

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

FIRE & RESCUE AUTHORITY SUMMONS

SOUTH WALES FIRE & RESCUE AUTHORITY

You are required to attend a meeting of the South Wales Fire & Rescue Authority **To be held via StarLeaf - Access Code: 4176904302** on **Monday, 28 March 2022 at 1030 hours.**

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

Any issues please contact
01443 232000 and ask for Member Services

A G E N D A

1. Apologies for Absence
2. Roll Call
3. 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.

4. Chairperson's Announcements
5. To receive the minutes of;
 - Fire & Rescue Authority Meeting held on 14 February 2022 5
 - HR and Equalities Committee held on 1 November 2021 15

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Signature of Proper Officer:



MEMBERSHIP

Councillors:

W	Hodgins	Blaenau Gwent
R	Shaw	Bridgend
D	White	Bridgend
D T	Davies	Caerphilly
C	Elsbury	Caerphilly
A	Hussey	Caerphilly
D	Ali	Cardiff
D	De'Ath	Cardiff
A	Lister	Cardiff
D	Naughton	Cardiff
J	Williams	Cardiff
M	Colbran	Merthyr Tydfil
L	Brown	Monmouthshire
V	Smith	Monmouthshire
M	Spencer	Newport
H	Thomas	Newport
S	Bradwick	Rhondda Cynon Taff
S	Morgans	Rhondda Cynon Taff
G	Holmes	Rhondda Cynon Taff
A	Roberts	Rhondda Cynon Taff
S	Evans	Torfaen
S	Malson	Torfaen
P	Drake	Vale of Glamorgan
H	Jarvie	Vale of Glamorgan

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SOUTH WALES FIRE & RESCUE AUTHORITY

MINUTES OF THE FIRE & RESCUE AUTHORITY MEETING HELD ON MONDAY 14 FEBRUARY 2022 AT 1030 HRS IN MEETING ROOM 8 OR REMOTELY VIA STARLEAF

35. PRESENT:

Councillor	Left	Authority
D T Davies (Unable to connect)		Caerphilly
S Bradwick (Chair)		Rhondda Cynon Taff
L Brown		Monmouthshire
M Colbran		Merthyr Tydfil
D De'ath		Cardiff
P Drake		Vale of Glamorgan
S Evans		Torfaen
W Hodgins		Blaenau Gwent
G Holmes		Rhondda Cynon Taff
A Hussey		Caerphilly
H Jarvie		Vale of Glamorgan
A Lister		Torfaen
S Malson		Cardiff
S Morgans		Rhondda Cynon Taff
D Naughton		Cardiff
A Roberts		Rhondda Cynon Taff
R Shaw		Bridgend
V Smith		Monmouthshire
M Spencer		Newport
H Thomas		Newport
J Williams		Cardiff

APOLOGIES:

C Elsbury	Caerphilly
D White	Bridgend
S Chapman	Monitoring Officer
G Thomas	T/ACO Corporate Services

ABSENT:

D Ali	Cardiff
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OFFICERS PRESENT:- CFO H Jakeway, Temporary DCFO R Prendergast – Director of Technical Services, ACFO D Rose – Director of Service Delivery, ACO A Reed – Director of People Services, Mr C Barton – Treasurer, Mrs S Watkins – Deputy Monitoring Officer & Head of Corporate Support

As the Chair was unable to connect remotely, the Deputy Chair agreed to chair the meeting on his behalf.

36. DECLARATIONS OF INTEREST

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

Councillors Evans and Malson declared a personal interest in Action No. 20/21-32 which related to New Inn Fire Station.

37. CHAIR'S ANNOUNCEMENTS

- **QUEEN'S NEW YEAR HONOURS**

The Deputy Chair was pleased to inform Members that the Queen's New Year Honours list had recognised the commitment of recently retired Group Manager Jennie Griffiths, who had been awarded the Queen's Fire Service Medal for distinguished services to Fire & Rescue Services and their communities. Jennie Griffiths had led the Service's Joint Fire Control, and had been instrumental in delivering the collaborative project, as well as dealing with many critical and major incidents over the years.

The Deputy Chair was also pleased to announce that Councillor Maureen Powell of Monmouthshire County Borough Council, and previously a Fire Authority Member, had received the British Empire Medal for outstanding political service, with an impressive record for attendance at Council meetings and supporting her community.

On behalf of the Fire & Rescue Authority, the Deputy Chair wished to congratulate both recipients on receiving their prestigious awards.

- **MEETING WITH AUDIT WALES OFFICERS**

The Deputy Chair reminded Members of the Audit Wales – Corporate Resilience Report which was recently presented to the Fire & Rescue Authority.

Following concerns raised by Members, the Deputy Chair, Steve Bradwick, and ACO Geraint Thomas, Director of Corporate Services, held a meeting with Mr Nick Selwyn, Audit Wales officer, to discuss the Corporate Resilience Report, and to express their disappointment at the manner in which it was presented at the Fire Authority meeting in September 2021.

Members were advised that the meeting was productive, and the Auditors recognised the normal standards of presentation and engagement had not been achieved, and gave reassurances that in future presenting officers would meet the high standards set by Audit Wales.

The Deputy Chair informed Members that he had been assured that improved early engagement and feedback prior to reports being finalised by Audit Wales was already evident, and an offer was extended to provide Members with an overview of the role and work of Audit Wales at a future Fire & Rescue Authority meeting.

- **WHOLETIME FIREFIGHTERS RECRUITS COURSE**

The Deputy Chair was pleased to inform Members that on Monday, 10 January, 2022, a Wholetime Firefighters Recruits course of 24 trainees had joined the Service to commence their initial training at Cardiff Gate Training & Development Centre. The Deputy Chair hoped that the pass-out parade could be celebrated with friends, family and Members all attending in person.

On behalf of the Fire & Rescue Authority, the Deputy Chair wished all trainees the very best of luck throughout their initial training.

38. MINUTES OF PREVIOUS MEETINGS

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

- Fire & Rescue Authority meeting held on 20 December 2021
- Finance, Audit & Performance Management Scrutiny Group meeting held on 6 December 2021
- Local Pension Board Committee held on 18 October, 2021

38.1 MOTION RAISED

The Chair of the Finance, Audit & Performance Management Committee took the opportunity to raise a verbal motion on the appointment of Members Champions, and recommended that they should be offered to all Fire Authority Members at their formal Annual General Meeting each year.

RESOLVED THAT

Following lengthy debate, Members unanimously agreed that the appointment of a Members Champion would be offered to all Members every year at the Fire & Rescue Authority Annual General Meeting, with Member Champion activity reports being fed back to the Finance, Asset & Performance Management Scrutiny Group.

39. UPDATE ON ACTIONS

The Chief Fire Officer provided a brief overview and update on the following outstanding action:- Minute Number 20/21-32.

40. REPORTS FOR DECISION

40.1. REVENUE BUDGET 2022/2023

The Treasurer informed Members that the presented report included the recommended Revenue Budget for 2022/2023, together with the responses to the consultation exercise undertaken.

Members were asked to approve the budget, including a proposed Revenue Budget of £79,304,057 which represented a 2.29% increase over that set for 2021/2022.

RESOLVED THAT

Following a question and answer session, Members unanimously agreed to approve the proposed Revenue and Capital Budgets.

40.2. REPORT ON THE STRATEGIC PERFORMANCE INDICATOR TARGETS 2022/2023

The ACFO Service Delivery presented a report for Members to consider the Strategic Performance Indicator Targets for 2020/2021.

RESOLVED THAT

- 40.2.1 Following discussion on the positive report, Members unanimously agreed to note the Performance Indicator Targets proposed for 2022/2023.
- 40.2.2 Members unanimously agreed to approve delegation to the ACFO to review Quarter 4 2021/2022 data, planned reduction strategies, and to refine targets as necessary.
- 40.2.3 Members unanimously agreed to approve publication of the Strategic Performance Indicator Targets 2022/2023 onto the Service's internet site.

40.3 ANNUAL PAY POLICY STATEMENT 2022/2023

The ACO People Services reminded Members that South Wales Fire & Rescue Service was required to publish a Pay Policy Statement for each financial year, which provided information for the following financial year.

The Fire & Rescue Authority at their meeting held on 6 February, 2012, adopted and published its first Pay Policy Statement. The Fire & Rescue Authority also determined that the HR & Equalities Committee should review the Pay Policy Statement and report to the full Committee. In 2014 the Welsh Government issued new guidelines with further amendments which determined the contents of the Pay Policy. The 2022/2023 Pay Policy Statement had been drafted for approval prior to being published on the Service's

website. The statement was approved by the HR & Equalities Committee at its meeting on 24 January, 2022.

RESOLVED THAT

40.3.1 Following a question and answer session, Members unanimously agreed to review South Wales Fire & Rescue Authority's Pay Policy Statement for 2022/2023.

40.3.2 Members unanimously agreed to approve the 2022/2023 Pay Policy Statement to be published by 31 March, 2022.

41. REPORTS FOR INFORMATION

41.1 GRENFELL TOWER INQUIRY THEMATIC REVIEW PROGRESS REPORT

The Temporary DCFO, Director of Technical Services, informed Members that the presented report was an update on the progress made against required actions of the Thematic Review into the extent to which the Welsh Fire & Rescue Services had taken action to address the Grenfell Tower Inquiry recommendations.

RESOLVED THAT

41.1.1 Members agreed to note the progress made against the outcomes of the Grenfell Tower Inquiry Thematic Review.

41.1.2 Following a question and answer session on Site Specific Risk Information visits, Officers agreed to provide Members with further data on the progress across Wales of replacing cladding on high-rise buildings.

41.1.3 With reference to the installation of sprinklers and fire doors in Housing Association buildings within the Gwent area, Officers agreed to provide up to date information in due course.

41.2 FIREFIGHTER PENSIONS – REMEDYING AGE DISCRIMINATION

The ACO People Services informed Members that the Fire & Rescue Authority, as Scheme Manager, agreed in July 2021 to provide pension benefit options for those individuals who were considered to be in scope for Immediate Detriment (ID). In December 2021 Members were provided with further information received since reaching their decision in July 2021. The presented report reaffirmed the previously agreed position which was to continue to progress ID cases, and to continue work to fully adopt the Memorandum of Understanding (MoU) between the Local Government Association and the Fire Brigades Union.

RESOLVED THAT

- 41.2.1 Members agreed to note that work was continuing on Immediate Detriment cases as previously agreed, and that work would continue to fully adopt the MoU between the Local Government Association and the Fire Brigades Union.
- 41.2.2 Members also agreed to note that a further report would be brought to the Fire Authority only if any further legal and / or significant taxation or funding issues were identified prior to settling the Immediate Detriment cases.

41.3. REPORT ON RESPONSES TO THE CONSULTATION ON THE STRATEGIC THEMES AND OBJECTIVES FOR 2022/2023

The Head of Corporate Support informed Members that the Service had recently consulted with the public on the Strategic Themes and Objectives developed for 2022/2023. Members were to consider the responses received during the consultation that ran from 1 November, 2021 to 24 January, 2022.

RESOLVED THAT

- 41.3.1 Members agreed to review the consultation evaluation in Appendix A attached to the report.

- 41.3.2 Members agreed to approve the Strategic Themes and Objectives detailed in Appendix A attached to the report, which were collectively considered as the Service's 'Improvement Objectives'.
- 41.3.3 Members noted that the analysis of comments received, and further analysis of the demographics who responded to the survey, was provided in full to the Finance, Audit & Performance Management Scrutiny Group on 7 February, 2022.
- 41.3.4 Following discussion on the consultation strategy, Officers agreed to include 'Community Councils' in their engagement, and to consider targeting younger people in future surveys.
- 41.3.5 With reference to responses received within the survey on 'Being Valued', Officers agreed to provide Members with the percentage figures relating to members of staff.

41.4 BROADENING THE ROLE OF FIREFIGHTERS IN WALES – FIRE & RESCUE SERVICE CAPACITY – THEMATIC REVIEW

The Chief Fire Officer informed Members that the presented report was an overview of Welsh Government's Chief Fire & Rescue Advisor, Mr Dan Stephens, Thematic Review of the Fire & Rescue Service's capacity and capability to assume a broader role for firefighters in Wales.

RESOLVED THAT

- 41.4.1 Following a lengthy question and answer session on a number of concerns raised by Members, e.g. the possible changes in shift patterns, affecting the operational demand and the Service's capability of attending major incidents, and the possibility of receiving further funding, Members agreed to acknowledge the thematic report of the Chief Fire & Rescue Advisor into the Welsh Fire & Rescue Services

capacity to carry out work arising from broadening the role of firefighters in Wales.

- 41.4.2 Members agreed to note that the report would be considered by the Service's Operational Co-ordination Group.
- 41.4.3 Members agreed to note that a further update report would be provided to the Fire & Rescue Authority in due course.

41.5 FORWARD WORK PROGRAMME 2021/2022

The Deputy Monitoring Officer provided a brief overview of the Forward Work Programme for 2021/2022, and subsequent amendments.

RESOLVED THAT

Members agreed to note the Forward Work Programme for 2021/2022, and subsequent amendments.

42. 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 HR & EQUALITIES MEETING
HELD ON MONDAY, 1 NOVEMBER, 2021**

HELD REMOTELY VIA STARLEAF CONNECTION

15. PRESENT:

Councillor	Authority
P Drake (Chair)	Vale of Glamorgan
A Roberts (Deputy Chair)	Rhondda Cynon Taff
S Evans	Torfaen
G Holmes	Rhondda Cynon Taff
M Colbran	Merthyr Tydfil
D Naughton	Cardiff
H Thomas	Newport
H Jarvie	Vale of Glamorgan
D Ali	Cardiff
C Elsbury	Caerphilly

APOLOGIES:

R Shaw	Bridgend
S Malson	Torfean
A Hussey	Caerphilly

ABSENT:

W Hodgins	Blaenau Gwent
A Lister	Cardiff

OBSERVERS:

OFFICERS PRESENT:- ACO A Reed – Director of People Services, T/ACO Geraint Thomas - Director of Corporate Support, T/AM B Thompson – Head of Training & Development, Ms S Watkins – Deputy Monitoring Officer, Mr A Jones - Head of People Services

16. DECLARATIONS OF INTEREST

Cllr Naughton and Cllr Drake declared an Interest in Item 5 - Living Wage Foundation Accreditation as Cardiff and Barry Councils have both adopted the Accreditation

17. CHAIRPERSON'S ANNOUNCEMENTS

There were no Chair's announcements to record.

18. MINUTES OF PREVIOUS MEETING

The minutes of the previous HR & Equalities meeting held on 05 July 2021, were received and accepted as a true record of proceedings.

19. LIVING WAGE FOUNDATION ACCREDITATION

The Director of People Services went through the report with Members and advised that due to staff salary costs this would further have to be ratified at full Fire Authority (FA) Meeting. Barry, Cardiff and 30 other Councils across Wales have already signed up to the Accreditation. The Service is currently paying all staff above the minimum and living wage and this is likely to continue to be the case after April 2022. There could be a financial impact in the future if the Service is unable to meet the rates but as it is a voluntary accreditation, the opportunity to leave at any time would be available.

It was asked by signing up to the Living Wage Foundation what it would do for the Service, the Director of People Services stated that it would be good for Recruitment and Attraction purposes and benefit as a good employer in Wales and send a good sign to employees.

RESOLVED THAT

Members noted the content of the report and agreed that the Service should gain accreditation by the Living Wage Foundation as a Real Living Wage employer. A further report will be presented at the next FA Meeting.

20. PROPOSED REFORMS AND NEW TERM OF REFERENCE FOR SCRUTINY COMMITTEE

The Director of Corporate Services gave an update on the report that has previously been presented to this group, if Members are in agreement the proposal will be taken to Finance Audit & Performance Management (FAPM) and FA and implemented in the municipal year. It was asked for clarity on who the Subject Matter Experts that could be called on were and what expertise they would have, the Director of Corporate Services advised that for example if more knowledge or specific expertise around property was required an expert would be asked to attend the meeting to provide further information. It was

agreed that it would be beneficial to hold a skills matrix of all Members also.

RESOLVED THAT

Members agreed to the recommendations in 2.4 and 2.5 and for these proposals to be presented back to the next FAPM and FA Meetings.

21. FIREFIGHTERS PENSION SCHEMES – WALES GOVERNMENT CIRCULARS 2021/2022

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

The Welsh Government issues regular communications to all Chief Fire Officers, Chairs, and Clerks of Fire & Rescue Authorities, electronically in a standard circular template. The emails and circulars cover a variety of areas, including all aspects of Firefighters Pension Schemes, and need to be noted or actioned as appropriate. All updates received have been actioned accordingly.

It was raised if there was finances available for the McCloud ruling. The Director of People Services advised that there has been communication with the Local Government Association and Fire Brigade Union, in the form of a MoU which will enable progress to be made and a budget has been set aside.

RESOLVED THAT

21.1 Members unanimously agreed to accept the Welsh Government Firefighters' Pension Scheme Circulars and emails that had been received in the 2021/2022 year to date.

21.2 Members unanimously agreed to note the actions that had been implemented for each of the circulars.

22. SOUTH WALES FIRE & RESCUE SERVICE - OVERVIEW OF TRAINING & DEVELOPMENT DEPARTMENT 2020/2021

The Temporary Head of Training gave a short presentation advising that there were 5093 instructor days during 2020/21 in comparison to pre COVID 2019/2020 4503 days, the increase was due to having to put on more training courses to comply with social distancing and other

rules in place. Whilst most FRS across the UK shut down their training facilities at the start of COVID, SWF&RS did not see this as an option and kept the training facility open and continued with all risk critical training. No courses were cancelled because of COVID and there was 78% attendance on courses. It was asked if there are comparison KPI's available for pre / present COVID, these are being presented at the next Senior Management Team Meeting.

Cllr Evans asked if any restrictions on training had to take place due to equipment shortages and it was advised that this has not been the case and there have been no difficulties as yet. Cllr Holmes enquired to whether any training was provided for Avon FRS and it was advised that although the Service previously provided Training for other Services it was deemed not be a viable option with returns on third party training very poor. Some training does take place on an All Wales basis.

The Temporary Head of Training went through the 5 year plan and the main objectives.

RESOLVED THAT

Members noted the report and 5 year Strategic Plan.

23. FORWARD WORK PROGRAMME FOR HR & EQUALITIES COMMITTEE 2021/2022

Members noted the Forward Working Programme.

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

There were no items of urgent business to discuss.

