

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

FIRE & RESCUE AUTHORITY SUMMONS

SOUTH WALES FIRE & RESCUE AUTHORITY

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

Monday, 13 February 2023 at 1000 hours

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

or

Remotely via Microsoft Teams - <https://bit.ly/FireAuthority-13-02-2023>

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

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

A G E N D A

1. Apologies for Absence
2. Declarations of Interest

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

3. Chairperson's Announcements
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	• Fire & Rescue Authority Meeting held on Monday 19 December 2022	5
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Signature of Monitoring Officer:



MEMBERSHIP

Councillors:

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

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SOUTH WALES FIRE & RESCUE AUTHORITY

MINUTES OF THE FIRE & RESCUE AUTHORITY MEETING HELD ON MONDAY 19 DECEMBER 2022 AT 1000 HRS IN MEETING ROOM 8 OR REMOTELY VIA TEAMS

33. PRESENT:

Councillor	Left	Authority
S Bradwick (Chair)		Rhondda Cynon Taff
P Drake (Deputy Chair)		Vale of Glamorgan
D Ali		Cardiff
I Buckley		Vale of Glamorgan
P Ford		Bridgend
G Holmes		Rhondda Cynon Taff
M Hughes		Bridgend
A Hussey		Caerphilly
D Isaac		Merthyr Tydfil
S McConnel		Monmouthshire
S Melbourne		Cardiff
J Morgan		Blaenau Gwent
M Al-Nuaimi		Newport
D Naughton		Cardiff
D Parkin		Rhondda Cynon Taff
M Powell		Monmouthshire
A Roberts		Rhondda Cynon Taff
T Watkins		Newport
C Wright		Caerphilly

APOLOGIES:

A Best	Torfaen
K Carr	Cardiff
C Elsbury	Caerphilly
S Evans	Torfaen
B Proctor	Cardiff
ACFO R Prendergast	Director of Tech Services

ABSENT:

OFFICERS PRESENT:- CFO H Jakeway, T/ACFO N Williams – Director of Technical Services, ACO A Reed – Director of People Services, ACO G Thomas – Monitoring Officer & Director of Corporate Services, Mr C Barton – Treasurer, Mrs S Watkins – Deputy Monitoring Officer & Head of Corporate Support, Mrs L Mullan – T/Head of Finance, Procurement & Property, T/AM C Hadfield – Head of Risk Reduction, Mr C Rigby – Wales Audit Officer

34. DECLARATIONS OF INTEREST

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

35. CHAIR'S ANNOUNCEMENTS

- **ITV INVESTIGATION AND NEWS REPORT**

The Chair brought Members attention to the ITV investigation and News reports which were first aired on Monday, 12 December. He stressed that all Members were appalled by the news report and what was heard for the first time from the two victims. The Chief Fire Officer had issued an unreserved public apology to the victims and had initiated an independent review into the culture of the Service, its disciplinary procedures, and historic disciplinary cases.

The Chair stressed that he wished to record that the Chief Fire Officer had the full support of all the Senior Members of the Fire & Rescue Authority.

- **NOTIFICATION OF INDUSTRIAL ACTION**

The Chair informed Members that formal notification had been received from the Fire Brigades Union that the ballot for industrial action commenced on 5 December, 2022 and would run until 30 January, 2023.

Members were advised that following the meeting the Chief Fire Officer would provide an update.

With reference to receiving emails from Members querying why the Service was advertising for Auxiliary Firefighters, the Chair stressed that it was the Authority's statutory duty and legal

requirement to provide fire cover across the whole area, including periods of Industrial Action.

- **COUNCILLOR STEVE EVANS**

On behalf of all Members, the Chair expressed sympathy and condolences to the Chair of the Finance, Audit & Performance Management Committee, Councillor Steve Evans, and his family, on the recent passing of his mother.

- **COUNCILLOR SUE MALSON**

As Councillor Sue Malson had recently stood down from the Fire Authority, the Chair took the opportunity to thank her for her services during her time as a Member.

- **NEW MEMBER – COUNCILLOR ALFIE BEST**

The Chair took the opportunity to welcome new Member, Councillor Alfie Best to the Fire & Rescue Authority who was representing Torfaen County Borough Council.

- **APPOINTMENT OF ASSISTANT CHIEF OFFICER, DIRECTOR OF CORPORATE SERVICES**

The Chair advised Members of the appointment of Mr Geraint Thomas to Assistant Chief Officer, Director of Corporate Services, following a rigorous recruitment process. On behalf of Members the Chair congratulated Geraint and wished him all the very best in his new role.

- **GREEN BOOK PAY AWARD**

The Chair informed Members that the pay award for green Book staff had been agreed with an annual settlement of £1,925 for all spinal points, plus an extra one day's annual leave from April 2023, and a commitment to review allowances.

- **PASSING OUT PARADE**

The Chair was pleased to report that on 1 December, 2022, he had the pleasure of attending the Passing Out Parade of the Service's newest recruits. He advised it was a pleasure to welcome families and guests, and it was extremely pleasing to see seven female firefighters out of 22 new recruits.

- **CAROL SERVICE**

Along with the Deputy Chair, the Chair informed Members that they had the pleasure of attending the Emergency Services' Carol Service on 7 December, at Llandaff Cathedral. The Chair highlighted that it was a wonderful service which was well attended, and he took the opportunity to thank SM Richie Smart for organising the fantastic event.

- **MEETING WITH DEPUTY MINISTER**

The Chair informed Members that along with the Deputy Chair he had met with the Deputy Minister for Social Partnership to discuss ongoing relations, as well as a further meeting to discuss recent events.

- **BUDGET MEETINGS WITH LOCAL AUTHORITIES**

The Chair informed Members and he and the Chief Fire Officer continued to deliver updates to the Local Authority Council meetings, all of which had been fairly well received in terms of the services provided and the predicted financial settlements for the Fire Authority.

- **MEMBERS' ATTENDANCE AT MEETINGS**

The Chair stressed that in light of the Independent Remuneration Panel for Wales report, which was on the agenda, he would like to remind Members of the expectation of a minimum of 22 days commitment per annum for their Fire Authority roles. Therefore, attendance at meetings was an essential requirement to enable the function of the Fire Authority to be fulfilled.

He also reminded to Members to send their apologies if they were unable to attend a meeting.

36. MINUTES OF PREVIOUS MEETINGS

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

- Fire & Rescue Authority meeting held on Monday, 26 September 2022, subject to the following amendment in Minute No. 30.2.5 'Independent Pay Review – Principal Officers Remuneration':- *'It was agreed that a review would be carried out in two years'*

- Local Pension Board meeting held on Monday, 4 July, 2022
- HR & Equalities Committee meeting held on Monday, 18 July, 2022
- Scrutiny Group meeting held on Friday, 23 September, 2022
- Finance, Audit & Performance Management Committee meeting held on Monday, 10 October, 2022
- Standards Committee meeting held on Monday, 7 February, 2022
- Finance, Asset, Performance Management Scrutiny Group meeting held on Monday, 4 April, 2022

37. UPDATE ON ACTIONS

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

The Chief Fire Officer provided Members with a brief update on outstanding action 22/23-22.1.4.

The Chair and Deputy Chair also confirmed that they had put their views and concerns across to the Deputy Minister on the Thematic Review – ‘Broadening the Role of Firefighters in Wales’.

38. REPORTS FOR DECISION

38.1. THEMATIC REVIEW OF OPERATIONAL TRAINING WITHIN THE WELSH FIRE & RESCUE SERVICES – OCTOBER 2022

The Chief Fire Officer presented a report which provided Members with an overview of the Thematic Review of Operational Training produced by the Welsh Government’s Fire Adviser.

The Chair informed Members that he had discussed with the Deputy Minister his concerns regarding the significant financial impact of possibly converting On-Call stations to Wholetime

stations, and the costs which would need to be covered by each of the ten Unitary Authorities.

The Chief Fire Officer provided Members with a brief overview of the changes which were made during the Fire Cover Review and the full Risk Assessment which had been carried out at that time.

Following a question and answer session on possible changes, the Chief Fire Officer assured Members that in such circumstances the Service would always adhere to the National Operational Guidance, and a Gap Analysis would be carried out

RESOLVED THAT

- 38.1.1 Members agreed to acknowledge the thematic review of the Fire Adviser into the Welsh Fire & Rescue Services' operational training.
- 38.1.2 Members agreed to note the report and the Fire Adviser's thematic review and recommendations.
- 38.1.3 Following a request by Members, Officers agreed to provide a follow up report once the Service review had been completed.

38.2 REVENUE AND CAPITAL PROPOSED BUDGET FOR CONSULTATION

The T/Head of Finance presented a report to update Members on preparations for the setting of the 2023/2024 budget and to seek approval for the draft budget for consultation.

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

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

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

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

RESOLVED THAT

Following a question and answer session on Grants received from the Welsh Government, Members agreed the recommended draft budget as the basis of consultation.

38.3 CHANGES TO THE CONSTITUTION

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

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

The Monitoring Officer took the opportunity to record his thanks and appreciation to the Deputy Monitoring Officer for all her hard work in helping to carry out a full review of the Constitution.

RESOLVED THAT

38.3.1 Following lengthy discussion and a request by Members, it was agreed that the implementation of changes to the Constitution be delayed until the new

Municipal Year to ensure work on the scheme of delegations and the Constitution guide was completed.

- 38.3.2 Members agreed to approve the creation of a formal Scrutiny Committee as outlined in Paragraph 2.3 which would become fully effective in the new Municipal Year.

39. REPORTS FOR INFORMATION

39.1 TREASURY MANAGEMENT MID TERM REVIEW REPORT 2022/2023

The T/Head of Finance informed Members that the Treasury Management Mid-Term Review Report provided an update on the Authority's treasury activities for the period 1 April-30 September 2022.

RESOLVED THAT

Members agreed to note the report and treasury activity for the period 1 April-30 September 2022.

39.2 BUSINESS PLAN ACTIONS REPORT – HEALTH CHECK 2022/2023 QUARTER 2 (JULY-SEPT 2022)

The ACO Corporate Services and T/Deputy Chief Fire Officer presented to Members the Business Plan Actions Report – Health Check 2022-2023 Quarter 2 (July-September 2022).

RESOLVED THAT

- 19.3.1 Following a lengthy question and answer session on issues relating to malicious fire calls and the use of social media to send out messages to local communities which provided advice and tips on fuel poverty, Members agreed to note the information contained within the report on the Business Plan Actions - Health Check 2022-2023 Quarter 2.
- 19.3.2 Following a request by Members to receive further narrative and information on data which related to their individual Unitary Authority, the Monitoring Officer agreed to send Members contact details of their local

Group Manager, and to provide a wider presentation at the next Fire Authority meeting.

- 19.3.3 With reference to the recent tragic incident where four boys died after falling through the ice on a lake in Solihull, it was agreed to send a letter to the Chief Fire Officer of West Midlands Fire & Rescue Service, to thank the local firefighters who bravely tried to save the boys.

39.3 INDEPENDENT REMUNERATION PANEL FOR WALES DRAFT ANNUAL REPORT

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

RESOLVED THAT

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

39.4 FORWARD WORK PROGRAMME 2022/2023

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

RESOLVED THAT

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

40. 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.

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SOUTH WALES FIRE & RESCUE AUTHORITY

MINUTES OF THE STANDARDS COMMITTEE MEETING HELD ON MONDAY 3 OCTOBER 2022 AT SOUTH WALES FIRE & RESCUE SERVICE HEADQUARTERS

115. PRESENT:

Mr S Barnes (Chair)	Independent Lay Member
Mr D Fussell (Left at 1800)	Independent Lay Member
Dr M Kerbey	Independent Lay Member
Ms K Thorogood	Independent Lay Member
Councillor G Holmes	SWF&R Authority
Councillor S Melbourne (Arrived 1650)	SWF&R Authority

APOLOGIES:

Mr R Alexander (Chair)	Independent Lay Member
Councillor A Roberts	SWF&R Authority

OFFICERS PRESENT: - Temp ACO G Thomas – Temp Monitoring Officer & Director of Corporate Services, Mrs S Watkins – Deputy Monitoring Officer & Head of Corporate Support, Mr D Daycock – Monitoring Officer, Mid & West Wales Fire & Rescue Authority (One item only)

WELCOME ADDRESS

Mr S Barnes advised Members of the Standards Committee that he would chair the meeting on behalf of Mr R Alexander and proceeded to extend a warm welcome to new Independent Member, Ms K Thorogood.

Members were also informed that there would be a slight change to the running order of the agenda, with Mr Dave Daycock's training presentation being brought forward to Agenda Item 4.

116. DECLARATIONS OF INTEREST

No declarations of interest were made.

117. CHAIRPERSON'S ANNOUNCEMENTS

The Chair had no announcements to report.

118. MEMBERS TRAINING DELIVERED BY DAVE DAYCOCK

Mr D Daycock, Mid & West Wales FRS Monitoring Officer, provided Members with an online verbal training session on the following key areas:-

- **Part 1 – Members Code of Conduct**
- **Part 2 – Work of the Standards Committee and Members of the Standards Committee**
- **Part 3 – The Ombudsman, The Adjudication Panel of Wales, and the Role of the Monitoring Officer**

Councillor Melbourne arrived at 1650 hrs.

RESOLVED THAT

Members agreed to note the verbal training session, and thanked Mr Daycock for his informative and comprehensive electronic presentation.

Mr Daycock thanked the group for their kind words and withdrew from the meeting.

119. MINUTES OF PREVIOUS MEETING

The minutes of the Standards Committee meeting held on 7 February 2022, were received and accepted as a true record of proceedings.

119.1 MATTERS ARISING WITHIN THE MINUTES

- **Item 108.2** - Relating to breaking down Key Performance Indicators into separate areas, the T/Monitoring Officer informed Members that he had met with the Ombudsman who had confirmed that individual complaints were not broken into separate areas. However, the Monitoring Officer was pleased to report that the Ombudsman had agreed to

attend the next Standards Committee meeting in January to address individual queries.

- **Item 112.2** - Relating to Members claiming for pre-meeting preparation time, the T/Monitoring Officer proposed that Members would be allowed to claim for 2 hours preparation time, but if some reports were deemed to be excessive reading then an extension would be considered at the time.

Following discussion, Members unanimously agreed to accept the proposal of claiming for 2 hours pre-meeting preparation time.

120. REPORTS FOR DECISION

120.1 REVIEW OF TERMS OF REFERENCE OF THE STANDARDS COMMITTEE

The T/Monitoring Officer requested Members to consider and review the current Terms of Reference of the Standards Committee and to agree the Terms of Reference going forward.

Following debate on Item 8 set out in the proposed Terms of Reference relating to the Bribery Act, and whether there was training available to provide an overview of the complex piece of legislation, the T/Monitoring Officer agreed to consider this option for a future training session, as well as providing information on specific areas such as Anti-Fraud and Corruption, and Whistleblowing.

RESOLVED THAT

Following a review, Members unanimously agreed the Terms of Reference of the Standards Committee.

120.2 SCHEDULE OF OBSERVATION VISITS BY INDEPENDENT MEMBERS OF STANDARDS COMMITTEE TO SWFRA COMMITTEES

The T/Monitoring Officer presented Members with a schedule of Fire Authority Committee dates to enable observation visits to be scheduled by Independent Members of the Standards Committee.

Following discussion, the Chair agreed that whenever possible it would be good practice for Members to observe Fire & Rescue Authority meetings. He urged Members to refer to the timetable of meetings and to co-ordinate their availability with the Members Services officers.

RESOLVED THAT

Members unanimously agreed to accept and schedule the observation visits by Independent Members of the Standards Committee to South Wales Fire & Rescue Authority Committees.

Mr D Fussell withdrew from the meeting at 18:00 hrs.

121. REPORTS FOR INFORMATION

121.1 PUBLIC SERVICE OMBUDSMAN FOR WALES – CODE OF CONDUCT CASEBOOK

The Deputy Monitoring Officer presented a report to Members advising them of the Public Service Ombudsman for Wales Code of Conduct Casebook.

RESOLVED THAT

Following discussion on individual cases and the rise in social media cases, Members agreed to note the content extracted from the 'Our Findings Section' of the Public Service Ombudsman for Wales website, concerning complaints against the Code of Conduct for the period March 2021 to August 2022.

120.3 UPDATE REGARDING THE ALL WALES STANDARDS FORUM

The T/Monitoring Officer gave a verbal update on the proposed National Standards Forum. Via the All-Wales Monitoring Officers group, feedback had been received of the overwhelming support for the National Standards Forum to be established. The finer details of the inception have yet to be agreed, however it is expected that more detail will be available following the next Monitoring officers group meeting to be held on 7 October, 2022. The T/Monitoring Officer agreed to circulate any update following that meeting.

RESOLVED THAT

Members agreed to note the verbal update on the All Wales Standards Forum.

120.4 OUTCOME REPORT FOLLOWING THE CONSULTATION ON WELSH GOVERNMENT'S STANDARDS OF CONDUCT STATUTORY GUIDANCE

The T/Monitoring Officer informed Members that Welsh Government consulted on the draft guidance relating to 'Standards of Conduct' under the Local Government and Elections (Wales) Act 2021, which included the following duties:-

- To promote and maintain high standards of conduct.
- To co-operate with the Council's Standards Committee
- To provide advice and training
- To write an Annual Report

RESOLVED THAT

Following discussion on a number of the key points and observations contained within the report, as well as the additional duties and responsibilities allocated to group leaders, Members agreed to note the content of the summary of responses to the consultation.

The Chair closed the meeting by thanking Members and Officers for their informative discussion and debate.

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SOUTH WALES FIRE & RESCUE AUTHORITY

MINUTES OF THE LOCAL PENSION BOARD COMMITTEE HELD ON MONDAY, 17 OCTOBER 2022

13. PRESENT

Councillor

P Drake (Chair)	Vale of Glamorgan
J Morgan	Blaenau Gwent
D Naughton	Cardiff
D King	Fire & Rescue Service Association
G Tovey	Fire Brigades' Union
Ms C Black	Pensions Service Manager, Rhondda Cynon Taff BC

Apologies:

C Elsbury	Caerphilly
R Prendergast	Association of Principal Fire Officers
M Alexander	Fire Brigades' Union

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

14. DECLARATIONS OF INTEREST

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

15. CHAIR'S ANNOUNCEMENTS

There were no Chair's announcements.

16. MINUTES OF PREVIOUS MEETINGS

The minutes of the Local Pension Board Committee held on 4 July 2022 were read and accepted as a true record of proceedings.

17. REPORT TO REVIEW KEY PERFORMANCE INDICATORS AND UPDATE REPORT ON PUBLICATION OF ANNUAL BENEFITS STATEMENT

The Pensions Service Manager presented the current year key performance and was pleased to confirm that the Service is hitting performance targets, and Service Level Agreements (SLAs), all within an agreed time of work.

She advised that RCT work closely with the Service, there is a dedicated email account where work is allocated and this email account is monitored daily. She advised that a departmental restructure is underway to ensure they can continue to provide an excellent service to the organisation, this will see the addition of five administrators within the section who carry out work for fire and local government.

An online provision for firefighters to access their pension details is available which allows them to access their information quicker.

She advised that, since the last meeting the deferred and active member annual benefits statements have been issued by the statutory deadline.

Immediate detriment claims continue to be processed in liaison with Kim Jeal and team. Each case is very labour intensive and can take up to a day to process one case. Software is not available so these are being completed manually. It was noted that there will be a need to revisit all cases in October 2023, a caveat is being included in all communications so that members are aware.

RESOLVED THAT

Members noted the performance data contained within Appendix 1 and the overview contained within Appendix 2.

8. FIREFIGHTER PENSIONS – REMEDYING AGE DISCRIMINATION

The Director of People Services presented the report on Firefighter Pensions, Remediating Age Discrimination which confirms that accounts have been audited and have received a clean bill of health.

She drew attention to the Appendix confirming the number of immediate detriment cases so far processed, adding that South Wales is one of only a few services processing immediate detriment cases. She extended thanks to Ms Jeal (SWFRS Pensions) and her team and Ms Black (RCT Pensions) and her team for working closely together to achieve this.

The Director of People Services advised that the Service are nearing the completion of purchasing a calculator that will assist firefighters to understand what their benefits will look like on retirement. She advised that it is hoped to have the GAD Modeller up and running within the next few months.

Mr Tovey welcomed the GAD modeller and encouraged that it be implemented as soon as possible, as the lack of information is a challenge for individuals who are being asked to make important decisions with little information.

RESOLVED THAT

Members noted the content of the report.

19. UPDATE REPORT FROM SCHEME ADVISORY BOARD

The Director of People Services provided an update from the Scheme Advisory Board.

She advised that UK government had issued a consultation in relation to the Scape rate, which is used to value public service pension schemes and set employer contribution rates, this could result in changes in the way it works in the future. Results of the consultation are expected this autumn, although this deadline could be deferred.

She advised that a consultation will be issued January 2023 by HM Treasury in relation to retrospective scheme rules with regard to remedying age discrimination. The consultation will look at the scheme rules, interest rates and other key areas. Welsh Government are also working with UK government on these matters. An informal working group has been set up, Ms Jeal sits on this group. The consultation will close April 2023.

The Director of People Services further advised that the 'Mathews/O'Brien' cases, relating to part time workers' rights were relevant for the Service's On-Call staff. The intention is to widen the scope to prior to 2000. In this scenario organisations will need to check what records and data has been kept in order to undertake due diligence and implement the arrangements. Welsh Government are planning to introduce regulations in October 2023. She added that next year will see a number of consultations particularly addressing age discrimination and part time workers' rights.

Also discussed was the valuation on pensions and cost cap arrangements, she confirmed that there was likely to be more information available between January to March 2023. The Director of People Services advised that if there is a breach of the cost cap, SAB will need to discuss it in detail in terms of impact including any financial implications.

Mr Tovey advised that there are significant risks with dealing with both 'Mathews/O'Brien' as well as McCloud/Sargeant at the same time, especially due to resources required. Ms Jeal advised that in relation to 'O'Brien', when

legislation has been put in place, organisations have eighteen months to undertake and complete the exercise.

RESOLVED THAT

Members noted the update from the Director of People Services.

20. PUBLICATIONS, UPDATES, INFORMATION (STANDARD ITEM)

The Director of People Services shared a number of publications, updates and information relating to pensions matters with the Board.

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

Of note, the Director of People Services advised that in relation to the TPO - Early Resolution Factsheet/Service, it was interesting to note the availability of this service and useful for Members to be aware from Board learning perspective.

Councillor Drake raised concerns in relation to combatting pension scams. Ms Jeal advised that an individual cannot now transfer out of a public service to a private company so there is some protection, although public sector individuals who have separate private pensions could fall foul to scams. Ms Black reassured the Committee that as a fund, they have signed up to the pledge with the pensions regulator and will keep on top of any red flags to prevent any scams.

The Director of People Services advised that in relation to annual allowance charges, a workshop was run on 7th October facilitated by an external company. Ms Jeal advised that attendance was relatively low.

It was noted that the FPS AGM is taking place in London on 25-26 October. and further information would be shared with the Board in due course.

The Director of People Services drew attention to the open letters between SAB and HM Treasury, advising that these would be useful to review as they contain information in relation to the complexities associated with assessing immediate detriment cases.

