government contacts, third party and voluntary organisations.
- Shared widely on South Wales Fire and Rescue' social media platforms including Twitter and Facebook.

2. ISSUE

- 2.1 The total number of responses received to the consultation was 497, 96% (477) of whom responded to the English version of the survey and 4% (20) responded to the Welsh version of the survey.
- 2.2 The results of the consultation show significant support for each objective. The agreement on each objective ranged from 96.8% (We will train our firefighters to respond to current and future risks in our communities) to 75.1% (We will deliver on the recommendations of the Investors In People report). Lower agreement ratings do not necessarily represent disagreement, with some of the lower end agreement ratings having the largest number of 'Don't know/understand' responses. Respondent comments mentioned that a description / definition of each objective would have aided the respondent's ability to provide an assessment of SWFRS's Strategic Themes. The other objectives to garner most support were 'We will respond effectively when you need us', 'We will improve fire safety in buildings in our communities' and 'We will reduce the number of fires in the home and understand the behaviours and cause of them'.
- 2.3 The Improvement Plan Page on the English Website was been visited 423 times during the consultation period. The Improvement Plan Page on the Welsh Website was visited 22 times.
- 2.4 The social media campaign for the consultation ran at regular intervals throughout the consultation period. Examples of posts and tweets from this Social Media Campaign can be seen in Appendix E.
- 2.5 The highest level of response from a Unitary Authority Area was received from Vale of Glamorgan (72) with the fewest from Newport (8), although 30% of respondents did not identify their Unitary Authority Area. Monmouthshire and Caerphilly Agreement rates were the highest of any Unitary Authority

- 2.6 Respondents covered a broad age range, with the largest group (31%) aged 36-55. Younger respondents were more likely to agree with our Strategic Themes and Objectives
- 2.7 35% of respondents were Male, 29% Female, 1% Intersex and 35% Preferred Not To Say or didn't provide a response. Female respondents reported higher Agreement rates than their male counterparts.
- 2.8 35% of respondents identified themselves as White Welsh, 19% as White British, with 10 other ethnicities identified. 35% Preferred Not To Say what their ethnicity was or didn't provide a response. White Welsh, White British, or White Other respondents were more likely to disagree with SWFRS objectives than other ethnicities, although the total sum of disagreement was comparatively small.
- 2.9 59% of respondents identified as Heterosexual, with 4% identifying as being part of the LGBT+ community. 37% Preferred Not To Say or didn't provide a response. There was no distinction in response rates between respondents with different sexual orientations.
- 2.10 9% of respondents identified as having a disability, with 55% not having a disability. 36% Preferred Not To Say or didn't provide a response. Respondents who identify with having a disability were more likely to provide a 'Didn't Know/Understand' response. The majority of these response types came from older age groups of 56 and over.

3. EQUALITY RISK ASSESSMENT

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

4. RECOMMENDATIONS

- 4.1 That Members review the consultation evaluation in Appendices B, C and D (further granular analyses of responses can be undertaken).
- 4.2 That Members approve the Strategic Themes and Objectives detailed in Appendix A (collectively considered as our improvement objectives).

Contact Officer:	Background Papers:
Jon Carter Planning, Performance and Risk Manager	<p>Appendix A - Strategic Themes and Objectives considered as our improvement objectives for 2020-2021.</p> <p>Appendix B – Consultation Survey Response Evaluation</p> <p>Appendix C - Consultation Response Demographic Breakdown</p> <p>Appendix D - Consultation Response – Agreement by Demography</p> <p>Appendix E - Website and Social Media Campaign - page views and example posts and tweets</p>

Appendix A - Strategic Themes and Objectives collectively considered as our improvement objectives for 2020-2021.

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

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Appendix B - Consultation Survey Response Evaluation

Overall Respondent Sentiment and Response Rate

Total Survey Respondents: 497

Agree	Disagree	Don't know/understand	% Answered
88.6%	6.1%	5.4%	84.7%

Strategic Theme Responses

Strategic Theme	Objective	Agree	Disagree	Don't know/understand	Answered	No Response
Keeping You Safe	We will reduce the impact of false alarms on our resources	86.4%	4.9%	8.8%	491	6
	We will reduce the number of fires in the home and understand the behaviours and cause of them	93.0%	2.7%	4.3%	488	9
	We will reduce the number of Road Traffic Collisions	77.5%	13.0%	9.5%	485	12
	We will reduce the number of deliberate fires	87.4%	7.8%	4.7%	486	11
	We will improve safety in and around water	87.0%	7.6%	5.3%	486	11
Responding To Your Emergency	We will improve fire safety in buildings in our communities	94.4%	2.1%	3.5%	486	11
	We will respond effectively when you need us	95.0%	2.3%	2.7%	441	56
	We will do all we can to make sure that our on call service is available	91.1%	5.7%	3.2%	439	58
Using Technology Well	We will train our firefighters to respond to current and future risks in our communities	96.8%	2.1%	1.1%	438	59
	We will use the most suitable technology and equipment to improve our services	89.1%	7.4%	3.6%	421	76
Working With Our Partners	We will review the standard and use of technology and equipment across our service	91.0%	6.9%	2.1%	420	77
	We will work with Public Service Boards to support our communities	90.2%	4.9%	4.9%	408	89
	We will work with our Partners to deliver our services where they are needed	91.6%	3.9%	4.4%	406	91
Engaging and Communicating	We will review and evaluate our existing partnerships	90.9%	3.9%	5.2%	406	91
	We will deliver on the recommendations of the Investors In People report	75.1%	8.3%	16.6%	397	100
	We will involve our communities and make sure they have their say in what we do	89.1%	6.3%	4.5%	396	101
Valuing Our People	We will help keep our communities safe through safety education and by attending Community Events	95.7%	3.0%	1.3%	396	101
	We will attract a workforce that reflects and represents our communities	82.7%	10.9%	6.5%	387	110
	We will develop all our people by identifying training and development opportunities	89.9%	7.5%	2.6%	386	111
Protecting Our Environment	We will support our people to feel well, healthy and happy at work	88.6%	8.8%	2.6%	386	111
	We will reduce our usage of single use materials	86.4%	5.2%	8.4%	383	114
	We will explore the use of electric vehicles	81.2%	8.4%	10.4%	383	114
	We will reduce our energy use and our carbon footprint	85.6%	6.5%	7.8%	383	114
Continuing To Work Effectively	We will consider how our activities impact on the environment	89.3%	5.5%	5.2%	383	114
	We will be clear and publicly accountable	90.8%	4.7%	4.5%	379	118
	We will maximize value for money while improving our service	85.0%	8.2%	6.9%	379	118

Platform and Location

The Consultation Survey garnered 419 responses via Survey Monkey, 42 responses at either Skills Cymru or the 999 Weekend using Survey App, and a further 36 paper form completions from respondents at Cardiff Metropolitan University Open Day and the 999 Weekend.

Highlights

There is strong agreement with our Strategic Themes and Objectives

Responses indicate that our public and partners are strongly in agreement with SWFRS's Strategic Themes and Objectives for 2020/2021, with 88.6% of responses in agreement with our objectives.

The objectives that garnered the most agreement were:

- Responding To Your Emergency - We will train our firefighters to respond to current and future risks in our communities (96.8% Agree)
- Engaging and Communicating - We will help keep our communities safe through safety education and by attending Community Events (95.7% Agree)
- Responding To Your Emergency - We will respond effectively when you need us (95.0% Agree)
- Keeping You Safe - We will improve fire safety in buildings in our communities (94.4% Agree)
- Keeping You Safe - We will reduce the number of fires in the home and understand the behaviours and cause of them (93.0% Agree)

Lower agreement ratings do not necessarily represent disagreement. More message clarity may be required

Some clarity may need to be provided to better explain the meaning of some objectives. Respondent comments mentioned that a description / definition of each objective would have aided the respondent's ability to provide an assessment of SWFRS's Strategic Themes. Examples of this include;

- Keeping You Safe - We will reduce the number of Road Traffic Collisions - 77.5% Agreed, 13% Disagreed and 9.5% Didn't Know/Understand. Several respondents who either Disagreed or Didn't Know/Understand the objective commented that they didn't understand some of the questions and/or they didn't understand how SWFRS can act to deliver on some objectives that 'seem outside their control'.
- Engaging and Communicating - We will deliver on the recommendations of the Investors In People report - 75.1% Agreed, 8.3% Disagreed and 16.6% Didn't Know/Understand. The high share of 'Didn't Know/Understand' responses, allied with some comments that the respondent did not understand all the questions in the survey, indicates that there was a lack of awareness of the Investors In People report and/or the recommendations in the Investors In People report.
- Some CSR/Sustainability themes may require more clarity of message: 'Protecting Our Environment - We will explore the use of electric vehicles' (10.4% Didn't Know/Understand) and 'Protecting Our Environment - We will reduce our usage of single use materials' (8.4% Didn't Know/Understand). Elsewhere, there seemed to be some lack of understanding about the negative impact on resources of false alarms, with 8.8% responding that they Didn't Know/Understand the objective 'Keeping You Safe - We will reduce the impact of false alarms on our resources'.