SOUTH WALES FIRE & RESCUE AUTHORITY

MINUTES OF THE FINANCE, AUDIT & PERFORMANCE MANAGEMENT MEETING

HELD ON MONDAY 13 DECEMBER 2021 AT
IN MEETING ROOM 8 OR REMOTELY VIA STARLEAF

96. PRESENT:

Councillor	Left
S Evans (Chair)	Torfaen
M Colbran	Merthyr Tydfil
P Drake	Vale of Glamorgan
W Hodgins	Blaenau Gwent
A Hussey	Caerphilly
S Morgans	Rhondda Cynon Taff
V Smith	Monmouthshire
M Spencer	Newport

APOLOGIES:

W Hodgins (Due to a faulty network connection)	Blaenau Gwent
S Chapman	Monitoring Officer

ABSENT:

D White (Deputy Chair)	Bridgend
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OFFICERS PRESENT:- Mrs S Watkins – Deputy Monitoring Officer, Mr C Barton – Treasurer, T/ACO G Thomas – Temporary Director of Corporate Services, Ms L Townsend – Accountancy Technician, Ms H Cargill – TIAA Internal Auditor

97. DECLARATIONS OF INTEREST

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

The Chair declared a personal interest in items which related to planning applications for New Inn Fire Station.

Councillor Morgans declared an interest in Agenda item 7 which related to properties within the Rhondda Cynon Taff Unitary Authority area.

98. CHAIR'S ANNOUNCEMENTS

• REPLACEMENT FOR COUNCILLOR EBRAHIM

Members were informed that due to the recent resignation of Councillor Ebrahim from the Fire & Rescue Authority, Cardiff Council had confirmed that Councillor De'Ath had been appointed as his replacement. Once the relevant paperwork had been completed, Councillor De'Ath was expected to commence his new appointment on 20 December, 2021.

• REMEMBRANCE DAY PARADE – TORFAEN

The Chair informed Members that he had recently attended the Remembrance Day Parade in Torfaen, and was pleased to note that the Firefighter Cadets were also in attendance and were a credit to the Service.

99. MINUTES OF PREVIOUS MEETING

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

- Finance, Asset & Performance Management Committee meeting held on 20 September, 2021
- Finance, Audit & Performance Management Scrutiny Group meeting held on 18 January, 2021
- Finance, Asset & Performance Management Scrutiny Group held on 11 October, 2021

The Deputy Monitoring Officer advised Members that at the last Finance, Asset & Performance Management Scrutiny Group meeting on 11 October, 2021, it had been unanimously agreed to add the following further recommendation to Item 7 within the minutes 'Property Asset Strategy 2021/22' report:-

- 7.3 *Members agreed that Local Authority Building Control Inspectors would be used when dealing with property issues.*

The Deputy Monitoring Officers assured Members that the minutes recorded on 11 October, 2021, had now been amended

100. REPORTS FOR DECISION

100.1 PROPOSED REFORMS AND NEW TERMS OF REFERENCE FOR SCRUTINY COMMITTEE

The ACO Corporate Services reminded Members that they would be aware that several reports on the proposed reforms and new Terms of Reference for the Scrutiny Committee had been presented to the Finance Audit & Performance Management Committee, and the Fire & Rescue Authority, for discussion and consideration.

RESOLVED THAT

Following lengthy discussion on the options for the Scrutiny Committee outlined in paragraphs 2.4 and 2.5 within the report, and on receiving further clarification and assurance from Officers, Members unanimously agreed for proposals to be presented back to the Fire & Rescue Authority.

100.2 REVENUE MONITORING REPORT 2021/2022

The Temporary ACO Corporate Services informed Members that the Revenue Monitoring report provided details of the annual revenue budget and associated information for the year ending 31 March 2022.

RESOLVED THAT

- 100.2.1 Members unanimously agreed to note and agree the content of the Revenue Monitoring report 2021/2022.
- 100.2.2 Following a question and answer session, Officers agreed to ensure the correct terminology was included in future reports.

- 100.2.3 Officers also agreed to provide Members with further details on why the figures for Auxiliary Reserves had decreased.
- 100.2.4 Following further discussion, Officers agreed to include details on environmental impacts within future reports.

100.3 CAPITAL MONITORING REPORT 2021/22

The Temporary ACO Corporate Services informed Members that the Capital Monitoring report provided details of the capital budget, transactions to date, and the forecast year end position.

RESOLVED THAT

- 100.3.1 Members unanimously agreed to note the budget and progress of capital schemes, and approved the alterations identified in Appendix 1 attached to the report, and associated movements in funding.
- 100.3.2 Following a query raised by Councillor Smith, Officers agreed to find out what a 'Hose Inflation Kit' does, and to provide a response in due course.

100.4 REVENUE AND CAPITAL BUDGET SETTING UPDATE REPORT

The Treasurer informed Members that the presented report included an update to the draft Revenue Budget proposals considered by the Finance, Audit & Performance Management Committee and the Scrutiny Group at their previous meetings, together with the associated Capital Programme.

At its December meeting, the Fire & Rescue Authority would consider a draft budget for consultation during December and January, prior to setting its final budget in February 2022.

The report included a proposed Revenue Budget of £79,304,057, representing a 2.29% increase over that set for 2021/22.

RESOLVED THAT

Members unanimously agreed to note the update to the proposed Revenue and Capital Budgets and recommended them to the Fire & Rescue Authority as the basis for consultation.

100.5 TREASURY MANAGEMENT MID-TERM REVIEW REPORT 2021/22

The Treasurer 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, 2021.

RESOLVED THAT

Members unanimously agreed to note the report and treasury activity for the period 1 April – 30 September, 2021, and recommended that the Fire & Rescue Authority do the same.

The Chair thanked Officers for their excellent report

101. REPORTS FOR INFORMATION**101.1 INTERNAL AUDIT PROGRESS REPORT & AUDIT ACTION UPDATE**

The Internal Auditor presented a report which updated Members upon the progress being made against the Internal Audit Plan 2021/2022.

RESOLVED THAT

Members agreed to note the internal audit recommendations and work completed to date on the Internal Audit Annual Plan 2021/2022.

101.2 FORWARD WORK PROGRAMME 2021/2022

The Temporary ACO Corporate Services provided a brief overview of the Forward Work Programme for 2021/2022, and advised Members that the 'Audit & Plan Scheme Updates' would be deferred to the next meeting in March 2022.

RESOLVED THAT

Members agreed to note the Forward Work Programme for 2021/2022.

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

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

SOUTH WALES FIRE & RESCUE AUTHORITY

**MINUTES OF THE HR & EQUALITIES MEETING
HELD ON MONDAY, 24 JANUARY, 2022**

HELD REMOTELY VIA STARLEAF CONNECTION

25. PRESENT:

Councillor	Left	Authority
P Drake (Chair		Vale of Glamorgan
A Roberts (Deputy Chair)		Rhondda Cynon Taff
D Ali		Cardiff
M Colbran		Merthyr Tydfil
S Evans		Torfaen
G Holmes		Rhondda Cynon Taff
A Hussey		Caerphilly
S Malson		Torfaen
D Naughton		Cardiff
R Shaw		Bridgend
H Thomas		Newport

APOLOGIES:

C Elsbury	Caerphilly
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ABSENT:

W Hodgins	Blaenau Gwent
A Lister	Cardiff

OFFICERS PRESENT:- ACO A Reed – Director of People Services, A Jones – Head of HR, Mrs S Watkins – Deputy Monitoring Officer, Mr Mark Fry – Independent Pay Consultant (Item 7 only)

26. DECLARATIONS OF INTEREST

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

27. CHAIR'S ANNOUNCEMENTS

The Chair and Deputy Monitoring Officer provided Members with an overview of the process and procedure which would be carried out in order to consider Agenda Item 7 'Independent Pay Review – Principal Officers Remuneration'. They were advised that Officers would leave the meeting room beforehand so that the item could be discussed by Members, and Mr Mark Fry, an Independent Pay Consultant, would provide an electronic presentation, as well as answering Members questions accordingly.

The Chair highlighted that following Members discussions she would carry out a vote on the final recommendation which would be recorded in the formal minutes.

28. MINUTES OF PREVIOUS MEETING

The minutes of the previous HR & Equalities meeting held on 1 November, 2021, were received and accepted as a true record of proceedings.

29. REPORTS FOR DECISION

29.1. ANNUAL PAY POLICY STATEMENT 2022/2023

The ACO People Services informed Members that South Wales Fire & Rescue Authority was required to publish a Pay Policy Statement for each financial year, which provided information for the following financial year.

The Fire & Rescue Authority at their meeting held on 6 February, 2012, adopted and published its first Pay Policy Statement. The Fire & Rescue Authority also determined that the HR & Equalities

Committee should review the Pay Policy Statement and report to the full Committee. In 2014 Welsh Government issued new guidelines with further amendments which determined the contents of the Pay Policy. The 2022/2023 Pay Policy Statement had been drafted for Members.

RESOLVED THAT

29.1.1 Members agreed to review the South Wales Fire & Rescue Authority's Pay Policy Statement for 2022/2023.

29.1.2 Following a question and answer session, Members agreed to approve the 2022/2023 Pay Policy Statement to be published by 31 March, 2022.

29.2. INDEPENDENT PAY REVIEW – PRINCIPAL OFFICERS REMUNERATION

Mark Fry, TRP Limited, and author of the pay review, joined the meeting remotely to deliver an electronic presentation to Members.

All Officers withdrew from the meeting and left the room whilst Members considered the following report Agenda Item 7 'Independent Pay Review – Principal Officers Remuneration'.

The Chair of the HR & Equalities Committee informed Members that the review of Brigade Manager (BM) / Principal Officers' (PO) remuneration was requested by Fire Authority Members following the completion of the Job Evaluation exercise for Green Book employees, and a report to the Authority on 19 July 2021. It was noted that the South Wales Fire & Rescue Authority (FRA) Pay Policy document stated that Principal Officers' remuneration should be reviewed annually by the local Fire & Rescue Authority and that the HR & Equalities Committee was assigned to consider PO remuneration and report findings to the Fire & Rescue Authority. The National Joint Council for Brigade Managers of Fire & Rescue Services, Constitution and scheme of conditions of service stated there was a two-track approach to determining PO remuneration, as outlined above, one of those which was a local review undertaken by the Fire & Rescue Authority.

Members requested that the report be presented to the full Fire & Rescue Authority and be voted on by all Members. Members also stated that the Treasurer should have an input at the Fire & Rescue Authority meeting.

Following further debate, Members declined to go ahead with the presentation from the Independent Pay Consultant.

With reference to the data contained within the report across each of the UK Fire & Rescue Services, Members noted that although South Wales was 9th on the list as regards head of population, the Chief Fire Officer's pay was listed as 21st in the pay league.

Mark Fry informed Members that the last formal review on South Wales Fire & Rescue Service's Principal Officers pay had been carried out in 2004, and therefore the Service had fallen behind, which had resulted in a disparity between pay levels with other Services. He highlighted the work demand issues per head of population, and advised it would be more appropriate for the Service to be 7th in the pay league. He also took the opportunity to highlight and identify the risks for the Service in trying to attract and maintain key people as it was considered to be low paying compared to other organisations.

Mark Fry advised Members that consideration of the financial implications was important and this could be addressed over time rather than in adjustment, which would make the process more manageable and help to maintain key talent within South Wales Fire & Rescue Service.

RESOLVED THAT

Following consideration of the report and lengthy debate, Members unanimously agreed that the report should be deferred to the full Fire & Rescue Authority for Members to carry out a vote on the important decision.

The Chair thanked Mark Fry for addressing the meeting, and for assisting Members by providing useful background information.

All Officers returned to the room to continue with the formal meeting.

30. REPORTS FOR INFORMATION

30.1. SOUTH WALES FIRE & RESCUE SERVICE PEOPLE PLAN – ANNUAL REVIEW OF PROGRESS AGAINST THEMES

The ACO People Services reported that at the July 2019 HR & Equalities meeting, Members reviewed the outline proposal for the South Wales Fire & Rescue Service (SWFRS) People Plan. The Plan was developed further and subsequently signed off at the February 2020 HR & Equalities meeting.

Members were also made aware of the All Wales People & Organisational Development Strategy which dovetailed to the proposals in the SWFRS Plan:-

https://www.southwales-fire.gov.uk/app/uploads/2021/10/All-Wales-People-and-Organisational-Development-Strategy-2021-2024_en_final.pdf

RESOLVED THAT

- 30.1.1 Following a lengthy question and answer session, Members agreed to note the All Wales People & Organisational Development Strategy.
- 30.1.2 Members agreed to note the South Wales Fire & Rescue Service People Plan attached to the report at Appendix 1.
- 30.1.3 Members agreed to note the progress against the SWFRS Plan attached to the report at Appendix 2.
- 30.1.4 Following a request by Members, Officers agreed to present a report on E-Recruitment at a future meeting.
- 30.1.5 Following a question and answer session, Officers agreed to present a report on the Mental Health Strategy at a future meeting.

30.2 ESTABLISHMENT STRUCTURE UPDATE

The Head of HR provided Members with an overview of the current position with regard to the Service's staffing structure proposed

future changes. This followed the agreement at the Fire & Rescue Authority meeting in September 2018 to approve the establishment restructure in order to meet future challenges and demands.

RESOLVED THAT

Members agreed to note the information contained within the report.

31. FORWARD WORK PROGRAMME 2020/2021

The Director of People Services provided Members with the Forward Work Programme for 2021/2022.

RESOLVED THAT

Members agreed the content of the Forward Work Programme for 2021/2022.

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

There were no items of urgent business to discuss.

The Chair thanked Members and Officers for their help and support when discussing such important topics.

AGENDA ITEM NO 6

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

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

Chris Barton – Treasurer
Alison Reed – ACO PS
Richie Prendergast – ACFO TS
Geraint Thomas – T/ACO CS

Minute No	Item	Action	Leading Officer	Current Status:
20/21-32	Acquisition of Land to Accommodate the Relocation of New Inn Fire Station	Submit an offer for acquisition of the land conditional on the matters outlined in the report, and proceed with purchase arrangements subject to FAPM agreement up to maximum figure outlined.	T/ACO CS	The vendors of the site have failed to respond to communications of our intent to proceed with a formal offer. CFO has written to owners in an attempt to establish effective communications. Currently considering options with a view to go back to market for alternative site whilst continuing efforts to proceed with offer on the preferred site.
20/21 – 56.6	Proposed New Terms of Reference for the Scrutiny Committee	Refer back to the Scrutiny Committee, HR & Equalities Committee and FAPM Committee for further detailed consideration of both options presented and provide an update of views to a future meeting of the Fire & Rescue Authority.	T/ACO CS	The Scrutiny Group's preferred option has been submitted to the HR & Equalities Committee and the FAPM for consideration, and subsequent recommendation to the Fire Authority.

Minute No	Item	Action	Leading Officer	Current Status:
				A further report is being submitted to the March meeting.
20/21 – 56.10	Grenfell Tower Inquiry Thematic Review	The Review report to be considered by the Service’s Operational Co-ordination Group and the High Rise Task Group, and a further update provided to a future meeting of the Fire & Rescue Authority.	CFO	A report is being submitted at today’s meeting. Completed. See 41.1.2 and 41.1.3 below
21/22 – 17.3.2	Firefighter Pensions – Remediating Age Discrimination : Pension Benefit Options	Provide pension benefit options to the individuals considered to be in scope for Immediate Detriment	ACO PS	At the 14 February 2022 Fire Authority meeting it was agreed that work should continue on Immediate Detriment cases and only if any further legal and / or significant taxation or funding issues are identified prior to settling cases would a report come back to Fire Authority. At the Scheme Advisory Board (Wales) meeting held on 23 February 2022, it was noted that there is a delay in the formal release of the Provision Definition Documents (PDDs) that set out the rationale, policy intent and effect of the technical changes to the Public Service Pensions Schemes (PSPS) (effective 01/04/22). In addition, the regulation changes that are required for the retrospective remedy are not yet available.

Minute No	Item	Action	Leading Officer	Current Status:
21/22 – 17.3.3	Firefighter Pensions – Remedying 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 ID cases. Resources have been allocated to this work in order to prepare the groundwork for the changes.
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	The application to become an accredited living wage employer has been submitted to the Real Living Wage Foundation.
21/22 – 40.3.2	Annual pay policy statement	Publish the 2022/2023 Pay Policy Statement by 31 March 2022.	ACO PS	The Pay Policy statement was approved at the February Fire Authority meeting and will be published on the SWFRS website by 31 March 2022.
21/22 – 41.1.2	Grenfell Tower Inquiry - Thematic Review Progress Report	Provide Members with further data on the progress across Wales of replacing cladding on high-rise buildings	ACFO TS	Completed
21/22 – 41.1.3	Grenfell Tower Inquiry - Thematic Review Progress Report	Provide Members with an update on the installation of sprinklers and fire doors in Housing Associating buildings in the Gwent area	ACFO TS	Completed
21/22 – 41.3.4	Responses to the Consultation on the Strategic Themes and Objectives for 2022/2023	Include Community Councils in the consultation strategy and consider targeting younger people in future surveys.	T/ACO CS	Community Councils were included in the stakeholder groups approached. Future reports on consultations will be amended accordingly to reflect this.

Minute No	Item	Action	Leading Officer	Current Status:
21/22 – 41.3.5	Responses to the Consultation on the Strategic Themes and Objectives for 2022/2023	Provide Members with the percentage figures relating to members of staff responding to the Being Valued section within the survey.	T/ACO CS	9.8% of staff (158 people) responded to the survey. Of that, 5.0% (81) responded to the valuing our people section within the survey. 3.6 % (58) of those responded positively or in the neutral. 1.4% (23) responded negatively.

AGENDA ITEM NO 7

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 7.i
28 MARCH 2022

REPORT OF TEMPORARY DIRECTOR OF CORPORATE SERVICES

AUDIT WALES ANNUAL AUDIT SUMMARY 2021**THIS REPORT IS FOR DECISION**

REPORT APPROVED BY TEMPORARY DIRECTOR OF CORPORATE SERVICES

REPORT PRESENTED BY TEMPORARY DIRECTOR OF CORPORATE SERVICES

SUMMARY

This report details the Audit Wales review of the Authority's audit of financial reporting for 2021/21; continuous improvement arrangements; arrangements to get value for money; and compliance with the sustainability development principles.

RECOMMENDATIONS

That Members accept the Audit Wales Annual Audit Summary for 2020/21.

1. ANNUAL AUDIT SUMMARY 2021

- 1.1 The Annual Audit Summary attached at Appendix 1 to this report details the conclusions of the Audit Wales review of the Authority's financial reporting for the period 2019/20 and discharges the Auditor's responsibilities under the Public Audit (Wales) Act 2004.
- 1.2 In addition, the Annual Audit Summary provides details of specific projects undertaken to assess whether the authority has put in place arrangements to secure value for money. These include:
 - the Authority's work in response to the COVID-19 pandemic
 - continuous improvement
 - corporate resilience
 - sustainability development

2. PLANNED WORK FOR 2021/22

- 2.1 In considering key challenges and opportunities facing the Authority, Audit Wales, planned work for 2021/22 will include carbon emissions reduction.