RESOLVED:

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

20.02 Ms Jeal to provide an update on the FPS AGM is taking place in London on 25-26 October 2022.

21. TRAINING SESSION FOR MEMBERS

The Director of People Services advised that for this Members' training session, Members will be sent an email with links to the SAB Wales training session held recently. The training session proved very useful, covering topics such as 'O'Brien', 'McCloud' and the pensions dashboard. She requested that Members work through the training session and share any reflections on the training event and any activities they think should be included on the agenda.

Councillors Morgan and Naughton advised that they were unable to attend the training session but confirmed they would complete as soon as they are able to.

RESOLVED THAT

On the closing of the meeting, Members resolved to undertake the training session.

22. FORWARD WORK PROGRAMME FOR LOCAL PENSION BOARD 2022/2023

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

RESOLVED THAT

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

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

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

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SOUTH WALES FIRE & RESCUE AUTHORITY

MINUTES OF THE SCRUTINY GROUP MEETING HELD ON MONDAY, 28 NOVEMBER 2022 AT 1000 HRS IN MEETING ROOM 8 AND VIA TEAMS

12. PRESENT

Councillor	Authority
C Elsbury, Chair	Caerphilly
M Hughes	Bridgend
A Hussey	Caerphilly
T Watkins	Newport

APOLOGIES

D Naughton	Cardiff
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ABSENT

K Carr	Cardiff
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OFFICERS PRESENT: ACO G Thomas, Monitoring Officer; Mr Wayne Thomas – Head of Service Planning & Performance; Ms Suzanne Absalom – Planning, Performance and Risk Manager

13. DECLARATIONS OF INTEREST

No declarations of interest were made.

14. CHAIR'S ANNOUNCEMENTS

- The Chair advised Members that the Deputy Chair of the Scrutiny Group, Cllr Sue Malson of Torfaen CBC, had stood down from the Fire & Rescue Authority. Her replacement on the Scrutiny Group has yet to be appointed and the position of Deputy Chair will be placed on the agenda for discussion at the next meeting.
- The Chair informed Members that he may need to leave the meeting before its conclusion. In the absence of a Deputy Chair, Cllr Hughes agreed to temporarily chair the meeting if the need arose for this meeting only.

15. MINUTES OF LAST MEETING

The minutes of the Scrutiny Group meeting held on 23 September 2022 were received and accepted as a true record of proceedings.

16. STRATEGIC RISK REGISTER

The Head of Service Performance & Communications presented Members with the Strategic Risk Register report for 2022/23 Quarter 2. He provided an overview of points of particular interest, direction of travel showing the progress of all risk carried forward and a detailed report of each risk.

Members were informed that the Senior Management Team regularly, formally reviews the Register and endorses inclusion on the Business Management Information System (BMIS) of any new or emerging risks along with associated risk mitigation control tasks.

Officers provided clarity on certain aspects of the report, and in response to the Chair's query regarding Risk 221, JFC Command and Control System, the Director of Corporate Services explained the potential implications for the Service as a result South Wales Police renewing their command and control system. The Director of Corporate Services informed Members that regular Silver Board meetings are held with South Wales Police where such matters are discussed and monitored, and the Police have already been asked to consider technologies when undergoing their procurement process to take account of the requirements of Fire Control for the future.

Members added that from a scrutiny point of view, the information contained within the Strategic Risk Register report is clearly and well presented.

RESOLVED THAT

Members received and noted the content of the report.

17. ASSURANCE METRICS

The Planning, Performance & Risk Manager presented Members with an overview of the Service's assurance metrics and the use of these reports in scrutinising the Service's activities. The assurance metrics contain a collection of high-level performance reports and dashboard developed to provide the Senior Management Team with key data and measures to monitor ongoing performance improvement activities.

The Director of Corporate Services added that the assurance metrics is a single-source, day-to-day tool of real-time information which allows everyone access to the same and current information.

In response to Members' queries, the Planning, Performance & Risk Manager confirmed that access to the information is currently limited to corporate managers and station managers and above.

With regard to Group 4 benchmarking, the Planning, Performance & Risk Manager advised that work is ongoing but the Service is currently able to benchmark against all Services.

RESOLVED THAT

Members noted and accepted the report.

18. EXTRACT FROM DRAFT CONSTITUTION – CHAPTER 6, SCRUTINY COMMITTEE

The Director of Corporate Services updated Members on the current review of the South Wales Fire & Rescue Authority Constitution, which is being conducted using the Model Constitution as its base. He reminded Members that the Model Constitution was commissioned by Monitoring Officers across Wales and subsequently devised by appointed lawyers.

A strong theme within the Model Constitution is that of the integral role of scrutiny. In that regard, the Director of Corporate Services presented the details of the review at Appendix 1, which included a proposal to create a Scrutiny Committee. The proposed Scrutiny Committee is in line with Members' home authorities and will provide the Authority with better scrutiny and challenge.

Cllr Hughes queried the potential to appoint lay members with particular expertise to the Scrutiny Committee. The Director of Corporate Services advised that it would be an option to consider in the future.

In response to Cllr Hughes, the Director of Corporate Services advised that the next step of the review will be to review the Officers' Scheme of Delegations and include a constitution guide for the public.

The Chair thanked Officers for the enormous amount of work and time spent in conducting the review.

RESOLVED THAT

18.1 The Scrutiny Group considered the contents of Chapter 6 of the draft Constitution attached as Appendix 1 to the report.

18.2 The Scrutiny Group agreed the establishment of a Scrutiny Committee as a statutory committee within the Constitution.

19. FORWARD WORK PROGRAMME

The Director of Corporate Services presented the Forward Work Programme and confirmed the additional meeting of 6 March 2023 to enable scrutiny of the Pay Policy and Gender Pay Gap reports.

The Chair requested Members to inform the Director of Corporate Services of any additional areas they may like to scrutinise.

RESOLVED THAT

Members noted the Forward Work Programme going forward.

20. 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.

AGENDA ITEM NO 5

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

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

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

Minute No	Item	Action	Leading Officer	Current Status:
21/22 – 17.3.2	Firefighter Pensions – Remedying Age Discrimination : Pension Benefit Options	Provide pension benefit options to the individuals considered to be in scope for Immediate Detriment (ID)	ACO PS	<p>We have continued to provide pension benefit options for category 1 cases. These are cases where the individual who is in scope of ID, submits their notice of intention to retire.</p> <p>We have taken receipt of a modeller, developed by the Government Actuaries Department (GAD) that will allow individuals to understand the impact of McCloud at a personal level. The modeller will be shared with relevant staff groups at the end of January/early February 2023. The modeller has</p>

Minute No	Item	Action	Leading Officer	Current Status:
				been purchased on an All Wales arrangement.
21/22 – 17.3.3	Firefighter Pensions – Remediating Age Discrimination : McCloud Exercise	Progress exercise to implement the wider remedy work as described in the outcome of the HMT consultation on public service pensions for implementation by October 2023 at the latest.	ACO PS	As set out above, work continues on processing Immediate Detriment (category 1) cases. The groundwork continues on the category 2 cases (those individuals who have retired). Resources have been allocated to this work.
21/22 – 32.3.3	Living Wage Foundation Accreditation	Gain accreditation of the Living Wage Foundation to enable the Service to become a Real Living Wage employer	ACO PS	In September 2022, the Real Living Wage Foundation announced an increase in the hourly rate from £9.90 to £10.90. The 2022 pay award for green book staff was announced in October 2022 and as a result the lowest paid employee is currently earning £11.18 per hour which is above the new hourly rate set by the Real Living Wage Foundation. Work continues to explore the impact for those organisations who are contracted to deliver services to us.
22/23 – 22.1.4	Broadening the Role of Firefighters in	Chair and Chief Fire Officer to discuss thematic review with the Fire Brigades Union; and Chief	CFO	Discussions have taken place between SWFRA Chairperson, the

Minute No	Item	Action	Leading Officer	Current Status:
	Wales – Thematic Review	Fire Officer to meet Welsh CFOs to consider the review deadline set by Welsh Government.		CFO and Fire Brigade Union Representatives. In consultation with the other two FRS's in Wales the Chair has provided a written response to WG regarding the review deadline. An update report is to be presented to Members at today's meeting (13 February 2023)
22/23 – 38.1.3	Thematic Review Of Operational Training Within The Welsh Fire & Rescue Services – October 2022	Provide Members with an update report on conclusion of the Service Review.	CFO	Ongoing
22/23 – 39.3.2	Business Plan Actions Report – Health Check 2022/2023 Quarter 2 (July-Sept 2022)	Provide Members with the contact detail of respective Unitary Authority Group Managers. At the next meeting, provide a more detailed presentation to provide Members with a further narrative and information on respective Unitary Authority data.	ACO CS	Completed Completed
39.3.3		Letter from the Chair to be sent to the CFO of West Midlands FRS following the tragic		Completed

Minute No	Item	Action	Leading Officer	Current Status:
		incident where four boys died after falling through the ice on a lake in Solihull.		

AGENDA ITEM NO 6

Reports for Decision

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THIS REPORT IS NOT EXEMPT AND IN THE PUBLIC DOMAIN**SOUTH WALES FIRE & RESCUE AUTHORITY**AGENDA ITEM NO 6.i
13 FEBRUARY 2023

REPORT OF THE CHIEF FIRE OFFICER

INDEPENDENT CULTURAL REVIEW**THIS REPORT IS FOR DECISION**

REPORT APPROVED BY MONITORING OFFICER

REPORT PRESENTED BY CHIEF FIRE OFFICER HUW JAKEWAY

SUMMARY

The purpose of the report is to update Members on the process of appointing an Independent Review Chairperson, the Terms of Reference for the review, the timescales and potential impacts arising from the review.

RECOMMENDATIONS

That Members approve the creation of an Independent Appointment Board consisting of the membership outlined in paragraph 2.3.

That Members approve the draft Terms of Reference for the Independent Review (attached at Appendix 1).

That Members approval the allocation of earmarked reserves as outlined in paragraph 3.3.4.

That nominations are received from Members to form the Authority Review Board, providing ongoing support to the Independent Chairperson throughout the review.

1. BACKGROUND

- 1.1 Members will be aware that following the ITV News coverage where three witnesses gave interviews highlighting cases of historical sexual harassment and inappropriate behaviour by serving and past personnel, the Chief Fire Officer committed to commissioning an independent review of the Service's culture, disciplinary policies and processes and historical disciplinary cases.
- 1.2 This report will set out the process for appointment of an Independent Chairperson and the Terms of Reference for the organisation-wide Independent Review which will cover both areas of strength and areas for improvement. Whilst there are many examples of outstanding behaviours and services provided by our personnel, there can be no complacency

regarding the level of poor behaviours and culture that may exist across the Service as a whole.

- 1.3 The Independent Review will also cover the Service disciplinary policies and procedures and a review of historic discipline cases to enable lessons to be learned to deliver best practice in the future.

2. ISSUE

- 2.1 Following the commitment to commence an independent review of the Service cultures, disciplinary processes and historic disciplinary cases, the next course of action is to appoint an Independent Chairperson using a process which is impartial, open and transparent.

- 2.2 Utilising the National Procurement Services Framework (**NPS-PS-0098-19**) Provision of Solicitors Services, the Monitoring Officer engaged the assistance of Blake Morgan Solicitors to provide guidance and facilitate creating a long list of suitably experienced King's Councillors (KC's) and other experienced public service candidates with appropriate experience and backgrounds. They also worked together to establish a draft set of Terms of Reference for the review.

- 2.3 Contained within the Terms of Reference is a proposal to create an Independent Appointment Board who will act as the appointment panel, and an Authority Review Board to receive interim progress reports and to act as an enabler to assist the Independent Chairperson. The membership of the Independent Review Board is as follows:

1. Chairperson of South Wales Fire & Rescue Authority – Councillor Steve Bradwick
2. Chief Fire Officer – Huw Jakeway
3. Rachel Williams – Independent advisor, founder of SUTDA (Stand Up to Domestic Abuse)
4. Aliya Mohammed – Chief Executive, Race Equality First
5. Councillor Lis Burnett – Leader of Vale of Glamorgan Council

Supported by Paula Kathrens – Partner, Blake Morgan Solicitors

- 2.4 The draft Terms of Reference are attached in full at Appendix 1. The draft includes an information pack, the details contained within the terms of reference and an annex relating to confidentiality, privacy and privilege.
- 2.5 The Independent Appointment Board will be responsible for consulting with relevant stakeholders before finalising the Terms of Reference. They will then be responsible for shortlisting and interviewing from the long list of candidates, prior to formal appointment of the Independent Chairperson.

3. IMPLICATIONS

3.1 Community and Environment

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

3.1.1 A consultation process for key stakeholders will be undertaken before finalising the Independent Review Terms of Reference. There will be Service-wide engagement and media messaging to inform personnel (past and present) to raise awareness of the objectives of the review and the processes which will be followed. Ongoing internal and external communication and stakeholder consultation will be integral to the entire process.

3.2 Regulatory, Strategy and Policy

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

3.2.1 Although not arising directly from this report, there will be significant information governance and data protection issues which will be embedded into the Independent Review. The appointment panel and Authority Review Board will undertake the governance role linking back to the Authority as a whole.

3.3 Resources, Assets and Delivery

Human Resources and People Development	Yes
Assets and Resources (Property/Fleet/ICT/Equipment)	No

Service Delivery	No
Procurement	Yes
Budget Revenue/Capital	Yes

3.3.1 There will be internal personnel and resources allocated to support the logistics of the Independent Review to ensure the Chairperson has sufficient access to the information and personnel when required.

3.3.2 The support, commitment and involvement of staff is key to the success of the review and the detailed process for enabling access to participants will be developed in due course.

3.3.3 The National Procurement Services Framework (**NPS-PS-0098-19**) Provision of Solicitors Services has been used to engage Blake Morgan Solicitors to provide advice and assistance in facilitation of the process.

3.3.4 The estimated expenditure for the independent review is set out in the following table:

Independent Chairperson	£80,000
Support team	£150,000
Administrative support	£50,000
Travel, accommodation etc	£40,000
Legal Support	£20,000
Total	£340,000

3.3.5 There have been no revenue budgets allocated during 2022/23 or 2023/24 to fund the Independent Review. Therefore, based on the estimated costs set out in paragraph 3.3.3 above, the use of £340k of earmarked reserves is required to fund the review which will span the two financial years. The creation of such a specific reserve will enable clear governance and reporting on the full cost implications of the review.

4. RECOMMENDATIONS

4.1 That Members approve the creation of an Independent Appointment Board consisting of the membership outlined in paragraph 2.3.

4.2 That Members approve the draft Terms of Reference for the Independent Review (attached at Appendix 1).

4.3 That Members approval the allocation of earmarked reserves as outlined in paragraph 3.3.4.

- 4.4 That nominations are received from Members to form the Authority Review Board, providing ongoing support to the Independent Chairperson throughout the review.

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

Appendices:	
Appendix 1	Draft Terms of Reference for the Independent Review

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APPENDIX 1

D R A F T
SOUTH WALES FIRE AND RESCUE SERVICE



**INDEPENDENT REVIEW OF CULTURE,
DISCIPLINE PROCESSES AND HISTORIC
DISCIPLINE CASES**

**INFORMATION PACK & TERMS OF
REFERENCE**

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Introduction

South Wales Fire and Rescue Service is one of the largest fire and rescue services in the UK, covering 10 unitary authorities and a population of 1.5 million. Recent census data shows that we serve some of the most densely populated and fastest growing communities in Wales. Geographically we are responsible for rural, coastal and urban settings covering over 2,800 square kilometres.

The services we must provide are outlined in a range of legal frameworks including:

- The Fire and Rescue Services Act 2004
- The Local Government (Wales) Measure 2009 ('the Measure')
- The Well-being of Future Generations Act 2015 ('the WFGA')
- The Welsh Government Fire and Rescue National Framework 2016

As a designated 'Welsh Improvement Authority', the Measure requires us to set and publish improvement objectives and to consult on these, demonstrating that our plans have regard to the seven aspects of improvement:

- | | |
|---------------------------|------------------|
| • Strategic effectiveness | • Sustainability |
| • Service quality | • Efficiency |
| • Service availability | • Innovation |
| • Fairness | |

We are also required by the WFGA to set and publish well-being objectives designed to maximise our contribution to improving the social, economic, environmental, and cultural well-being of future generations of people in Wales. Under the 'sustainable development principle', which contains seven goals, we must take all reasonable steps to meet these objectives. Each year we publish a statement and an annual report on our progress, including our response to any recommendations from the Future Generations Commissioner for Wales.

We have a duty to keep the people, communities, businesses, and environment of South Wales safe from fires and other hazards. To do this effectively and efficiently, for now and for future generations, we continually consider the needs and views of our communities, by working across departments, with partners and with our communities.

About us and the communities we serve

Staff and Stations

47 Stations across South Wales plus					
<ul style="list-style-type: none"> • Headquarters, Llantrisant • Joint Fire Control, co-located at South Wales Police HQ Bridgend • Cardiff Gate Training and Development Centre, Cardiff • Occupational Health Unit, Pontyclun 					
806 wholetime firefighters	528 on-call firefighters	41 control staff	390 corporate staff	31 volunteers	71 auxiliary firefighters

(Staff figures above are active contracts at 31st March 2022)

Our staff are our greatest asset – over 1,600 personnel, many with multiple contracts - from firefighters and control staff to corporate personnel supporting those on the front line.

Our stations are based in the communities they serve with 20 stations staffed by wholetime personnel (nine of which also have on-call complement, living or working locally and responding to incidents when needed) and 27 by on-call personnel only. We share twelve stations with colleagues from other emergency services. Joint Fire Control, operated with Mid and West Wales Fire and Rescue Service, is in the Joint Public Service Centre at South Wales Police HQ. Colocation helps us to work together effectively which is further supported by liaison across the Service established with Welsh Ambulance Service NHS Trust (WAST), the NHS, Gwent Police and South Wales Police.

Area

10 unitary authorities	Covering 2,800 square kilometres	3.7 square kilometres of lakes and reservoirs
------------------------	----------------------------------	---

Although the region is largely urban, including Cardiff and Newport and large valleys' towns, there are many rural communities, and the Wye Valley has been designated an Area of Outstanding Natural Beauty.

Pre-pandemic, Cardiff International Airport saw over 32,000 flights each year, serving more than 1.5 million passengers. In 2019 there were 37 million Tourism Day Visits to the Service area, resulting in £1.9 billion total expenditure, though visitor numbers are still recovering.

South East Wales is the gateway to Wales, with over 9,100 km of roads, including 96km of the M4 and the A470. While traffic volume reduced significantly during the pandemic, road journeys are increasing but we are yet to establish longer-term changes to travel patterns and the impact on our services.

Population

Population more than 1.5 million	103,500 minority ethnic population	288,600 aged 65 and over 18.9% of population
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Almost half of the population of Wales live in our Service area, growing from 1,481,570 in 2011 to 1,523,900 in 2021. The increase of 2.9% was more than double the 1.4% increase across Wales.

Households

Household numbers increased by 4.6% from 621,328 in 2011 to 650,100 in 2021, with the highest rate of change recorded in Newport (+8.1%). Overall, the increase is largely due to the rise in one-person households. Our work to understand risk has identified that older people who live alone are more vulnerable. Therefore, we have worked extensively to build partnerships which can support our work in the community.

Owner occupied property accounts for 68% of dwellings with around 15% being privately rented and 17% provided by local authorities or social landlords. We recognise that the cost-of-living crisis will put significant pressure on many households, and we will continue to target our risk reduction advice appropriately.

The Service has over 200 hundred high rise properties, many of which provide residential accommodation. The tragic fire at Grenfell Towers significantly changed our understanding on how these buildings were built and operated.

Deprivation

We have some of the most, and least, affluent communities in Wales. Although overall employment rates in our Service area are highest in Wales, three of five unitary authorities with the lowest employment rates are also in South East Wales. Additionally, 13% of lower super output areas (a statistical area with comparable population) in the region are in the most deprived 10% in Wales.

Many factors, including poor health, disability, age, and ethnicity, do not exist in isolation. For example, just over 50% of those identifying as disabled in Wales are employed, compared with 80% of those who are not disabled. In common with other public bodies in Wales, we take into account this layering of factors when considering our socio-economic duty and the accessibility and impact of our services.

Education

There are around 615 unitary authority schools across the region with over 220,000 pupils. Our school engagement programmes see station personnel visit local schools to deliver fire safety messages to pupils. The Crucial Crew initiative, a multi-agency event delivering personal safety workshops to Year 6 and 7 pupils, is coordinated by our Education Services Team.

At sixth form and further education colleges, our Road Safety Team focus on driver and passenger safety. Our university Freshers Campaign is active at the three

universities in the region, promoting home safety to those living away from home for the first time.

Climate Change

Met Office climate change projections anticipate an increase in warmer, wetter winters and hotter, drier summers with greater frequency and intensity of extremes. Although drier summers are expected, an increase in heavy summer rainfall events will impact on the frequency and severity of surface water flooding in addition to more frequent winter storms. The two extremes of climate change impact significantly on the Services operational response capability and skills and competence of personnel.

The impact of extreme heatwaves for fire and rescue services was evident during Summer 2022 with wildfires causing environmental and property damage. In some places this was followed by localised flooding as ground conditions were not able to cope with subsequent summer storms. Our water rescue capability is therefore developing alongside our significant expertise in dealing with wildfires. We recognise the importance of joint working in these areas and are therefore building strong partnerships with other organisations. The Service also recognises its corporate responsibility in reducing its impact on the world's natural resources and is working towards Welsh Government's ambition of net carbon zero by 2030.

Business

There are over 35,000 businesses in our region, ranging from heavy industry and manufacturing to tourism and leisure. Our Business Fire Safety (BFS) department offers support and monitors fire safety compliance working with the business community.

BFS colleagues also work extensively with those responsible for business and high-rise premises, including care, healthcare and social housing sectors.

Vision, Mission and Values

EIN GWELEDIGAETH, CENHADAETH A GWERTHOEDD OUR VISION, MISSION AND VALUES

 <p>EIN GWELEDIGAETH</p> <p>“Gwneud De Cymru’n ddiogelach wrth leihau risg.”</p>	 <p>EIN CENHADAETH</p> <p>Byddwn yn cyflawni hyn drwy:</p> <ul style="list-style-type: none"> • Wasanaethu anghenion ein cymunedau • Weithio ag eraill • Wnebu heriau wrth arloesi a gwella • Leihau risg wrth addysgu, gorfodi ac ymateb • Lwyddo i wneud De Cymru’n ddiogelach 	 <p>EIN GWERTHOEDD</p> <p>Sy’n diffinio beth yw ein cred;</p> <p>ein rheolau craidd</p> <p>Pryd bynnag y dewch i gysylltiad â’r Gwasanaeth, dylai’r gwrthoedd hyn fod yn amlwg ar bob adeg.</p> <ul style="list-style-type: none"> • Gofalgar • Ymroddgar • Disgybledig • Grymus • Proffesiynol • Hydryth • Parchus • Dibynadwy
 <p>OUR VISION</p> <p>“To make South Wales safer by reducing risk.”</p>	 <p>OUR MISSION</p> <p>We will achieve this through:</p> <ul style="list-style-type: none"> • Serving our communities’ needs • Working with others • Facing challenges through innovation and improvement • Reducing risk through education, enforcement and response • Succeeding in making South Wales safer 	 <p>OUR VALUES</p> <p>Define what we stand for:</p> <p>Our core rules</p> <p>Whenever you come into contact with the Service, these values should always be evident.</p> <ul style="list-style-type: none"> • Caring • Dedicated • Disciplined • Dynamic • Professional • Resilient • Respectful • Trustworthy



CODI YMWYBYDDIAETH • LEIHAU PERYGL
RAISING AWARENESS • REDUCING RISK

Our Vision, Mission and Values are physically prominent, displayed at all of our premises via posters similar to the illustration above. They are also actively promoted by referencing in publications, in-house bulletins and inclusion training courses from induction delivered to all staff to leadership development programmes.