Respondents covered a broad demographic spectrum

[Appendix C](#) breaks down the demographic cross-section of the respondents to the consultation survey.

Younger respondents were more likely to agree with our Strategic Themes and Objectives

A breakdown of Agreement rates by demography can be found in [Appendix D](#).

The percentage Agreement rates were highest, and percentage Disagreement rates lowest, from those respondents aged 25 and under. The sample size of this group, however, was the smallest of any age group with 26 respondents.

The percentage Disagreement rates were highest amongst the 46-55 age group, with 11% of responses from that demographic disagreeing with an objective. The majority of disagreement came from circa 20 individuals, who represented a mix of male and female, White Welsh and White British. Disagreement amongst this group centred on themes of accountability, value for money, environment, staff wellbeing, staff development, recruitment, resources and roles/responsibilities.

The oldest age group of respondents, 65 and over, reported the highest Didn't Know/Understand response rates.

Monmouthshire and Caerphilly Agreement rates were the highest of any Unitary Authority

The Agreement rates amongst the 40 respondents from these two UAs was higher than other authorities. Meanwhile, respondents from Torfaen, Bridgend and Rhondda Cynon Taf had the highest percentage Disagreement rates.

Blaenau Gwent provided the highest Didn't Know/Understand response rates. These primarily came from circa 5 individuals who identified themselves as being 65 and over, White Welsh males.

The highest rates, averaging circa 6%, of Disagreement amongst the various ethnicities covered by the respondents came from those who identified as being either White Welsh, White British, or White Other

This group accounted for 54% of all respondents and therefore had the largest influence on overall response results. It is therefore not surprising that they also account for most Disagreement.

Female respondents reported higher Agreement rates than their male counterparts

93% of female responses were in agreement with the objectives, compared to 86% of male responses. A comparatively small group of male responders were most likely to disagree with the following objectives:

- We will attract a workforce that reflects and represents our communities
- We will reduce the number of Road Traffic Collisions
- We will reduce the number of deliberate fires
- We will do all we can to make sure that our on call service is available
- We will use the most suitable technology and equipment to improve our services
- We will deliver on the recommendations of the Investors In People report
- We will support our people to feel well, healthy and happy at work
- We will explore the use of electric vehicles
- We will maximize value for money while improving our service

There was no distinction in response rates between respondents with different sexual orientations

This is an indication that the Strategic Themes and Objectives do not discriminate on the grounds of sexual orientation.

Respondents who identify with having a disability were more likely to provide Didn't Know/Understand response rates

The majority of these response types came from older age groups of 56 and over. The fact they identify with having a disability may not be a primary factor in their awareness of the goals of our Strategic Themes.

Question Fatigue

The survey consisted of 26 objectives and further supplemental comment and demographic questions. Response rates declined steadily the further a respondent progressed through the survey; 99% of respondents gave their opinion towards the first objective, 89% for the 7th objective, 78% for the 18th and finally 76% for the last. At no point did a subsequent questions elicit a larger response rate to the previous question, an indication of question fatigue.

Additional Priorities

Responses varied from a) respondents being unsure of any additional priorities, b) respondents believing that the Service has enough priorities already, and c) some opinions regarding additional priorities that were mainly, though not limited to, the following themes:

- More Tri-Service Collaboration & Specialist Incident Training
- Prioritize Staff Wellbeing
- Prioritize Staff Safety

Here are example comments that exemplify the type of feedback received:

- More Tri-Service Collaboration & Specialist Incident Training
 - o "I think you should support the Ambulance Service and turn out to life threatening emergencies like they do in Canada & USA"
 - o "Widen the role to assist the Ambulance service which is clearly stretched"
 - o "extensive water rescue training for personnel"
- Prioritize Staff Wellbeing
 - o "I think the fire service should look at the health, wellbeing and morale of its Operational Fire Fighters"
 - o "Recently attended several meetings with Station Managers and the same question was raised on more support in the Service for Mental Health issues"
 - o "Welfare and mental health of all staff especially after critical incidents, also tac officer's welfare as they may return home alone after such incidents and not be surrounded by a crew on station. I feel this should be priority number one."
- Prioritize Staff Safety
 - o "I think it's very important that fire personnel are protected from personal attack when on duty. I think more serious fines/imprisonment should be introduced for those who attack emergency service personnel."
 - o "I'm concerned about public service workers being protected against violence in the course of their work. I think you need to word collectively with the other services on things."
 - o "Take positive and publicised measures to protect operational officers and crews from aggressive actions."

Comments

Additional comments centred around, though were not limited to, thoughts about how the format and structure of the survey could be improved.

Here are five example comments that exemplify the type of feedback received:

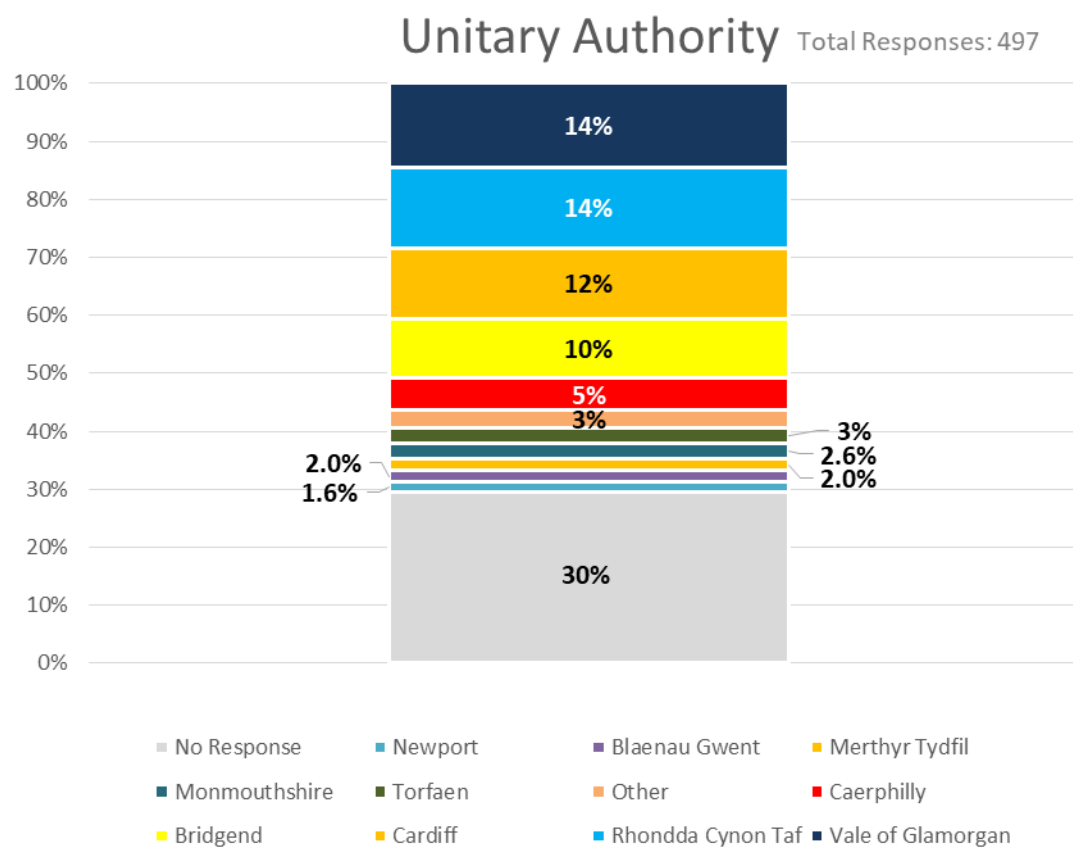
- “[it would have been good to have] A proper intro and overview of what you expect the public to do with these type of questions”
- “please could your communications be via a 'sans serif' font to support those with dyslexia and visual impairments, thank you”
- “The survey is great but a little confusing from a UX [user experience] point of view. I work in Political Comms and know that the public need narrow guidance so maybe a para at the start of survey to explain how you want them to consider the Qs before completing it. Help clarify what you require from them as it throws them straight into it with no explanation. But good survey and not too leading Qs which is refreshing.”
- “Some of the questions could do with a "Neutral" option for responses, and, and / or a wider scale, e.g. of 1 to 5, plus "No opinion". Not a very well designed survey, IMHO.”
- “While it is great to see what is proposed, it would also be useful to have information on what will be done to achieve the aims.”

Many respondents praised the work of the Service e.g. “No [additional priorities], they're awesome already, just need additional funding to do their job to perfection”

Other comments centered around Operational themes, Raising Awareness of a Local Issue, Commitment to the Welsh Language, CSR and a better understanding of the reasons for the consultation.