3. IMPLICATIONS

3.1 Community and Environment

Equality, Diversity and Inclusion	No
Welsh Language	No
Wellbeing of Future Generations (Wales) Act 2015	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	No	Data Protection / Privacy	No
Financial	No	Health, Safety and Wellbeing	No
Procurement	No	Governance & Audit	Yes
Corporate Risk	No	Service Policy	No
Information Management	No	National Policy	No

3.3 Resources, Assets and Delivery

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

4. RECOMMENDATION

- 4.1 That Members accept the Audit Wales Annual Audit Summary for 2020/21.

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

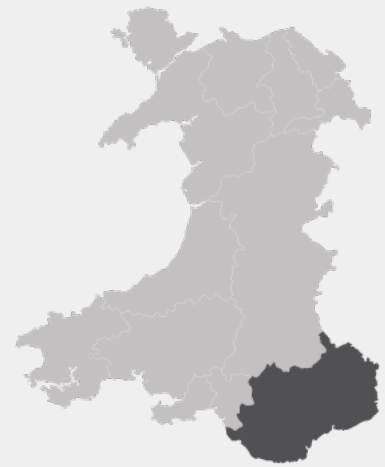
Appendices:	
Appendix 1	Audit Wales Annual Audit Summary 2021

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South Wales Fire and Rescue Authority Annual Audit Summary 2021

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 2021. 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 ten 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 15
- Conservative 3
- Independent 4
- Plaid Cymru 1
- Liberal Democrat 1

The FRA spent £73.57 million on providing services during 2020-21, which is a 2.37% increase on 2019-20¹.

As at 31 March 2021, the FRA had £3 million of general fund reserves and £10.7 million in earmarked reserves.

¹ Source: 2020-21 Statement of Accounts

Key facts

FRA's 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 FRA's. At a local level, FRA's 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 FRA's 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 2020-21 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.



We continue to recognise the huge strain on public services and to work in a way that seeks to reduce the impact on public bodies' response to COVID-19, while still meeting our statutory duties.



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 and Rescue Authority's 2020-21 Accounts

Each year we audit the Authority's financial statements.

For 2020-21:

- the Auditor General gave an unqualified true and fair opinion on the Authority's financial statements on 28 July 2021, three 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 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 2021 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 Audit Committee in our Audit of Financial Statements Report in July 2021.
- the Auditor General issued the certificate confirming that the audit of accounts for 2020-21 has been completed.

Our work in response to the COVID-19 pandemic

In response to the COVID-19 pandemic, we changed the approach and focus of our performance audit work in local government and other bodies. Below is a summary of some of the work we have undertaken in response to the pandemic across a number of sectors, much of which is of relevance to local government.

We undertook a project to support public sector efforts by sharing learning through the pandemic. The project aims to help prompt some thinking, and practise exchange. [Further information is available on our website.](#)

In March 2021, we published a [national report](#) setting out an overview of progress to date on Test, Trace, Protect in Wales. In December 2020, we also published some [observations](#) of the Auditor General on the procurement and supply of PPE during the COVID-19 pandemic, followed by a [report](#) in April 2021. In June 2021, we also published our [report](#) on the rollout of the COVID-19 vaccination programme in Wales.

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 2020-21.

Corporate Resilience Report

In June 2021 we published our [report](#) on the Authority's corporate resilience. We concluded that the Authority is resilient but needs to take some important decisions to ensure services are sustainable in the future. We made two proposals for improvement for the Authority to address.

Local government studies

As well as local work at each council, 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:

Discretionary services (April 2021)

Financial pressures have led to councils reducing spending and cutting services, but the pandemic has shown local government services are essential to keeping people safe and healthy. We focussed on how councils define services, the systems and processes they have used to review services and how robust these are. Demand for some essential services is continuing to increase and councils are not confident that they can continue to deliver these services in the face of this rising and complex demand. Councils need to take the opportunity to refresh, reevaluate and reset what they do and to learn from the pandemic to build a better future. Our [report](#) was published in April 2021.

Regenerating town centres in Wales (September 2021)

Between 1950 and 1980, local authorities prioritised regeneration of town centres creating new and greater retail space. However, past policy choices, changing consumer expectations and technological advances are now adversely affecting many Welsh town centres. And the pandemic has created challenges for local government and central government, with one in seven shops on Welsh high streets now empty, despite the Welsh Government investing and leveraging in £892.6 million in the last seven years. Local authorities do not have the capacity to respond to this situation and are not always using the powers they have to help regenerate towns. To deliver the best local outcomes, policies and joint working need to be aligned and integrated, and resources prioritised on town centres. Our [report](#) was published in September 2021.

Planned work for 2021-22

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 and the use of its resources.

The most significant risk and issue facing authorities and the wider public sector during 2021-22 continues to be the COVID-19 pandemic. We have shaped our work to provide assurance and challenge in a way which helps to support the Authority through this period. Our planned work for 2021-22 includes:

- Carbon emissions reduction.

The Auditor General is independent of government, and is 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.

THIS REPORT IS NOT EXEMPT AND IN THE PUBLIC DOMAIN

SOUTH WALES FIRE & RESCUE AUTHORITY

AGENDA ITEM NO 7.ii
28 MARCH 2022

REPORT OF THE ASSISTANT CHIEF OFFICER PEOPLE SERVICES

ANNUAL EQUALITY REPORT FOR THE PERIOD 1 APRIL 2020 TO 31 MARCH 2021

THIS REPORT IS FOR DECISION

REPORT PRESENTED BY ACO A REED

SUMMARY

South Wales Fire & Rescue Service is required under The Equality Act (2010) (Statutory Duties) (Wales) Regulations 2011 to publish an Annual Equality Report for the period 1 April to 31 March every year.

This Annual Equality Report meets the South Wales Fire & Rescue Service's legal duty to publish a report that demonstrates our progress and compliance against the General Equality Duty and Wales Specific Equality Duties, and is focused primarily on data, as well as what we have done during the period 1 April 2020 to 31 March 2021.

RECOMMENDATIONS

That Members note the content of the report.

1. BACKGROUND

- 1.1 The Equality Act (2010) came into effect from 1 October, 2010, and repealed all the primary receding equality and discrimination legislation.
- 1.2 The Act also provides definitions of direct discrimination, discrimination arising from disability, indirect discrimination, harassment, and victimisation.
- 1.3 There are nine Protected Characteristics:- age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex and sexual orientation.

2. ISSUES

- 2.1 The Equality Act 2010 places on the public sector, including the Fire & Rescue Services, the General Equality Duty to:-

- Eliminate discrimination, harassment, victimisation, and any other conduct that is prohibited under the Act.
- Advance equality of opportunity between persons who share a relevant protected characteristic, and persons who do not share it, and
- Foster good relations between persons who share a relevant protected characteristic, and persons who do not share it.

2.2 Additionally, the Wales Government introduced The Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011, which came into force on 6 April, 2011, providing specific duties for relevant Welsh Public authorities, aimed at enabling them to better perform and demonstrate their compliance with the general public sector equality duty.

2.3 These Regulations provide for specific duties relating to:- equality objectives, engagement, impact assessments, equality information, employment information, pay differences, staff training, strategic equality plans, procurement, annual reporting, publishing, Welsh Ministers' reporting, review and accessibility.

2.4 Relevant Welsh Public authorities must publish an annual report on compliance.

2.5 Therefore, attached to this report is:-

- South Wales Fire & Rescue Service Annual Equality Report for the period of 1 April 2020 to 31 March 2021.

2.6 In order to establish an ease of reading the report uses the General Equality Duty and Wales Specific Equality Duties as headings, with the supporting data held in the appendices.

3. IMPLICATIONS

3.1 Community and Environment

Equality, Diversity and Inclusion	Yes
Welsh Language	Yes
Wellbeing of Future Generations (Wales) Act 2015	Yes
Socio Economic Duty	Yes
Sustainability/Environment/Carbon Reduction	Yes
Safeguarding	Yes
Consultation and Communications	Yes
Consultation with Representative Bodies	Yes
Impact Assessment	Yes

3.1.1 There are no immediate financial issues arising as a result of this report, but the plan provides a strategic planning framework for future years.

3.2 Regulatory, Strategy and Policy

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

3.3 Resources, Assets and Delivery

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

4. RECOMMENDATIONS

4.1 That Members note the content of the report

Contact Officer:	Andrew Jones Head of Human Resources
Background Papers	Appendix – Annual Equality Report – 1 April 2020 – 31 March 2021

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Gwasanaeth Tân ac Achub
De Cymru



South Wales
Fire and Rescue Service

SOUTH WALES FIRE AND RESCUE SERVICE
Annual Equality Report

1st April 2020 - 31st March 2021

This document is also available in Welsh

RAISING AWARENESS - REDUCING RISK

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Equality Statement



Huw Jakeway
QFSM
Chief Fire Officer



Sally Chapman
Deputy Chief Officer
Director of Corporate
Services



Councillor
Tudor Davies MBE
Chairperson
South Wales Fire and Rescue
Authority (SWFRA)



Welcome to our Annual Equality Report for the year 2020/21.

South Wales Fire and Rescue Service (SWFRS) continues to build equality and diversity into everything that we do from creating a workplace which values the diversity of employees, to delivering people centered services for all the communities in South Wales. This in an ongoing journey which we are committed to continuing.

To see how we are working to make equalities real in the Fire Service please check us out on social media and have a look at our Strategic Equality Plan, Corporate Strategic Plan, and Improvement Plan.

These plans can all be found, along with other information, in the Publications Library on our website at www.southwales-fire.gov.uk

This document can be provided in alternative formats upon request to the contact provided on the back page.

Introduction

This Annual Report aims to meet Regulation 14 of the Wales Specific Duties, and should be read alongside the last Annual Report in order to get a full picture:

[Annual Equality Report 2019/20](#)

The reason for an Annual Equality Report is to act as a report card showing some of how we, as a service funded by the public, are moving forward with complying with the Equality Act (2010).

Here in Wales, the Welsh Government also issued Wales Specific Duties as helpful steps in the equality journey for public services.

Creating practical, real, and meaningful improvement takes time, and we hope you agree that we are heading in the right direction.



About Us



10 Unitary
Authorities



1,100
square miles



approximately
670,000
households



over
1.5
million people



consists of
828
Wholetime firefighters



565
On-Call firefighters



347
Corporate Staff



41
Control Room Staff



In contact with
approximately

35,000
business premises



In 2021-2022, we:



Due to Covid-19, engagement figures are lower than usual.

* An additional 2,660 home safety checks were conducted over the phone.



OUR VISION



To make South Wales safer by reducing risk.



OUR MISSION

We will achieve this through:

- **S**erving our communities needs
- **W**orking with others
- **F**acing challenges through innovation and improvement
- **R**educing risk through education, enforcement and response
- **S**ucceeding in making South Wales safer



OUR VALUES

Define what we stand for; our core rules.

Whenever you come into contact with the Service, these values should always be evident.

- Caring
- Dedicated
- Disciplined
- Dynamic
- Professional
- Resilient
- Respectful
- Trustworthy



General Duty

The Equality Act 2010 established a General Duty which aims to ensure people with Protected Characteristics are not excluded, discriminated against, or otherwise treated less than anyone else, due to their protected characteristics; and consists of three fundamental areas:

- **Eliminate** discrimination, harassment, victimization, and any other conduct that is prohibited under the Act
- **Advance** equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it
- **Foster** good relations between persons who share a relevant protected characteristic and persons who do not share it

The General Duty is further supported by the Wales Specific Duties (the Human Rights Act also supports equality work, but is not explicitly included in this Report).



Some of the ways we have worked towards the General Duty include:

- The Service has been an active contributor to the creation of Welsh Government's new Socio-Economic Duty, including: the Chief and Diversity Officer both being speakers in online events, shaping of the Duty's application and infrastructure, participating in research and the established working group.
- Our commitment to visibility and role modelling was actioned by the developing and sharing of staff stories via social media for Black History Month, LGBT History Month, and International Women's Day.
- Achieved further progression on obtaining anonymous service user data which will assist us in assessing what we deliver, to whom, and where there are still gaps.
- Organised and successfully ran virtual positive action events in which fire fighters shared their stories.
- Reviewed the Operational recruitment process in order to see if any barriers exist for those who could be socio-disadvantaged (such as requiring a drivers licence when first recruited).



The Wales Specific Duties

This section shows some of what we have done and what we intend to do in relation to the Wales Specific Duties, in order to meet the General Duty mentioned on page 9.

Regulation 3: Regulation Objectives

Equality objectives should be mainstreamed so that all services and departments contribute to equality improvement and manage their equality commitments as part and parcel of their general improvement and customer service commitments.

What we did

- Aligned each corporate action to an outcome within the new Strategic Equality Plan

What we still intend to do

- Monitor and review equality outcomes in light of the impact of COVID-19

Regulation 4: Preparation and review of Equality Objectives

Authorities have a duty to collect a range of equality information to contribute to this evidence base.

What we did

- Used survey/feedback information from both the public and internal systems such as Business Management Information System (BMIS)

What we still intend to do

- Carry out pilots on new data collection processes



Regulation 5: Engagement provisions

As part of gathering relevant information, an Authority will need to engage appropriate people in assessing its work in relation to meeting the three aims of the general duty.

What we did

- Developed new ways of promoting safety messages, such as advertising on the side of a van, in order to reach those who may not access the internet
- Altered how school visits took place in order to still provide during pandemic lockdown
- Increased online engagement via social media

What we still intend to do

- Expand these options, including looking into radio and podcast
- Review how the range of delivery might be expanded



Regulation 6: Accessibility of published information

Local Authorities must ensure that any document or information published to meet its general or specific equality duties in a form that is accessible to people from protected groups.

What we did

- Increased the use of video clips and gifs on social media to further increase audience
- Designed corporate documents, like the Strategic Plan, into shorter formats with reduced written and more pictorial content
- Began looking into new ways of promoting messages for those who are socio-disadvantaged, including the use of ads on vehicles parked in specific locations
- Assessed all published documents and media posts for both imagery and wording that was relevant and inclusive

What we still intend to do

- Continue exploring new ways of increasing accessibility which include complying with the Socio-Economic Duty



Regulation 7: Arrangements for collection of information about compliance with the general duty

An Authority must put appropriate arrangements in place to ensure that it identifies the relevant information that it holds, and identifies and collects relevant information that it does not hold.

What we did

- Tagged each corporate action to one of the Strategic Equality Plan outcomes
- Progressed the new anonymous service user data collection system
- Reviewed data and information collecting systems in preparation for the new Socio-Economic Duty

What we still intend to do

- Finish trialling the new method of collecting anonymous service user data, and roll it out



Regulation 8: Impact and monitoring of policies and practices

Assessments need to be completed when a policy or practice is being proposed or reviewed. This will include business planning, efficiency proposals, and staff restructures.

What we did

- Built assessment checks into Fire Authority Report templates
- Revised the impact assessment process (currently awaiting final approval)

What we still intend to do

- Once approved, the delivering of information sessions on the new process will be increased



Regulation 9: Collection and reporting of employment information

This includes data on recruitment and retention, promotion, training opportunities, and grievance and disciplinary actions. During the period covered by this report, there were 6 grievances and 26 discipline cases, of which one was related to a protected characteristic.

What we did

- Carried out an extensive piece of work to enable application information to be automatically transferred onto a new employee's personal page.

What we still intend to do

- Analyse the promotion data to assess and address any indirect barriers are preventing staff from under-represented groups from applying and/or being successful



Regulation 10: Staff Training

Authorities are required to promote knowledge and understanding of the general and specific duties amongst employees and must ensure that performance assessment procedures, such as personal appraisals or personal development reviews, are used to identify and address training needs.

What we did

- Consulted with staff on the new personal review process for staff that focuses on their development
- Updated the Coursemill platform which enables the hosting of virtual and e-learning modules
- Ensured induction sessions continued to include an Introduction to Equality element

What we still intend to do

- Roll out the new personal review process, including the provision of training to managers and staff



Regulation 11 and 12: Equal Pay and Action Plans

What we did

- Published our Gender Pay Gap Report which can be viewed at YouGov and also on our website

[Gender Pay Gap Report 2020](#)

What we still intend to do

- Continue to review and investigate actions which could reduce Gender pay gaps within the Service as a whole



Regulation 13: Review of arrangements**Regulation 14: Annual reporting on compliance with the general duty**

Equality objectives must be reviewed at least every 4 years. Authorities are also required to keep under review other aspects of compliance with general and specific duties.

What we did

- Drafted and consulted on the new Strategic Equality Plan 2020-2025, which was aligned to the Service's Strategic Plan timeframe of five years

What we still intend to do

- Ensure Strategic Equality Plan reviews are compiled and published ahead of the Legally required deadline
- Include the new Socio-Economic Duty into the reviewing and reporting of objectives



Regulation 18: Public Procurement

The general duty applies to all procurement regardless of the value of the contract. The specific duty applies when a Local Authority is procuring works, goods or services from other organisations on the basis of a 'relevant agreement.'

What we did

- Request information from suppliers through procurement processes in line with Equal Opportunities and Discriminatory Practices, training and promotion opportunities

What we still intend to do

- Regularly review evaluation criteria to take account of any new legislation



Service Data 1st April 2020 - 31st March 2021*

NOTE: equality fields are voluntary and open to applicant's input, which could present twice.

*This data is from Home Fire Safety Checks and doesn't include all of our services (i.e. school sessions)

Age

Age Range	2020/2021
18-20	8
21-24	31
25-40	247
41-59	300
60-64	119
65-69	129
70-74	167
75-79	236
80-84	250
85-89	193
90+	152
Not answered/Prefer not to say	2,059
Total	3,891

Gender/Sex

Gender/Sex	2020/2021
Female	1,197
Male	671
Not answered/Prefer not to say	2,023
Total	3,891

Disability

Disability	2020/2021
Yes	417
No	962
Not answered/Prefer not to say	2,512
Total	3,891

Service Data 1st April 2020 - 31st March 2021



Ethnicity

Ethnicity	2020/2021	Ethnicity	2020/2021
African	3	Scottish	3
Any other background	8	Welsh	615
British	687	White & Asian	1
Caribbean	3	White & Black African	1
English	26	Not answered/Prefer not to say	2,513
Indian	6	Total	3,891
Irish	11		
Other Asian	1		
Other Black	2		
Other White	8		
Pakistani	3		



Service Data 1st April 2020 - 31st March 2021



Welsh Speaker

Welsh Speaker	2020/2021
Yes	38
No	1,574
Not answered/Prefer not to say	2,279
Total	3,891



Belief

Belief	2020/2021
Atheist	55
Christian	585
Jewish	2
Muslim	7
Other	31
Not answered/Prefer not to say	3,211
Total	3,891



Sexual Orientation

Sexual Orientation	2020/2021
Bisexual	2
Gay	2
Heterosexual	1,093
Lesbian	3
Other	3
Not answered/Prefer not to say	2,788
Total	3,891

Service Data 1st April 2020 - 31st March 2021

Data is based on home visits where Home Safety advice was given:



Accidental House Fires

Accidental House Fires*	2020/2021
People aged 65+	65
Residents who identify as ethnically non-British**	8



Road Traffic Collisions (RTC) attended

Road Traffic Collisions attended by SWFRS	2020/2021
People aged 65+	55
RTC victims who identify as ethnically non-British**	17



Home Safety Check (HSC) visits

Home Safety Check visits	2020/2021
Disabled	417
Smoke alarms installed***	277
People aged 65+	1,127
Smoke alarms installed***	874
Residents who identify as ethnically non-British**	47
Smoke alarms installed***	63
Single Parent Households	148
Smoke alarms installed***	125
Specialist smoke alarms installed****	859



Service Data 1st April 2020 - 31st March 2021

- * information is taken from demographics obtained when an ADF has included a victim and also from demographics obtained through HFSCs of dwellings that have had an ADF during FY 2020/2021.
- ** ethnicity information is self-declared. Ethnically non-British includes all ethnicities that are not English, Northern Irish, Scottish and Welsh.
- *** standard smoke alarms issued by either a Partner Agency / CS Personnel or by Station Personnel.
- **** specialist deaf smoke alarms issued by either a Partner Agency / CS Personnel or by Station Personnel.