Our Vision: “To make South Wales safer, by reducing risk”

Our vision, mission and values are what drives and motivates our people to make South Wales safer, by reducing risk. We aim to protect and serve communities across the 10 Unitary Authorities that make up our diverse area, working in partnership with our colleagues in other frontline services.

Our Mission: We will achieve our Vision by:

- Serving our communities’ needs
- Working with others
- Facing challenges through innovation and improvement
- Reducing Risk through education, enforcement and response
- Succeeding in making South Wales safer

This mission statement describes the overall purpose of SWFRS: what we do, who we do it for, and how and why we do it. It also sets the boundaries of our current activities.

Our Values

Our values define what we stand for — they are our core rules. Once defined, the values that are important to us should be reflected in everything we do as a Service, they describe how we will work as a Service. Whenever you come into contact with the Service, as a member of public, a partner, a business or as a member of staff, these values should always be evident

Caring We will be caring and compassionate displaying concern and empathy for others

Dedicated We are dedicated to the communities where we live, work and visit. We are devoted to saving lives and working in partnerships as an integral part of our communities

Disciplined We are clear about our roles and operate within agreed levels of authority, within a disciplined environment. We consider that the highest form of discipline is self-discipline

Dynamic We will embrace, and are capable, of changing or being changed. We partake in vigorous activity, with energy and enthusiasm, achieving high effectiveness

Professional We will demonstrate professionalism in all that we undertake. This means we will carry out our duties in a competent and dependable manner, demonstrating expertise in all that we do and ensuring that we demonstrate commitment to the high standards expected of SWFRS at all times

Resilient We will anticipate risk, limit impact, and bounce back rapidly through adaptability, evolution and growth in the face of turbulent change. We will withstand and recover quickly from difficult conditions

Respectful We will respect each other and the communities we serve. This means treating people fairly, accepting differences and acknowledging the contribution of our colleagues and our communities

Trustworthy We can be relied on to be honest and truthful

***OUR VALUES REFLECT THE CORE IDEOLOGY OF SOUTH WALES
FIRE AND RESCUE SERVICE.***

Strategic Planning Framework

Vision & Mission	
Strategic Plan 2020-2030 sets 8 Strategic Themes	
	<p>Keeping you Safe Focussing on prevention work to help reduce the need for you to call us</p>
	<p>Responding to your Emergency Ensuring we respond quickly and effectively when you need us</p>
	<p>Protecting our Environment Carrying out our activities in a way that helps sustain the planet for our future generations</p>
	<p>Working with Partners Working with South Wales PSBs and other partners to deliver a fire and rescue service that meets your needs</p>
	<p>Engaging and Communicating Ensuring all our communities and staff are involved in helping us provide an excellent service</p>
	<p>Valuing our People Supporting a diverse workforce that represents your community, is well trained and motivated to deliver our service</p>
	<p>Using Technology Well Continually look to use the latest technology where it can improve our service to you</p>
	<p>Continuing to Work Effectively Ensuring our service provides value for money and is clearly accountable</p>
Other influential Plans and Documents	
<p>Department Plans, Community Risk Reduction Plans, Wellbeing Plans, Organisational Strategies (e.g. financial/asset/people), Government Strategies, National Framework, WBFGA, Social Economic Duty</p>	

Our Service Area and Locations

Bridgend

01	Bridgend	WDS/OC
02	Porthcawl	OC
03	Kenfig Hill	OC
05	Pencoed	OC
06	Ogmore Vale	OC
07	Pontycymer	OC
08	Maesteg	WDS/OC

Rhondda Cynon Taf

09	Treorchy	OC
10	Tonypandy	WDS/OC
11	Ferndale	OC
13	Gilfach Goch	OC
14	Pontyclun	OC
15	Pontypridd	WDS/OC
16	Hirwaun	OC
17	Aberdare	WDS/OC
18	Abercynon	OC

Vale of Glamorgan

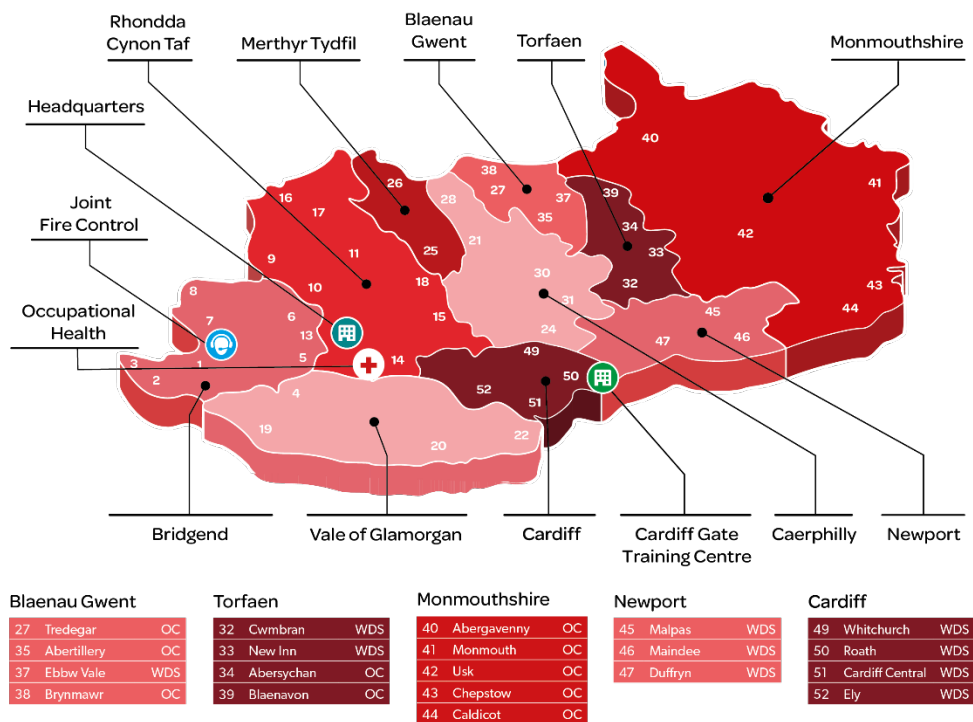
04	Cowbridge	OC
19	Llantwit Major	OC
20	Barry	WDS/OC
22	Penarth	WDS

Caerphilly

21	Aberbargoed	WDS/OC
24	Caerphilly	WDS/OC
28	Rhymney	OC
30	Abercarn	OC
31	Risca	OC

Merthyr Tydfil

25	Treharris	OC
26	Merthyr Tydfil	WDS/OC



OPERATIONS: South Wales FRS has 47 stations across 10 unitary authority areas which are crewed:

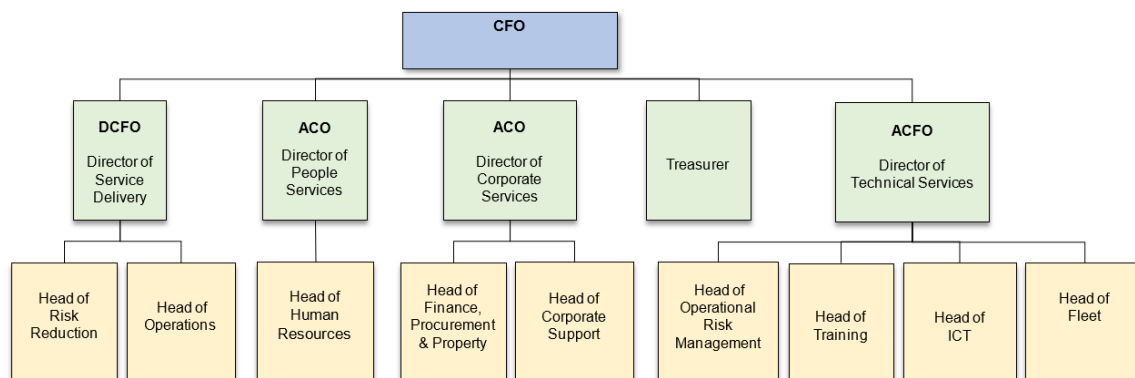
Wholetime (or WDS) – firefighters work on a shift pattern to provide an immediate response to incidents and duties in their locations.

On-Call (or OC) – firefighters respond to incidents from their homes/places of work when they are alerted by a beeper. Some watches at wholetime stations are staffed by on-call firefighters.

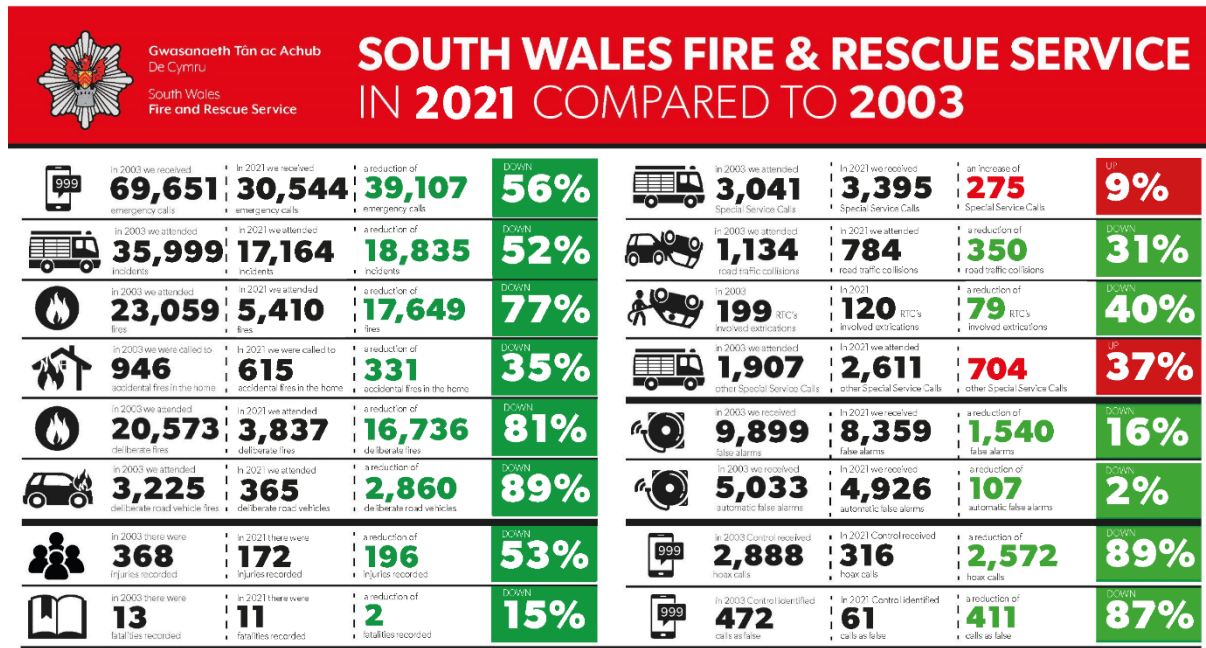
The rank structure is:

- Chief Fire Officer
- Deputy Chief Fire Officer
- Assistant Chief Fire Officer
- Area Manager
- Group Manager
- Station Manager
- Watch Manager
- Crew Manager
- Firefighter

South Wales Fire & Rescue Service Directorate Structure



Performance Data



With a downward trend in fires attended in the last 20 years, FRS response has increasingly been supplemented by prevention and protection activity. This supports communities across the region to live, work and travel safely.



People Data (at 10 January 2023)

Headcount (at 10 January 2023)

1,634 people work for South Wales Fire and Rescue Service:

- 221 people work in more than one Service area
- 817 people work in WDS, 617 of whom only have a WDS contract
- 563 people work in OCDS, 360 of whom only have a OCDS contract.
- 67 people work in AUX, 64 of whom only have a AUX contract
- 40 people work in SWFRS Control, 39 of whom only have a Control contract
- 347 people work in Corporate Staff, 309 of whom only have a Corporate Staff contract
- 29 people are volunteers, 24 of whom only work as volunteers

Contract Count (at 10 January 2023)

We employ 1,912 contracts:

- 258 people have multiple contracts
- 820 WDS contracts. FTE of 819
- 564 OCDS contracts. FTE of 321.3
- 67 AUX contracts
- 40 SWFRS Control contracts. FTE of 37.5
- 392 Corporate Staff contracts. FTE of 317.7
- 29 Volunteer contracts
- The 181 people who work in both WDS and OCDS only, share 365 contracts
- The 8 people who work in WDS, OCDS and Corporate Staff share 24 contracts
- The 11 people who work in WDS and Corporate Staff share 22 contracts
- The 14 people who work in OCDS and Corporate Staff share 30 contracts

Demographics (at 17 January 2023)

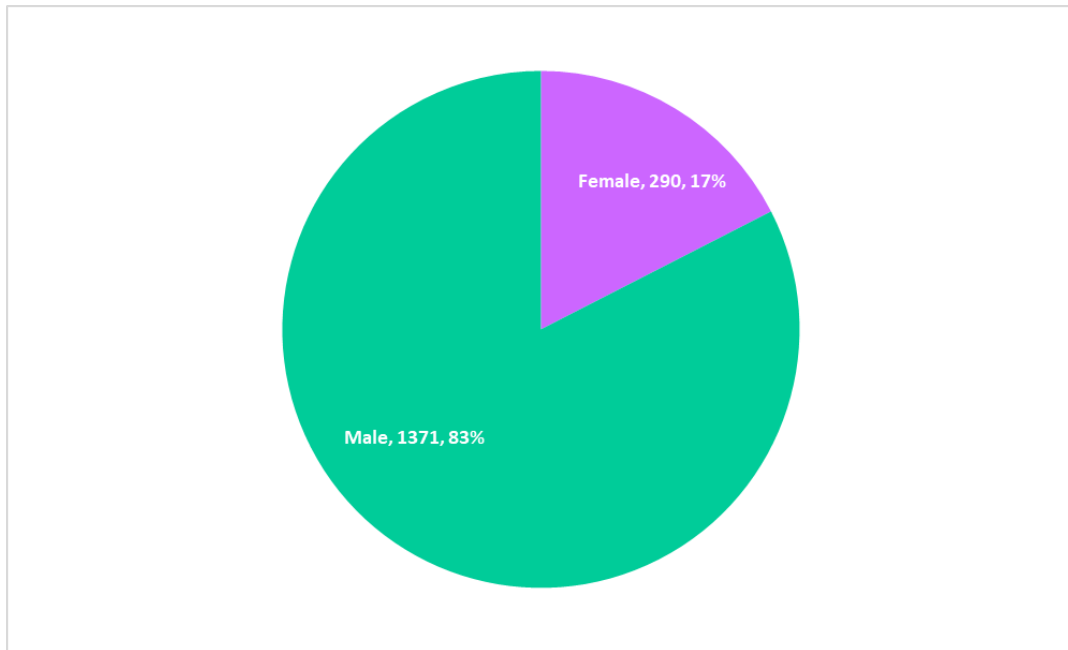


Figure 1 - SWFRS Employees - Gender Breakdown

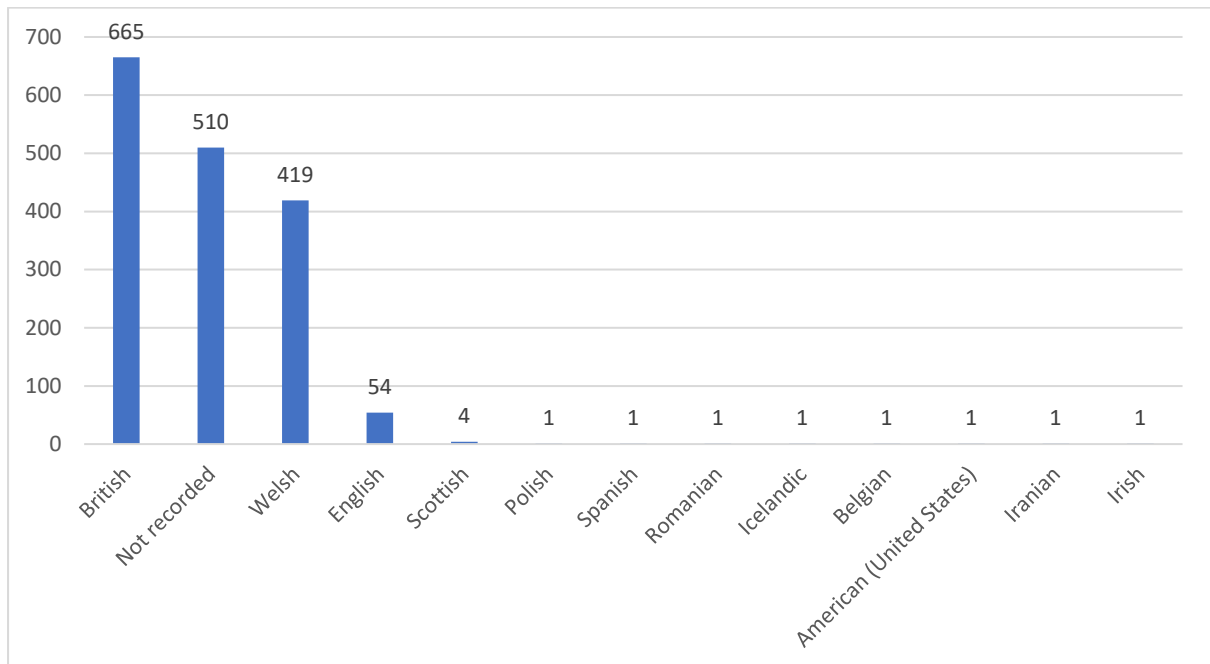


Figure 2 - SWFRS Employees - Nationality

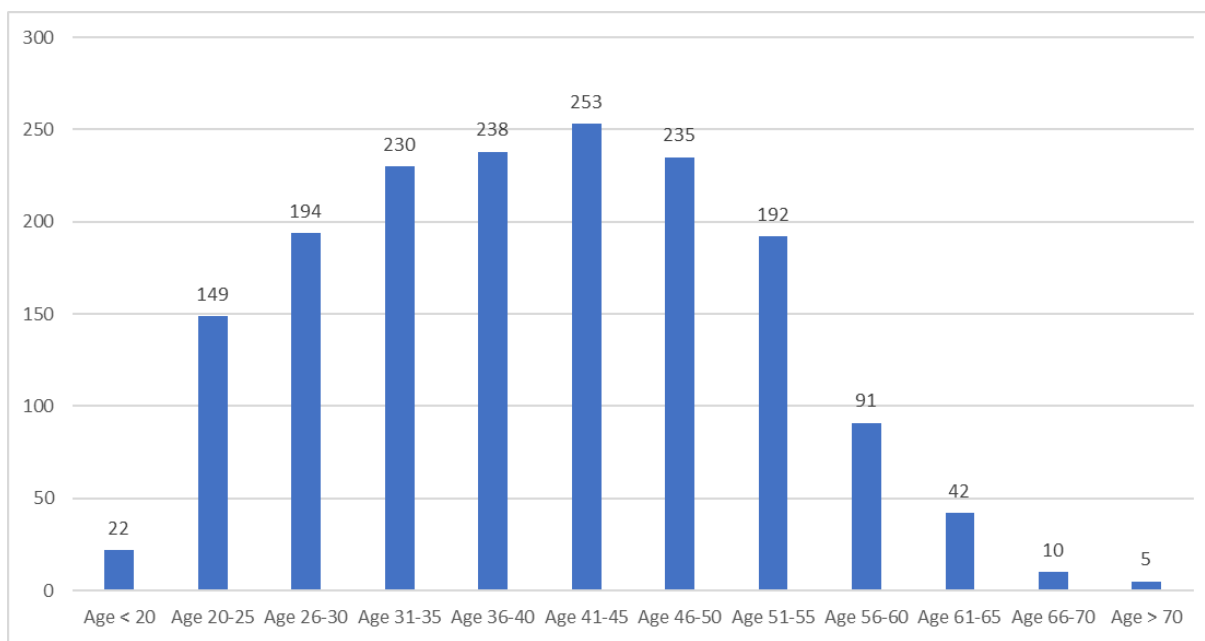


Figure 3 - SWFRS Employees - Age Group

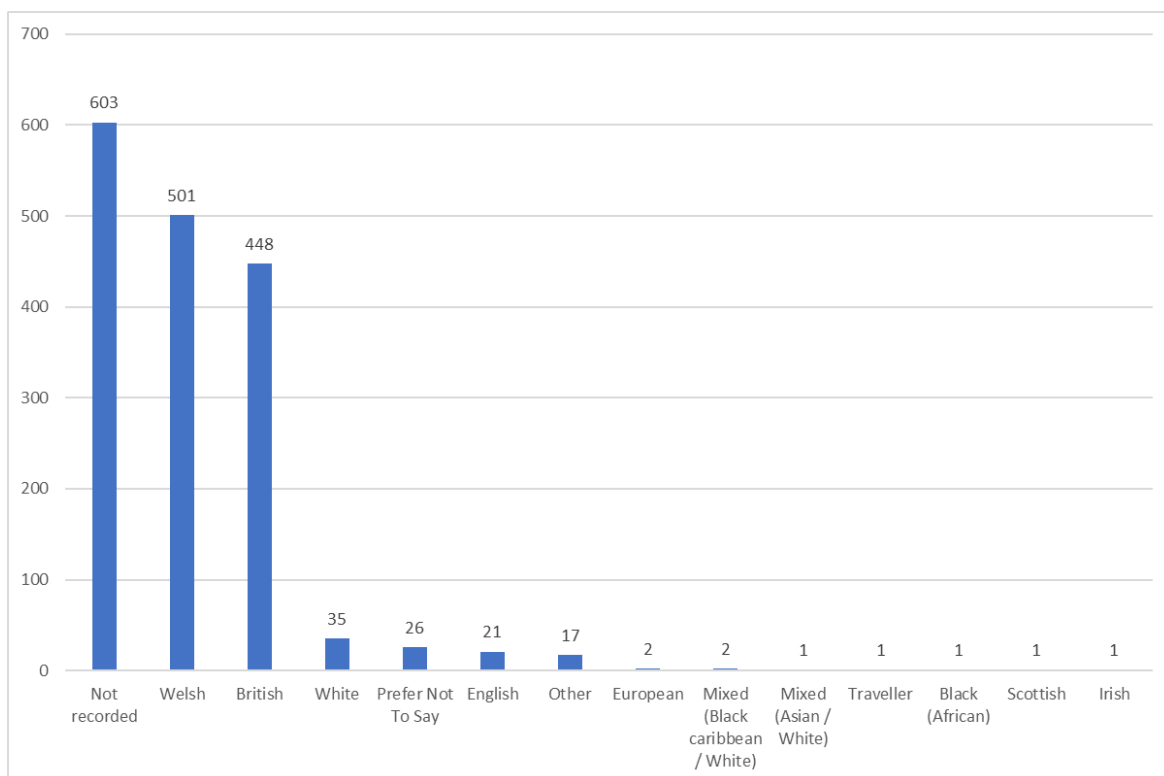


Figure 4 - SWFRS Employees - Ethnicity

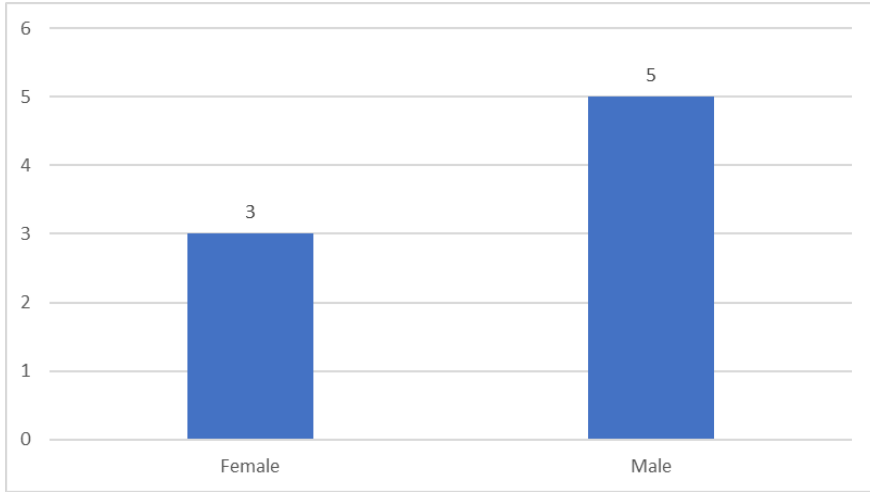


Figure 5 - SWFRS Employees - Disabled

Independent Cultural Review of South Wales Fire & Rescue Service

Background

Following an ITV News report on 12 December 2022, during which witnesses gave examples of sexual harassment, inappropriate behaviours and a protective culture within the workplace of South Wales Fire and Rescue Service ("the Service"), the Chief Fire Officer, Huw Jakeway, committed to commissioning an independent cultural review focussing on the Service's disciplinary procedures and historical discipline cases ("the Review").