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Appendix C: Consultation Response Demographic Breakdown

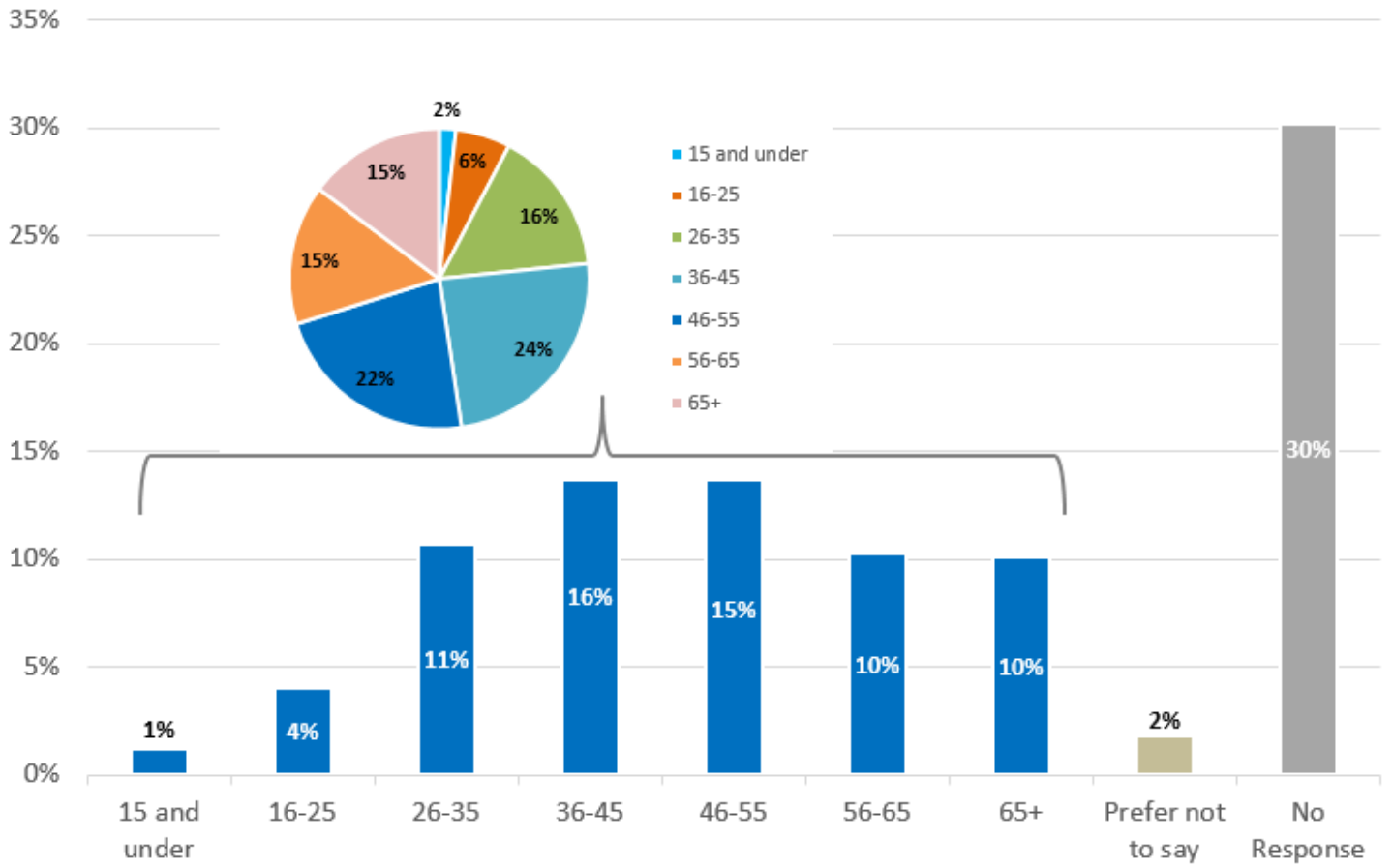


Response Count:

Newport	Blaenau Gwent	Merthyr Tydfil	Monmouthshire	Torfaen	Other
8	10	10	13	14	15
Caerphilly	Bridgend	Cardiff	Rhondda Cynon Taf	Vale of Glamorgan	No Response
27	51	61	69	72	147

Age

Total Responses: 497

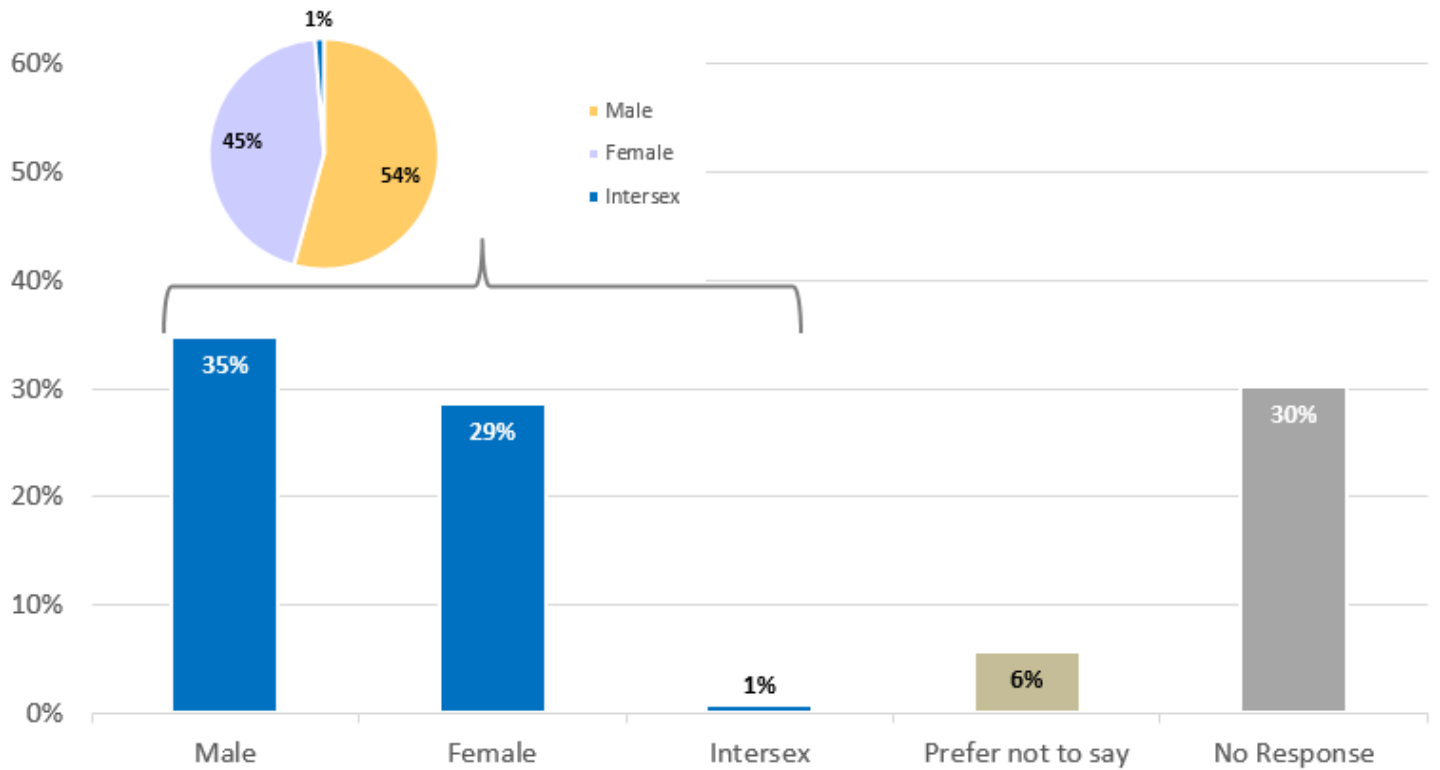


Response Count:

15 and under	16-25	26-35	36-45	46-55
6	20	53	82	76
56-65	65+	Prefer not to say	No Response	
51	50	9	150	