Below is a list of Non-British ethnic groups self-identified in financial year 2020/2021:

- African
- Asian
- Bangladeshi
- Black Other
- Caribbean
- Chinese
- Irish
- Multi-Racial
- White Other



Staff Data

As per instruction from the Welsh Government, completely anonymized staff data (by self-declared Protected Characteristics) is now viewable as an Open Data Source Document.

<https://www.southwales-fire.gov.uk/publications/equalities-diversity/>

This means no one can be personally identified by how the data is presented, yet we are able to still show a general breakdown of how we are working towards representing our communities.

Please note that when numbers have been low, they have been kept out of the data report. This is to help make sure no person can be identified. Figures for Gender/Grade, as well as Leavers, is also included.



If you would like a paper copy of this data, email:

divext@southwales-fire.gov.uk

or write to:

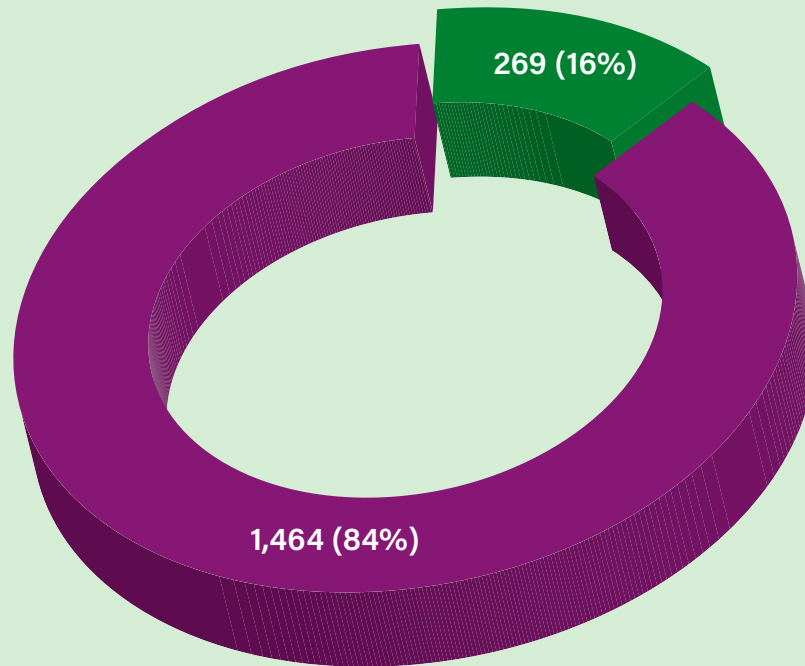
Diversity Unit,
SWFRS Headquarters,
Forest View Business Park,
Llantrisant, CF72 8LX

with your address and which language version you require.

The following two pages of charts provide an overview of key information. It is worth noting that staff data is based on the number of people, not the number of posts (some have two contracts, eg; a wholetime firefighter may also be On-Call at their local Station).

All Staff Data based on Gender* as of 31st March 2021

Female
Male

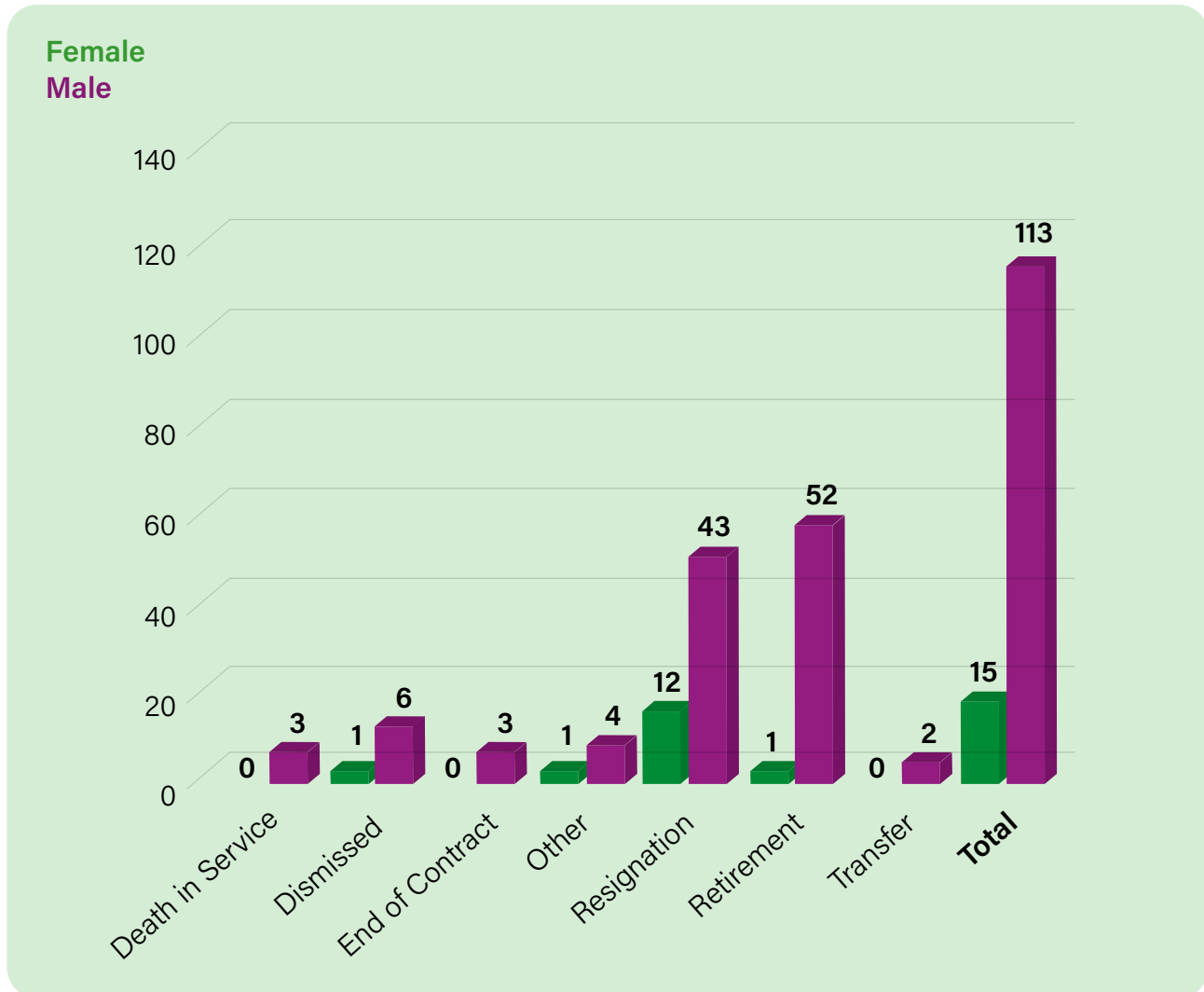


*Trans staff without a Gender Recognition Certificate (GRC) are recorded according to the gender related to their NI number. At this point in time, the HMRC requires a GRC before they will amend gender/tax/pension status. This is outside the control of South Wales Fire and Rescue Service.

The term 'Gender' is used (instead of Sex) in order to align data with the Government's legal requirement of producing a Gender Pay Gap Report.

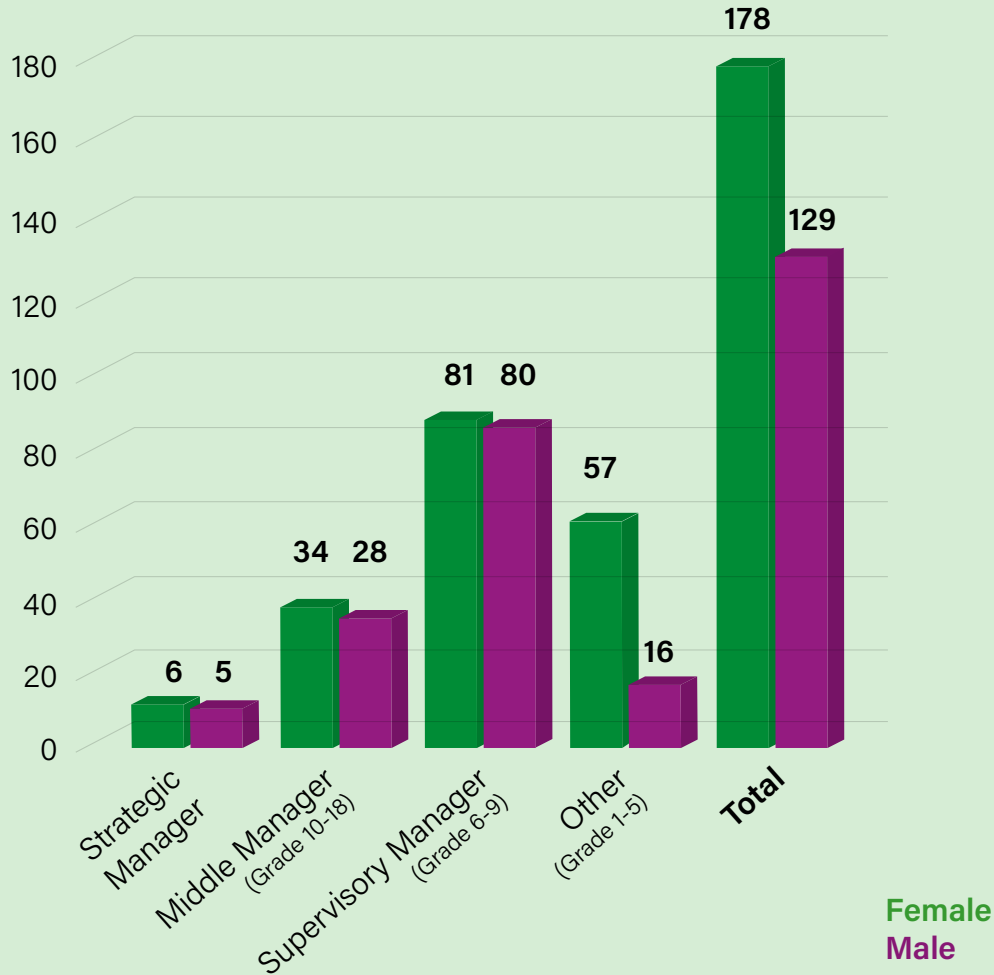
Staff Leavers between 1st April 2020 - 31st March 2021

NOTE: equality fields are voluntary and open to applicant's input, which could present twice.

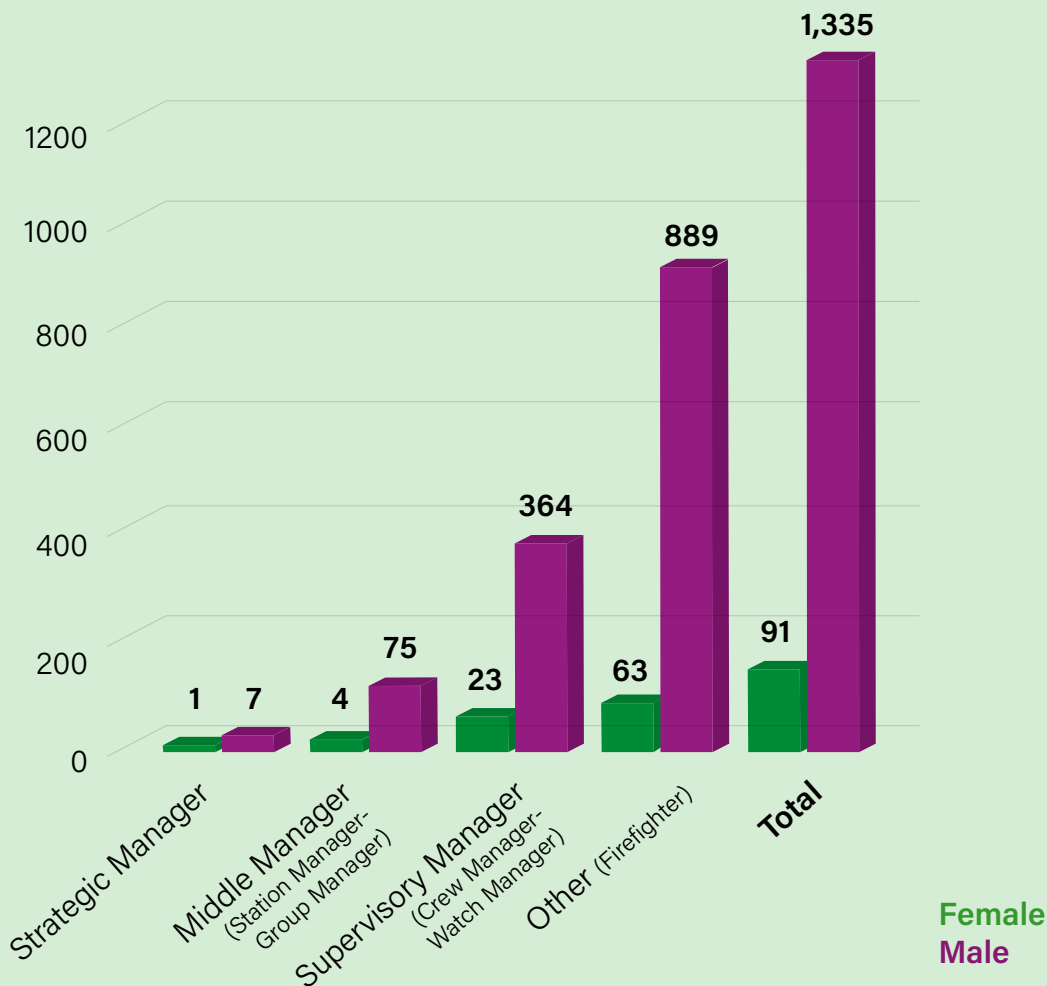


Corporate Staff by Gender/Grade on 31st March 2021

NOTE: equality fields are voluntary and open to applicant's input, which could present twice.



Uniformed Staff (inc Control and On-Call) by Gender/Grade on 31st March 2021



Recruitment Data: 2020 - 2021

Applications Received - Corporate Staff



Gender/Sex

Gender/Sex	Total Applications
Female	306
Male	150
Transgender	0
Unknown	0
Prefer not to say	0



Disability

Disability	Total Applications
Registered Disabled	14
Not Registered Disabled	292
Prefer not to say	150



Ethnicity

Ethnicity	Total Applications
Ethnic Minority	9
White	295
Prefer not to say	152



Age

Age Range	Total Applications
Under 18	0
18-24	74
25-40	160
41-59	77
60+	5
Prefer not to say	140

NOTE: equality fields are voluntary and open to applicant's input, which could present twice.

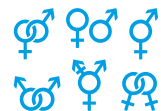
Recruitment Data: 2020 - 2021

Applications Received - Corporate Staff



Belief

Belief	Total Applications
Atheist	Not recorded
Buddhist	2
Christian	100
Hindu	1
Jewish	0
Muslim	1
Sikh	Not recorded
None	191
Other	0
Prefer not to say	161



Sexual Orientation

Sexual Orientation	Total Applications
Bisexual	35
Gay	4
Heterosexual	255
Lesbian	1
Other	0
Prefer not to say	161



Welsh Speaker

Welsh Speaker	2020/2021
Don't speak Welsh	159
Learner	88
Intermediate	15
Fluent	35
Prefer not to say	159



Recruitment Data: 2020 - 2021

Applications Received - Wholetime Firefighter



Gender/Sex

Gender/Sex	Total Applications
Female	247
Male	1,770
Transgender	0
Unknown	482
Prefer not to say	0



Disability

Disability	Total Applications
Registered Disabled	0
Not Registered Disabled	289
Prefer not to say	2,210



Ethnicity

Ethnicity	Total Applications
Ethnic Minority	104
White	1,935
Traveller (other)	1
Prefer not to say	459



Age

Age Range	Total Applications
Under 18	0
18-24	811
25-40	1,396
41-59	102
60+	0
Prefer not to say	190

NOTE: equality fields are voluntary and open to applicant's input, which could present twice.

Recruitment Data: 2020 - 2021

Applications Received - Wholetime Firefighter



Belief

Belief	Total Applications
Atheist	Not recorded
Buddhist	10
Christian	600
Hindu	0
Jewish	2
Muslim	4
None	3
Other	7 (Islam)
Prefer not to say	1,873



Sexual Orientation

Sexual Orientation	Total Applications
Bisexual	138
Gay	32
Heterosexual	2,104
Lesbian	43
Other term	8
Prefer not to say	174



Welsh Speaker

Welsh Speaker	Total Applications
Don't speak Welsh	74
Learner	107
Intermediate	34
Fluent	154
Prefer not to say	2,364

Recruitment Data: 2020 - 2021

Applications Received - On-Call Firefighter



Gender/Sex

Gender/Sex	Total Applications
Female	70
Male	485
Transgender	3
Unknown	2



Age

Age Range	Total Applications
Under 18	19
18-24	197
25-40	290
41-59	42
60+	6
Prefer not to say	6



Disability

Disability	Total Applications
Registered Disabled	1
Not Registered Disabled	526
Prefer not to say	33



Ethnicity

Ethnicity	Total Applications
Ethnic Minority	19
White	507
Prefer not to say	34

NOTE: equality fields are voluntary and open to applicant's input, which could present twice.