Context

Culture

“The deeper level of basic assumptions and beliefs that are shared by members of an organisation, that operate unconsciously and define, in a basic fashion, an organisation’s view of itself and its environment.” Johnson and Scholes

The Service has a very proud history of high performance and constantly improving the services provided to the communities across South Wales, as evidenced in annual improvement plans. However, following recent negative media coverage, the time is right to challenge the assumptions that Service may have of itself and to identify any cultural issues, to find solutions and address recommendations for improvement.

Across the Service various cultures exist due to the diversity of the workforce, the nature of roles, the locations and the terms and conditions of employment of personnel. The challenge for the Service is to align the core values and strategic intent with leadership and cultures to deliver positive outcomes across the entire Service.

Disciplinary processes and historic cases

The Service operates its disciplinary procedures in line with nationally agreed terms and conditions of employment regulations, which are aligned to ACAS recommended best practice. A review of the procedures in place will ensure they are appropriate and up to date with current guidance and assess the impacts on the constitution and other associated policies and procedures of the Service.

Reviewing the historic discipline cases will enable good practices to be highlighted and where necessary identify lessons learned to improve future performance.

Governance

An Independent Appointment Board will be established to appoint an Independent Chairperson for the Review. The Independent Appointment Board will be made up of the Chairperson of South Wales Fire and Rescue Authority, the Chief Fire Officer and at least three independent members from external stakeholders, including the wider public sector in Wales.

The Independent Chairperson will appoint a support team and will report periodically to an Authority Review Working Group. They will consider the ways in which policies, procedures and systems are applied in practice and how they see the culture.

The Authority Review Working Group will be made up of three Members of South Wales Fire and Rescue Authority, supported by the Monitoring Officer, Director of People Services and the Temporary Deputy Chief Fire Officer.

Independent Review - Terms of Reference

Timeframes

The Review is anticipated to commence early in 2023 and is expected to conclude before the end of the calendar year.

Objectives

The objectives of the Review are to:

1. assess the existing policies, procedures and systems relating to bullying and harassment, grievances, whistleblowing concerns, dignity at work, complaints and any other processes for raising complaints and concerns of behaviour and standards. Comparing these to best practice and identifying any actual or perceived barriers to reporting or making complaints about bullying or harassment, discrimination or other inappropriate behaviour and consider the ways in which these policies, procedures and systems are applied in practice and how that impacts on culture;
2. assess existing policies and procedures relating to discipline of staff, comparing them to national terms and conditions of employment and best practice. Consider the ways in which these policies, procedures and systems are applied in practice;
3. review, consider and report on how over the last five years historic reports and complaints of incidents of bullying and harassment grievances, whistleblowing concerns, and dignity at work complaints and any other relevant complaints were dealt with and responded to by the Service;
4. review, consider and report on how historical staff disciplinary cases over the last five years were dealt with by the Service;
5. establish whether the Service has appropriate prevention and other control measures in place to deal with any risks arising from bullying and harassment, discrimination or other inappropriate behaviour;
6. assess the effectiveness of development programmes and training that support dignity, respect and prevention of bullying and harassment, discrimination or other inappropriate behaviour;
7. consider and comment on the values, behaviours, professional standards and decisions of leaders at all levels in the Service and how they impact culture;
8. consider the impact of individual or group behaviour and professional standards of staff and how this influences culture;
9. consider and comment on the Service as a place of work with regard to ensuring the treatment of staff with dignity and respect and maintaining an open and supportive culture;

10. identify within the Service areas of strength, examples of good practice and exemplar behaviours;
11. identify other relevant examples of best practice, guidance, policies and procedures;
12. consider, and make recommendations, for any other matters the Independent Chairperson considers are directly related to the purpose of this Review; and
13. consider the difference in experiences of staff based on but not limited to age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation, any other difference including their occupational group and rank.

Methodology

The Review will undertake desktop research to examine all relevant policies and any other material relevant to the terms of the Review, including reviewing documentation relating to previous complaints and disciplinary cases which are within the scope of this Review.

Relevant current and former staff, management and South Wales Fire and Rescue Authority Members will be interviewed and provided with the opportunity to share their relevant perspectives by outlining in person (or via Teams) and/or in writing, their experiences of perceived bullying and harassment, including sexual harassment, discrimination or other experiences of inappropriate behaviour.

The Review may engage with current staff through online staff surveys and focus groups to share views, insights and experiences of working for the Service.

Methods of secure and private communication will be established to ensure current and former staff know how to participate in this Review if they wish to do so.

The Review may engage with representative bodies (FBU, GMB, Unison etc) and relevant external partner agencies as the Independent Chairperson considers necessary.

The Review may include station visits to talk to staff on the job and assess workplace culture.

For the avoidance of doubt, no Service staff (current or past) can, or will, be compelled to participate in this Review.

Resources

Logistical support for the Independent Chairperson and their team will be provided by the Service staff and legal team. The costs of the Review will be drawn from within existing budgets and earmarked reserves.

Reporting

The Independent Review Chairperson will produce a draft report to the Independent Appointment Board to ensure factual accuracy before publication of the final report and recommendations.

Publication

A publication date and method will be agreed between the Independent Chairperson and the Independent Appointment Board prior to initial presentation to South Wales Fire and Rescue Authority, media release and internal communications.

Annex to the Terms of Reference – Confidentiality, Privacy and Privilege

1. The findings of the Review are to be made public subject to any relevant legal considerations.
2. Personal data (ie data from which a person may be identified) will not be included in any published report without the express consent of the person in question.
3. Persons providing information to the Independent Chairperson for the purposes of the Review are encouraged to do so in an open and "on the record" basis. This will help the Independent Chairperson to reach fully informed conclusions by enabling them to put information and concerns to other persons for their consideration and comment. Without that openness and transparency, the reliability of the information provided is difficult to assess and the Independent Chairperson's ability to further investigate and consider any concerns raised in the context of the Inquiry may be hindered.
4. Should a person who wishes to provide information request to speak with the Independent Chairperson in confidence, the Independent Chairperson will proceed on a confidential basis but subject to the following limitations:
 - 4.1 In the event that civil proceedings concerning any matter that was the subject of the Review are raised against the Service or the Independent Chairperson, the Independent Chairperson may be ordered by a court or tribunal to disclose documentation and information in relation to the Review;
 - 4.2 In the event that a person discloses information which raises a concern regarding the safety or wellbeing of an individual, the Independent Chairperson may decide to disclose this information to the Service and/or a regulatory body for the purpose of ensuring health and safety;
 - 4.3 In the event that a person discloses information which raises a concern regarding a potential criminal offence, the Independent Chairperson may decide to report the matter to the Service and/or to the police.
5. In the event that information is disclosed to the Service, a regulatory body or to the police, the Independent Chairperson will use reasonable efforts to avoid disclosing the identity of any person who has requested anonymity but this is not guaranteed. If it becomes necessary to disclose the identity of the person who has provided the information this will be discussed with that person in advance except where there is an immediate risk to health or safety.
6. In the event that a person discloses information which gives rise to a need to launch a disciplinary investigation, or the information is relevant to an ongoing disciplinary process against one or more current employees of the Service, the Independent Chairperson will seek the permission of the person who provided

the information to disclose the information and their identity. The information provided will not be used without the person's permission unless a court or tribunal orders disclosure. Please note that if permission is not given by the provider of the information to use the information and to disclose their identity for the purpose of disciplinary proceedings, it may hinder the ability of the Service to take disciplinary action.

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THIS REPORT IS NOT EXEMPT AND IN THE PUBLIC DOMAIN**SOUTH WALES FIRE & RESCUE AUTHORITY**AGENDA ITEM NO 6.ii
13 FEBRUARY 2023

REPORT OF THE TREASURER

REVENUE AND CAPITAL BUDGET DETERMINATION FOR 2023/24**THIS REPORT IS FOR DECISION**REPORT APPROVED BY TREASURER
PRESENTING OFFICER TREASURER**SUMMARY**

The report includes the recommended revenue and capital budget for 2023/24 together with the responses to the consultation exercise undertaken.

The Fire Authority is asked to approve the budget including a proposed revenue budget of £89,375,478 representing a 12.70% increase over that set for 2022/23. This increase assumes that the Welsh Government's Scape grant previously paid to the Fire Authority, will be transferred to constituent councils in the final local government settlement as outlined by the Deputy Minister.

RECOMMENDATIONS

That the Fire Authority approve the proposed revenue and capital budgets included within the report.

That the Fire Authority gives delegated authority to the Treasurer to make an appropriate adjustment to the revenue budget, if the Scape Grant is not transferred into the local government settlement.

1. BACKGROUND

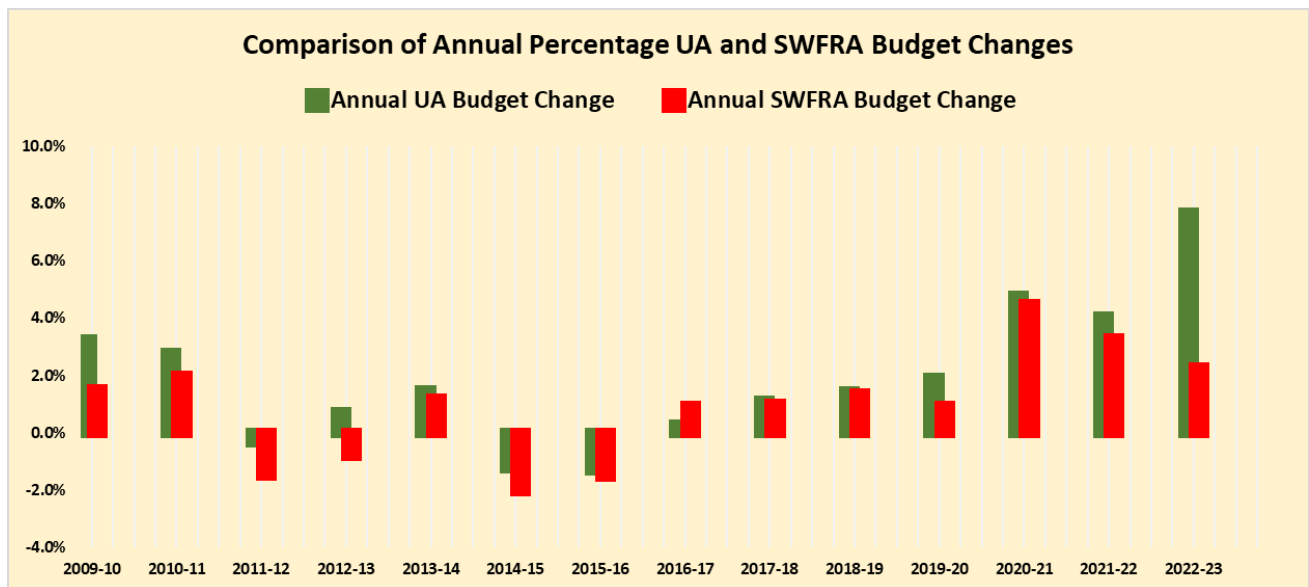
- 1.1 The Fire Authority, Finance, Audit and Performance (FAPM) Committee and Scrutiny Group have considered a range of reports on the budget over the last year and this report is the culmination of that work. The Fire Authority approved a draft budget for consultation at its December meeting.
- 1.2 The Medium-Term Financial Strategy (MTFS) includes information regarding the basis for budget planning and this report provides the proposal for the 2023/24 financial year, together with the supporting capital programme. The MTFS is informed by regular monitoring reports on the budget for the current year.

- 1.3 The FAPM and Scrutiny Group considered the background and detail to the budget at its meetings and made recommendations for inclusion. Consultation responses were reported to the Group at its February meeting.

2. ISSUE / PROPOSAL

Medium Term Financial Strategy and Historical Context

- 2.1 The approved MTFs includes historical context to the budget together with projections for future years' budgets.
- 2.2 For the current financial year, the Fire Authority set a budget of £79,304,057. In setting its annual budget, the Authority has always been mindful of the resources available to its constituent councils both from Welsh Government and local taxpayers. It is important for Members to note that in the current year, constituent councils received an increase in their funding from Welsh Government of around 10% whilst the Fire Authority only requested an additional 2.29% in resources.
- 2.3 The following chart shows the historical trend of increases / reductions in the revenue budget compared to the resources available to councils from Welsh Government and Council Tax.



Local Government Settlement

- 2.4 The draft Welsh Government Budget was announced after the Fire Authority considered the budget in December. Local Government Funding for next financial year will increase by an average of 7.9% on a like for like basis. It is important to note that this draft settlement is subject to change

particularly in respect of the transfer of specific grants previously paid to the Fire Authority. This issue is discussed later within the report.

- 2.5 Along with the resources Welsh Government provides to constituent councils from revenue support grant and non-domestic rates, the councils also raise council tax to meet the demands on their budgets. There is a historical pattern of increasing yield from council tax of 4% to 5% and whilst increases this year were generally lower, there is no indication that this broad trend will discontinue.
- 2.6 The Fire Authority has always been cognisant of the settlement together with the overall resources available to councils when setting its budget.

Population Change

- 2.7 Population data used in the Welsh Government Settlement is the basis on which the Fire Authority's budget is distributed and funded by the ten constituent councils in the South Wales area. The Fire Authority has no powers to vary this distribution methodology which is set out in legislation.
- 2.8 The table below illustrates the change in the distribution of current contributions based on the new population data for 2023/24. It is important to note that Councils which see increases in population generally benefit from a proportionately more favourable Welsh Government settlement and vice versa.

Authority	Budget 22/23	Population 22/23	Population 23/24	Change %	Change £
Bridgend	7,544,032	147,892	147,031	-0.58%	18,264
Vale of Glamorgan	6,917,880	135,617	134,192	-1.05%	(15,952)
Rhondda Cynon Taf	12,384,513	242,784	240,528	-0.93%	(13,317)
Merthyr Tydfil	3,107,504	60,919	59,963	-1.57%	(23,385)
Caerphilly	9,286,956	182,060	179,096	-1.63%	(75,451)
Blaenau Gwent	3,547,672	69,548	68,204	-1.93%	(39,707)
Torfaen	4,800,641	94,111	93,314	-0.85%	(1,189)
Monmouthshire	4,870,934	95,489	94,393	-1.15%	(15,960)
Newport	8,067,501	158,154	159,446	0.82%	133,341
Cardiff	18,776,424	368,090	365,711	-0.65%	33,356
	79,304,057	1,554,664	1,541,879	-0.82%	-

- 2.9 These changes at council level will be reflected in minor variations from the overall average increase in contributions set by the Fire Authority.

Budget Planning Considerations

- 2.10 Pay inflation is the biggest challenge facing the Authority in the current and next financial year. The lack of any certainty represents a financial risk in setting the budget. The uniformed representative bodies are currently balloting for industrial action in the face of a 2% and more latterly a 5% pay offer. The outcome of this action and the associated negotiations is not likely to be known until after this meeting. The Authority must set its budget on or before the 15th February.
- 2.11 The Authority will likely face a significant overspend on its pay budgets in the current year as the currently offered but rejected pay increase is already well above that budgeted for. Monitoring reports to the FAPM Committee have already reported on this matter. The Authority will absorb any such overspend from its reserves rather than pass these costs back to the constituent councils.
- 2.12 Pension costs are an ongoing uncertainty as they have been for several years now. Resolution of the McCloud judgements relating to the inequality in fire pension schemes is ongoing and valuation of the schemes is also still being worked on. Welsh Government has confirmed that there will be no changes in the underlying scheme costs in 2023/24, normal inflationary pressures will continue, however.
- 2.13 Widening of the role of the fire fighter is still a current topic. For the purposes of the budget, it has been assumed that should any move be made towards this ambition, any additional costs arising would be matched by additional funding from within the Welsh Public Sector.
- 2.14 The Authority's job evaluation scheme has been implemented and the projected ongoing costs of this are reflected in the revenue budget.
- 2.15 Temporary staffing costs will be accommodated from reserves as they do not represent an ongoing burden on the base budget.
- 2.16 After allowing for efficiency savings and budget reductions, the total employees budget of the Authority is projected to increase by around 8% arising mainly from the current cost of living crisis faced by employees.
- 2.17 The cost of living crisis does not just affect pay. Premises costs in terms of energy and external contracts are rising with the high levels of inflation in the economy. The Authority is actively working to reduce energy consumption across the estate but it will not offset increased unit costs.
- 2.18 Continued investment in ICT systems approved together with operational equipment demands and the unavoidable inflationary pressures on

budgets like insurances will increase supplies and services budgets in the coming year. Essential operational equipment replacement is also funded from this area. The Authority's budget plan is being amended to fund large equipment purchases from reserves in a move to reduce budget volatility and make savings next year.

- 2.19 Members will be aware that the timely fulfilment of the capital programme has been an ongoing problem. The capital programme attached to the report as Appendix 2 still carries this risk however, additional staff resources should assist in delivering the agreed schemes. The revenue budget for capital financing costs represents a reasonable budget assumption including additional income arising from increasing interest rates.
- 2.20 Capital Financing Costs will represent around 5.7% of total budget, well within the levels deemed appropriate given the nature of the organisation and its funding regime.
- 2.21 Through the budget process, the Authority has identified around £2m worth of reductions to limit the impact of the Service on its funding partners.
- 2.22 Members will be aware that following recent press coverage, the Authority has decided to undertake a review of culture. Costs associated with this review are not included in these budget projections as there is no intention to pass the costs of this review back to funding partners.

Welsh Government Grant Funding Announcements

- 2.23 The Deputy Minister has announced that grants to the Fire Authority will be changing next year. Existing grants which are continuing will do so on a cash flat basis as in previous years. This of course represent a real terms cut in funding and this is even more apparent with 10% inflation rates prevailing.
- 2.24 There are two grants where changes are being proposed by the Deputy Minister.

FireLink Grant

- 2.25 The Fire & Rescue Services in Wales are provided with around £1.6m of funding towards the cost of running the emergency services communications network which facilitates the deployment of crews and appliances to operational incidents together with communication once on scene. The grant to South Wales FRS would have been £632,109. The Deputy Minister states in her letter of 13th December, ***"I do not doubt the operational importance of FireLink, but funding frontline***

equipment is not otherwise a matter for Welsh Government, and I can no longer justify this grant in light of wider pressures”.

- 2.26 This decision represents a cut in funding which will now fall directly on the Service and hence to our local authority funders. Members should also note that this 100% cut in funding is at odds with FRSs in England where funding is being withdrawn at the rate of 20% per annum ahead of the implementation of the new Emergency Services Network (ESN) project across the UK. The estimated costs of the new ESN project have been rising and Welsh Government’s decision to effectively withdraw from any part of funding it, represents a significant shift of financial risk to the Authority into the future.

SCAPE Grant

- 2.27 This £5.9m grant assists with the increased costs of employer’s fire service pension contributions. It was implemented several years ago when a technical adjustment made by HM Treasury resulted in higher contributions becoming payable by Welsh Fire & Rescue Services. The estimated grant payable to South Wales FRS in 2023/24 was £2,946,710. The Deputy Minister has indicated that when the Final Local Government Settlement is released in February 2023, these grant monies will be included in local council funding and therefore will cease to be payable to the Welsh Fire & Rescue Services. If this happens, the Service budget will increase by the value of the lost grant and councils will have to increase their contributions accordingly. This of course should be cost neutral for both the Service and the councils.

Proposed Budget 2023/24

- 2.28 As discussed earlier in the report, population changes impact directly on the level of budget contributions from individual councils. The proposed budget if approved will result in the following contributions. The supporting budget is set out in Appendix 1.

Authority	Budget 2022/23 £	Budget 2023/24 £	Change £	Change %
Bridgend	7,544,032	8,522,690	978,658	12.97%
The Vale Of Glamorgan	6,917,880	7,778,455	860,575	12.44%
Rhondda Cynon Taf	12,384,513	13,942,307	1,557,794	12.58%
Merthyr Tydfil	3,107,504	3,475,795	368,291	11.85%
Caerphilly	9,286,956	10,381,343	1,094,387	11.78%
Blaenau Gwent	3,547,672	3,953,469	405,797	11.44%
Torfaen	4,800,641	5,408,971	608,330	12.67%
Monmouthshire	4,870,934	5,471,544	600,610	12.33%
Newport	8,067,501	9,242,329	1,174,828	14.56%
Cardiff	18,776,424	21,198,575	2,422,151	12.90%
Total	79,304,057	89,375,478	10,071,421	12.70%

- 2.29 It is important to note that the table is based on the assertion made by the Deputy Minister that the SCAPE grant will transfer into the local government settlement. If this grant transfer does not occur, the Authority's budget will be lower, and the headline increase would be less than 9%.
- 2.30 Given the current uncertainty of the transfer, the Authority is asked to delegate powers to the Treasurer to vary the approved budget if the transfer is not included in the final local government settlement.
- 2.31 The revenue budget supports the financing of the capital programme of the Authority. The Programme is regularly updated through monitoring reports to the FAPM Committee. The current capital programme is shown at Appendix 2.
- 2.32 The Authority receives regular reports on its Treasury Management Strategy. The Treasury Management Strategy determines the likely cost of borrowing, income from investments and Minimum Revenue Provision which form part of the revenue budget. There has been no significant change in the Treasury Management Strategy for some years now reflecting the stable and low interest rates in the economy over that period. As short-term interest rates have started to rise, appropriate steps are being taken to secure investment income, as always, against the low risk criteria set out in the Strategy.

Consultation

- 2.33 Following on from last year's policy, a request was made to the ten constituent councils that they also send the consultation letter to all their council members individually in order to elicit a wider response.

2.34 Consultation responses are included in Appendix 3 to the report.

IMPLICATIONS

3.1 Community and Environment

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

3.1.1 Where specific projects or proposals impact the revenue budget, those decisions are reflected in appropriate assessments undertaken and reported at the time of consideration.