Gender

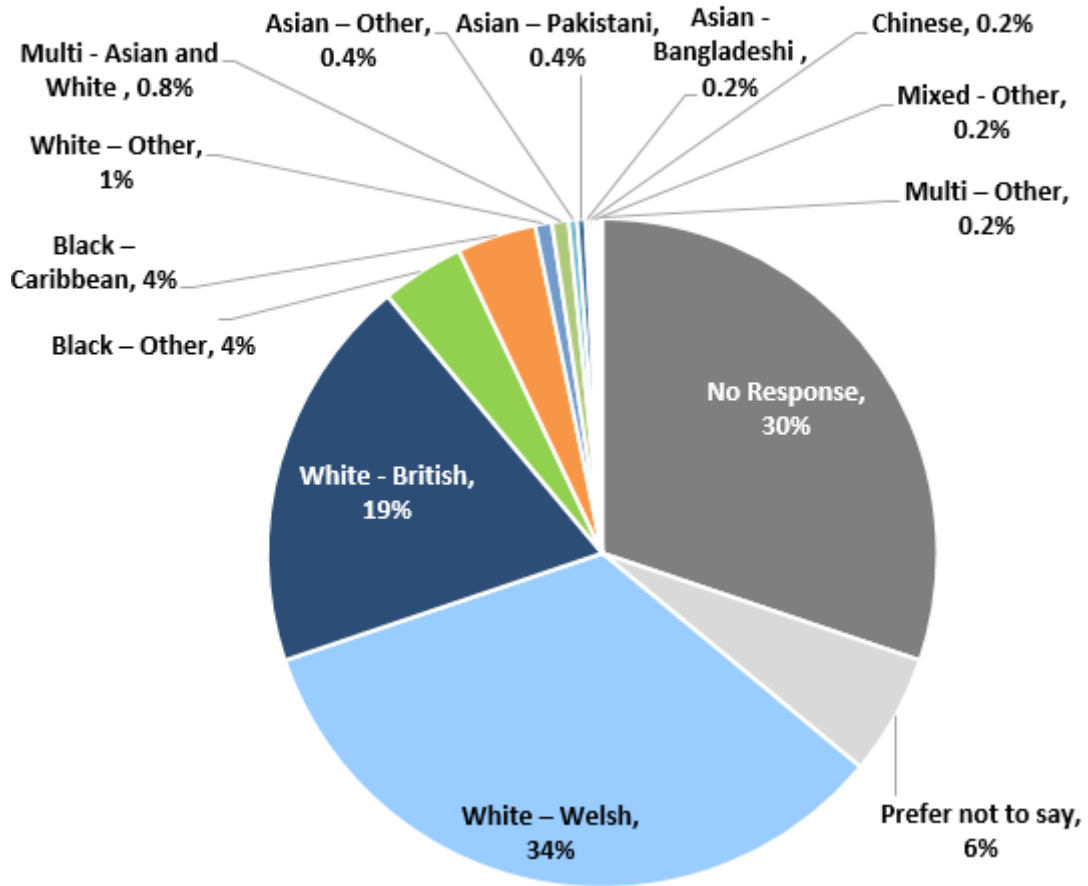
Total Responses: 497



Response Count:

Male	Female	Intersex	Prefer not to say	No Response
173	142	4	28	150

Ethnicity



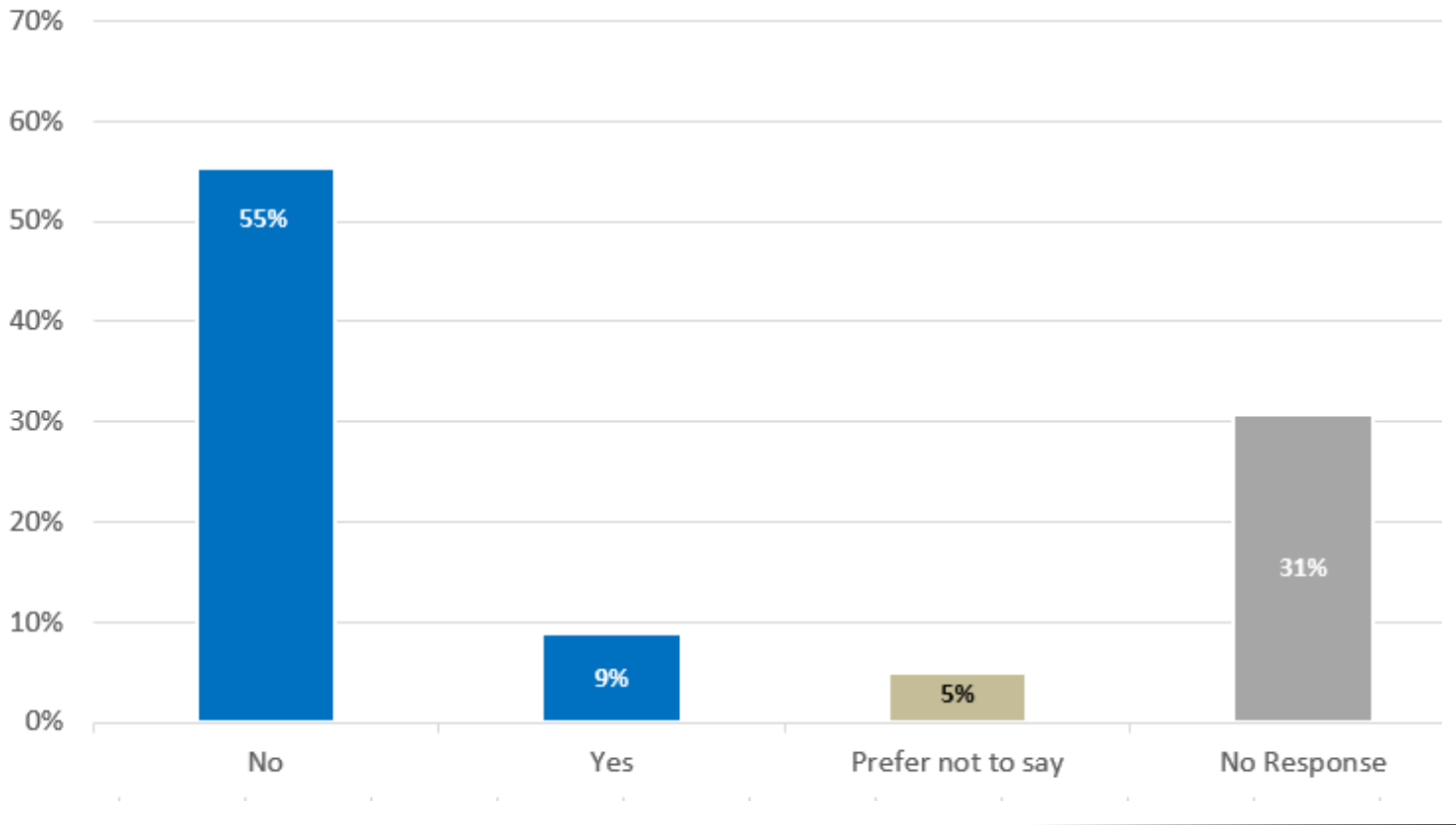
Total Responses: 497

Response Count:

White - Welsh	White - British	Black - Other	Black - Caribbean	White - Other	Multi-Asian and White	Asian - Other
168	95	20	19	4	4	2
Asian - Pakistani	Asian - Bangladeshi	Chinese	Mixed - Other	Multi - Other	No Response	Prefer not to say
2	1	1	1	1	150	29

Identify as Having a Disability

Total Responses: 497

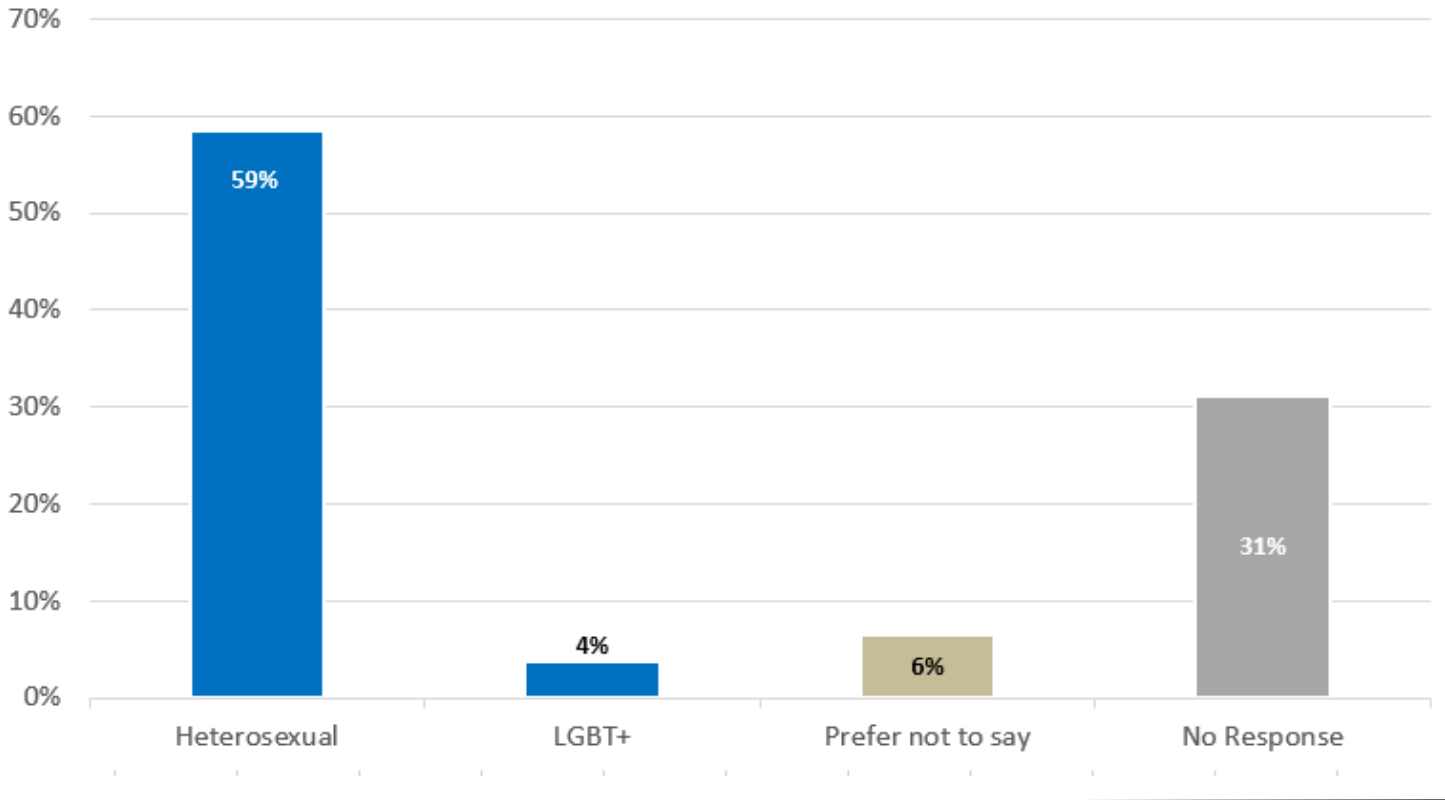


Response Count:

No	Yes	Prefer not to say	No Response
275	44	25	153

Sexuality

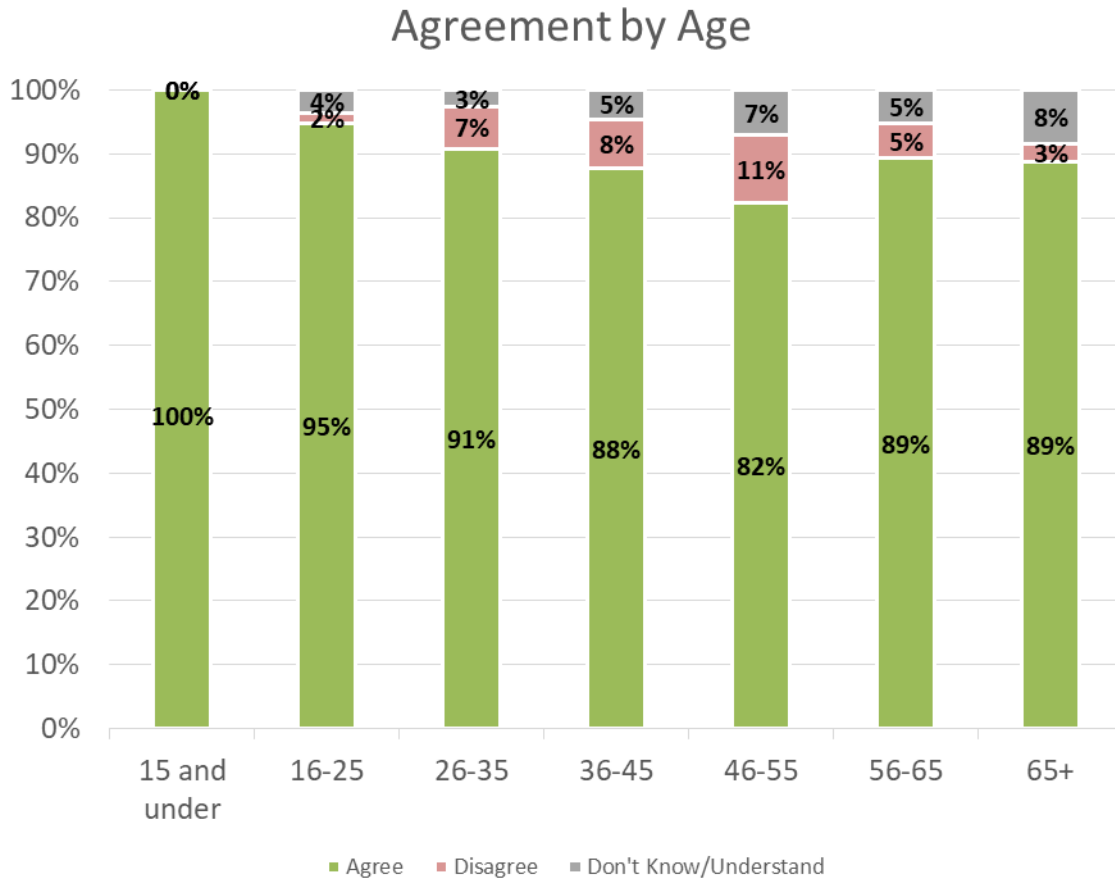
Total Responses: 497



Response Count:

Heterosexual	LGBT+	Prefer not to say	No Response
291	19	32	155

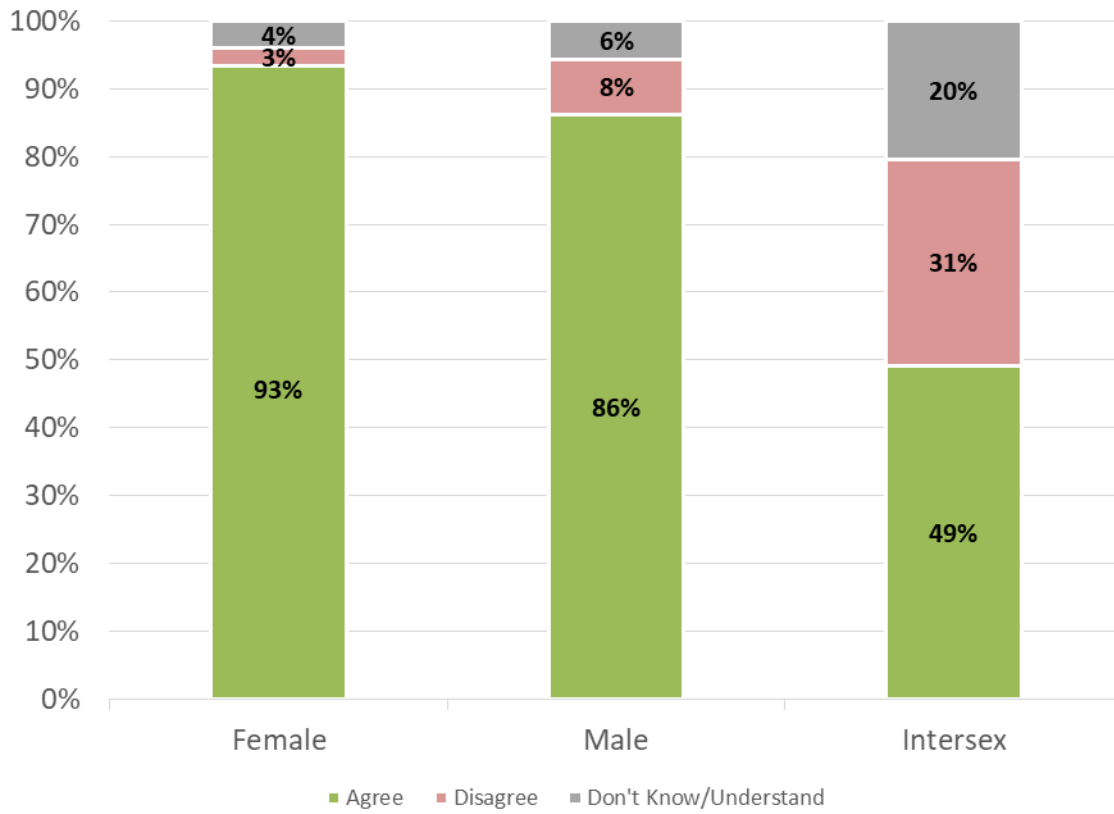
Appendix D: Consultation Response – Agreement by Demography



Response Count:

15 and under	16-25	26-35
6	20	53
36-45	56-65	65+
82	51	50

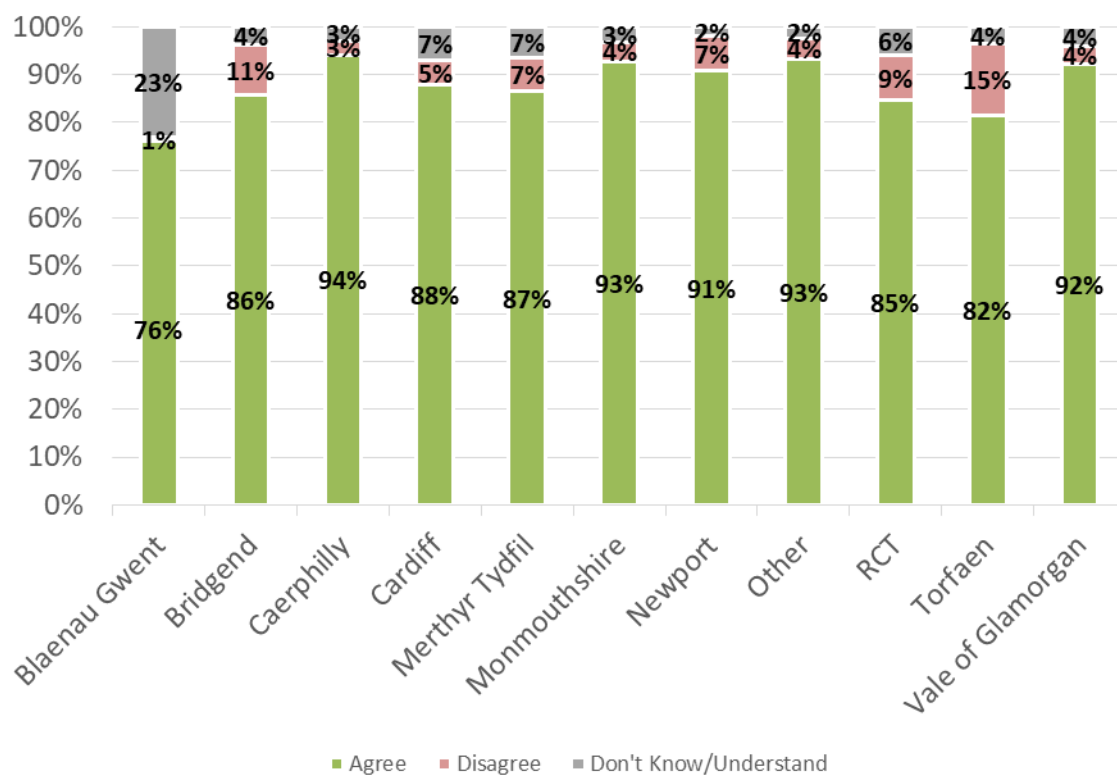
Agreement by Gender



Response Count:

Female	Male	Intersex
142	173	4

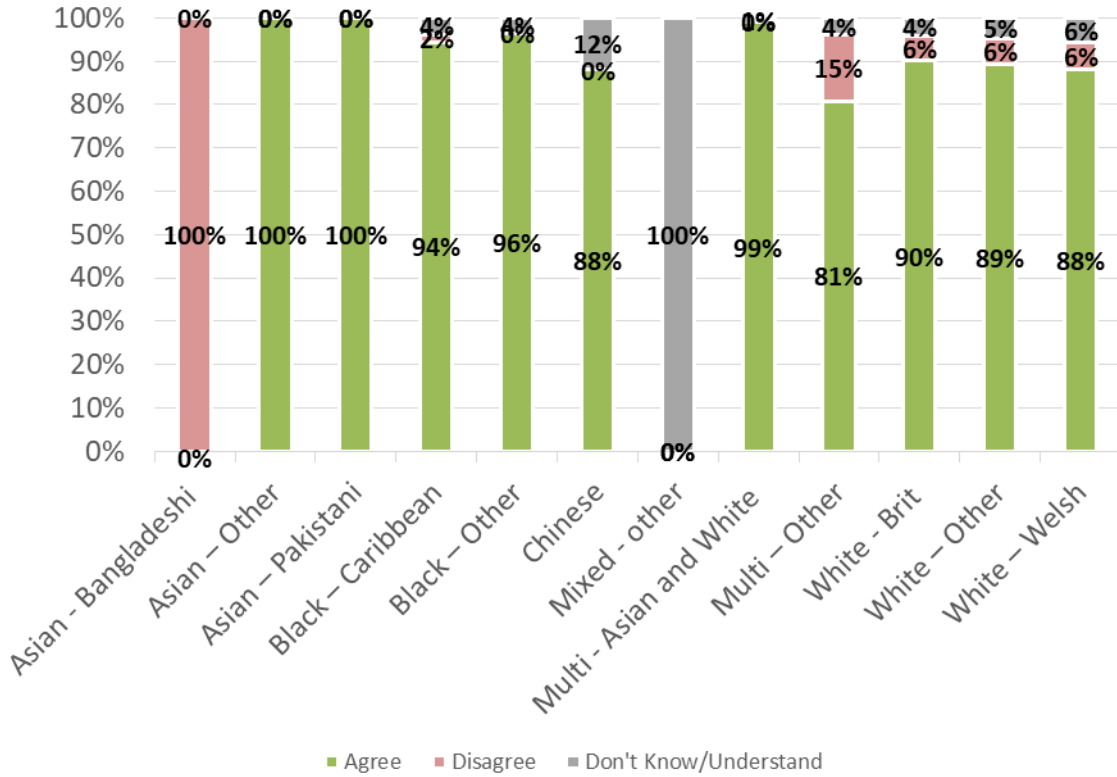
Agreement by Unitary Authority



Response Count:

Newport	Blaenau Gwent	Merthyr Tydfil	Monmouthshire	Torfaen	Other
8	10	10	13	14	15
Caerphilly	Bridgend	Cardiff	Rhondda Cynon Taf	Vale of Glamorgan	
27	51	61	69	72	

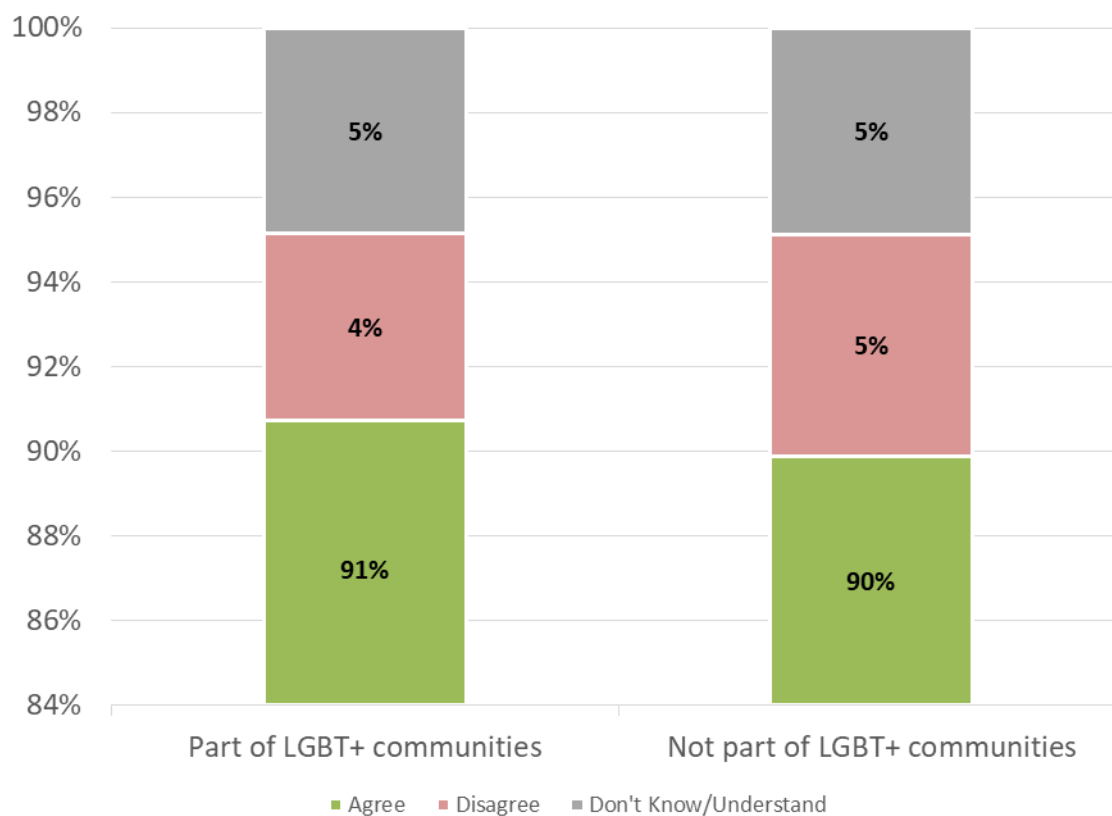
Agreement by Ethnicity



Response Count:

White - Welsh	White - British	Black - Other	Black - Caribbean	White - Other	Multi-Asian and White
168	95	20	19	4	4
Asian - Pakistani	Asian - Bangladeshi	Chinese	Mixed - Other	Multi - Other	Asian - Other
2	1	1	1	1	2