Recruitment Data: 2020 - 2021

Applications Received - On-Call Firefighter



Belief

Belief	Total Applications
Atheist	Not recorded
Buddhist	1
Christian	110
Hindu	0
Jewish	1
Muslim	1
Sikh	1
No Religion	383
Other	5
Prefer not to say	58



Sexual Orientation

Sexual Orientation	Total Applications
Bisexual	9
Gay	5
Heterosexual	476
Lesbian	7
Prefer not to say	63



Welsh Speaker

Welsh Speaker	Total Applications
Don't speak Welsh	475
Learner	57
Intermediate	1
Fluent	15
Prefer not to say	12

Recruitment Data: 2020 - 2021

Applications Received - Control



Gender/Sex

Gender/Sex	Total Applications
Female	209
Male	166
Transgender	0
Unknown	0
Prefer not to say	140



Disability

Disability	Total Applications
Registered Disabled	136
Not Registered Disabled	2
Prefer not to say	377



Ethnicity

Ethnicity	Total Applications
Ethnic Minority	14
White	500
Prefer not to say	1
Traveller/Other	0



Age

Age Range	Total Applications
Under 18	0
18-24	146
25-40	269
41-59	99
60+	1
Prefer not to say	0

NOTE: equality fields are voluntary and open to applicant's input, which could present twice.

Recruitment Data: 2020 - 2021

Applications Received - Control



Belief

Belief	Total Applications
Atheist	Not recorded
Buddhist	0
Christian	114
Hindu	0
Jewish	1
Muslim	0
No Religion	372
Other	6 (5 other, 1 Islam)
Prefer not to say	22



Sexual Orientation

Sexual Orientation	Total Applications
Bisexual	22
Gay	16
Heterosexual	439
Lesbian	17
Other	3
Prefer not to say	18



Welsh Speaker

Welsh Speaker	Total Applications
Don't speak Welsh	11
Learner	10
Intermediate	9
Fluent	20
Prefer not to say	472

Glossary

The Equality Act (2010)

This replaced more than 100 pieces of legislation with one legal document.

General Duty

The Equality Act 2010 established a General Duty which has three fundamental areas:

- Eliminate discrimination
- Advance equality of opportunity
- Foster good relations

Protected Characteristics

These are the identified characteristics which are protected by Law against being discriminated against or otherwise treated less than anyone else and cover: Age, Belief/ Non-Belief, Disability, Gender Reassignment, Race, Sex, and Sexual Orientation.

In certain circumstances, this also includes Civil Partnerships/Marriage and Pregnant/ Maternity.

Wales Specific Duties

The Welsh Government set out specific areas that must be complied with here in Wales, and by doing so, public bodies such as the Fire and Rescue Service will be able to show compliance with the General Duty above.



Strategic Equality Plan (SEP)

Our Strategic Equality Plan is developed with input from communities and staff, and outlines how we plan on meeting the requirements of both the Equality Act (2010) and the Wales Specific Duties.

Improvement Plan

This is published on our website (www.southwales-fire.gov.uk) and shows how we are performing across our services, and what the priorities are for the coming year.

Strategic Plan

This plan is published on our website (see above) and shows our priorities plus how we intend to meet them.



South Wales Fire and Rescue Service

Headquarters, Forest View Business Park, Llantrisant. CF72 8LX

diversity@southwales-fire.gov.uk | www.southwales-fire.gov.uk

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



@SWFireandrescue



@SWFireandrescue



@sw_fire_and_rescue

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THIS REPORT IS NOT EXEMPT AND IN THE PUBLIC DOMAIN**SOUTH WALES FIRE & RESCUE AUTHORITY**AGENDA ITEM NO 7.iii
28 MARCH 2022

REPORT OF THE ACO PEOPLE SERVICES

GENDER PAY GAP REPORT**THIS REPORT IS FOR DECISION**

REPORT PRESENTED BY ACO A REED

SUMMARY

Under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 (the public sector Regulations), all public authorities are required to publish Gender Pay Gap information by reporting the percentage differences in pay between their male and female employees.

Public authorities must publish the required information based on data captured on the snapshot date of 31 March, within 12 months. Accordingly the deadline for publication is 30 March, 2022.

RECOMMENDATION

That Members approve the 2021 Gender Pay Gap report at Appendix 1 attached to the report, to be published by 30 March, 2022.

1. BACKGROUND

- 1.1 The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, came into force from 6 April, 2017, where relevant employers in the private and voluntary sectors are required to publish Gender Pay Gap information by reporting the percentage differences in pay between their male and female employees.
- 1.2 There are separate but parallel gender pay gap reporting provisions for public sector employers which are contained in the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 (The public-sector Regulations).
- 1.3 The Authority must publish the information within 12 months of the 'snapshot date' of 31 March, meaning that the deadline for publication is 30 March, 2022. The prescribed information must be published on an annual basis.

- 1.4 Members should not confuse the gender pay gap with equal pay, which concerns pay differences between male and female employees performing the same or similar work.
- 1.5 The Authority must publish its gender pay gap information, together with a written statement confirming its accuracy, on its own website and the Government website. While there is no legal requirement to do so, the Authority may also publish a narrative to explain their gender pay gap information.

2. ISSUES

- 2.1 Attached at Appendix 1 of this report is the South Wales Fire & Rescue Authority Gender Pay Gap Statement for 30 March 2021. The statement summarises the required reporting metrics and the Authority's position in terms of the gender pay gap. Members should note that there is no reporting against the metrics that relate to the payment of bonuses because the Authority does not pay performance related bonuses to any of its staff or operate any bonus schemes.

3. IMPLICATIONS

3.1 Community and Environment

Equality, Diversity and Inclusion	No
Welsh Language	No
Wellbeing of Future Generations (Wales) Act 2015	No
Socio Economic Duty	No
Sustainability/Environment/Carbon Reduction	No
Safeguarding	No
Consultation and Communications	No
Consultation with Representative Bodies	No
Impact Assessment	Yes

3.1.1 The Gender Pay Gap is based on the average pay of females and males, and is directly impacted by the numbers of women and men in different roles and at different levels in the organisation.

3.1.2 Reasons which may contribute to a gap include:-

- Differing terms and conditions and pay scales for groups of staff across the Service.
- A high proportion of women in often lower paid part-time roles.
- Pay or promotional choices that are made at various points of an individual's working life.

- Employee benefits such as salary sacrifice schemes i.e. Child Care Vouchers, Personal lease Car Scheme or Cycle to Work payments.

3.2 Regulatory, Strategy and Policy

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

3.2.1 An employer who has a headcount of 250 or more must comply with regulations on Gender Pay Gap reporting.

3.3 Resources, Assets and Delivery

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

4. EVALUATION & CONCLUSIONS

- 4.1 We are committed to continuing to reduce the overall gap and as identified in Appendix 1 our approach to do so is multifaceted.
- 4.2 Because there are many contributing factors to a Gender Pay Gap, there is not one simple solution that fixes it.
- 4.3 We will continue to work proactively to encourage applications for roles in the Service from women and all backgrounds. We are working actively with focus groups to better understand how we break down any perceived barriers to females undertaking uniformed roles in the Service.
- 4.4 The Authority has recently signed up to become a Real Living Wage Employer.
- 4.5 The Job Evaluation exercise is nearing completion. Whilst outcomes will not affect the 2021 pay gap, they may impact the 2022 pay gaps.

4.6 We are also reviewing our internal processes to support our approach:

- Mixed gender sift and interview panels
- Blind sifting where all identifiable characteristics are removed
- Changing the perception of some roles in the Service through our media campaigns
- Developing new learning pathways for all staff

5. RECOMMENDATIONS

5.1 That Members approve the 2021 Gender Pay Gap report at Appendix 1 to be published by 30 March, 2022.

Contact Officer:	ACO Alison Reed Director of People Services
Background Papers	Appendices - Gender Pay Gap Statement (Welsh and English Versions)



Gwasanaeth Tân ac Achub
De Cymru
South Wales
Fire and Rescue Service

GENDER PAY GAP REPORT 2021

From 2017 onwards, any UK organisation employing 250 or more employees has to publicly report on its gender pay gap. We are required to report on the mean and median gender pay gap and also a breakdown, by quartiles of the proportion of men and women in each quartile, based on hourly rate.

The gender pay gap is the difference between the actual hourly rate of pay between male and female employees, regardless of their role in the Service. These calculations are based on an individual's net earnings paid in March 2020 and include elements such as salary, allowances, honorariums and salary sacrifice payments.

This is different to equal pay which is the difference, in pay, between men and women undertaking the same roles and being paid a different rate of pay. We are confident that men and women are paid equally for undertaking equivalent roles across the Service, as staff are paid, irrelevant of gender, using nationally agreed pay scales.

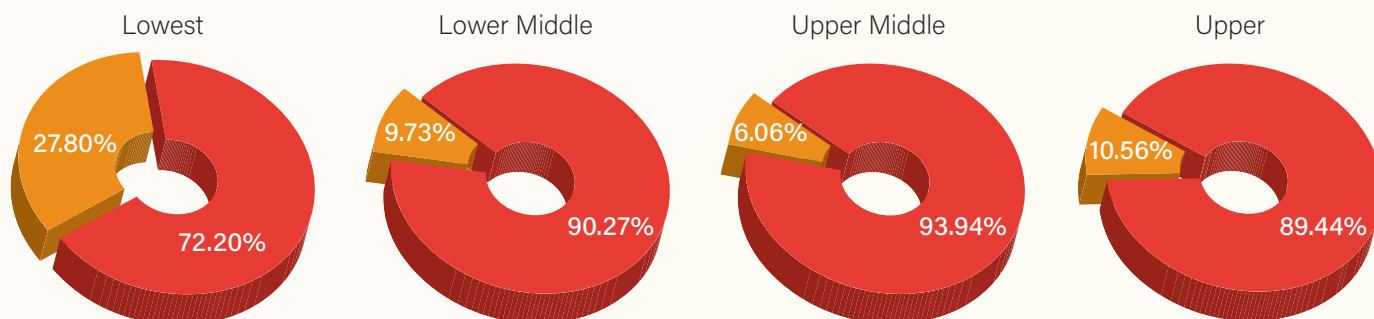
Mean and Median Data

Difference between men and women		
	Mean (Average)	Median (Mid Point)
Hourly rate	15.33% (14.59%)	15.56% (14.59%)

Note: The figures in brackets are the 2020 figures for comparison purposes.

The table above shows our overall mean (average) and median (mid-point) gender pay gap based on hourly rates of pay as at the 31 March 2021. Whilst the Service has seen some success in increasing the number of employment contracts secured by female employees, there has also been an overall increase in contracts in general.

Pay Quartiles (based on hourly rates)



The above information illustrates the gender distribution at South Wales Fire & Rescue Service, as at 31st March 2021, as per Gender Pay Gap Reporting requirements.



GENDER PAY GAP REPORT 2021

The gender pay gap is based on average pay of females and males, so one of the biggest causes of it can be the numbers of women and men in different roles and at different levels in the organisation.

For example, if the majority of employees in the upper pay levels are male and the majority of employees in the lower pay levels are female, there is likely to be a gender pay gap, even though everyone is being paid the correct pay for the roles they are undertaking.

Other reasons which may contribute to a gap include:

- Differing terms and conditions and pay scales for groups of staff across the Service
- A high proportion of women in often lower paid part-time roles
- Pay or promotional choices that are made at various points of an individual's working life
- Employee benefits such as salary sacrifice schemes i.e. Child Care Vouchers, Personal Lease Car Scheme or Cycle to Work payments

There are many possible root causes to these reasons. Some may be personal, such as choices people make because of their own circumstances, their work preferences and their aspirations. Other causes are part of society generally, such as the roles that people have historically been attracted to or feel comfortable working in.

Because there are many contributing factors to a gender pay gap, there isn't one simple solution that fixes it.

As part of our Recruitment and Attraction Strategy, South Wales Fire & Rescue Service actively encourages applications from women, from all backgrounds, across all roles and is also working actively with focus groups to better understand how we break down any perceived barriers to females undertaking uniformed roles in the Service.

Closing the Gender Pay Gap

We are committed to continuing to reduce the overall gap and this is demonstrated through the following initiatives.

Our processes – recruitment, retaining and developing a diverse workforce:

- Mixed gender sift and interview panels
- Blind sifting where all identifiable characteristics are removed
- Changing the perception of some roles in the Service through our media campaigns
- Developing new learning pathways for all staff
- Unconscious Bias Training
- Creating a more inclusive workplace
- Flexible working options

Councillor Tudor Davies, MBE
Chair, South Wales Fire and Rescue Authority



Gwasanaeth Tân ac Achub
De Cymru
South Wales
Fire and Rescue Service

BWLCH CYFLOG RHWNG Y RHYWIAU 2021

O 2017 ymlaen, rhaid i unrhyw sefydliad o fewn y DU sy'n cyflogi 250 neu fwy o weithwyr gyhoeddi adroddiad ar ei Fwlch Cyflog rhwng y Rhywiau yn gyhoeddus. Mae'n ofynnol i ni adrodd ar y Bwlch Cyflog rhwng y Rhywiau cymedrig a chanolrifol ynghyd ag ymddatodiad, fesul chwarter, o faint y dynion a'r merched sydd ym mhob chwarter, ar sail eu cyfradd yn ôl yr awr.

Y Bwlch Cyflog rhwng y Rhywiau yw'r gwahaniaeth rhwng cyfradd gyfansymiol fesul awr cyflogau gweithwyr gwrywaidd a benywaidd, er gwaethaf eu rôl o fewn y Gwasanaeth. Mae'r cyfrifiadau hyn yn seiliedig ar enillion net unigolyn a dalwyd ym mis Mawrth 2021 ac maent yn cynnwys elfennau megis cyflog, lwfansau, anrhydeddau a thaliadau aberthu cyflog.

Rydym yn hyderus y telir dynion a merched yn gydradd am ymgymryd â rolau cyfartalog ar draws y sefydliad, gan y telir staff, er gwaetha'u rhyw, drwy law cyfraddau cyflog a gytunwyd yn genedlaethol.

Data Cymedrig a Chanolrif

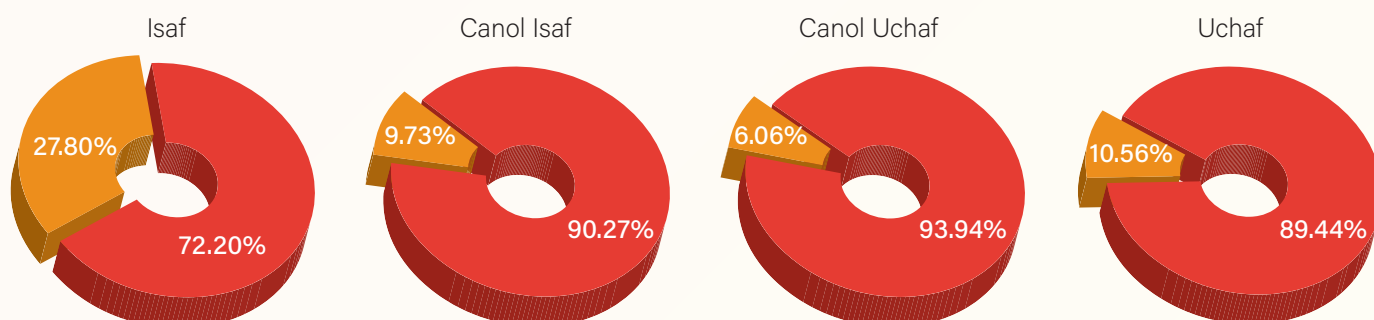
Gwahaniaeth rhwng dynion a menywod

	Cymedr (Cyfartaledd)	Median (Canolbwynt)
Tâl fesul awr	15.33% (14.59%)	15.56% (14.59%)

Noder: Y ffigyrau mewn cromfachau yw ffigyrau 2020 at ddibenion cymharu.

Dengys y tabl uchod ein cymedrig (cyfartalog) a chanolrif (canolbwynt) cyffredinol Bwlch Cyflog rhwng y Rhywiau yn seiliedig ar gyfraddau cyflog fesul awr fel yr oeddynt ar yr 31ain o Fawrth 2021. Er bod y Gwasanaeth wedi gweld rhywfaint o lwyddiant o ran cynyddu nifer y contractau cyflogaeth a sicrhawyd gan weithwyr benywaidd, bu cynnydd cyffredinol hefyd mewn contractau ar y cyfan.

Chwartelau Cyflog (yn seiliedig ar gyfraddau wrth yr awr)



Mae'r wybodaeth uchod yn disgrifio'r dosbarthiad yn ôl rhyw o fewn Gwasanaeth Tân ac Achub De Cymru, fel y mae ar yr 31ain o Fawrth 2021, yn unol â gofynion Adrodd am y Bwlch Cyflog rhwng y Rhywiau.



BWLCH CYFLOG RHWNG Y RHYWIAU 2021

Mae'r Bwlch Cyflog rhwng y Rhywiau yn seiliedig ar gyfartaledd cyflog benywod a gwrywod, ac efallai un o'r achosion mwyaf drosto yw bod cynifer o fenywod a dynion mewn gwahanol rolau a gwahanol lefelau o fewn y sefydliad.

Os bydd mwyafrif y gweithwyr ar y lefelau cyflog uwch yn wrywaidd a mwyafrif y gweithwyr ar y lefelau cyflog isaf yn fenywaidd, mae'n debygol bydd bwlch cyflog rhwng y rhywiau, er y telir pawb â'r cyflog cywir ar gyfer y rolau maent yn ymgymryd â hwy.

Mae rhesymau eraill a all gyfrannu at fwllch yn cynnwys:

- Telerau ac amodau a chyfraddau cyflog gwahaniaethol i grwpiau o staff ar draws y Gwasanaeth
- Cyfradd uchel o fenywod yn aml mewn rolau rhan-amser â chyflogau isel
- Tâl neu ddewisiadau dyrchafu a wnaed ar adegau amrywiol ym mywyd gwaith yr unigolyn
- Buddion gweithwyr megis cynlluniau aberthu cyflog, h.y. Tocynnau Gofal Plant, Cynllun Ceir Prydles Bersonol neu daliadau Beicio i'r Gwaith

Gan fod cynifer o ffactorau cyfrannol i'r bwlch cyflog rhwng y rhywiau, does dim un datrysiad syml sy'n datrys popeth.

Fel rhan o'n Strategaeth Recriwtio ac Atynnu, mae Gwasanaeth Tân ac Achub De Cymru'n annog ceisiadau gan ferched o bob cefndir yn weithredol, ar draws pob rôl, ac mae hefyd yn gweithio'n weithredol â grwpiau ffocws i ddeall yn well sut ydym yn chwalu unrhyw rwystrau ymddangosiadol fydd yn atal merched rhag ymgymryd â rolau gwisg o fewn y Gwasanaeth.

Cau'r Bwlch Cyflog rhwng y Rhywiau

Rydym yn ymrwymedig i barhau i leihau'r bwlch cyffredinol a dangosir hyn drwy'r mentrau canlynol.