3.2 Regulatory, Strategy and Policy

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

3.2.1 The Authority must comply with the regulatory requirements around budget setting and approval including the timescales set out in legislation.

3.3 Resources, Assets and Delivery

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

3.3.1 The budget underpins the Service's asset and resource base and its Service Delivery.

4 EVALUATION & CONCLUSIONS

- 4.1 The details of financial projections are included within the MTFs and various budget reports. The Authority has adopted CIPFA's Financial Management Code.
- 4.2 In the context of financial resilience, the Authority's budget includes 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.
- 4.3 Non-financial risks are included and monitored in the Authority's risk register through the Senior Management Team, FAPM Committee and the Fire Authority.
- 4.4 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
- 4.5 The Treasurer as the Responsible Finance Officer confirms that in terms of the MTFs, budget and assumptions therein, the level of reserves and financial health of the Authority is sustainable and resilient. In reaching this conclusion, regard was had for the following
- The Authority complies with CIPFA's Financial Management Code
 - 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 other relevant Codes of Practice
 - The Authority's governance arrangements are sound

5 RECOMMENDATIONS

- 5.1 That the Fire Authority approve the proposed revenue and capital budgets included within the report.

- 5.2 That the Fire Authority gives delegated authority to the Treasurer to make an appropriate adjustment to the revenue budget, if the Scape Grant is not transferred into the local government settlement.

Contact Officer:	Chris Barton Treasurer	
Background Papers	Date	Source / Contact
None		

Appendices	
Appendix 1	Revenue Budget 2023/24
Appendix 2	Capital Programme

REVENUE AND CAPITAL BUDGET DETERMINATION FOR 2023/24
Appendix 1
REVENUE BUDGET 2023/24

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

	2022/23 Budget	2023/24 Budget excluding 100% grant funded costs
Equipment repair & maintenance	128,050	95,900
Fire Ground consumables (foam)	12,000	20,000
I.C.T.	1,668,502	1,911,154
Clothing & Uniforms	671,862	704,270
Photocopying	15,545	9,000
Stationery	23,400	22,640
Printer & print consumables	41,500	22,000
Postage & freight	21,622	26,522
Advertising (vacancies, etc.)	184,200	184,400
Text books, Reference	8,710	11,250
Licences	170,260	114,393
Literature / subscriptions	168,251	171,124
Competition entry fees	15,000	15,000
Spoilt meals	1,000	1,200
Fire ground provisions	12,300	12,300
Catering supplies (canteen)	46,070	40,750
Presentations & awards	25,900	14,800
Insurances	1,179,426	1,377,956
	5,336,442	5,755,273
Transport	1,477,793	1,619,040
Contracted Services	941,296	1,152,085
Capital costs / leasing	4,874,253	5,069,223
GROSS EXPENDITURE	83,536,749	90,412,242
Income	-4,232,692	-1,036,764
NET EXPENDITURE	79,304,057	89,375,478

REVENUE AND CAPITAL BUDGET DETERMINATION FOR 2023/24
Appendix 2
CAPITAL PROGRAMME

	2022/23 Slippage	2023/24 Submission	Total 2023/24
PROPERTY			
Penarth		250	250
New Inn	1,860	4,000	5,860
Tower Works Package		200	200
RDS Site Improvements	900	2,000	2,900
	2,760	6,450	9,210
FLEET			
Water Ladder		1,995	1,995
Van/Ops Estate Car	454	155	609
Light Utility 4WD	240	250	490
Non Op 4WD		30	30
Water Carrier		200	200
Rescue Boat		30	30
Wildfire Unit		100	100
Ladders		95	95
	694	2,855	3,549
ICT			
End User Computer Replacement		150	150
Wireless Access Points		140	140
Backup Replacement System		80	80
	0	370	370
Joint Control		310	310
TOTAL	3,454	9,985	13,439

* Slippage as currently reported

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REVENUE AND CAPITAL BUDGET DETERMINATION FOR 2023/24
Appendix 3
CONSULTATION RESPONSES

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Our Ref/Ein Cyf: MAB/PD/LG
 Your Ref/Eich cyf: CB/HE
 E-mail/E-bost: maryannbrocklesby@monmouthshire.gov.uk

Tel./Ffon: 01633 644020
 Date/Dyddiad: 25th January 2023

Chris Barton
 Treasurer
 South Wales Fire & Rescue Authority

By Email: Treasurer@southwales-fire.gov.uk

Dear Chris,

South Wales Fire and Rescue Authority Budget and Contributions 2023/24

Thank you for your letter of 22nd December that looked to seek views regarding the Fire and Rescue Authority's budget for the coming financial year and that sees a 8.98% increase in the levy needing to be met by Councils.

This letter is sent on behalf of Gwent leaders and has been discussed and agreed as representing the collective views of our Councils and in response to your budget consultation. It goes without saying that as Leaders we recognise the continued good work and dedication that the Fire and Rescue Authority shows in safeguarding our communities every single day.

It is of course understood that the Fire and Rescue Authority is suffering from the same unprecedented challenges that Councils are indeed facing with energy costs, inflation and price rises and pay awards.

Council budgets in Wales and in Gwent are also seeing significant cost and demand pressures having to be accommodated. Whilst we very much welcomed the better than expected provisional settlement from Welsh Government the Minister recognised that she was not able to go as far as to meet all of the pressures being faced for 2023/24.

As Councils we recognise that at a time when residents are equally struggling during a cost of living crisis increases in council tax need to be very carefully considered. Given the scale of the challenge it is inevitable that council tax will need to rise, although at a rate well below inflation.

*County Councillor Mary Ann Brocklesby, Leader/Arweinydd
 Monmouthshire County Council, County Hall, Usk, Monmouthshire NP15 1GA
 Cyngor Sir Fynwy, Neuadd Sir, Brynbuga, Sir Fynwy NP15 1GA
 Tel/Ffon 01633 644020
 Website: www.monmouthshire.gov.uk*

Councils are therefore left with having to make difficult decisions around where to make savings and reduce expenditure next year. As Councils we are having to make difficult decisions to reduce the level of services that can be provided and where this can't be mitigated through other means. We are continuing to have to remodel and redesign services such that they can be put on a sustainable footing going forward.

Whilst it was good to see that the original projected increase signalled to Councils last September had been reduced we do not feel that the Fire and Rescue Authority has gone far enough to reduce the impact on Councils and in turn residents.

We would therefore strongly urge you and your Scrutiny Group to go further and in identifying ways to reduce further the proposed and planned increase. Having discussed with Gwent Leaders we would recommend that the Fire and Rescue Authority look to limit the increase and for the proposed increase to be reduced further. Affordability for Councils and in turn its residents has to be of paramount consideration.

We would be very open to discussing this with you further and would be happy to meet with you or make representation at your Scrutiny Group if you feel that would be useful.

We very much look forward to hearing from you and in working towards a constructive and agreed way forward.

Yours sincerely

County Councillor Mary Ann Brocklesby
Leader of Monmouthshire County Council

County Councillor Jane Mudd
Leader of Newport City Council

County Councillor Anthony Hunt
Leader of Torfaen County Borough Council



County Councillor Sean Morgan
Leader of Caerphilly County Borough Council



County Councillor Stephen Thomas
Leader of Blaenau Gwent County Borough Council

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SOUTH WALES FIRE & RESCUE AUTHORITY

AGENDA ITEM NO 6.iii

13 FEBRUARY 2023

REPORT OF THE ASSISTANT CHIEF FIRE OFFICER OF SERVICE DELIVERY

STRATEGIC PERFORMANCE INDICATORS TARGET SETTING 2023/2024

THIS REPORT IS FOR DECISION

REPORT APPROVED BY ASSISTANT CHIEF FIRE OFFICER OF SERVICE DELIVERY

PRESENTING OFFICER DEWI ROSE, ASSISTANT CHIEF FIRE OFFICER OF SERVICE DELIVERY

SUMMARY

To consider the Strategic Performance Indicator Targets for 2023/2024

RECOMMENDATIONS

That Members note the Performance Indicator Targets proposed for 2023/2024

That Members approve delegation to Assistant Chief Fire Officer to review quarter 4 2022/2023 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 forthcoming 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 2009 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 2023/24 are proposed prior to the start of the reporting year, utilising a profiling process that considered nine months of 2022/2023

actual incident data and a further four years of historic incident data to provide a baseline target figure.

- 1.4 Other factors that may influence our ability to meet targets are also considered such as planned reduction strategies and changes in legislation that may change the call profile for the service.

2. ISSUE / PROPOSAL

- 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 2023/2024.
 - 2.3 The number of fires attended in 2022/2023 is currently predicted to be higher than the number attended during the previous reporting year. The provisional target for 2023/2024 is forecasted to be 5,889.
 - 2.4 The number of false alarms attended in 2022/2023 is currently predicted to be higher than the number attended during the previous reporting year. The provisional target for 2023/2024 is forecasted to be 8,315.
 - 2.5 The number of Road Traffic Collisions (RTCs) attended in 2022/2023 is currently predicted to be lower than the number attended during the previous reporting year. The provisional target for 2023/2024 is forecasted to be 858.
 - 2.6 The number of Other Special Service Calls (SSCs) attended in 2022/2023 is currently predicted to be higher than the number attended during the previous reporting year. The provisional target for 2023/2024 is forecasted to be 2,698.

- 2.7 The number of Deaths and Injuries as a result of fire in 2022/2023 is currently predicted to be lower than the number recorded during the previous reporting year. The provisional target for 2023/2024 is forecasted to be 62.
- 2.8 The number of Deaths and Injuries as a result of an accidental fire in 2022/2023 is currently predicted to be lower than the number attended during the previous reporting year. The provisional target for 2023/2024 is forecasted to be 52.
- 2.9 The % of dwelling fires confined to the room the fire originated in for 2022/2023 is currently predicted to be lower than during the previous reporting year. The provisional target for 2023/2024 is forecasted to be 85%.
- 2.10 The Background Paper (Appendix 1) provides full details of the five-year trend performance based on the Strategic Indicators.

3. IMPLICATIONS

We have an obligation under the Local Government (Wales) Measure 2009 to report annually to Welsh Government (WG) on seven Strategic Performance Indicators.

3.1 Community and Environment

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

3.2 Regulatory, Strategy and Policy

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

Governance & Audit	No
Service Policy	No
National Policy	No

3.3 Resources, Assets and Delivery

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

4 EVALUATION & CONCLUSIONS

- 4.1 These targets have been set with the assistance of our Statistics and Risk team utilising a profiling process that considered nine months of 2022/2023 actual incident data and a further four years of historic incident data to provide a baseline target figure.
- 4.2 Adjustments to these targets may be necessary once the volume of incidents attended during quarter 4 is known and is profiled against previous years,

5 RECOMMENDATIONS

- 5.1 That Members note the Performance Indicator Targets proposed for 2023/2024.
- 5.2 That Members approve delegation to Assistant Chief Fire Officer to review quarter 4 2022/2023 data, planned reduction strategies and refine targets as necessary.
- 5.3 That Members approve its publication onto the SWFRS internet site.

Contact Officer:	Wayne Thomas Head of Service Performance and Communications	
Background Papers	Date	Source / Contact
None		

Appendices	
Appendix 1	Target Setting Analysis 2023/2024

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Background Paper FRA Targets 2023/24

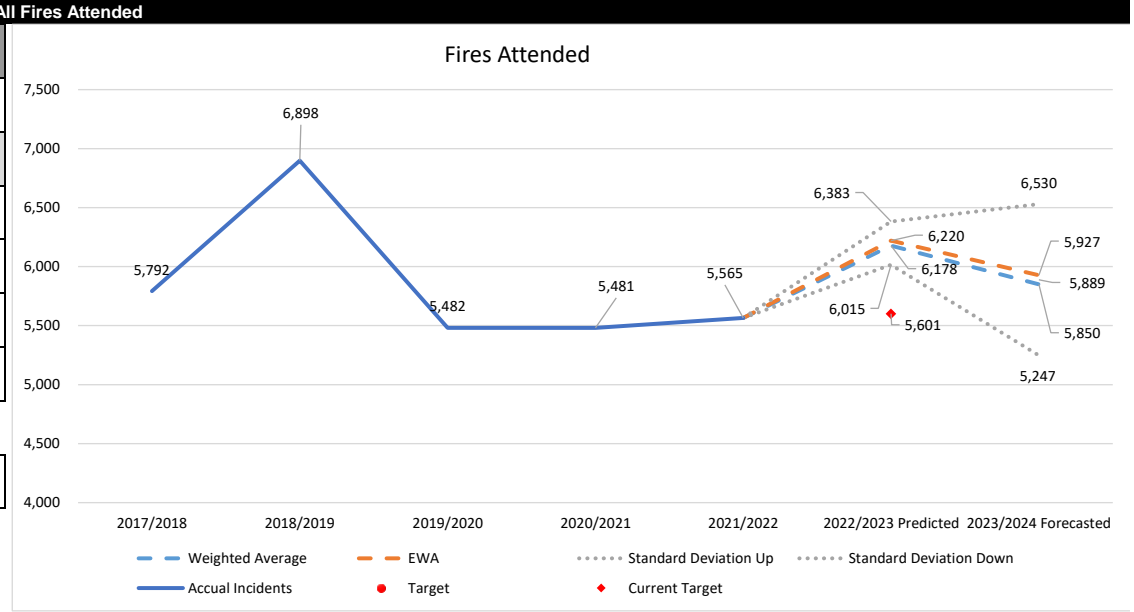
Target Setting 2023/24 Total Incidents

Total Incidents			
Indicator I.D.	1	Description:	Total Fires attended per 10,000 population.
Indicator Ref:	FRS/RRC/S/001 (i)		
Target	5889	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.	




All Fires Attended							
Year No	1	2	3	4	5	6	7
Year	2017/2018	2018/2019	2019/2020	2020/2021	2021/2022	2022/2023 Predicted	2023/2024 Forecasted
Data	5,792	6,898	5,482	5,481	5,565		
Weighted Average						6,178	5,850
EWA						6,220	5,927
Upper Range						6,383	6,530
Lower Range						6,015	5,247

Target						5,601	5,889
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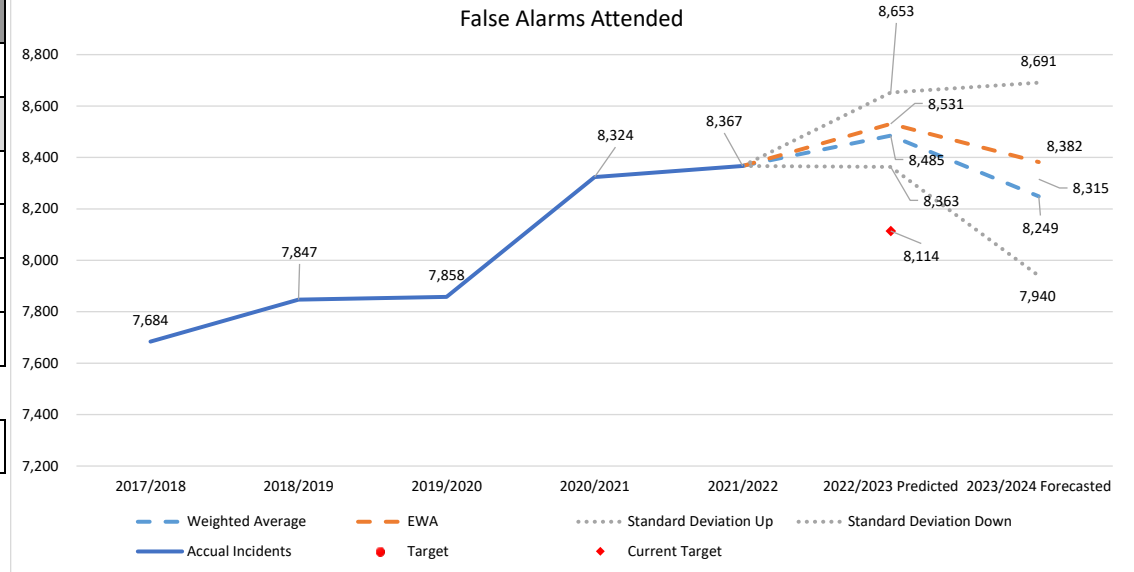
Target 2023/24	Target Setting Rationale
5,889	The number of fires attended in 2022/23 is currently predicted to be 6,199, which is the midpoint between the upper and lower range and higher than the number attended during the previous reporting year (5,565) and above the target of 5,601. Deliberate fires have increased by 20% with accidental fires also increasing by 13%. Deliberate Refuse fires (+2%) and Grass fires (+44%) have experienced an increase in incident numbers compared to Q1-Q3 last year with road vehicles (-15%) experiencing a decrease. Refuse fires have accounted for 39% of all fires which is below the figure of 45% for last year in Q1/3. Grass fires have accounted for 25% of all fires which is above the figure of 19% last year. The prolonged period of exceptionally high temperatures and dry weather in July and August resulted in a spike in both grass fires and refuse fires. This impact of climate change is expected to increase in frequency. Road vehicle fires accounted for 10% which is also below the figure of 12%. Last year in Q1/3. The provisional target for 2023/24 is forecasted to be 5,889 which is the midpoint between 5,247 and 6,530. This target may be revised using further data collected for Q4 of 2022/23.

Total Incidents

Indicator I.D.	2	Description:	Total False Alarms attended per 10,000 population.	Direction of Travel:
Indicator Ref:	FRS/RRC/S/001 (ii)			
Target	8315	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.		

All False Alarms Attended

Year No	1	2	3	4	5	6	7
Year	2017/2018	2018/2019	2019/2020	2020/2021	2021/2022	2022/2023 Predicted	2023/2024 Forecasted
Data	7,684	7,847	7,858	8,324	8,367		
Weighted Average						8,485	8,249
EWA						8,531	8,382
Upper Range						8,653	8,691
Lower Range						8,363	7,940
Target						8,114	8,315

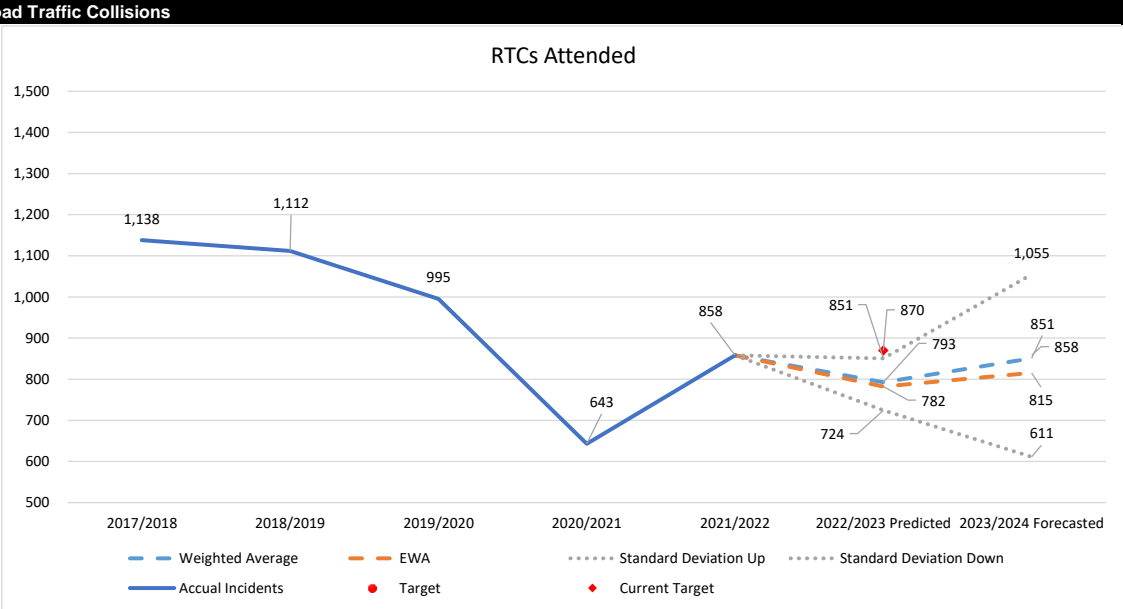


Target 2023/24	Target Setting Rationale
8,315	The number of false alarms attended in 2022/23 is currently predicted to be 8,508 which is the midpoint between the upper and lower range and higher than the number attended during the previous reporting year (8,367) and above the target of 8,114. False Alarm due to Apparatus have experienced a 1% decrease compared to last year in Q1-Q3 (3,898 to 3,842), False Alarm Good Intent are 10% above last year (2,354 to 2,580), mainly driven by the high proportion in calls to dwellings 34%. False Alarm Malicious calls have increased by 25% compared to last year (199 to 249). False Alarms now account for 51% of all calls attended. As a service we are attempting to drive down these incidents but recognise the benefits of attending properties to provide engagement and support in assisting to reduce such calls. The provisional target for 2023/24 is forecasted to be 8,315 which is the midpoint between 7,940 and 8,691. This target may be revised using further data collected for Q4 of 2022/23.

Total Incidents			
Indicator I.D.	3	Description:	Total Road Traffic Collisions attended per 10,000 population.
Indicator Ref:	FRS/RRC/S/001 (iii)		
Target	858	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.	



All Road Traffic Collisions							
Year No	1	2	3	4	5	6	7
Year	2017/2018	2018/2019	2019/2020	2020/2021	2021/2022	2022/2023 Predicted	2023/2024 Forecasted
Data	1,138	1,112	995	643	858		
Weighted Average						793	851
EWA						782	815
Upper Range						851	1,055
Lower Range						724	611
Target						870	858

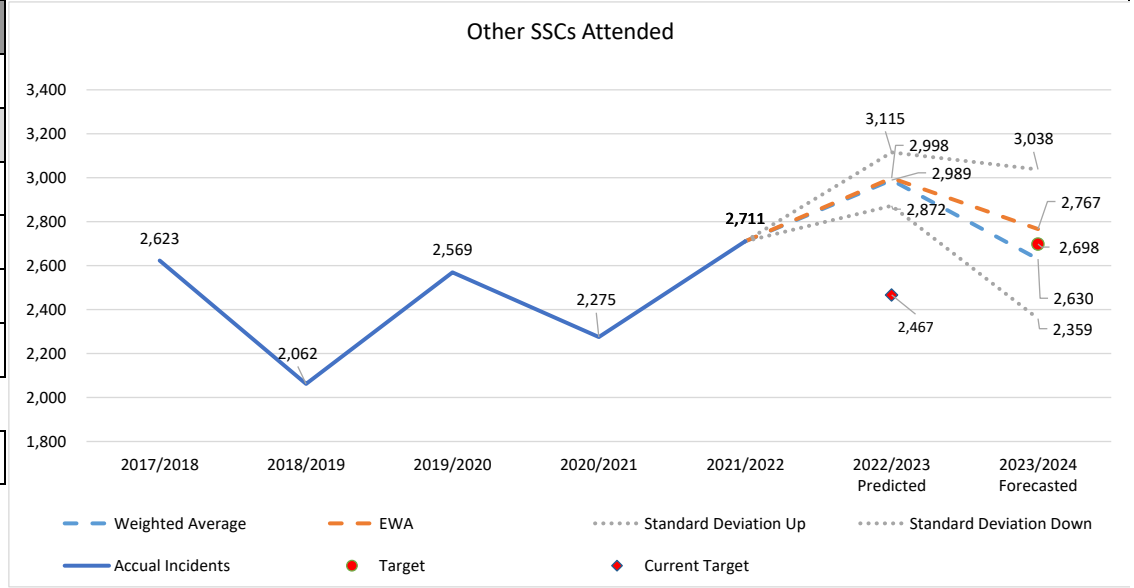


Target 2023/24	Target Setting Rationale
858	The number of Road Traffic Collisions (RTCs) attended in 2022/23 is predicted to be 787, which is the midpoint between the upper and lower range and lower than the number attended during the previous reporting year (858) and below the target of 870. Road Traffic Collisions attended have experienced a 10% decrease compared to last year in Q1-Q3 (658 to 592). Although the number of Road Traffic Collisions has reduced the percentage of extrication and release of persons has remained at 19% (115 of 592 incidents). Last year it was 126 of 658 incidents. We shall continue to monitor road traffic in the Service area and the severity of the calls we are called to. It has been decided to use 858 for the target for 2023/24 as this is the predicted end of year number for 2022/23 and we are continuing to monitor post pandemic traffic models. This target may be revised using further data collected for Q4 of 2022/23.