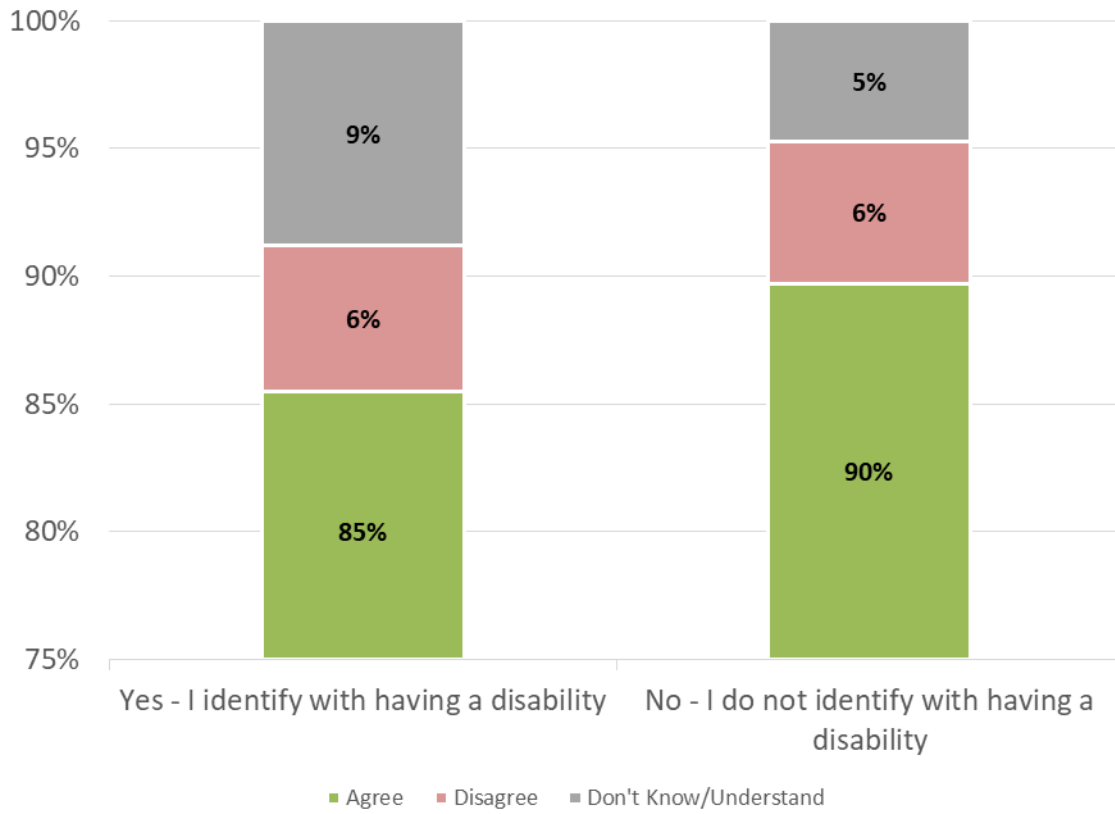
Agreement by Sexual Orientation



Response Count:

Heterosexual	LGBT+
291	19

Agreement by Disability

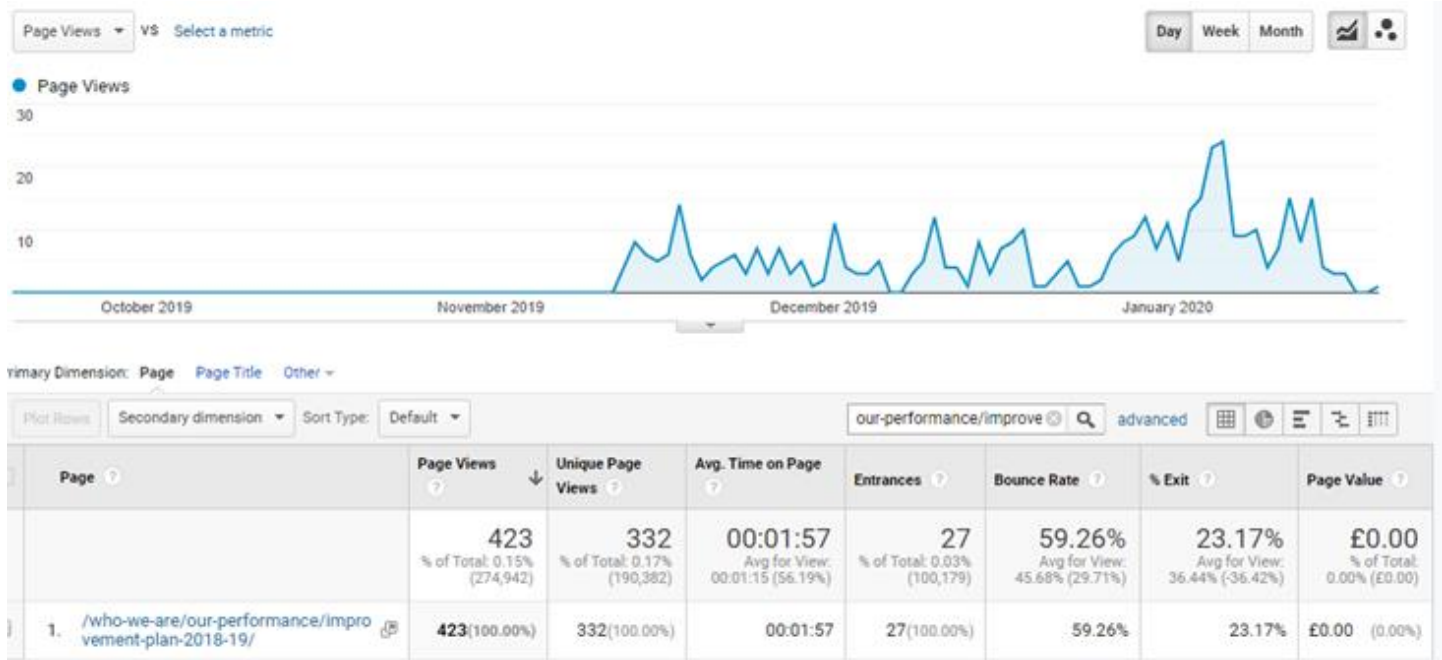


Response Count:

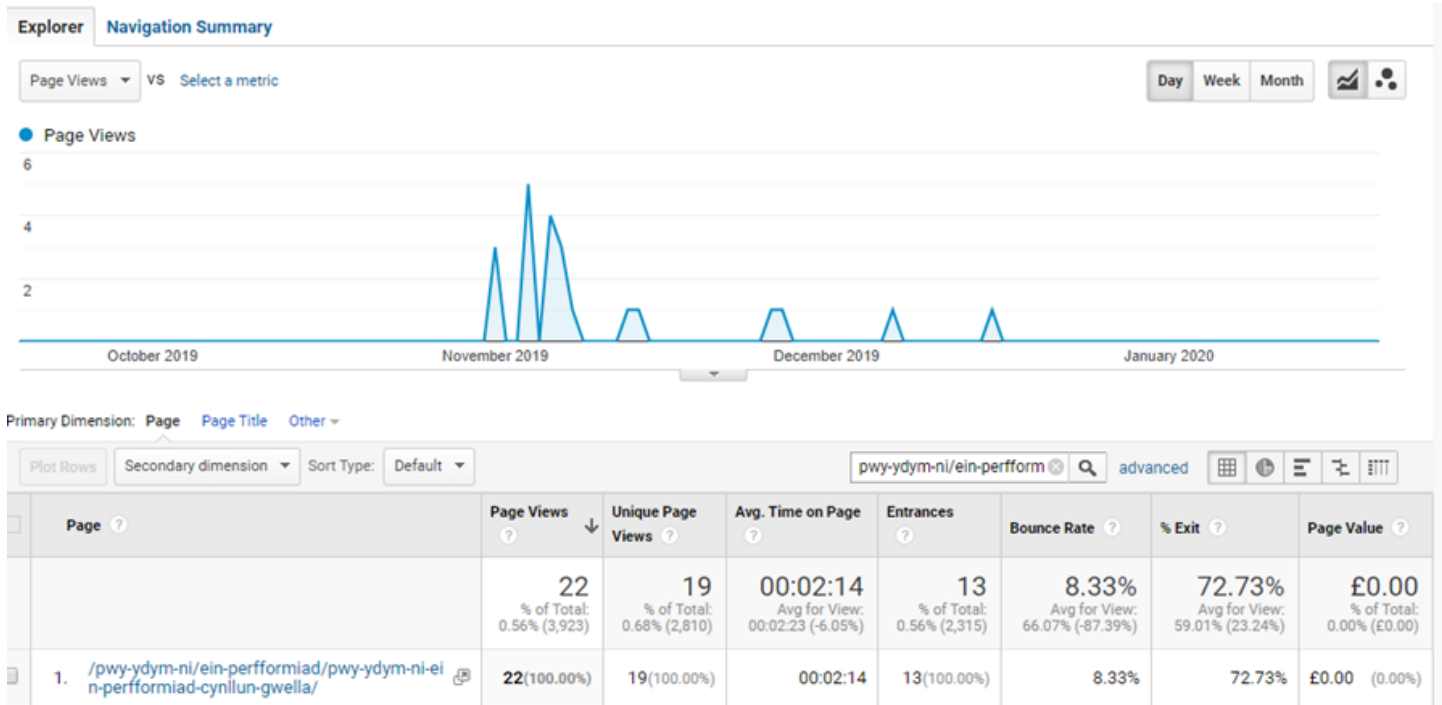
No I Do Not Identify	Yes I Identify
275	44

Appendix E - Website and Social Media Campaign – page views and example posts and tweets

Improvement Plan Page on the English Website



Improvement Plan Page on the Welsh Website




Example posts and tweets

South Wales Fire and Rescue Service
October 9, 2019 · 🌐

We're developing our plans for 2020-2021. We'd like to consult with members of the public in the communities we serve to see if you agree with our proposed objectives that we think are important to the people of South Wales.