Ein prosesau - recriwtio, cadw a datblygu gweithlu amrywiol:

- Paneli rhyw gymysg ar gyfer dethol a chyfweld
- Dethol dall lle mae'r holl nodweddion adnabyddadwy yn cael eu tynnu
- Newid canfyddiad rolau yn y Gwasanaeth drwy ein hymgyrchoedd yn y cyfryngau
- Datblygu llwybrau dysgu newydd ar gyfer yr holl staff
- Hyfforddiant Rhagfarn Anymwybodol
- Creu gweithle mwy cynhwysol
- Dewisiadau gweithio hyblyg

Y Cyngorydd Tudor Davies, MBE

Cadeirydd Awdurdod Tân ac Achub De Cymru

THIS REPORT IS NOT EXEMPT AND IN THE PUBLIC DOMAIN**SOUTH WALES FIRE & RESCUE AUTHORITY**AGENDA ITEM NO 7.iv
28 MARCH 2022

REPORT OF TEMPORARY DIRECTOR OF CORPORATE SERVICES

PROPOSED REFORMS FOR SCRUTINY GROUP**THIS REPORT IS FOR DECISION**

REPORT APPROVED BY TEMPORARY DIRECTOR OF CORPORATE SERVICES

REPORT PRESENTED BY TEMPORARY DIRECTOR OF CORPORATE SERVICES

SUMMARY

Members will be aware that several reports on the proposed reforms and new Terms of Reference for the Scrutiny Group have been presented to the Finance, Asset & Performance Management Scrutiny Group, the Finance, Audit & Performance Management Committee, the HR & Equalities Committee and the Fire & Rescue Authority, for discussion and consideration.

RECOMMENDATIONS

That Members accept the options outlined in paragraphs 2.3 and 2.4 to reform the Finance, Asset & Performance Management Scrutiny Group in the new municipal year 2022/23.

That new terms of reference for the Scrutiny Group be drafted for approval by the Fire & Rescue Authority early in the new municipal year 2022/23.

1. BACKGROUND

- 1.1 Members will be aware that several reports on this matter have been presented to the Finance, Asset & Performance Management Scrutiny Group; the Finance, Audit & Performance Management (FAPM) Committee, the HR & Equalities Committee and the Fire & Rescue Authority.
- 1.2 At the Fire & Rescue Authority meeting on 22 March 2021 (minute attached to the report as Appendix 1), it was resolved that the issue would be referred back to the FAPM Committee and the Finance, Asset & Performance Management Scrutiny Group for further consideration prior to proposals being reported back to the full Fire & Rescue Authority.

2. ISSUES

- 2.1 Following the Fire & Rescue Authority meeting in March 2021 where this matter was referred back through the relevant committees, the Finance, Asset & Performance Management Scrutiny Group reviewed and considered all previous proposals at their meeting on 11 October 2021.
- 2.2 At the Scrutiny Group meeting in October, it was agreed to maintain a Fire & Rescue Authority Member only committee with co-opted subject matter experts to be invited as and when required. It was noted that this could potentially expand the diversity of the Scrutiny Group, especially when including members from younger or minority representation groups.
- 2.3 The recommendations made by the existing Finance, Audit & Performance Management Scrutiny Group for the future establishment of the Scrutiny Group is as follows:
 - Chairs and Deputy Chairs of Fire & Rescue Authority or Committees are not able to be on the Scrutiny Group.
 - Members of the FAPM Committee are not able to be on the Scrutiny Group.
 - Members of the HR & Equalities Committee are permitted on the Scrutiny Group.
 - Invited co-opted subject matter experts as and when required.
- 2.4 An area of concern when considering the make-up of the Scrutiny Group was the additional workload and impact on Members who currently sit on more than one committee. Therefore, an additional proposal was made to reduce the number of Members on the HR & Equalities Committee from 15 to 10. Should this proposal be pursued, the Terms of Reference for this committee would have to be amended and the political balance would have to remain across the reduced number of Members.
- 2.5 For information, Members are reminded that the HR & Equalities Committee was initially only 5 Members, and was increased to 15 Members in 2009 due to the number of Appeal Panels at that time. The requirement for Members to sit on such appeals has subsequently been removed.
- 2.6 The above proposals were considered and approved by the HR & Equalities Committee in November 2021 and by the FAPM Committee in December 2021.

3. IMPLICATIONS

3.1 Community and Environment

Equality, Diversity and Inclusion	No
Welsh Language	No
No	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	No	Data Protection / Privacy	No
Financial	No	Health, Safety and Wellbeing	No
Procurement	No	Governance & Audit	No
Corporate Risk	No	Service Policy	No
Information Management	No	National Policy	No

3.3 Resources, Assets and Delivery

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

4. RECOMMENDATIONS

- 4.1 That Members accept the options outlined in paragraphs 2.3 and 2.4 to reform the Finance, Asset & Performance Management Scrutiny Group in the new municipal year 2022/23.
- 4.2 That new terms of reference for the Scrutiny Group be drafted for approval by the Fire & Rescue Authority early in the new municipal year 2022/23.

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

Appendices:	
Appendix 1	Fire & Rescue Authority minutes dated 22 March 2021

APPENDIX 1**2. EXTRACT FROM FIRE & RESCUE AUTHORITY MINUTES DATED 22 MARCH 2021****56.6 PROPOSED NEW TERMS OF REFERENCE FOR SCRUTINY COMMITTEE**

The Deputy Chief presented the report that summarises the consideration that Members have given to the issue of reforming Fire & Rescue Authority (FRA) scrutiny with a view to making this more independent from key committee decision makers. The report proposes updated Terms of Reference for a newly formed Scrutiny Committee further to Members' consideration of an earlier report (12 October 2020) on proposed reform of FRA scrutiny. It highlights the likely knock on implications that such changes will have on the membership of other FRA committees and also considers an alternative proposal put forward by the FAPM Committee at their meeting last week on 15 March 2021. The alternate option involves merging the FAPM and HR & Equalities Committees into a single new resources committee of 10 members and increasing the membership of the Scrutiny Committee also to ten Members. The same rules as to not sitting on both the new resources committee and the Scrutiny Committee would apply.

Councillor Naughton expressed his concern regards overstretching of Members. He added that if committees were merged there would be an issue with balance plus some Members could be overworked. He expressed that he would wish to keep committees separate, with the Scrutiny Committee comprising of seven members with the option for three independent members to opt on.

Councillor Evans commented that membership only works if all Members attend meetings, advising that there is added pressure on other Members to make up the short fall. He felt that the new proposal would negate this going forward.

RESOLVED THAT:

Members agreed to refer the issue back to FAPM Scrutiny Committee, HR & Equalities Committee and FAPM Committee for them to consider both committee options in further detail and provide views back to a later Fire and Rescue Authority meeting'.

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THIS REPORT IS NOT EXEMPT AND IN THE PUBLIC DOMAIN**SOUTH WALES FIRE & RESCUE AUTHORITY**AGENDA ITEM NO 7.v
28 MARCH 2022

REPORT OF TEMPORARY DIRECTOR OF CORPORATE SERVICES

DELEGATED POWERS**THIS REPORT IS FOR DECISION**

REPORT APPROVED BY TEMPORARY DIRECTOR OF CORPORATE SERVICES

REPORT PRESENTED BY TEMPORARY DIRECTOR OF CORPORATE SERVICES

SUMMARY

To request delegated powers to the Chief Fire Officer and T/Director of Corporate Services to ensure urgent or due process items of business continue to be addressed in the run up to, and following, the Local Government Elections in May 2022, and pending the first meeting of the new Fire & Rescue Authority following the 2022 Annual General Meeting (AGM).

RECOMMENDATIONS

That between the last Fire & Rescue Authority meeting of the municipal year and the first meeting of the Fire & Rescue Authority after the AGM, the Chief Fire Officer and the T/Director of Corporate Services be given delegated powers to make decisions upon any matters in the interests of the Fire & Rescue Authority which, for reasons of urgency or due process, cannot wait until the first meeting of the Fire & Rescue Authority following the AGM, following consultation with appropriate Officers and, following the AGM, the Chairperson and/or Deputy Chairperson.

That decisions taken under these delegated powers be recorded by the T/Director of Corporate Services and reported to the first meeting of the Fire & Rescue Authority following the AGM.

1. BACKGROUND

- 1.1 Members will be aware that the Chief Fire Officer and T/Director of Corporate Services have delegated powers to act in relation to urgent matters. They do not, however, have power to act in relation to due process issues that are not urgent and would otherwise require a resolution of the Fire & Rescue Authority.

2. ISSUE

- 2.1 This is the last scheduled Fire & Rescue Authority meeting prior to the 2022 AGM on 13 June. As Members will only be too well aware, the Local Government Elections intervene this period on 5 May 2022, and there exists the possibility of the Fire & Rescue Authority being without Members.
- 2.2 Therefore, in order to secure continuity of business during the period up until the first meeting of the Fire & Rescue Authority after the AGM, it is recommended that the delegations detailed in this report are granted to the Chief Fire Officer and T/Director of Corporate Services. These decisions would be reported to the first meeting of the new Fire & Rescue Authority following the AGM. These delegations would not prevent the calling of a special Fire & Rescue Authority meeting prior to 5 May 2022, if appropriate.
- 2.3 The provision of the delegated powers would enable the Fire & Rescue Authority to continue to meet its legal obligations in the period up until the first meeting of the new Fire & Rescue Authority following the 2022 AGM.

3. IMPLICATIONS

3.1 Community and Environment

Equality, Diversity and Inclusion	No
Welsh Language	No
Wellbeing of Future Generations (Wales) Act 2015	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	No	Data Protection / Privacy	No
Financial	No	Health, Safety and Wellbeing	No
Procurement	No	Governance & Audit	Yes
Corporate Risk	No	Service Policy	Yes
Information Management	No	National Policy	No

3.3 Resources, Assets and Delivery

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

4. RECOMMENDATIONS

- 4.1 That between the last Fire & Rescue Authority meeting of the municipal year and the first meeting of the Fire & Rescue Authority after the AGM, the Chief Fire Officer and the T/Director of Corporate Services be given delegated powers to make decisions upon any matters in the interests of the Fire & Rescue Authority which, for reasons of urgency or due process cannot wait until the first meeting of the Fire & Rescue Authority following the AGM, following consultation with appropriate officers and, following the AGM, the Chairperson and/or Deputy Chairperson.
- 4.2 That decisions taken under these delegated powers be recorded by the T/Director of Corporate Services and reported to the first meeting of the Fire & Rescue Authority following the AGM.

Contact Officer:	T/ACO Geraint Thomas Director of Corporate Services
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Background Papers:	Date	Source/Contact
Scheme of Delegations		

Appendices:
None

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THIS REPORT IS NOT EXEMPT AND IN THE PUBLIC DOMAIN**SOUTH WALES FIRE & RESCUE AUTHORITY**AGENDA ITEM NO 7.vi
28 MARCH 2022

REPORT OF TREASURER

TREASURY MANAGEMENT STRATEGY 2022/23**THIS REPORT IS FOR DECISION**

REPORT APPROVED BY THE TREASURER

REPORT PRESENTED BY TEMP HEAD OF FINANCE, PROCUREMENT & PROPERTY

SUMMARY

To recommend for approval the Authority's Annual Treasury Management Strategy.

RECOMMENDATION

That the Finance, Audit & Performance Management Committee note the following and recommend for Fire Authority approval:

- The Treasury Management Strategy Statement (TMSS);
- Capital Prudential Indicators and Minimum Revenue Provision (MRP) Policy
- Borrowing Policy and Treasury Indicators / limits
- Annual Investment Strategy (AIS)
- The Treasurer to update Strategies and Policies as necessary throughout the year.

1. BACKGROUND

- 1.1 The Fire & Rescue Authority is required to approve in advance of each financial year its governance arrangements for treasury management activities. Detailed explanations of what these are, are contained in Appendix 1.
- 1.2 All Local Authority bodies are required by statute to approve the treasury management strategy and associated policies annually.

2. ISSUE

- 2.1 The purpose of this report is for Members to consider the treasury management activities required to deliver capital spending plans in a prudent and sustainable manner and ensure cash resources are managed effectively.

3. FINANCIAL IMPLICATIONS

- 3.1 The approval of the Treasury Management Strategy provides the control framework within which officers can operate to ensure that as far as possible the costs of borrowing are minimised, and investment opportunities are maximised and adequate liquidity is maintained so that payments can be made when they fall due, whilst ensuring risk is kept to a minimum.
- 3.2 The capital prudential indicators show the financial impact of capital investment decisions to assess if those decisions are affordable, prudent and sustainable.
- 3.3 The treasury management indicators set constraints to ensure decisions are made in accordance with good practice.
- 3.4 The MRP policy determines how the Authority will determine the amount that must be set aside from revenue each year to repay external debt.
- 3.5 **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

3.6 Regulatory, Strategy and Policy

Legal	No
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

3.7 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	Yes

4. RECOMMENDATION

4.1 That the Finance Audit & Performance Management Committee note the following and recommend for Fire Authority approval:

- The Treasury Management Strategy Statement (TMSS)
- Capital Prudential Indicators and Minimum Revenue Provision (MRP) Policy
- Borrowing Policy and Treasury Indicators / limits
- Annual Investment Strategy (AIS)
- The Treasury to update Strategies and Policies as necessary throughout the year.

Contact Officer:	Lisa Mullan T/Head of Finance, Property & Procurement
Background Papers	<ul style="list-style-type: none"> - Local Government Act 2003 - CIPFA Treasury Management Code - CIPFA Prudential Code - WG MRP & Investment Guidance - Capital Budget Working Papers

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Background

The Authority is required to operate a balanced budget, which broadly means that cash raised during the year will meet cash expenditure. Part of the treasury management operation is to ensure that this cash flow is adequately planned, with cash being available when it is needed. Surplus monies are invested in low-risk counterparties or instruments commensurate with the Authority's low risk appetite, providing adequate liquidity initially before considering investment return.

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

The contribution the treasury management function makes to the authority is critical, as the balance of debt and investment operations ensure liquidity or the ability to meet spending commitments as they fall due, either on day-to-day revenue or for larger capital projects. The treasury operations will see a balance of the interest costs of debt and the investment income arising from cash deposits affecting the available budget. Since cash balances generally result from reserves and balances, it is paramount to ensure adequate security of the sums invested, as a loss of principal will in effect result in a loss to the General Fund Balance.

CIPFA defines treasury management as:

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

1.1 Reporting requirements

1.2.1 Capital Strategy

The CIPFA 2021 Prudential and Treasury Management Codes require all local authorities to prepare a capital strategy report which will provide the following:

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

The aim of this capital strategy is to ensure that all elected members on the full Authority fully understand the overall long-term policy objectives and resulting capital strategy requirements, governance procedures and risk appetite.

1.2.2 Treasury Management reporting

The Authority is currently required to receive and approve, as a minimum, three main treasury reports each year, which incorporate a variety of policies, estimates and actuals.

- a. **Prudential and treasury indicators and treasury strategy** (this report) - The first, and most important report is forward looking and covers:
 - the capital plans, (including prudential indicators);
 - a minimum revenue provision (MRP) policy, (how residual capital expenditure is charged to revenue over time);
 - the treasury management strategy, (how the investments and borrowings are to be organised), including treasury indicators; and
 - an investment strategy, (the parameters on how investments are to be managed).
- b. **A mid-year treasury management report** – This is primarily a progress report and will update members on the capital position, amending prudential indicators as necessary, and whether any policies require revision.
- c. **An annual treasury report** – This is a review document and provides details of a selection of actual prudential and treasury indicators and actual treasury operations compared to the estimates within the strategy.

Scrutiny

The above reports are required to be adequately scrutinised before being recommended to the Authority. This role is undertaken by the Finance, Audit & Performance Management (FAPM) Committee.

1.2 Treasury Management Strategy for 2022/23

The strategy for 2022/23 covers two main areas:

Capital issues

- the capital expenditure plans and the associated prudential indicators;
- the minimum revenue provision (MRP) policy.

Treasury management issues

- the current treasury position;
- treasury indicators which limit the treasury risk and activities of the Authority;
- prospects for interest rates;
- the borrowing strategy;
- policy on borrowing in advance of need;
- debt rescheduling;
- the investment strategy;
- creditworthiness policy; and
- the policy on use of external service providers.

These elements cover the requirements of the Local Government Act 2003, Welsh Government Investment Guidance and MRP Guidance, the CIPFA Prudential Code and the CIPFA Treasury Management Code.

1.3 Training

The CIPFA Code requires the responsible officer to ensure that members with responsibility for treasury management receive adequate training in treasury management. Training is provided by each Members 'Home Authority'.

1.4 Treasury management consultants

The Authority uses Link Group, Treasury solutions as its external treasury management advisors.

The Authority recognises that responsibility for treasury management decisions remains with the organisation at all times and will ensure that undue reliance is not placed upon the services of our external service providers. All decisions will be undertaken with regards to all available information, including, but not solely, our treasury advisers.

It also recognises that there is value in employing external providers of treasury management services in order to acquire access to specialist skills and resources. The Authority will ensure that the terms of their appointment and the methods by which their value will be assessed are properly agreed and documented and subjected to regular review.

2 THE CAPITAL PRUDENTIAL INDICATORS 2022/23 – 2024/25

The Authority's capital expenditure plans are the key driver of treasury management activity. The output of the capital expenditure plans is reflected in the prudential indicators, which are designed to assist members' overview and confirm capital expenditure plans.

2.1 Capital expenditure and financing

This prudential indicator is a summary of the Authority's capital expenditure plans, both those agreed previously, and those forming part of this budget cycle. Members are asked to approve the capital expenditure forecasts:

	2020/21	2021/22	2022/23	2023/24	2024/25
Capital, Financing & Prudential Indicators	Outturn	Current	Budget	Indicative	Indicative
Opening CFR	41,465	41,630	41,541	46,571	50,036
Capital Spending	3,587	3,854	10,338	8,277	6,678
CERA	-203	-200	-250	-250	-250
Capital Receipts	0	-189		-150	
Capital Grant	-69	-357	-1,143		
Revenue Reserves	-17	0			
Borrowing requirement for the year	3,298	3,108	8,945	7,877	6,428
Repayment of Debt					
MRP	-2,903	-2,833	-3,497	-3,974	-4,183
MRP on PFI	-229	-365	-419	-437	-91
Closing CFR	41,630	41,541	46,571	50,036	52,190
Movement in closing CFR	166	-89	5,030	3,466	2,154
Gross borrowing at start of year	26,478	29,062	28,147	31,738	34,355
New borrowing	5,000	0	5,000	4,000	4,000
Loan repayments	-2,416	-916	-1,409	-1,383	-1,395
Gross borrowing at end of year	29,062	28,147	31,738	34,355	36,960
Other long term liabilities i.e. pfi and leases	4,462	4,097	3,679	3,242	3,151
Gross Debt	33,524	32,244	35,416	37,597	40,111
Under/Over borrowed (Gross debt vs CFR)	8,106	9,297	11,154	12,440	12,079

The table summarises capital expenditure plans and how these plans are being financed by capital or revenue resources. Any shortfall of resources results in a borrowing need.