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	2698	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.	

Direction of Travel:


All Other Special Service Calls with FMR data							
Year No	1	2	3	4	5	6	7
Year	2017/2018	2018/2019	2019/2020	2020/2021	2021/2022	2022/2023 Predicted	2023/2024 Forecasted
Data	2,623	2,062	2,569	2,275	2,711		
Weighted Average						2,989	2,630
EWA						2,998	2,767
Upper Range						3,115	3,038
Lower Range						2,872	2,359
Target						2,467	2,698



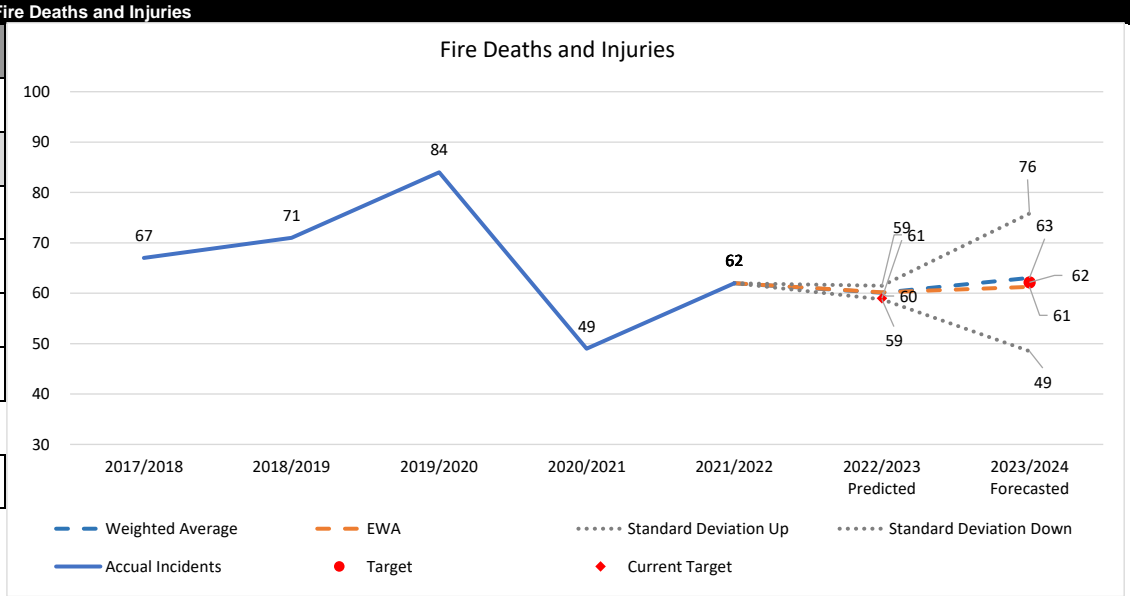
Target 2023/24	Target Setting Rationale
2,698	The number of Special Service Calls (SSCs) attended in 2022/23 is currently predicted to be 2,994, which is the midpoint between the upper and lower range and higher than the number attended during the previous reporting year (2,711) and above the target of 2,467. Other Special Service Calls attended have experienced a 15% increase compared to last year in Q1-Q3 (2,044 to 2,348). Assisting other agencies has increased from 374 to 529 (+41%) compared to last year and bariatric incidents attended have increased from 120 to 155 (+29%). Assistance at suicides has also increased from 39 to 50 (+28%) Effecting entry incidents has increased from 261 to 316 (+21%). Lift rescues however have reduced from 91 to 80 (-12%). We recognise that the role of the fire fighter is changing, and this is reflected in the changing incident profile. We are working closely with partners to reduce lift rescues and effecting entry incidents. The provisional target for 2023/24 is forecasted to be 2,698 which is the midpoint between 2,359 and 3,038. This target may be revised using further data collected for Q4 of 2022/23.

Target Setting 2023/24 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	62			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.

Total Fire Deaths and Injuries							
Year No	1	2	3	4	5	6	7
Year	2017/2018	2018/2019	2019/2020	2020/2021	2021/2022	2022/2023 Predicted	2023/2024 Forecasted
Data	67	71	84	49	62		
Weighted Average						60	63
EWA						60	61
Upper Range						61	76
Lower Range						59	49
Target						59	62



Target 2023/24	Target Setting Rationale
62	The number of Deaths and Injuries as a result of fire in 2022/23 is currently predicted to be 60, which is the midpoint between the upper and lower range and higher than last year (59) but below the target of 62. Deaths and Injuries attended have experienced a 5% reduction compared to last year in Q1-Q3 (43 to 42). Deaths from fires have fallen from 7 last year to 3 this year in Q1-Q3. All 3 fatalities this year have been accidental. Serious injuries have reduced from 9 last year to 6 (-33%) this year and slight injuries have remained the same as last year with 30. The slight decrease in injuries corresponds with the slight decrease of 4% in ADFs. The Service will continue to work closely with Partners to reduce these numbers. The provisional target for 2023/24 is forecasted to be 62 which is the midpoint between 49 and 76. This target may be revised using further data collected for Q4 of 2022/23.

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	52	The data shown in the tables and chart below are the actual number of incidents. These are then divided by the population and multiplied by either 10,000 or 100,000, as specified, in order that meaningful comparisons can be made across other FRS's.	



Accidental Fire Deaths and Injuries							
Year No	1	2	3	4	5	6	7
Year	2017/2018	2018/2019	2019/2020	2020/2021	2021/2022	2022/2023 Predicted	2023/2024 Forecasted
Data	58	55	64	42	53		
Weighted Average						50	52
EWA						51	51
Upper Range						52	60
Lower Range						48	43
Target						47	52

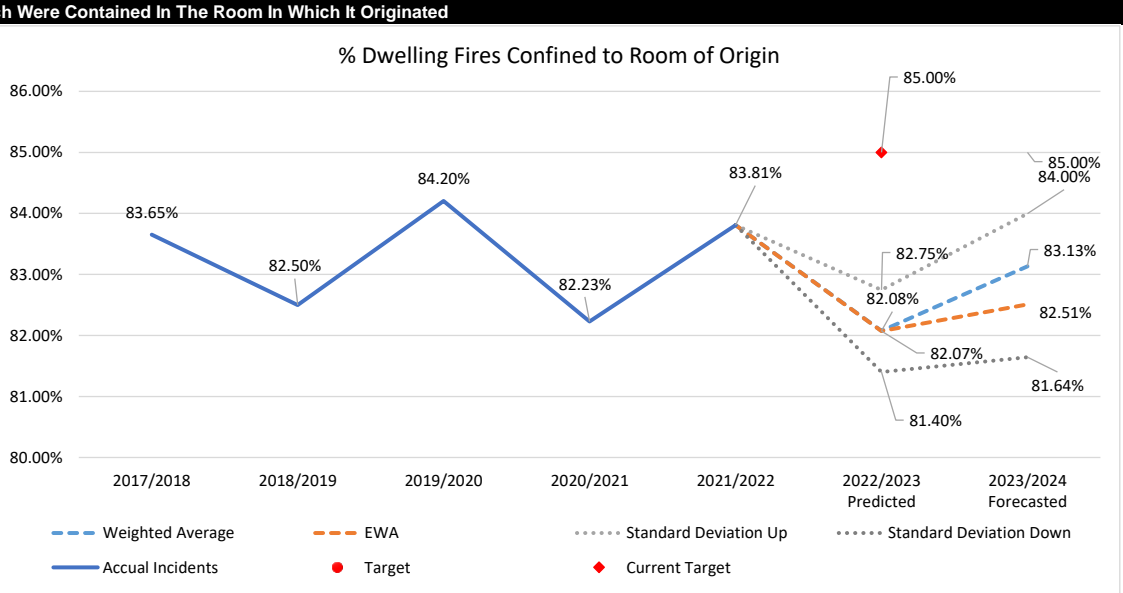


Target 2023/24	Target Setting Rationale
52	The number of Deaths and Injuries as a result of an accidental fire in 2022/23 is currently predicted to be 50, which is the midpoint between the upper and lower range and lower than the number attended during the previous reporting year (53) and above the target of 47. Accidental Deaths and Injuries attended are down 1 from 36 to 35 compared to Q1-Q3 last year. Accidental Deaths from fires have reduced from 6 last year in Q1-Q3 to 3 this year (-50%). 2 of the accidental deaths from fires were in dwellings and the other was in a road vehicle. Serious injuries have increased from 5 last year to 8 this year and slight injuries have fallen from 25 to 24. The Service will continue to work closely with Partners to reduce these numbers. The provisional target for 2023/24 is forecasted to be 52 which is the midpoint between 43 and 60. This target may be revised using further data collected for Q4 of 2022/23.

Target Setting 2023/24 Effective Response

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

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	2017/2018	2018/2019	2019/2020	2020/2021	2021/2022	2022/2023 Predicted	2023/2024 Forecasted
Data	83.65%	82.50%	84.20%	82.23%	83.81%		
Weighted Average						82.08%	83.13%
EWA						82.07%	82.51%
Upper Range						82.75%	84.00%
Lower Range						81.40%	81.64%
Target						85.00%	85.00%



Target 2023/24	Target Setting Rationale
85.00%	The percentage of dwelling fires confined to the room the fire originated in for 2022/23 is currently predicted to be 82%, which is the mid point between the upper and lower range and lower than during the previous reporting year (84%) and below the target of 85%. In Q1-Q3 this year there have been 401 of 499 dwelling fires confined to the room of origin (80.4%). Last year in Q1-Q3 there were 414 of 493 (84.7%) that were confined to the room of origin. The provisional target for 2023/24 is forecasted to be 85% which is the same as the last couple of years. This target may be revised using further data collected for Q4 of 2022/23.

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SOUTH WALES FIRE & RESCUE AUTHORITY

AGENDA ITEM NO 6.iv
13 FEBRUARY 2023

REPORT OF THE DIRECTOR OF CORPORATE SERVICES

REPORT ON RESPONSES TO THE CONSULTATION ON THE STRATEGIC THEMES AND OBJECTIVES FOR 2023/2024

THIS REPORT IS FOR DECISION

REPORT APPROVED BY DIRECTOR OF CORPORATE SERVICES
PRESENTING OFFICER SARAH WATKINS, HEAD OF CORPORATE SUPPORT

SUMMARY

The service recently consulted with the public on the Strategic Themes and Objectives developed for 2023/2024. Members are to consider the responses received during the consultation that ran from October 21st 2022 to January 13^h 2023.

RECOMMENDATIONS

1. That Members review the consultation evaluation in Appendix 1.
2. That Members approve the Strategic Themes and Objectives detailed in Appendix 1 (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 1 (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 2021/2022 and what do we plan to do in 2023/2024”.
- 1.3 The proposed strategic themes and objectives were approved for public consultation by the South Wales Fire and Rescue Authority on July 11th 2022. Following the approval, an engagement strategy was developed.
- 1.4 The strategy was to:
 - Launch the consultation October 21st 2022.

- Planned engagement with the following groups: (Rhondda 50+ Forum, Torfaen Engagement Group, Blaenau Gwent Engagement Group, USK, Millennium Centre)
- Invitations to respond sent to all constituent Local Authorities, Town Councils, Community 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 / PROPOSAL

- 2.1 The total number of responses received to the consultation was 277.
- 2.2 There is substantial agreement with our proposed 2023/2024 Objectives with 81% of responses in either Strongly or Somewhat agreeing with our proposed objectives. This is 8% higher than last year's response to our proposed 2021/2022 Objectives.
- 2.3 Of those who responded to the demographic section of the survey, results are noted in Appendix 1.
- 2.4 Analysis of the comments received and further analysis of the demographics who responded to the survey will be provided in full at the meeting of the Fire and Rescue Authority on February 13th 2023.

3. IMPLICATIONS

3.1 Community and Environment

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

Public consultation influences our planning activities for the upcoming financial year. These activities are then used to show compliance with

Well-Being Of Future Generations (Wales) Act and the Welsh Language Standards.

3.2 Regulatory, Strategy and Policy

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

Section 5 of the Local Government (Wales) Measure 2009 requires Fire and Rescue Authorities to consult citizens and communities about their general duty to improve and their improvement objectives.

3.3 Resources, Assets and Delivery

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

Consultation feedback is considered in setting the Service's objectives and priorities but resources are not directly allocated or impacted.

4 EVALUATION & CONCLUSIONS

- 4.1 In conclusion, members will note that in order to fulfil our duties under the Local Government (Wales) Measure 2009, we have to consult on our proposed improvement objectives that support our long-term strategic vision.
- 4.2 We also must publish an annual report on our achievement and performance by March 31st that also contains details of our planned activities for 2023/2024.
- 4.3 These activities must be shaped on the feedback received from consultation that is provided for members to review to ensure we are meeting our above obligations.

5 RECOMMENDATIONS

- 5.1 That Members review the consultation evaluation in Appendix 1.
- 5.2 That Members approve the Strategic Themes and Objectives detailed in Appendix 1 (collectively considered as our improvement objectives).

Contact Officer:	Wayne Thomas Head of Service Performance and Communications	
Background Papers		
	Date	Source / Contact
None		

Appendices	
Appendix 1	Proposed Objectives for 2023-2024: Have Your Say Consultation - Preliminary Results



APPENDIX 1: Proposed Objectives for 2023-2024

Have Your Say Consultation

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Strategic Themes and Objectives considered by the Consultation for 2023-2024

Strategic Themes	Proposed Objectives
<p>Keeping You Safe</p>	<ul style="list-style-type: none"> • Reducing the impact of false alarms on our resources • Reducing the number of fires in the home and understand the behaviours and cause of them • Reducing the number of Road Traffic Collisions • Reducing the number of deliberate fires • Improving safety in and around the water • Improving fire safety in buildings in our communities <p>To meet these Objectives our priorities in 2023-2024 will include:</p> <ul style="list-style-type: none"> • Looking at how we can use non-digital methods to share safety messages with our communities • Promoting water safety awareness amongst our communities • Building on our partnership approach to reduce deliberate fires • Working to reduce wildfires through land management, including coordinating our work with landowners and partners • Using every opportunity to improve safety, including giving advice when we attend false alarms • Working to understand those who are at most risk in our communities
<p>Responding To Your Emergency</p>	<ul style="list-style-type: none"> • Responding effectively when you need us • Doing all we can to make sure that our On Call crews are available • Training our firefighters, Joint Fire Control staff and other staff to respond to current and future risks in our communities <p>To meet these Objectives our priorities in 2023-2024 will include:</p> <ul style="list-style-type: none"> • Embedding the recent review of Joint Fire Control • Ensuring our training programmes prepare our people for future demands • Ongoing review of marketplace for kit and equipment to ensure our firefighters are prepared • Promoting the On-Call opportunities within communities



Strategic Themes	Proposed Objectives
<p>Working With Our Partners</p>	<ul style="list-style-type: none"> • Working with Public Service Boards (PSBs) to support our communities • Working with our partners to deliver our services where they are needed • Reviewing and evaluating our existing partnerships <p>To meet these Objectives our priorities in 2023-2024 will include:</p> <ul style="list-style-type: none"> • Developing data sharing opportunities to improve planning and outcomes of the communities we serve • Exploring opportunities to share premises with other emergency services • Strengthening our relationships with existing partners to find new opportunities for working together • Continuing our work with other fire and rescue services in Wales on risk reduction • Developing our work with our PSBs to ensure we are supporting those most in need
<p>Engaging and Communicating</p>	<ul style="list-style-type: none"> • Involving our communities and make sure they have their say in what we do • Helping to keep our communities safe by delivering safety education and attending community events <p>To meet these Objectives our priorities in 2023-2024 will include:</p> <ul style="list-style-type: none"> • Ensuring our engagement activity reaches all our communities, exploring new ways and opportunities to give them a voice • Developing a toolkit to support our safety education and community engagement • Coordinating and promoting our involvement in community events • Increasing awareness of our activities and plans within the Service and with our communities and partners



Strategic Themes	Proposed Objectives
Protecting Our Environment	<ul style="list-style-type: none"> • Reducing the usage of single use materials • Expanding the use of electric vehicles (EVs) • Reducing our energy and our carbon footprint • Considering how our activities impact on the environment • Reducing the amount of waste produced <p>To meet these Objectives our priorities in 2023-2024 will include:</p> <ul style="list-style-type: none"> • Developing open dialogue with staff on our carbon reduction position and the challenges we face • Expanding our network of EV charging points to support increased use of EVs • Exploring new ways of working sustainably
Using Technology Well	<ul style="list-style-type: none"> • Using the most suitable technology and equipment to improve our services • Reviewing the standard and use of technology and equipment across the Service <p>To meet these Objectives our priorities in 2023-2024 will include:</p> <ul style="list-style-type: none"> • Delivering more training via our upgraded ICT systems on stations such as video linking from other locations to stations • Increasing the use of mobile technology, such as tablets to improve efficiency • Continuing to develop the Service's HR system to enhance reporting and the user experience, improving our self-service procedures • Procuring and implementing a Patient Management System for the Service's Occupational Health Unit • Continuing to enhance and grow the recently introduced electronic Risk Based Inspection Programme • Exploring technology to enhance the suite of risk reduction activities we provide • Increasing the delivery of online training packages to support operational competence. This will be achieved through virtual sessions and supportive videos • Improving Wi-Fi provision across the Service and ensuring connectivity for video conferencing, computers, phones, and mobilisation • Using recent ICT upgrades to enable more staff engagement via video linking across the Service



Strategic Themes	Proposed Objectives
<p>Valuing Our People</p>	<ul style="list-style-type: none"> • Attracting a workforce that reflects and represents our communities • Developing our people by identifying training and development opportunities • Supporting our people to feel well, healthy and happy at work • Delivering on the recommendations of the Investors in People report • Encouraging and supporting a bilingual culture across the Service <p>To meet these Objectives our priorities in 2023-2024 will include:</p> <ul style="list-style-type: none"> • Embedding the personal review process to support open dialogue around well-being and career aspirations, and acknowledge the contribution of every role to making communities safer • Expanding the availability of well-being areas for our staff at all locations • Reviewing the Service's range of employee benefits • Developing our understanding of the career journey of our people, from recruitment to retirement • Ensuring all staff have access to a learning pathway • Streamlining our promotional processes • Promoting our Shout forum, making it more mobile and facilitated at different Fire and Rescue Stations • Increasing the diversity of applicants to the Service • Reviewing our working arrangements with external agencies to ensure suitable support for our Mental Health strategy • Improving internal communication and engagement within the Service to ensure staff voices are heard whilst being open and transparent with clear feedback



Strategic Themes	Proposed Objectives
<p>Continuing To Work Effectively</p>	<ul style="list-style-type: none"> • Being clear and publicly accountable • Maximising value for money while improving our service • Developing new ways of working <p>To meet these Objectives our priorities in 2023-2024 will include:</p> <ul style="list-style-type: none"> • Developing an evaluation framework to ensure our projects deliver • Reviewing all training courses to ensure minimal impacts on frontline delivery • Improving our information governance and data management processes to support data sharing and better ways of working • Exploring new ways to receive feedback on our activities



Consultation Survey Response Evaluation

Overall Response

- 274 people engaged with the survey compared with 220 last year, an increase of 25% (+54). 5 responses were received in Welsh and 269 responses to the English version of the survey.
- 227 respondents continued to provide their feedback on one or more of the proposed objectives. Compared with 157 last year, this is an increase of 45% (+70). However, the response rate reduced as the survey progressed across the eight strategic themes, with 165 providing feedback on the last theme (73% of the number providing feedback on the first theme).
- Of respondents who provided feedback to one or more themes, 66% work for or are associated with the Service as Fire Authority members and Volunteers. The total in this group was slightly lower than last year, falling from 158 to 150. There was an increase in participation by Corporate Staff from 63 to 79 and by Control from 7 to 12 while WDS/Operational participation fell from 74 to 43 (-42%) and On-Call from 13 to 7 (-46%).
- Responses from members of the public increased from 34 to 43 (+26%) while remaining responses from other stakeholder groups including partners and those who or preferred not to specify their relationship with SWFRS were similar.
- Demographics reported by those who continued to the last section of the survey indicate that there was participation from residents of all 10 unitary authorities, although there was over representation from the west of the region, consistent with the largest response group being corporate staff who are likely to live closer to Service Headquarters. The age range indicates survey rates amongst youngest/oldest age groups was limited with 105 participants reporting their age between 25 and 64, while 11 participants were under 25 and 9 aged 65 or older. In total, 6 participants indicated ethnicity other than white, compared with none last year, and 124 were from a white background. However, a further 21 participants preferred not to say and the remainder did not respond. For more information, please refer to Appendix B.
- As noted above, the response rate reduced as the survey progressed and there was feedback on the structure and content of the survey, in particular that it was not user friendly and there was a lack of specific measures for outcomes. This feedback will be considered in our evaluation of the consultation process and to inform other consultation exercises.

Level of Agreement for our Proposed Objectives for 2023-2024

- There is overall agreement with our proposed 2023-2024 Objectives, with **81% of responses indicating agreement with our proposed** objectives (strongly agree or somewhat agree). This level of agreement is 8% higher than last year (note that this is based on an adjusted calculation from previous reports to align with utilising strongly agree and somewhat agree responses only).
- The proportion of responses in agreement for each Strategic Theme and supporting Objectives increased for seven out of eight areas, reducing for “Protecting Our Environment” only by 1% (from 82% to 81%).
- Highest proportion of agreement was recorded for Keeping You Safe (86%) and Responding to Your Emergency (85%). These were also the greatest positive increases in agreement.