Have Your Say 🗣️ http://bit.ly/SWFRS_HaveYourSay

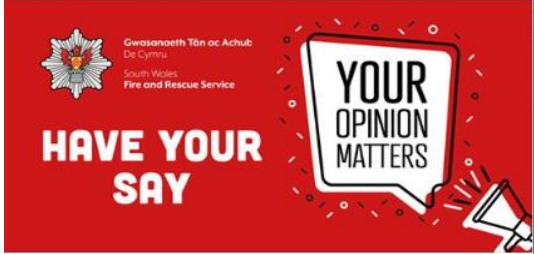


4,315 People Reached **140** Engagements [Boost Post](#)

👍 10 10 Shares

👍 Like 💬 Comment ➦ Share ⚙️

Gorsaf Ddan ac Achub Porthcawl / Porthcawl Fire and Rescue Station
October 9, 2019 · 🌐



South Wales Fire and Rescue Service
October 9, 2019 · 🌐

We're developing our plans for 2020-2021. We'd like to consult with members of the public in the communities we serve to see if you agree with our proposed objectives that we think are important to the people of South Wales.

Have Your Say 🗣️ http://bit.ly/SWFRS_HaveYourSay

84 People Reached **10** Engagements [Boost Unavailable](#)

👍 1 1 Share

👍 Like 💬 Comment ➦ Share 🌐

South Wales Fire and Rescue Service @SWFireandRescue · 6 Nov 2019

We're developing our plans for 2020-2021. We'd like to consult with members of the public in the communities we serve to see if you agree with our proposed objectives that we think are important to the people of South Wales.

Have Your Say 🗣️ bit.ly/SWFRS_HaveYourSay



👍 8 ❤️ 7 ✉️

Have Your Say 🗣️ bit.ly/SWFRS_HaveYourSay



👍 7 ❤️ 10 ✉️

AGENDA ITEM NO 7

Reports for Information

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**FORWARD WORK PROGRAMME FOR
FIRE & RESCUE AUTHORITY 2019/20**

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	
29 July 2019	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
29 July 2019	WAO Certificate of Compliance	To advise Members of the WAO Certificate of Compliance received in relation to the publication of the 2019/20 Improvement Plan.	DCO Contact Officer: Sally Chapman	Completed
	Annual Reports:			
29 July 2019	End of year Health Check on Performance and Strategic Objectives 2018/19	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
29 July 2019	Welsh Language Standards	To update Members on compliance against the Welsh Language Standards.	ACO PS Contact Officer: Alison Reed	Completed

Expected Date of Report	Report Name	Purpose of Piece of Work	Lead Director/ Contact Officer	Progress
29 July 2019	Report on Proposed Priority Actions 2020/21	To advise Members of the proposed Priority Actions 2020/21 and to seek authority to enter into public consultation on these.	DCO Contact Officer: Sarah Watkins	Completed
29 July 2019	Statement of Accounts (Revenue and Capital) for 2018/19 budget	To seek Members' approval for publication of the Statement of Accounts.	Treasurer Contact Officer: Geraint Thomas	Completed
16 Sept 2019 16 Dec 2019	Health & Safety Annual Report 2018/19	To advise Members of Health & Safety performance of the organisation.	ACFO TS Contact Officer: Richie Prendergast	Completed
16 Sept 2019	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 2020/21 Budget Setting Strategy.	Treasurer Contact Officer: Chris Barton	Completed
16 Sept 2019	Budget Strategy 2020/21	To obtain clarification upon the political steer for the Budget Strategy for 2020/21 budget setting process.	Treasurer Contact Officer: Chris Barton	Completed
16 Sept 2019	Treasury Management Outturn 2018/19	To advise Members of the year end treasury management position.	Treasurer Contact Officer: Chris Barton & Geraint Thomas	Completed

Expected Date of Report	Report Name	Purpose of Piece of Work	Lead Director/ Contact Officer	Progress
16 Sept 2019	Medical Response Update	To advise Members of the current status of medical response within the Service	ACFO SD Contact Officer: Alison Kibblewhite	Completed
16 Dec 2019	Welsh Language Costs	To advise Members of the current costs for complying with the Welsh Language Standards	DCO Contact Officer: Geraint Thomas	Completed
16 Dec 2019 10 Feb 2020	WAO Annual Improvement Report	To advise Members of the key issues emanating from the annual report and to provide an opinion on adequacy and effectiveness of the organisation and its potential to improve, its approach to risk management, control and governance processes based on the WAO work undertaken during the year, including data quality & PIs, HR work, a Framework update, whistleblowing and forward planning.	DCO Contact Officer: Sally Chapman	On agenda
16 Dec 2019	Half Yearly Health Check of Performance and Review of Strategic Themes	To advise Members of performance against agreed performance indicator targets and achievement of Strategic Themes at the mid-way point through the year.	DCO Contact Officer: Sarah Watkins	Completed

Expected Date of Report	Report Name	Purpose of Piece of Work	Lead Director/ Contact Officer	Progress
16 Dec 2019	Treasury Management Mid Term Report 2019/20	To advise Members of the mid year position in relation to our treasury management.	Treasurer Contact Officer: Geraint Thomas	Completed
16 Dec 2019	Independent Remuneration Panel for Wales' Draft Annual Report	To consider the IRPW's draft Annual Report and enable comments to be submitted to the Panel within required timescales.	DCO Contact Officer: Sally Chapman	Completed
10 Feb 2020	Estimated Revenue & Capital Budget determination for 2020/21	To consider consultation responses and to set the recommended budget determination for consideration by the Fire Authority.	Treasurer Contact Officer: Geraint Thomas	On agenda
10 Feb 2020	KPI Target Setting 2020/21	To set the targets for the following financial year.	ACFO SD Contact Officer: Sarah Watkins	On agenda
10 Feb 2020	Report on Responses to the Consultation of the draft rolling Strategic Plan and Priority Actions 2020/21	To advise Members of consultation responses and seek approval for a final version of the rolling Strategic Plan.	DCO Contact Officer: Sarah Watkins	On agenda
10 Feb 2020 30 March 2020	Pay Policy Statement 2019/20	To consider the Authority's Pay Policy Statement in compliance with the Localism Act 2011 and associated guidance.	ACO PS Contact Officer: Alison Reed	

Expected Date of Report	Report Name	Purpose of Piece of Work	Lead Director/ Contact Officer	Progress
10 Feb 2020 16 Dec 2019	Gender Pay Gap Statement	To update Members on the analysis of the gender pay gap across the Service.	ACO PS Contact Officer: Alison Reed	Completed
30 March 2020	Annual Report of the work of the Finance, Audit & Performance Management Committee & its scrutiny group during 2019/20	To advise Members of the work of the Committee.	DCO Contact Officer: Sally Chapman	
30 March 2020	Annual Report of the work of the HR & Equalities Committee during 2019/20	To advise Members of the work of the Committee	ACO PS Contact Officer: Alison Reed	
30 March 2020	Annual Report of the Work of the Local Pensions Board 2019/20	To advise Members of the work of the Board.	ACO PS Contact Officer: Alison Reed	
30 March 2020	Annual Report of the Work of the PSB's	To update Members on the work of each of the PSB's and how this impacts upon the work of SWFRS.	DCO Contact Officer: Sarah Watkins	
30 March 2020	Treasury Management Strategy 2020/21	To secure Members' approval to the adoption of the Treasury Management Strategy 2020/21.	Treasurer Contact Officer: Geraint Thomas	
30 March 2020	Fire Authority & Committee Meeting Dates for 2020/21	To present Members with proposed dates of Authority & Committee meetings for 2020/21	DCO Contact Officer: Sally Chapman	

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

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

AGENDA ITEM NO 9

**To consider any items of business that the Chairperson deems urgent
(Part 1 or 2)**

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1.	Apologies for Absence	
2.	Declarations of Interest	
	Members of the Fire & Rescue Authority are reminded of their personal responsibility to declare both orally and in writing any personal and/or prejudicial interest in respect of matters contained in this agenda in accordance with the provisions of the Local Government Act 2000, the Fire & Rescue Authority's Standing Orders and the Members Code of Conduct.	
3.	Chairperson's Announcements	
4.	To receive the minutes of;	
	• Finance, Asset & Performance Management Scrutiny Group on 7 October 2019	5
	• Local Pension Board Committee on 21 October 2019	11
	• Standards Committee on 4 February 2019	15
	• Fire & Rescue Authority Meeting on 16 December 2019	19
5.	Update on Actions	29
6.	REPORTS FOR DECISION	31
6.i.	Wales Audit Office Annual Audit Letter 2018/19 and Certificate of Compliance 2018/19	33
6.ii.	Revenue Budget 2020/21	41
6.iii	Report on the Strategic Performance Indicator Targets 2020/21	53
6.iv	Report on Responses to the Consultation on the Strategic Themes and Objectives for 2020/2021	69
7.	REPORTS FOR INFORMATION	95
8.	Forward Work Programme 2019-20	97
9.	To consider any items of business that the Chairperson deems urgent (Part 1 or 2)	103