2.2 The Authority's borrowing need (the Capital Financing Requirement)

The second prudential indicator is the Authority's Capital Financing Requirement (CFR). The CFR is simply the total historic outstanding capital expenditure which has not yet been paid for from either revenue or capital resources. It is essentially a measure of the Authority's indebtedness and so it's underlying borrowing need.

Any capital expenditure above, which has not immediately been paid for through a revenue or capital resource, will increase the CFR.

The CFR does not increase indefinitely, as the minimum revenue provision (MRP) is a statutory annual revenue charge which broadly reduces the indebtedness in line with each asset's life, and so charges the economic consumption of capital assets as they are used.

The CFR includes any other long-term liabilities (e.g., PFI schemes, finance leases). Whilst these increase the CFR, and therefore the Authority's borrowing requirement, these types of schemes include a borrowing facility by the provider and so the Authority is not required to separately borrow for these schemes. The Authority currently has £5.7m in one PFI scheme included within the CFR.

The Authority is asked to approve the CFR projections.

2.3 Minimum revenue provision (MRP) policy statement

The Authority is required to pay off an element of the accumulated General Fund capital spend each year (the CFR) through a revenue charge (the minimum revenue provision - MRP), although it is also allowed to undertake additional voluntary payments if required (voluntary revenue provision - VRP).

Welsh Government regulations have been issued which require the full Authority to approve **an MRP Statement** in advance of each year. A variety of options are provided to Authority's, so long as there is a prudent provision. The Authority is recommended to approve the following MRP Statement:

For capital expenditure incurred before 1 April 2008 or which in the future will be Supported Capital Expenditure, the MRP policy will be:

- **Existing practice** - MRP will follow the existing practice outlined in Welsh Government regulations (option 1);

This option provides for an approximate 4% reduction in the borrowing need (CFR) each year.

From 1 April 2008 for all unsupported borrowing (including PFI and finance leases), the MRP policy will be:

- **Asset life method** – MRP will be based on the estimated life of the assets, in accordance with the regulations (this option must be applied for any expenditure capitalised under a Capitalisation Direction) (option 3);

This option provides for a reduction in the borrowing need over approximately the asset's life.

Repayments included in annual PFI or finance leases are applied as MRP.

3 BORROWING

The capital expenditure plans set out in Section 2 provide information of the service activity of the Authority. The treasury management function ensures that the Authority's cash is organised in accordance with the relevant professional codes, so that sufficient cash is available to meet this service activity and the Authority's capital strategy. This will involve both the organisation of the cash flow and, where capital plans require, the organisation of appropriate borrowing facilities. The strategy covers the relevant treasury / prudential indicators, the current and projected debt positions and the annual investment strategy.

3.1 Current portfolio position

The overall treasury management portfolio as at February 2022 are shown below for both borrowing and investments.

Borrowing	21/22	22/23	23/24	24/25
PWLB				
Opening Principal	29,040,744.88	28,138,845.47	31,736,946.06	34,354,126.65
New Borrowing	0.00	5,000,000.00	4,000,000.00	4,000,000.00
EIP Principal Repaid	-401,899.42	-401,899.41	-382,819.41	-363,739.41
Maturity Principal Repaid	-500,000.00	-1,000,000.00	-1,000,000.00	-1,031,000.00
Closing Principal	28,138,845.47	31,736,946.06	34,354,126.65	36,959,387.23
Salix				
Opening Principal	20,750.01	6,916.67	0.00	0.00
New Borrowing	0.00	0.00	0.00	0.00
EIP Principal Repaid	0.00	0.00	0.00	0.00
Maturity Principal Repaid	-13,833.34	-6,916.67	0.00	0.00
Closing Principal	6,916.67	0.00	0.00	0.00
Total				
Opening Principal	29,061,494.89	28,145,762.14	31,736,946.06	34,354,126.65
New Borrowing	0.00	5,000,000.00	4,000,000.00	0.00
EIP Principal Repaid	-401,899.42	-401,899.41	-382,819.41	-363,739.41
Maturity Principal Repaid	-513,833.34	-1,006,916.67	-1,000,000.00	-1,031,000.00
Closing Principal	28,145,762.14	31,736,946.06	34,354,126.65	36,959,387.23
Total principal paid	-915,732.76	-1,408,816.08	-1,382,819.41	-1,394,739.41

The weighted average interest rate of the above loan portfolio is 3.83%, with the highest and lowest rates being 5.25% and 1.02% respectively.

Cash Held at Bank

LLOYDS CURRENT ACCOUNT	6,330,283.20
BARCLAYS CURRENT ACCOUNT	4,196,729.12
	10,527,012.32

Current interest rates at Lloyds and Barclays bank are bank rate -0.10 which translates as 0.50% -0.10 = 0.40%. This is the interest rate applied to deposits held at both banks and as a result investment income is anticipated to be low in the next year.

The Authority's forward projections for borrowing are summarised above and in section 2.1

of this report. The table above in 2.1, shows the actual external debt, against the CFR, highlighting any over or under borrowing. This Authority is currently under borrowed and the forecasts show this is set to continue.

There are a number of key indicators to ensure that the Authority operates its activities within well-defined limits. One of these is that the Authority needs to ensure that its gross debt does not, except in the short term, exceed the total of the CFR in the preceding year plus the estimates of any additional CFR for 2022/23 and the following two financial years. This allows some flexibility for limited early borrowing for future years but ensures that borrowing is not undertaken for revenue or speculative purposes.

The Treasurer reports that the Authority complied with this prudential indicator in the current year and does not envisage difficulties for the future. This view takes into account current commitments, existing plans, and the proposals in this budget report.

Affordability prudential indicators

The previous sections cover the overall capital and control of borrowing prudential indicators, but within this framework prudential indicators are required to assess the affordability of the capital investment plans. These provide an indication of the impact of the capital investment plans on the Authority's overall finances. The Authority is asked to approve the following indicators:

Ratio of financing costs to net revenue stream

This indicator identifies the trend in the cost of capital, (borrowing and other long-term obligation costs net of investment income), against the net revenue stream.

%	2020/21 Actual	2021/22 Estimate	2022/23 Estimate	2023/24 Estimate	2024/25 Estimate
Total	6.19	6.09	6.85	7.31	6.80

The estimates of financing costs include current commitments and the proposals in this budget report.

3.2 Treasury Indicators: limits to borrowing activity

The operational boundary. This is the limit beyond which external debt is not normally expected to exceed. In most cases, this would be a similar figure to the CFR, but may be lower or higher depending on the levels of actual debt and the ability to fund under-borrowing by other cash resources.

Operational boundary £m	2021/22 Actual	2022/23 Estimate	2023/24 Estimate	2024/25 Estimate
Debt	40,000	46,000	50,000	52,000
Other long-term liabilities	5,000	5,000	5,000	5,000
Total	45,000	51,000	55,000	57,000

The authorised limit for external debt. This is a key prudential indicator and represents a control on the maximum level of borrowing. This represents a legal limit beyond which external debt is prohibited, and this limit needs to be set or revised by the full Authority. It reflects the level of external debt which, while not desired, could be afforded in the short term, but is not sustainable in the longer term.

1. This is the statutory limit determined under section 3 (1) of the Local Government Act 2003. The Government retains an option to control either the total of all Authoritys' plans, or those of a specific Authority, although this power has not yet been exercised.
2. The Authority is asked to approve the following authorised limit:

Authorised limit £m	2021/22 Actual	2022/23 Estimate	2023/24 Estimate	2024/25 Estimate
Debt	45,000	48,000	51,000	53,000
Other long-term liabilities	10,000	5,000	6,000	7,000
Total	55,000	53,000	57,000	60,000

3.3 Prospects for interest rates

The Authority has appointed Link Group as its treasury advisor and part of their service is to assist the Authority to formulate a view on interest rates. Link provided the following forecasts on 7th February 2022. These are forecasts for certainty rates, gilt yields plus 80 bps.

Link Group Interest Rate View 7.2.22													
	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25
BANK RATE	0.75	1.00	1.00	1.25	1.25	1.25	1.25	1.25	1.25	1.25	1.25	1.25	1.25
3 month av. earnings	0.80	1.00	1.00	1.20	1.20	1.20	1.20	1.20	1.20	1.20	1.20	1.20	1.20
6 month av. earnings	1.00	1.10	1.20	1.30	1.30	1.30	1.30	1.30	1.30	1.30	1.30	1.30	1.30
12 month av. earnings	1.40	1.50	1.60	1.70	1.70	1.60	1.60	1.50	1.40	1.40	1.40	1.40	1.40
5 yr PWLB	2.20	2.30	2.30	2.30	2.30	2.30	2.30	2.30	2.30	2.30	2.30	2.30	2.30
10 yr PWLB	2.30	2.40	2.40	2.40	2.40	2.40	2.40	2.40	2.40	2.40	2.40	2.40	2.40
25 yr PWLB	2.40	2.50	2.50	2.60	2.60	2.60	2.60	2.60	2.60	2.60	2.60	2.60	2.60
50 yr PWLB	2.20	2.30	2.30	2.40	2.40	2.40	2.40	2.40	2.40	2.40	2.40	2.40	2.40

Additional notes by Link on this forecast table: -

- LIBOR and LIBID rates ceased at the end of 2021. In a continuation of our previous forecasts, our money market yield forecasts are based on expected average earnings by local authorities for 3 to 12 months.
- Our forecasts for average earnings are averages i.e., rates offered by individual banks may differ significantly from these averages, reflecting their different needs for borrowing short term cash at any one point in time.

Over the last two years, the coronavirus outbreak has done huge economic damage to the UK and to economies around the world. After the Bank of England took emergency action in March 2020 to cut Bank Rate to 0.10%, it left Bank Rate unchanged at its subsequent meetings until raising it to 0.25% at its meeting on 16th December 2021 and then to 0.50% at its meeting of 4th February 2022.

As shown in the forecast table above, the forecast for Bank Rate now includes a further three increases of 0.25% in March, May and November 2022 to end 2022/23 at 1.25%.

Forecasts for Bank Rate

The Monetary Policy Committee is now very concerned at the way that forecasts for inflation have had to be repeatedly increased within a matter of just a few months. Combating this rising tide of inflation is now its number one priority and the 5-4 vote marginally approving only a 0.25% increase on 4th February rather than a 0.50% increase, indicates it is now determined to push up Bank Rate quickly. A further increase of 0.25% is therefore probable for March, and again in May, followed possibly by a final one in November. However, data between now and November could shift these timings or add to or subtract from the number of increases.

However, it is likely that these forecasts will need changing within a relatively short timeframe and these are covered in appendix 5.1 Economic Background.

Investment and borrowing rates

- **Investment returns** have started improving in the second half of 21/22 and are expected to improve further during 22/23 as the MPC progressively increases Bank Rate.

- **Borrowing interest rates** fell to historically very low rates as a result of the COVID crisis and the quantitative easing operations of the Bank of England and still remain at historically low levels. The policy of avoiding new borrowing by running down spare cash balances has served local authorities well over the last few years.
- **Borrowing for capital expenditure.** Our long-term (beyond 10 years) forecast for Bank Rate is 2.00%. As nearly all PWLB certainty rates are now above this level, borrowing strategy will need to be reviewed, especially as the maturity curve has flattened out considerably. Better value can be obtained at the very short and at the longer end of the curve and longer-term rates are still at historically low levels. Temporary borrowing rates are likely, however, to remain near Bank Rate and may also prove attractive as part of a balanced debt portfolio. In addition, there are also some cheap alternative sources of long-term borrowing if a client is seeking to avoid a “cost of carry” but also wishes to mitigate future re-financing risk.
- While this authority will not be able to avoid borrowing to finance new capital expenditure there will be a cost of carry, (the difference between higher borrowing costs and lower investment returns), to any new borrowing that causes a temporary increase in cash balances.

3.4 Borrowing strategy

The Authority is currently maintaining an under-borrowed position. This means that the CFR has not been fully funded with loan debt as cash supporting the Authority's reserves, balances and cash flow has been used as a temporary measure. This strategy is prudent as investment returns are low and counterparty risk is still an issue that needs to be considered.

Against this background and the risks within the economic forecast, caution will be adopted with the 2022/23 treasury operations. The Treasurer will monitor interest rates in financial markets and adopt a pragmatic approach to changing circumstances:

- *if it was felt that there was a significant risk of a sharp FALL in borrowing rates, then borrowing will be postponed.*
- *if it was felt that there was a significant risk of a much sharper RISE in borrowing rates than that currently forecast, perhaps arising from an acceleration in the rate of increase in central rates in the USA and UK, an increase in world economic activity, or a sudden increase in inflation risks, then the portfolio position will be re-appraised. Most likely, fixed rate funding will be drawn whilst interest rates are lower than they are projected to be in the next few years.*

Any decisions will be reported to the appropriate decision-making body at the next available opportunity.

3.5 Policy on borrowing in advance of need

The Authority will not borrow more than or in advance of its needs purely in order to profit from the investment of the extra sums borrowed. Any decision to borrow in advance will be within forward approved CFR estimates and will be considered carefully to ensure that value for money can be demonstrated and that the Authority can ensure the security of such funds.

3.6 Debt rescheduling

Rescheduling of current borrowing in our debt portfolio is unlikely to occur as there is still a very large difference between premature redemption rates and new borrowing rates, even though the general margin of PWLB rates over gilt yields was reduced by 100 bps in November 2020.

If rescheduling was done, it will be reported to the Authority, at the earliest meeting following its action.

3.7 New financial institutions as a source of borrowing and / or types of borrowing

Currently the PWLB Certainty Rate is set at gilts + 80 basis points for both HRA and non-HRA borrowing. However, consideration may still need to be given to sourcing funding from the following sources for the following reasons:

- Local authorities (primarily shorter dated maturities out to 3 years or so – still cheaper than the Certainty Rate).
- Financial institutions (primarily insurance companies and pension funds but also some banks, out of forward dates where the objective is to avoid a “cost of carry” or to achieve refinancing certainty over the next few years).

Our advisors will keep us informed as to the relative merits of each of these alternative funding sources.

3.8 Approved sources of long- and short-term borrowing

On Balance Sheet	Fixed	Variable
PWLB	●	
Local authorities	●	●
Banks	●	●
Overdraft		●
Internal (capital receipts & revenue balances)	●	●
Finance leases	●	●

4 ANNUAL INVESTMENT STRATEGY

4.1 Investment policy – management of risk

The Welsh Government and CIPFA have extended the meaning of ‘investments’ to include both financial and non-financial investments. This report deals solely with treasury (financial) investments, (as managed by the treasury management team).

The Authority’s investment policy has regard to the following: -

- The Welsh Government’s Guidance on Local Government Investments (“the Guidance”)
- CIPFA Treasury Management in Public Services Code of Practice and Cross Sectoral Guidance Notes 2021 (“the Code”)
- CIPFA Treasury Management Guidance Notes 2021

The Authority’s investment priorities will be security first, portfolio liquidity second and then yield, (return). The Authority will aim to achieve the optimum return (yield) on its investments commensurate with proper levels of security and liquidity and with the Authority’s risk appetite. In the current economic climate, it is considered appropriate to keep investments short term to cover cash flow needs. However, where appropriate (from an internal as well as external perspective), the Authority will also consider the value available in periods up to 12 months with high credit rated financial institutions.

The above guidance from the Welsh Government and CIPFA places a high priority on the management of risk. This authority has adopted a prudent approach to managing risk and defines its risk appetite by the following means: -

1. Minimum acceptable **credit criteria** are applied in order to generate a list of highly creditworthy counterparties. This also enables diversification and thus avoidance of concentration risk. The key ratings used to monitor counterparties are the short term and long-term ratings.
2. **Other information:** ratings will not be the sole determinant of the quality of an institution; it is important to continually assess and monitor the financial sector on both a micro and macro basis and in relation to the economic and political environments in which institutions operate. The assessment will also take account of information that reflects the opinion of the markets. To achieve this consideration the Authority will engage with its advisors to maintain a monitor on market pricing such as “**credit default swaps**” and overlay that information on top of the credit ratings.
3. **Other information sources** used will include the financial press, share price and other such information pertaining to the financial sector in order to establish the most robust scrutiny process on the suitability of potential investment counterparties.
4. This authority has defined the list of **types of investment instruments** that the treasury management team are authorised to use. There are two types of investment, i.e. ‘specified’ and ‘non-specified’ investments as described below. This Authority will invest in specified investments.
 - **Specified investments** are those with a high level of credit quality and subject to a maturity limit of one year or have less than a year left to run to

maturity if originally they were classified as being non-specified investments solely due to the maturity period exceeding one year.

- **Non-specified investments** are those with less high credit quality, may be for periods in excess of one year, and/or are more complex instruments which require greater consideration by members and officers before being authorised for use.
5. **Transaction limits** are set for each type of investment in 4.2.
 6. Investments will only be placed with counterparties from the UK.
 7. All investments will be denominated in **sterling**.
 8. As a result of the change in accounting standards for 2022/23 under IFRS 9, this authority will consider the implications of investment instruments which could result in an adverse movement in the value of the amount invested and resultant charges at the end of the year to the General Fund. The Welsh Government has passed a statutory override to allow Welsh local authorities time to adjust their portfolio of all pooled investments by delaying implementation of IFRS 9 for five years until 31.3.23.

However, this authority will also pursue **value for money** in treasury management and will monitor the yield from investment income against appropriate benchmarks for investment performance, (see paragraph 4.3). Regular monitoring of investment performance will be carried out during the year.

Changes in risk management policy from last year.

The above criteria are unchanged from last year.

4.2 Creditworthiness policy

This Authority applies the creditworthiness service provided by the Link Group. This service employs a sophisticated modelling approach utilising credit ratings from the three main credit rating agencies - Fitch, Moody's and Standard & Poor's. The credit ratings of counterparties are supplemented with the following overlays:

- "watches" and "outlooks" from credit rating agencies;
- CDS spreads that may give early warning of changes in credit ratings;
- sovereign ratings to select counterparties from only the most creditworthy countries.

This modelling approach combines credit ratings, and any assigned Watches and Outlooks in a weighted scoring system which is then combined with an overlay of CDS spreads. The end product of this is a series of colour coded bands which indicate the relative creditworthiness of counterparties. These colour codes are used by the Authority to determine the suggested duration for investments. The Authority will, therefore, use counterparties within the following durational bands.

- Yellow 5 years *
- Dark pink 5 years for Ultra-Short Dated Bond Funds with a credit score of 1.25
- Light pink 5 years for Ultra-Short Dated Bond Funds with a credit score of 1.5
- Purple 2 years
- Blue 1 year (only applies to nationalised or semi nationalised UK Banks)
- Orange 1 year
- Red 6 months

- Green 100 days

The Link creditworthiness service uses a wider array of information other than just primary ratings. Furthermore, by using a risk weighted scoring system, it does not give undue preponderance to just one agency's ratings.