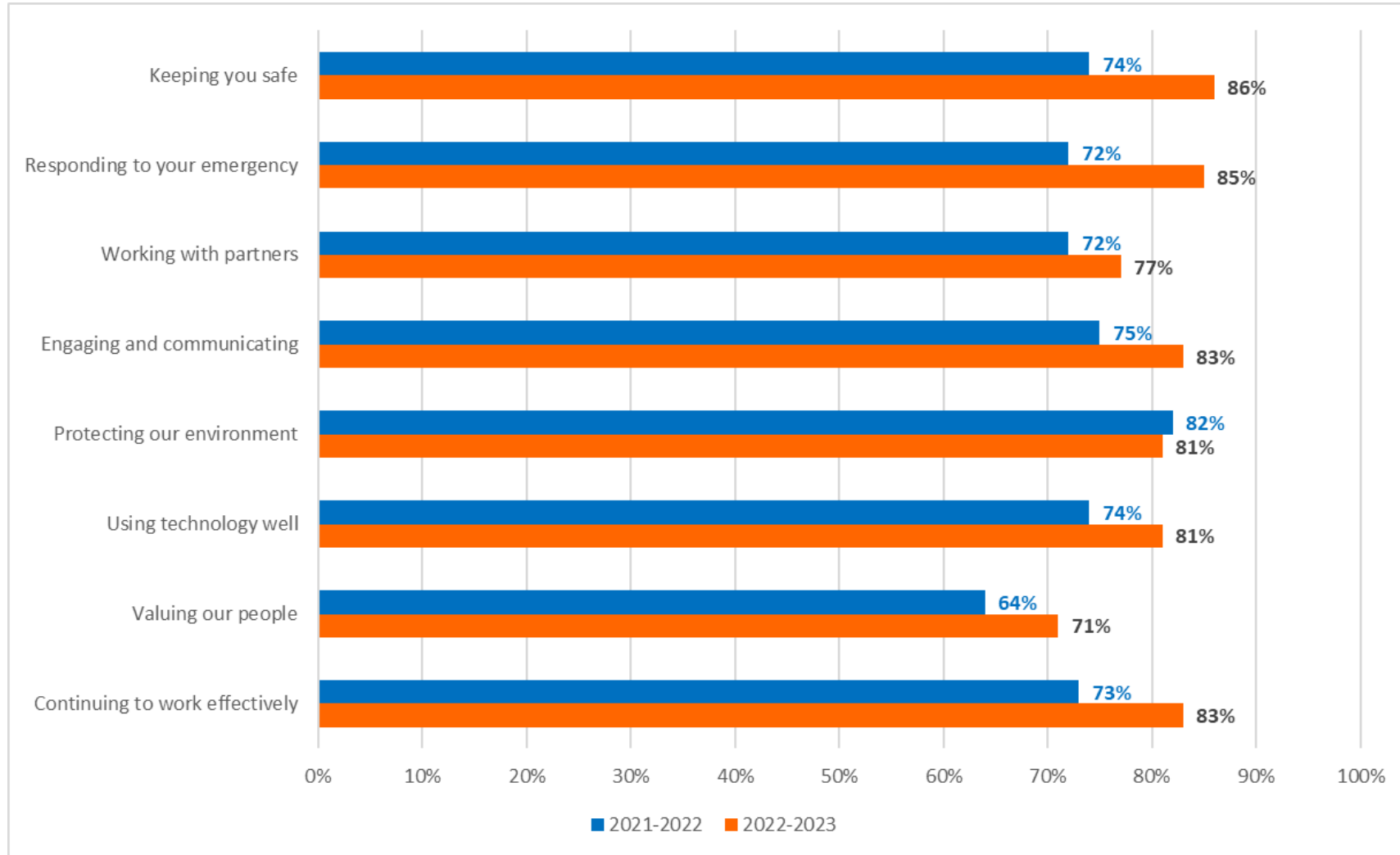


Figure 1 - % of Strongly/Somewhat Agree responses for each Strategic Theme - year on year comparison

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Strategic Theme	Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree	Total Responses
Keeping you safe	63.4%	22.5%	4.0%	3.5%	6.6%	227
Responding to your emergency	62.3%	22.5%	4.9%	6.4%	3.9%	204
Working with partners	50.3%	27.2%	9.9%	7.3%	5.2%	191
Engaging and communicating	61.8%	21.0%	7.0%	5.4%	4.8%	186
Protecting our environment	52.2%	28.7%	7.9%	8.4%	2.8%	178
Using technology well	52.0%	28.6%	8.6%	5.7%	5.1%	175
Valuing our people	51.8%	18.8%	8.8%	10.0%	10.6%	170
Continuing to work effectively	56.4%	26.7%	7.9%	5.5%	3.6%	165



Feedback Themes

STRATEGIC THEME	TOTAL COMMENTS	MAIN THEMES
Keeping You Safe	12	<ul style="list-style-type: none"> • Wildfires • Presentations to schools and colleges • Water safety awareness – querying role of FRS
Responding To Your Emergency	22	<ul style="list-style-type: none"> • Review OCDS arrangements • Training & Development, particularly for Joint Fire Control
Working With Our Partners	21	<ul style="list-style-type: none"> • Co-location • Closer working of public bodies • Resource Priorities
Engaging and Communicating	25	<ul style="list-style-type: none"> • Meaningful engagement at a local level with communities • Internal engagement • Promote events and awareness of opportunities – and provide support to stations
Protecting Our Environment	31	<ul style="list-style-type: none"> • Local and individual responsibility • Cost and effectiveness of electric vehicles • Be ambitious and specific with targets • Consider necessity of travel, including commuting
Using Technology Well	25	<ul style="list-style-type: none"> • Effectiveness of systems in Joint Fire Control • Poor technology and poor investment • Role of technology and effective interfaces
Valuing Our People	46	<ul style="list-style-type: none"> • Support for Joint Fire Control personnel and corporate staff • Valuing staff, impacting retention • Promoting work/life balance, including introduction of hybrid working policy • Role of bilingualism • Effective consultation and engagement – getting beyond tick boxes • Mental Health and Wellbeing
Continuing To Work Effectively	24	<ul style="list-style-type: none"> • Evaluation of projects to reduce waste • Transparency and accountability

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STRATEGIC THEME	TOTAL COMMENTS	MAIN THEMES
General Comments	30	<ul style="list-style-type: none"> • Wholetime/auxiliary relationship • Transparency in pay awards • Improve the Annual Improvement Plan – make it user friendly and consultation meaningful • Investment in RDS stations • Value partnerships • Value all staff



Appendix A: Relationship with SWFRS

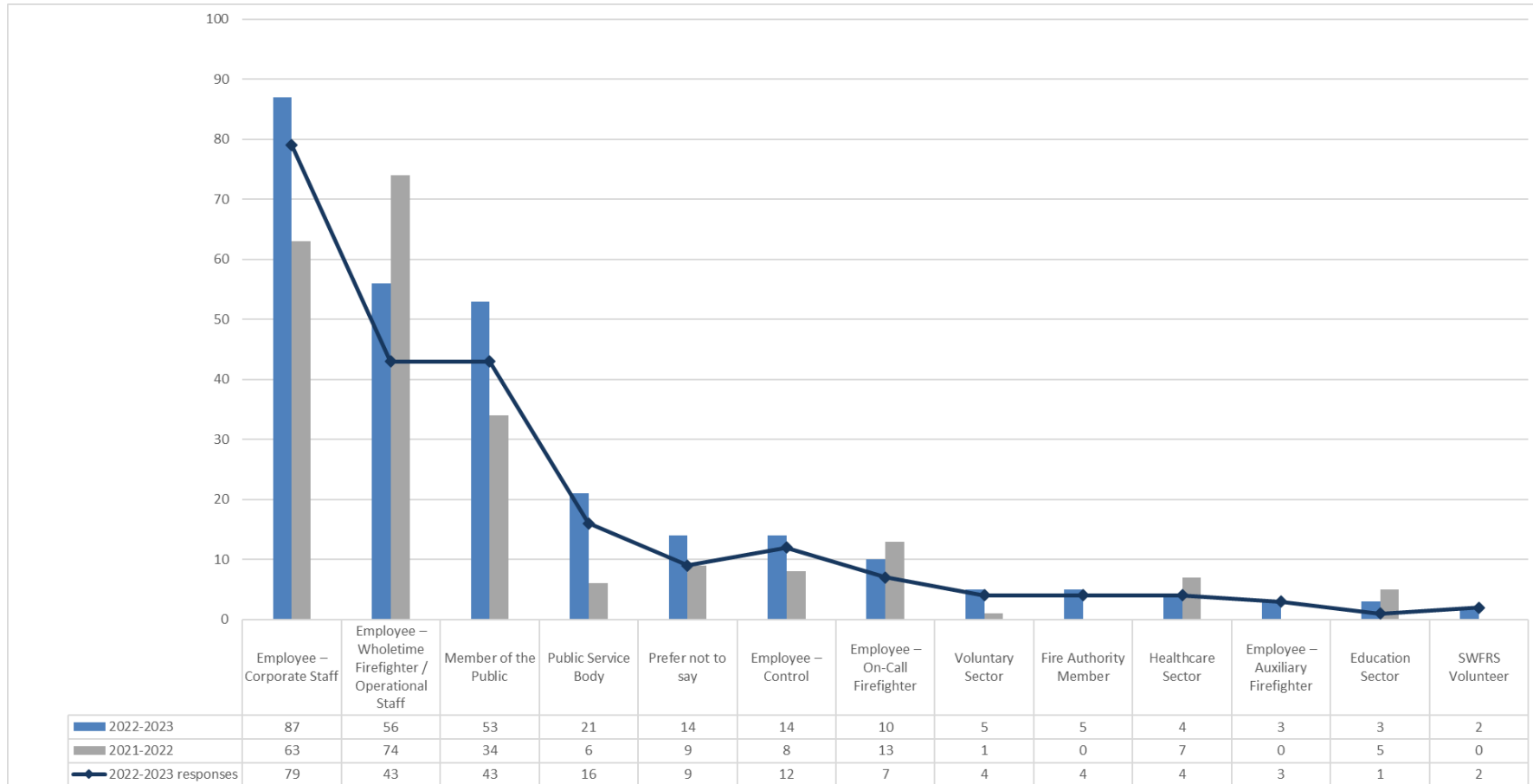
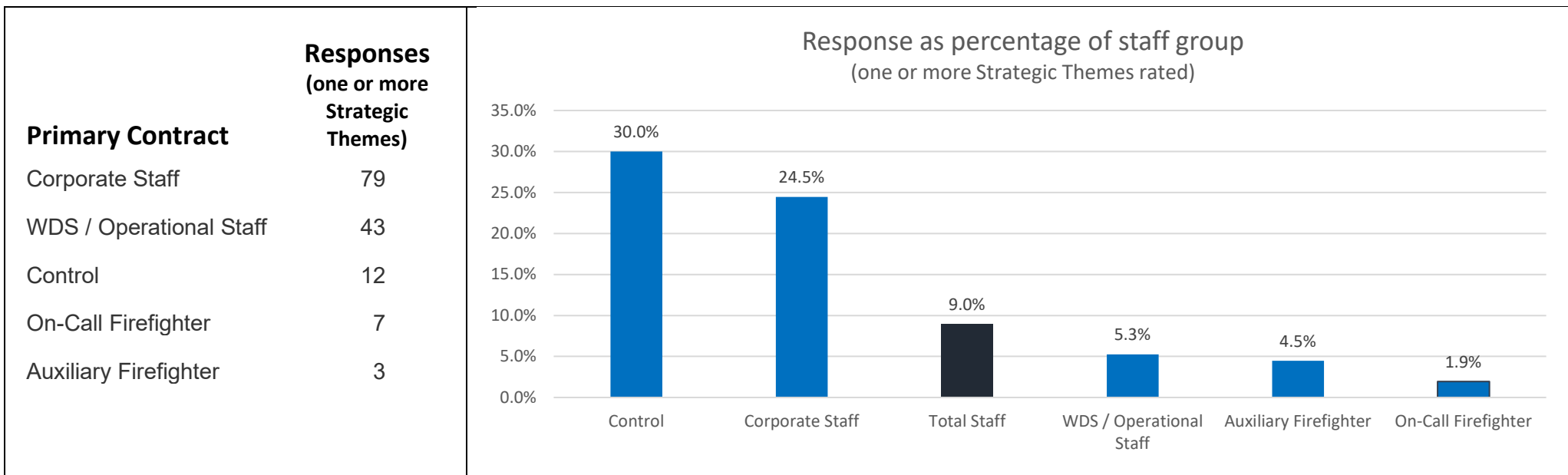
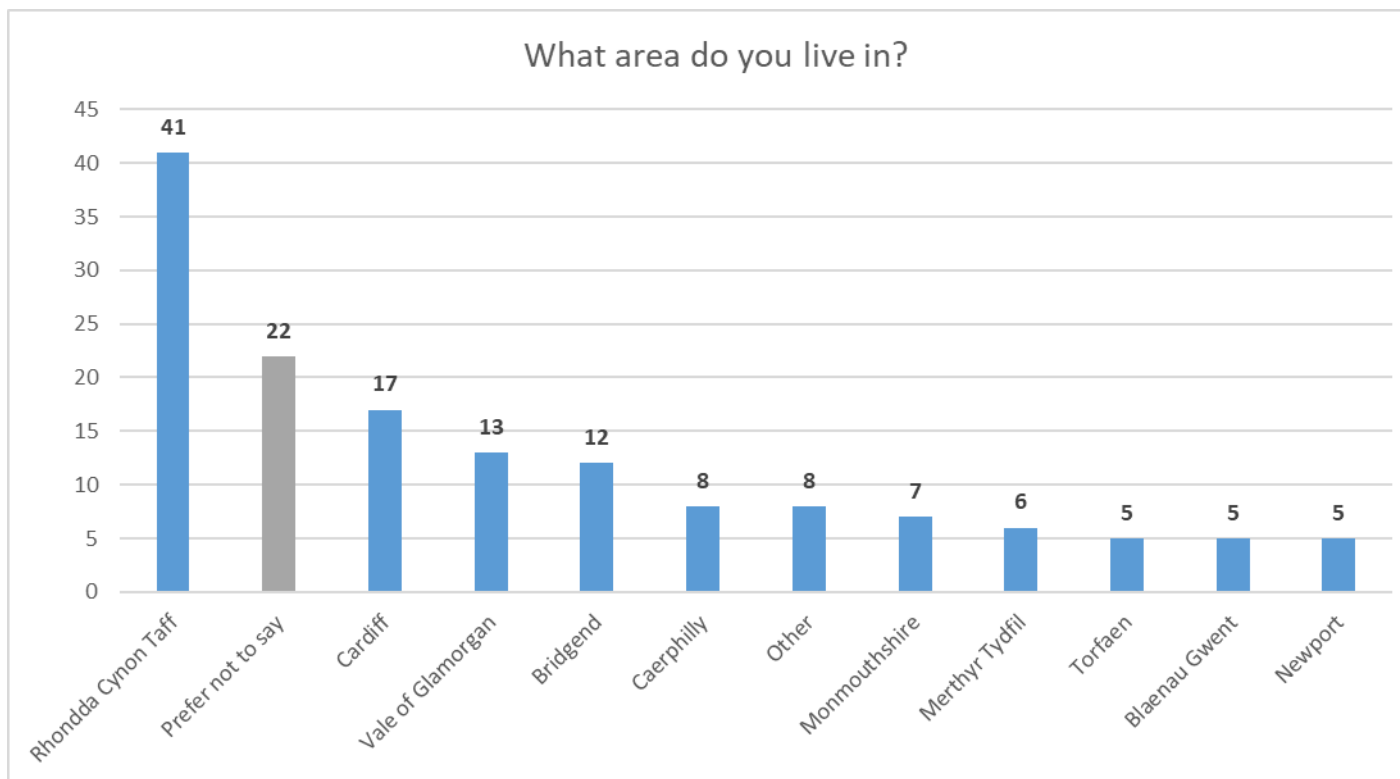


Figure 2 - Engagement 2021-2022 v 2022-2023 and One or more responses in 2022-2023





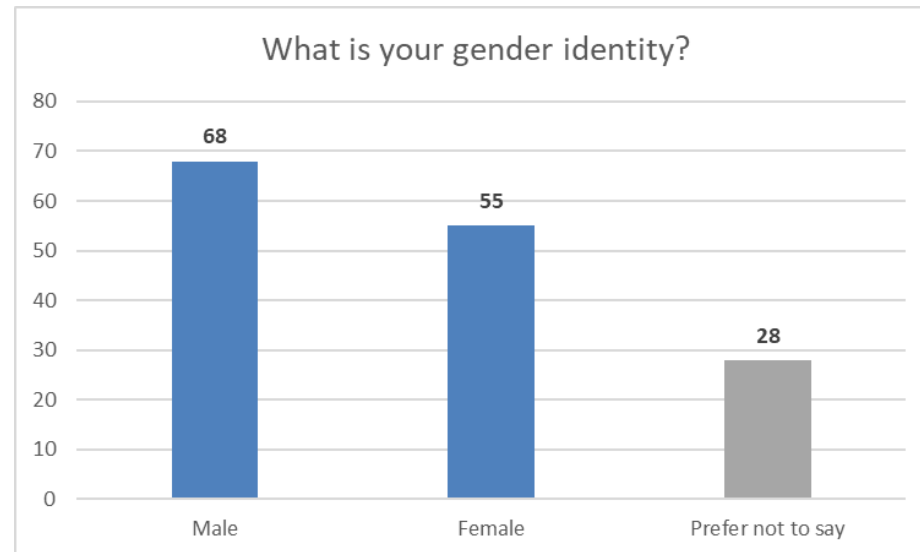
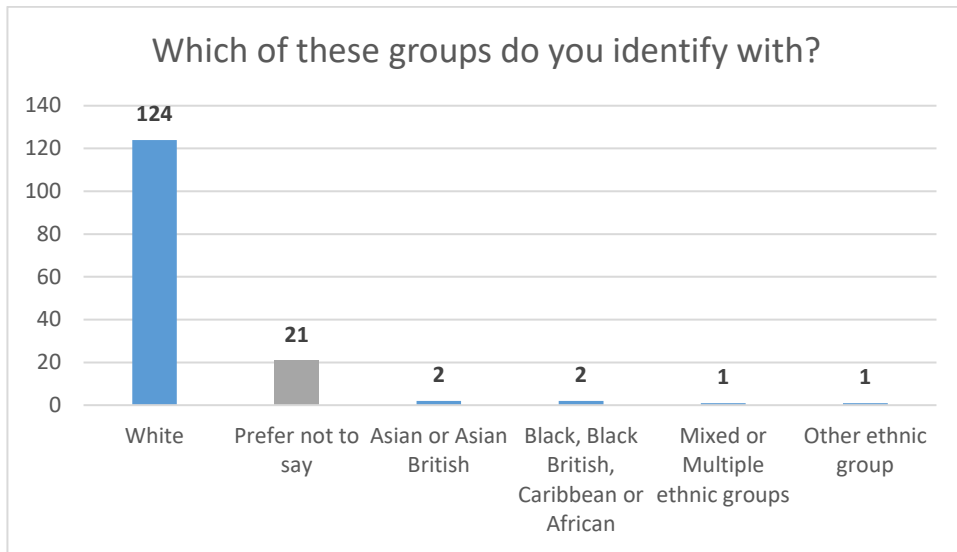
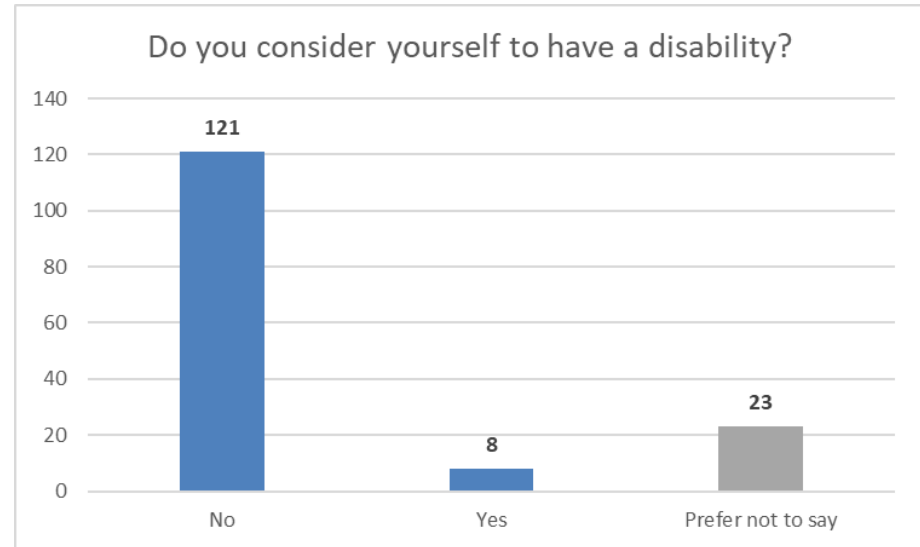
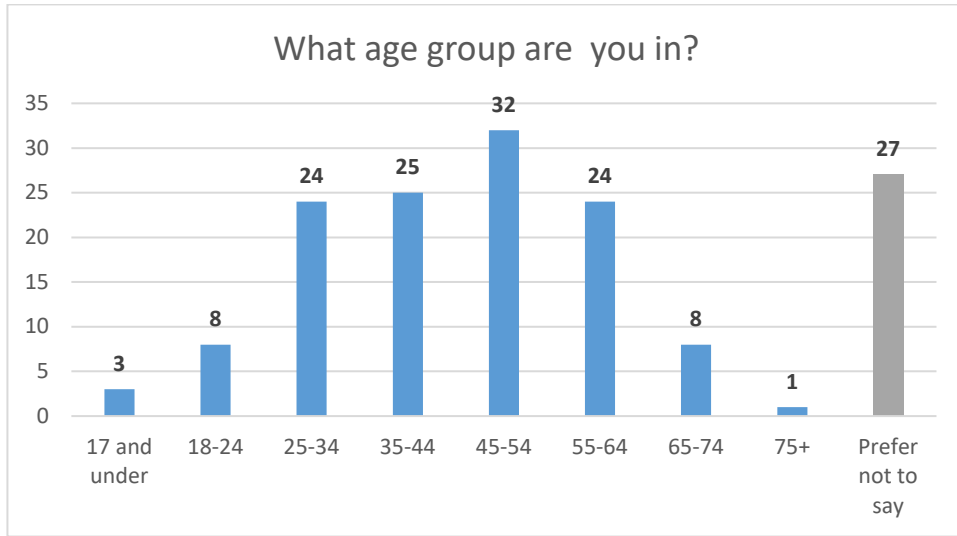
Appendix B: Consultation Response Demographic Breakdown

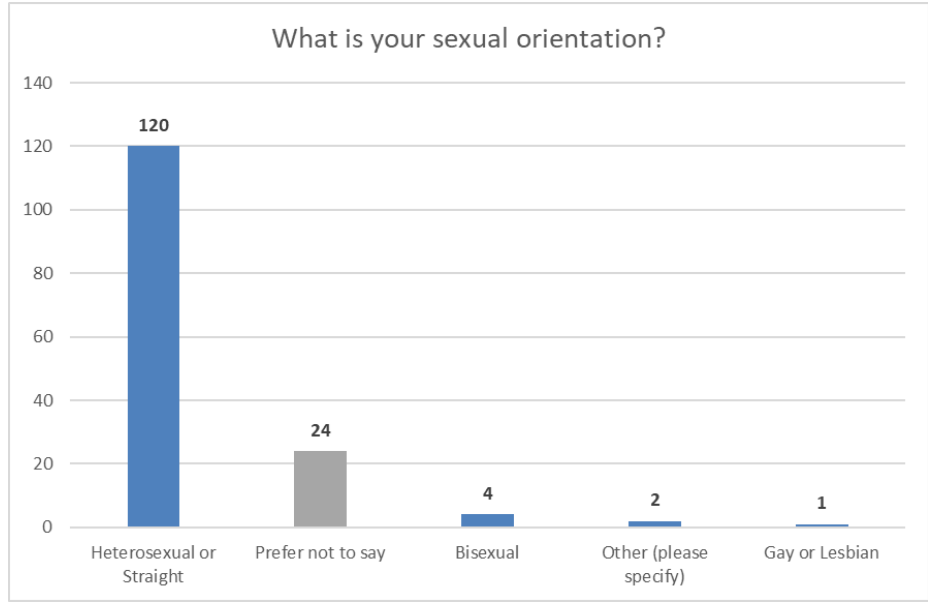
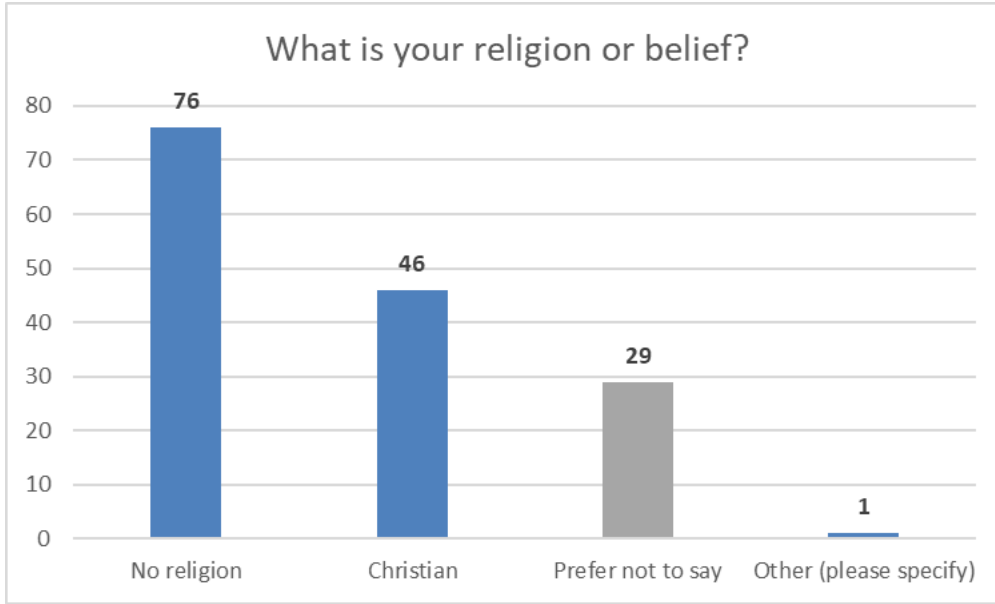


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AGENDA ITEM NO 7

Reports for Information

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Date issued: 7 December 2022

Audit of South Wales Fire and Rescue Authority's Assessment of 2021-22 Performance

Certificate

I certify that I have audited South Wales Fire and Rescue Authority's (the Authority) assessment of its performance in 2021-22 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.



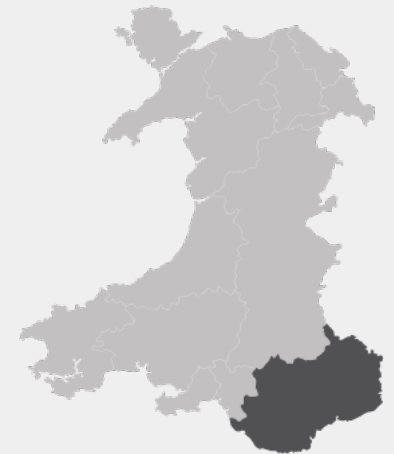
Adrian Crompton

Auditor General for Wales

CC: Rebecca Evans MS – Minister for Finance and Local Government
Nick Selwyn – Audit Manager

South Wales Fire and Rescue Authority Annual Audit Summary 2022

This is our audit summary for South Wales Fire and Rescue Authority. It shows the work completed since the last Annual Audit Summary, which was issued in January 2022. Our audit summary forms part of the Auditor General for Wales' duties.



More information about these duties can be found on our [website](#).

About the Fire and Rescue Authority

Some of the services the Fire and Rescue Authority provides



Key facts

Fire and Rescue Authorities (FRAs) consist of nominated elected members, representing the local authorities across the FRA area as a whole.

South Wales FRA is made up of 24 councillors who represent their constituent authorities and the following political parties:

- Labour 20
- Conservative 2
- Plaid Cymru 1
- Liberal Democrat 1

The FRA spent £73.7 million on providing services during 2021-22, which is a 0.2% increase on 2020-21¹.

As at 31 March 2022, the FRA had £3 million of general fund reserves and £14.2 million in earmarked reserves.

¹ Source: 2021-22 Statement of Accounts

Key facts

FRAAs have a statutory obligation under the Fire and Rescue Services Act 2004 to maintain a Fire and Rescue Service capable of dealing effectively with all calls for assistance in the case of fire and other emergencies.

The Welsh Government has overarching responsibility for determining policy on FRAAs. At a local level, FRAAs must meet the requirements of the Local Government (Wales) Measure 2009 and the Well-being of Future Generations (Wales) Act 2015, as well as the National Framework for Fire and Rescue Services.

Most of the funding for the three FRAAs in Wales is received by way of a levy from the local unitary authorities within their area. The contribution is based on population numbers.

The Auditor General's duties

We completed work during 2021-22 to meet the following duties

- **Audit of Accounts**

Each year the Auditor General audits the Authority's financial statements to make sure that public money is being properly accounted for.

- **Continuous improvement**

The Authority also has to put in place arrangements to make continuous improvements, including related plans and reports, and the Auditor General has to assess whether the Authority has met these requirements.

- **Value for money**

The Auditor General examines whether the Authority has put in place arrangements to get value for money for the resources it uses, and he has to be satisfied that it has done this.

- **Sustainable development principle**

Public bodies need to comply with the sustainable development principle when setting and taking steps to meet their well-being objectives. The Auditor General must assess the extent to which they are doing this.



To meet the Auditor General's duties, we complete specific projects. We take the findings of our audit work into account when assessing whether the Authority has put in place arrangements to secure value for money. Our findings and conclusions are summarised below.

What we found

Audit of South Wales Fire Authority's 2021-22 Accounts

Each year we audit the Authority's financial statements.

For 2021-22:

- the Auditor General gave an unqualified true and fair opinion on the Authority's financial statements on 26 July 2022, five days ahead of the statutory deadline.
- the Authority's Annual Governance Statement and Narrative Report were prepared in line with the CIPFA Code and relevant guidance. They were also consistent with the financial statements prepared by the Authority and with our knowledge of the Authority.
- the quality of the draft statements presented for audit on 1 June 2022 was good.
- a small number of changes were made to the Authority's financial statements arising from our audit work, which were reported to the Finance, Audit and Performance Management Committee in our Audit of Financial Statements Report in July 2022.
- the Auditor General issued the certificate confirming that the audit of accounts for 2021-22 has been completed.

Continuous improvement

The Auditor General certified that the Authority has met its legal duties for improvement planning and reporting and believes that it is likely to meet the requirements of the Local Government (Wales) Measure 2009 during 2021-22.

Carbon emissions reduction

In February 2022 we published [our report](#) on the Authority's progress in carbon emission reduction. We concluded that whilst the Authority is creating the right infrastructure to become carbon neutral by 2030, it needs to deliver on its ambitious targets and address some big risks. We made five recommendations to support the Authority in its ambitions.

Local government studies

As well as local work at each authority, each year we also carry out studies across the local government sector to make recommendations for improving value for money. Since the last annual improvement report, we have published the following reports:

Joint working between Emergency Services (January 2022)

This report examines whether emergency services in Wales are working more closely together to make better use of resources. Joint working across emergency services to make best use of resources is not a new concept. Emergency services have been working closely together to provide a better service to the public for many years. Innovative partnership initiatives have saved money, reduced local response times and have contributed to protecting the public. Despite this, there are growing expectations from government policy and legislation that collaboration needs to happen more deeply and quickly to ensure front line services can meet the challenges facing 21st century Wales. Overall we concluded that blue light emergency service collaboration is slowly growing but requires a step change in activity to maximise impact and make best use of resources.

Direct Payments (April 2022)

Direct Payments are an alternative to local-authority-arranged care or support and can help meet an individual's or a carer's need. They aim to give people more choice, greater flexibility and more control over the support they get. Our report looked at how Direct Payments help sustain people's wellbeing and whether they are improving quality of life. We also looked at how local authorities manage and encourage take up of Direct Payments and whether these services present value for money. We found that Direct Payments are highly valued, with the people we surveyed acknowledging that they help them remain independent. But we also found that managing and supporting people to use Direct Payments varies widely resulting in service users and carers receiving different standards of service.

‘Time for Change’ – Poverty in Wales (November 2022)

Poverty in Wales is not a new phenomenon and tackling poverty, particularly child poverty, has been a priority for both the Welsh Government and councils in Wales. The current cost-of-living crisis means that more people are being affected and families who have been living comfortably are moving into poverty for the first time. Many of the levers that could be used to alleviate poverty are outside of Wales’s control. The Welsh Government adopted a Child Poverty Strategy in 2011, but this is out of date and the target to eliminate child poverty by 2020 was dropped. Councils and partners are prioritising work on poverty, but the mix of approaches and a complicated partnership landscape mean that ambitions, focus, actions, and prioritisation vary widely. The Welsh Government makes significant revenue funding available but, due to the complexity and nature of the issues, the total level of spend is unknown, and no council knows the full extent of its spending on alleviating and tackling poverty. The short-term nature of grant programmes, overly complex administration, weaknesses in guidance and grant restrictions, and difficulties spending monies means that funding is not making the impact it could. Councils find it hard to deliver preventative work because of the sheer scale of demand from people in crisis.

‘A missed Opportunity’ – Social Enterprises (December 2022)

Social Enterprises sit between the public and private sectors. They apply commercial strategies to maximise improvements in financial, social and environmental well-being, often for individual groups in society, defined communities or geographical areas. Social enterprise work in every sector of the Welsh economy and in all parts of the country and are increasingly prominent in Welsh Parliament legislation. While local authorities claim they value Social Enterprises, few have mapped their activity and most authorities do not know the scale of provision within their area. Less than a third of local authorities consider themselves to have a proactive and supportive relationship with Social Enterprises and none have a dedicated strategy or policy that charts how they intend to promote and grow the sector. As a result, local authorities are missing out on the potential for Social Enterprises to help deliver services that can improve people’s quality of life. Current procurement and commissioning arrangements often unintentionally discourage Social Enterprises to engage because they are overly bureaucratic. Social value – the added value that commissioning processes can deliver – does not feature as a key driver for many local authorities. Most local authorities are not delivering their responsibilities under the Social Services and Wellbeing (Wales) Act 2014 and effectively promoting Social Enterprises.

‘Together we can’ – Community resilience and self-reliance (January 2023)

At a time when there is likely to be further reductions in public spending, local authorities are showing an increasing interest in encouraging and growing community resilience; equipping people to do more for themselves and be less reliant on the state. While 19 of the 22 local authorities are prioritising community resilience, too often the work is poorly defined and the actions that underpin plans are narrowly focussed. Given the societal, financial and demographic challenges facing Wales there is a need to scale and speed up activity. Capacity, resources and skills are scarce, people are facing tougher choices and struggling to cope with the cost-of-living crisis. Communities and local authorities themselves also have

different abilities and are starting from different places with their own unique challenges to overcome. We highlight positive practice and examples of how others are seeking to address the challenge of enabling people to be less reliant on local authority services and how they are supporting and enabling this transition.

Planned work for 2022-23

We also looked at the key challenges and opportunities facing the Authority. These could have an effect on the Authority's ability to meet its legal obligations in relation to the sustainable development principle, continuous improvement and the use of its resources.

Our planned work for 2022-23 includes:

- False fire alarm reduction

The Auditor General is independent of government, and was appointed by Her Majesty the Queen. The Auditor General undertakes his work using staff and other resources provided by the Wales Audit Office, which is a statutory board established for that purpose and to monitor and advise the Auditor General. The Wales Audit Office is held to account by the Senedd.

The Auditor General audits local government bodies in Wales, including unitary authorities, police, fire and rescue authorities, national parks, and community councils. He also conducts local government value for money studies, assesses compliance with the remaining requirements of the Local Government (Wales) Measure 2009 and may undertake special inspections under the Local Government and Elections (Wales) Act 2021.

Beyond local government, the Auditor General is the external auditor of the Welsh Government and its sponsored and related public bodies, the Senedd Commission, and National Health Service bodies in Wales.

Audit Wales is the non-statutory collective name for the Auditor General for Wales and the Wales Audit Office, which are separate legal entities with their own legal functions, as described above. Audit Wales is not a legal entity.

We welcome correspondence and telephone calls in Welsh and English. Corresponding in Welsh will not lead to delay. Rydym yn croesawu gohebiaeth a galwadau ffôn yn Gymraeg a Saesneg. Ni fydd gohebu yn Gymraeg yn arwain at oedi.

This document is also available in Welsh.

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AGENDA ITEM NO 7.iii

**FORWARD WORK PROGRAMME FOR
FIRE & RESCUE AUTHORITY 2022/23**

Expected Date of Report	Report Name	Purpose of Piece of Work	Information or Decision	Lead Director/ Contact Officer	Progress
11 July 2022	Report on Proposed Priority Actions 2023/24	To advise Members of the proposed Priority Actions 2023/24 and to seek authority to enter into public consultation on these.	D	T/ACO CS Contact Officer: Sarah Watkins	Completed
11 July 2022	Principal Officer Vacancy – Post of Assistant Chief Officer, Director of Corporate Services	To seek approval to advertise the vacant Principal Officer post	D	ACO PS Contact Officer: Alison Reed	Completed
11 July 2022	Independent Pay Review – Principal Officers’ Remuneration	To present the findings of the Independent Pay Review for Principal Officers to Members (Deferred from March 2022)	D	ACO PS Contact Officer: Alison Reed	Completed
11 July 2022	Pension - Scheme Pays	To seek approval to amend the existing scheme pays procedure	D	ACO PS Contact Officer: Alison Reed	Completed
11 July 2022	Use of Emergency Powers	To present to Members the decision taken under delegated authorities by the CFO/ Monitoring Officer.	I	T/ACO CS Contact Officer: Geraint Thomas	Completed

Expected Date of Report	Report Name	Purpose of Piece of Work	Information or Decision	Lead Director/ Contact Officer	Progress
11 July 2022	Welsh Government Thematic Review – Broadening the Role of Firefighters	To update Members on the impact and progress against the recommendations set out in the Fire Advisor’s report	I	CFO Contact Officer: Huw Jakeway	Completed
11 July 2022	Annual Report of the work of the Finance, Audit & Performance Management Committee & its Scrutiny Group during 2021/22	To advise Members of the work of the Committee.	I	T/ACO CS Contact Officer: Sarah Watkins	Completed
11 July 2022	Strategic Risk	To advise Members of the Strategic Risks of the organisation and how these are being treated, managed or reduced.	I	T/ACO CS Contact Officer: Sarah Watkins	Completed
11 July 2022	End of year Health Check on Performance and Strategic Objectives 2021/22	To advise Members of end of year performance against agreed targets and to advise Members of the end of year health check position in securing the achievement of the Strategic Objectives.	I	T/ACO CS & ACFO SD Contact Officer: Sarah Watkins	Completed

Expected Date of Report	Report Name	Purpose of Piece of Work	Information or Decision	Lead Director/ Contact Officer	Progress
11 July 2022	Welsh Language Standards	To update Members on compliance against the Welsh Language Standards.	I	ACO PS Contact Officer: Alison Reed	Completed
26 Sept 2022	Update on MTFs and Reserves Strategy	To update Members on the Financial Strategy and Reserves Strategy of the Authority prior to considering the report on the 2023/24 Budget Setting Strategy.	D	Treasurer Contact Officer: Chris Barton	Completed
26 Sept 2022	Budget Strategy 2023/24	To obtain clarification upon the political steer for the Budget Strategy for 2023/24 budget setting process.	D	Treasurer Contact Officer: Chris Barton	Completed
26 Sept 2022	Treasury Management Outturn 2021/22	To advise Members of the year end treasury management position.	I	Treasurer Contact Officer: Chris Barton & Geraint Thomas	Completed
26 Sept 2022	Health & Safety Annual Report 2021/22	To advise Members of Health & Safety performance of the organisation.	I	T/DCFO TS Contact Officer: Richie Prendergast	Completed

Expected Date of Report	Report Name	Purpose of Piece of Work	Information or Decision	Lead Director/ Contact Officer	Progress
26 Sept 2022	Carbon Reduction/Biodiversity Plans Update	To advise Members on the progress towards the actions set out in the Carbon Reduction and Biodiversity Plans	I	T/ACO CS Contact Officer: Lisa Mullan	Completed
26 Sept 2022	Certificate of Compliance for the Audit of SWFRA's Improvement Plan 2022-23	To receive Audit Wales' certificate of audit of the Authority's 2022-23 Improvement Plan.	I	T/ACO CS Contact Officer: Geraint Thomas	Completed
19 Dec 2022	Revenue and Capital Budget 2023/24	To seek approval for the proposed draft revenue and capital budgets.	D	Treasurer Contact Officer: Lisa Mullan	Completed
19 Dec 2022	Treasury Management Mid Term Report 2022/23	To advise Members of the mid-year position in relation to our treasury management.	I	Treasurer Contact Officer: Lisa Mullan	Completed
19 Dec 2022	Half Yearly Health Check of Performance and Review of Strategic Themes	To advise Members of performance against agreed performance indicator targets and achievement of strategic themes at the mid-way point of the year.	I	ACO CS Contact Officer: Sarah Watkins	Completed

Expected Date of Report	Report Name	Purpose of Piece of Work	Information or Decision	Lead Director/ Contact Officer	Progress
19 Dec 2022	Independent Remuneration Panel for Wales' Draft Annual Report	To consider the IRPW's draft Annual Report and enable comments to be submitted to the Panel within required timescales.	I	ACO CS Contact Officer: Geraint Thomas	Completed
13 Feb 2023	Revenue & Capital Budget determination for 2023/24	To consider consultation responses and to set the recommended budget determination for consideration by the Fire Authority.	D	Treasurer Contact Officer: Chris Barton	On agenda
13 Feb 2023	Strategic Performance Indicators Target Setting 2023/24	To set the targets for the following financial year.	D	ACFO SD Contact Officer: Sarah Watkins	On agenda
13 Feb 2023	Report on responses to the consultation on the Strategic Themes and Objectives for 2023/24	Members to approve the proposed strategic themes and objectives for 2023/24	D	ACO CS Contact Officer: Sarah Watkins	On agenda

Expected Date of Report	Report Name	Purpose of Piece of Work	Information or Decision	Lead Director/ Contact Officer	Progress
13 Feb 2023	Audit Wales Annual Audit Summary	To advise Members of the key issues emanating from the annual report and to provide an opinion on adequacy and effectiveness of the organisation and its potential to improve, its approach to risk management, control and governance processes based on the Audit Wales work undertaken during the year, including data quality & PIs, HR work, a Framework update, whistleblowing and forward planning.	I	ACO CS Contact Officer: Geraint Thomas	On agenda
27 March 2023	Welsh Government Thematic Review – Broadening the Role of Firefighters	To update Members on the progress against the recommendations set out in the Fire Advisor’s report	I	CFO Contact Officer: Huw Jakeway	
27 March 2023	Welsh Government Thematic Review of Operational Training Within the Welsh Fire & Rescue Services – October 2022	To provide Members with an update on the conclusion of the Service review.	I	CFO Contact Officer: Huw Jakeway	

Expected Date of Report	Report Name	Purpose of Piece of Work	Information or Decision	Lead Director/ Contact Officer	Progress
27 March 2023	Manchester Arena Public Inquiry Vol 2 – Emergency Response Report	To provide Members with an update	I	CFO Contact Officer: Huw Jakeway	
27 March 2023	Insurance Contract	To seek approval to secure the Insurance Contract following a tender exercise	D	ACO CS Contact Officer: Sarah Watkins	
27 March 2023	Pay Policy Statement 2021/22	To consider the Authority’s Pay Policy Statement in compliance with the Localism Act 2011 and associated guidance.	D	ACO PS Contact Officer: Alison Reed	
27 March 2023	Gender Pay Gap Statement	To update Members on the analysis of the gender pay gap across the Service.	D	ACO PS Contact Officer: Alison Reed	
27 March 2023	Strategic Equality Plan	To provide Members with the current Strategic Equality Plan.	D	ACO PS Contact Officer: Andrew Jones	
27 March 2023	Report on Strategic Plan and Priority Actions 2023/24	To seek approval to publish the Strategic Plan and Priority Actions.	D	ACO CS Contact Officer: Sarah Watkins	

Expected Date of Report	Report Name	Purpose of Piece of Work	Information or Decision	Lead Director/ Contact Officer	Progress
26 Sept 2022 27 March 2022	Job Evaluation	To advise Members of the progress of the Job Evaluation Process	I	ACO PS Contact Officer: Gill Goss	Deferred from September's meeting
27 March 2023	Annual Report of the work of the Standards Committee during 2022/23	To advise Members of the work of the Committee.	I	ACO CS Contact Officer: Sarah Watkins	
27 March 2023	Annual Report of the work of the HR & Equalities Committee during 2022/23	To advise Members of the work of the Committee.	I	ACO PS Contact Officer: Alison Reed	
27 March 2023	Annual Report of the Work of the Local Pensions Board 2022/23	To advise Members of the work of the Board.	I	ACO PS Contact Officer: Alison Reed	
27 March 2023	SWFRA Summary Report of Activity 2022/23	To provide a summary of the activity and outcomes during 2022/23.	I	ACO CS Contact Officer: Sarah Watkins	
27 March 2023	Annual Report of the Work of the PSB's and Well-being Plan Approval	To update Members on the work of each of the PSB's and how this impacts upon the work of SWFRS, and to seek Well-being Plan approval.	I	ACO CS Contact Officer: Sarah Watkins	

Expected Date of Report	Report Name	Purpose of Piece of Work	Information or Decision	Lead Director/ Contact Officer	Progress
27 March 2023	PSB Well-being Plans	To consider and accept the Well-being Plans of each of the PSBs	D	ACO CS Contact Officer: Sarah Watkins	
27 March 2023	Member Attendance	To review Member attendance 2022/23.	I	ACO CS Contact Officer: Sarah Watkins	
27 March 2023	Fire Authority & Committee Meeting Dates for 2023/24	To present Members with proposed dates of Authority & Committee meetings for the next municipal year.	I	ACO CS Contact Officer: Geraint Thomas	

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AGENDA ITEM NO 8

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

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**FIRE & RESCUE AUTHORITY MEETING
PART II**

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AGENDA ITEM NO 8.i**Preparations for Operation Ategol – Services Actions in the event of
Industrial Action by FBU**

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Verbal update on the day

Presenting Officer: ACFO Nigel Williams

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1.	Apologies for Absence	
2.	Declarations of Interest	
	Members of the Fire & Rescue Authority are reminded of their personal responsibility to declare both orally and in writing any personal and/or prejudicial interest in respect of matters contained in this agenda in accordance with the provisions of the Local Government Act 2000, the Fire & Rescue Authority's Standing Orders and the Members Code of Conduct.	
3.	Chairperson's Announcements	
4.	To receive the minutes of:	
	<ul style="list-style-type: none"> • Fire & Rescue Authority Meeting held on Monday 19 December 2022 • Standards Committee held on Monday 3 October 2022 • Local Pension Board Committee held on Monday 17 October 2022 • Scrutiny Group held on Monday 28 November 2022 	<p style="text-align: right;">5</p> <p style="text-align: right;">15</p> <p style="text-align: right;">21</p> <p style="text-align: right;">27</p>
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