Typically, the minimum credit ratings criteria the Authority use will be a short-term rating (Fitch or equivalents) of F1 and a long-term rating of A-. There may be occasions when the counterparty ratings from one rating agency are marginally lower than these ratings but may still be used. In these instances, consideration will be given to the whole range of ratings available, or other topical market information, to support their use.

All credit ratings will be monitored monthly. The Authority is alerted to changes to ratings of all three agencies through its use of the Link creditworthiness service.

- if a downgrade results in the counterparty / investment scheme no longer meeting the Authority's minimum criteria, its further use as a new investment will be withdrawn immediately.
- in addition to the use of credit ratings the Authority will be advised of information in movements in Credit Default Swap spreads against the iTraxx European Financials benchmark and other market data on a daily basis via its Passport website, provided exclusively to it by Link. Extreme market movements may result in downgrade of an institution or removal from the Authority's lending list.

Creditworthiness.

Significant levels of downgrades to Short- and Long-Term credit ratings have not materialised since the crisis in March 2020. In the main, where they did change, any alterations were limited to Outlooks. However, as economies are beginning to reopen, there have been some instances of previous lowering of Outlooks being reversed.

CDS prices

Although bank CDS prices, (these are market indicators of credit risk), spiked upwards at the end of March / early April 2020 due to the heightened market uncertainty and ensuing liquidity crisis that affected financial markets, they have returned to more average levels since then. However, sentiment can easily shift, so it will remain important to undertake continual monitoring of all aspects of risk and return in the current circumstances. Link monitor CDS prices as part of their creditworthiness service to local authorities and the Authority has access to this information via its Link-provided Passport portal.

4.3 Investment strategy

In-house funds. Investments will be made with reference to the core balance and cash flow requirements and the outlook for short-term interest rates (i.e., rates for investments up to 12 months). Greater returns are usually obtainable by investing for longer periods. While most cash balances are required in order to manage the ups and downs of cash flow where cash sums can be identified that could be invested for longer periods, the value to be obtained from longer term investments will be carefully assessed.

- If it is thought that Bank Rate is likely to rise significantly within the time horizon being considered, then consideration will be given to keeping most investments as being short term or variable.

- Conversely, if it is thought that Bank Rate is likely to fall within that time period, consideration will be given to locking in higher rates currently obtainable, for longer periods.

Investment returns expectations.

The current forecast shown in paragraph 3.3, includes a forecast for Bank Rate to reach 1.25% in November 2022.

The suggested budgeted investment earnings rates for returns on investments placed for periods up to about three months during each financial year are as follows.:

Average earnings in each year	Now	Previously
2022/23	1.00%	0.50%
2023/24	1.25%	0.75%
2024/25	1.25%	1.00%
2025/26	1.25%	1.25%
Years 6 to 10	1.50%	-
Years 10+	2.00%	2.00%

Investment returns will be measured against the above rates.

For its cash flow generated balances, the Authority will seek to utilise its business reserve instant access and notice accounts and short-dated deposits, (overnight to 100 days), in order to benefit from the compounding of interest.

4.4 End of year investment report

At the end of the financial year, the Authority will report on its investment activity as part of its Annual Treasury Report.

5 APPENDICES

1. Economic background
2. Treasury management practice 1 – credit and counterparty risk management
3. Treasury management scheme of delegation
4. The treasury management role of the section 112 officer

5.1 ECONOMIC BACKGROUND

COVID-19 and vaccines.

These were the game changer during 2021 which raised high hopes that life in the UK would be able to largely return to normal in the second half of the year. However, the bursting onto the scene of the Omicron mutation at the end of November, rendered the initial two doses of all vaccines largely ineffective in preventing infection. This dashed such hopes and raised major concerns that a fourth wave of the virus could overwhelm hospitals in early 2022. What we now know is that although this mutation is very fast spreading, it does not cause severe illness in fully vaccinated people. Rather than go for full lockdowns which heavily damage the economy, the government strategy this time focused on getting as many people as possible to have a third (booster) vaccination after three months from the previous last injection. It also placed restrictions on large indoor gatherings and hospitality venues over Christmas and into January and requested workers to work from home. This hit sectors like restaurants, travel, tourism and hotels hard which had already been hit hard during 2021. Economic growth will also have been lower due to people being ill and not working, similar to the pandemic in July. The economy, therefore, faces significant headwinds in early 2022 although some sectors have learned how to cope well with Covid. The big question still remains as to whether any further mutations of this virus could develop which render all current vaccines ineffective, as opposed to how quickly vaccines can be modified to deal with them and enhanced testing programmes be implemented to contain their spread until tweaked vaccines become widely available.

A SUMMARY OVERVIEW OF THE FUTURE PATH OF BANK RATE

- The threat from Omicron was a wild card causing huge national concern at the time of December's MPC meeting; now it is seen as a vanquished foe disappearing in the rear-view mirror.
- The MPC shifted up a gear last week in raising Bank Rate by another 0.25% and narrowly avoiding making it a 0.50% increase by a 5-4 voting margin.
- Our forecast now expects the MPC to deliver another 0.25% increase in March; their position appears to be to go for sharp increases to get the job done and dusted.
- The March increase is likely to be followed by an increase to 1.0% in May and then to 1.25% in November.
- The MPC is currently much more heavily focused on combating inflation than on protecting economic growth.
- However, 54% energy cap cost increases from April, together with 1.25% extra employee national insurance, food inflation around 5% and Authority tax likely to rise in the region of 5% too - these increases are going to hit lower income families hard despite some limited assistance from the Chancellor to postpone the full impact of rising energy costs.
- Consumers are estimated to be sitting on over £160bn of excess savings left over from the pandemic so that will cushion some of the impact of the above increases. But most of those holdings are held by more affluent people whereas poorer people already spend nearly all their income before these increases hit and have few financial reserves.
- The increases are already highly disinflationary; inflation will also be on a gradual path down after April so that raises a question as to whether the MPC may shift into protecting economic growth by November, i.e., it is more debatable as to whether they will deliver another increase then.
- The BIG ISSUE – will the current spike in inflation lead to a second-round effect in terms of labour demanding higher wages, (and/or lots of people getting higher wages by changing job)?

- If the labour market remains very tight during 2022, then wage inflation poses a greater threat to overall inflation being higher for longer, and the MPC may then feel it needs to take more action.

PWLB RATES

- The yield curve has flattened out considerably.
- We view the markets as having built in, already, nearly all the effects on gilt yields of the likely increases in Bank Rate.
- It is difficult to say currently what effect the Bank of England starting to sell gilts will have on gilt yields once Bank Rate rises to 1%: it is likely to act cautiously as it has already started on not refinancing maturing debt. A passive process of not refinancing maturing debt could begin in March when the 4% 2022 gilt matures; the Bank owns £25bn of this issuance. A pure roll-off of the £875bn gilt portfolio by not refinancing bonds as they mature, would see the holdings fall to about £415bn by 2031, which would be about equal to the Bank's pre-pandemic holding. Last August, the Bank said it would not actively sell gilts until the "*Bank Rate had risen to at least 1%*" and, "*depending on economic circumstances at the time.*"
- It is possible that Bank Rate will not rise above 1% as the MPC could shift to relying on quantitative tightening (QT) to do the further work of taking steam out of the economy and reducing inflationary pressures.
- Increases in US treasury yields over the next few years could add upside pressure on gilt yields though, more recently, gilts have been much more correlated to movements in bund yields than treasury yields.

MPC MEETING 4TH FEBRUARY 2022

- After the Bank of England became the first major western central bank to put interest rates up in this upswing in December, it has quickly followed up its first 0.15% rise by another 0.25% rise to 0.50%, in the second of what is very likely to be a series of increases during 2022.
- The Monetary Policy Committee voted by a majority of 5-4 to increase Bank Rate by 25bps to 0.5% with the minority preferring to increase Bank Rate by 50bps to 0.75%. The Committee also voted unanimously for the following: -
 - to reduce the £875n stock of UK government bond purchases, financed by the issuance of central bank reserves, by ceasing to reinvest maturing assets.
 - to begin to reduce the £20bn stock of sterling non-financial investment-grade corporate bond purchases by ceasing to reinvest maturing assets and by a programme of corporate bond sales to be completed no earlier than towards the end of 2023.
- The Bank again sharply increased its forecast for inflation – to now reach a peak of 7.25% in April, well above its 2% target.
- The Bank estimated that UK GDP rose by 1.1% in quarter 4 of 2021 but, because of the effect of Omicron, GDP would be flat in quarter 1, but with the economy recovering during February and March. Due to the hit to households' real incomes from higher inflation, it revised down its GDP growth forecast for 2022 from 3.75% to 3.25%.
- The Bank is concerned at how tight the labour market is with vacancies at near record levels and a general shortage of workers - who are in a very favourable position to increase earnings by changing job.
- As in the December 2021 MPC meeting, the MPC was more concerned with combating inflation over the medium term than supporting economic growth in the short term. However, what was notable was the Bank's forecast for inflation: based on the markets' expectations that Bank Rate will rise to 1.50% by mid-2023, it forecast inflation to be only 1.6% in three years' time. In addition, if energy prices beyond the next six months fell as the futures market suggests, the Bank said CPI inflation in three years' time

would be even lower at 1.25%. With calculations of inflation, the key point to keep in mind is that it is the rate of change in prices – not the level – that matters. Accordingly, even if oil and natural gas prices remain flat at their current elevated level, energy's contribution to headline inflation will drop back over the course of this year. That means the current energy contribution to CPI inflation, of 2% to 3%, will gradually fade over the next year.

- So the message to take away from the Bank's forecast is that they do not expect Bank Rate to rise to 1.5% in order to hit their target of CPI inflation of 2%. The immediate issue is with four members having voted for a 0.50% increase in February, it would only take one member more for there to be another 0.25% increase at the March meeting.
- **The MPC's forward guidance on its intended monetary policy** on raising Bank Rate versus selling (quantitative tightening) holdings of bonds is as follows: -
 1. Raising Bank Rate as "the active instrument in most circumstances".
 2. Raising Bank Rate to 0.50% before starting on reducing its holdings.
 3. Once Bank Rate is at 0.50% it would stop reinvesting maturing gilts.
 4. Once Bank Rate had risen to at least 1%, it would start selling its holdings.

OUR FORECASTS

a. Bank Rate

- Covid remains a major potential downside threat as we are most likely to get further mutations. However, their severity and impact could vary widely, depending on vaccine effectiveness and how broadly it is administered.
- If the UK invokes article 16 of the Brexit deal over the dislocation in trading arrangements with Northern Ireland, this has the potential to end up in a no-deal Brexit.

In summary, with the high level of uncertainty prevailing on several different fronts, we expect to have to revise our forecasts again - in line with whatever the new news is.

b. PWLB rates and gilt and treasury yields

Gilt yields. Since the start of 2021, we have seen a lot of volatility in gilt yields, and hence PWLB rates. Our forecasts show little overall increase in gilt yields during the forecast period to March 2025 but there will doubtless be a lot of unpredictable volatility during this forecast period.

While monetary policy in the UK will have a major impact on gilt yields, there is also a need to consider the potential impact that rising treasury yields in America could have on gilt yields. **As an average since 2011, there has been a 75% correlation between movements in US 10-year treasury yields and UK 10-year gilt yields. This is a significant UPWARD RISK exposure to our forecasts for medium to longer term PWLB rates. However, gilt yields and treasury yields do not always move in unison.**

US treasury yields. During the first part of 2021, US President Biden's, and the Democratic party's, determination to push through a \$1.9trn (equivalent to 8.8% of GDP) fiscal boost for the US economy as a recovery package from the Covid pandemic was what unsettled financial markets. This was in addition to the \$900bn support package previously passed in December 2020. Financial markets were alarmed that all this stimulus was happening at a time when: -

1. A fast vaccination programme roll-out had enabled a rapid opening up of the economy during 2021.
2. The economy was growing strongly during the first half of 2021 although it has weakened during the second half.

3. It started from a position of little spare capacity due to less severe lockdown measures than in many other countries.
4. And the Fed was still providing substantial stimulus through monthly QE purchases during 2021.

It was not much of a surprise that a combination of these factors would eventually cause an excess of demand in the economy which generated strong inflationary pressures. This has eventually been recognised by the Fed at its recent December meeting with an aggressive response to damp inflation down during 2022 and 2023.

- **At its 3rd November Fed meeting**, the Fed decided to make a start on tapering its \$120bn per month of QE purchases so that they ended next June. However, at its **15th December meeting** it doubled the pace of tapering so that they will end all purchases in February. These purchases are currently acting as downward pressure on treasury yields and so it would be expected that treasury yields will rise over the taper period, all other things being equal.
- It also forecast that it expected there would be three rate rises in 2022 of 0.25% from near zero currently, followed by three in 2023 and two in 2024. This would take rates back above 2% to a neutral level for monetary policy. It also gave up on calling the sharp rise in inflation as being 'transitory'.
- At its **26th January meeting**, the Fed became even more hawkish following inflation rising sharply even further. It indicated that rates would begin to rise very soon, i.e., it implied at its March meeting it would increase rates and start to run down its holdings of QE purchases. It also appears likely that the Fed could take action to force longer term treasury yields up by prioritising selling holdings of its longer bonds as yields at this end have been stubbornly low despite rising inflation risks. The low level of longer dated yields is a particular concern for the Fed because it is a key channel through which tighter monetary policy is meant to transmit to broader financial conditions, particularly in the US where long rates are a key driver of household and corporate borrowing costs.

There are also possible **DOWNSIDE RISKS** from the huge sums of cash that the UK populace have saved during the pandemic; when savings accounts earn little interest, it is likely that some of this cash mountain could end up being invested in bonds and so push up demand for bonds and support their prices i.e., this would help to keep their yields down. How this will interplay with the Bank of England eventually getting round to not reinvesting maturing gilts and then later selling gilts, will be interesting to monitor.

Globally, our views are as follows: -

- **EU.** The ECB joined with the Fed by announcing on **16th December** that it will be reducing its QE purchases - by half from October 2022, i.e., it will still be providing significant stimulus via QE purchases during the first half of 2022. The ECB did not change its rate at its **3rd February meeting**, but it was clearly shocked by the increase in inflation to 5.1% in January. The President of the ECB, Christine Lagarde, hinted in the press conference after the meeting that the ECB may accelerate monetary tightening before long and she hinted that asset purchases could be reduced more quickly than implied by the previous guidance. She also refused to reaffirm officials' previous assessment that interest rate hikes in 2022 are "very unlikely". It, therefore, now looks likely that all three major western central banks will be raising rates this year in the face of sharp increases in inflation - which is looking increasingly likely to be

stubbornly high and for much longer than the previous oft repeated 'transitory' descriptions implied.

- **China.** The pace of economic growth has now fallen back after the initial surge of recovery from the pandemic and China has been struggling to contain the spread of the Delta variant through using sharp local lockdowns - which depress economic growth. However, with Omicron having now spread to China, and being much more easily transmissible, lockdown strategies may not prove so successful in future. To boost flagging economic growth, The People's Bank of China cut its key interest rate in December 2021.
- **Japan.** 2021 was a patchy year in combating Covid. However, recent business surveys indicate that the economy is rebounding rapidly now that the bulk of the population is fully vaccinated, and new virus cases have plunged. The Bank of Japan is continuing its very loose monetary policy but with little prospect of getting inflation back towards its target of 2% any time soon.
- **World growth.** World growth was in recession in 2020 but recovered during 2021 until starting to lose momentum more recently. Inflation has been rising due to increases in gas and electricity prices, shipping costs and supply shortages, although these should subside during 2022. It is likely that we are heading into a period where there will be a reversal of **world globalisation** and a decoupling of western countries from dependence on China to supply products, and vice versa. This is likely to reduce world growth rates from those in prior decades.
- **Supply shortages.** The pandemic and extreme weather events, followed by a major surge in demand after lockdowns ended, have been highly disruptive of extended worldwide supply chains. Major queues of ships unable to unload their goods at ports in New York, California and China built up rapidly during quarters 2 and 3 of 2021 but then halved during quarter 4. Such issues have led to a misdistribution of shipping containers around the world and have contributed to a huge increase in the cost of shipping. Combined with a shortage of semi-conductors, these issues have had a disruptive impact on production in many countries. The latest additional disruption has been a shortage of coal in China leading to power cuts focused primarily on producers (rather than consumers), i.e., this will further aggravate shortages in meeting demand for goods. Many western countries are also hitting up against a difficulty in filling job vacancies. It is expected that these issues will be gradually sorted out, but they are currently contributing to a spike upwards in inflation and shortages of materials and goods available to purchase.

The balance of risks to the UK economy: -

- The overall balance of risks to economic growth in the UK is now to the downside.

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

- **Mutations** of the virus render current vaccines ineffective, and tweaked vaccines to combat these mutations are delayed or unable to be administered fast enough to stop the NHS being overwhelmed.
- **Labour and supply shortages** prove more enduring and disruptive and depress economic activity.

- **Bank of England** acts too quickly, or too far, over the next three years to raise Bank Rate and causes UK economic growth, and increases in inflation, to be weaker than we currently anticipate.
- **The Government** acts too quickly to increase taxes and/or cut expenditure to balance the national budget.
- **UK / EU trade arrangements** – if there was a major impact on trade flows and financial services due to complications or lack of co-operation in sorting out significant remaining issues.
- **Geopolitical risks**, for example in Ukraine/Russia, Iran, China, North Korea and Middle Eastern countries, which could lead to increasing safe-haven flows. If Russia were to invade Ukraine, this would be likely to cause short term volatility in financial markets, but it would not be expected to have a significant impact beyond that.

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

- The **Bank of England is too slow** in its pace and strength of increases in Bank Rate and, therefore, allows inflationary pressures to build up too strongly within the UK economy, which then necessitates a later rapid series of increases in Bank Rate faster than we currently expect.
- Longer term US treasury yields rise strongly and pull gilt yields up higher than forecast.

5.2 TREASURY MANAGEMENT PRACTICE (TMP1) – CREDIT AND COUNTERPARTY RISK MANAGEMENT OPTION 1

SPECIFIED INVESTMENTS: All such investments will be sterling denominated, with **maturities up to a maximum of 1 year**, meeting the minimum ‘high’ quality criteria where applicable.

A variety of investment instruments may be used, subject to the credit quality of the institution, and depending on the type of investment made.

The criteria, time limits and monetary limits applying to institutions or investment vehicles are:

	Minimum credit criteria / colour band	Max % of total investments	Max. maturity period
DMADF – UK Government	yellow	100%	6 months (max. is set by the DMO*)
UK Government gilts	yellow	100%	5 years
UK Government Treasury bills	yellow	100%	364 days (max. is set by the DMO*)
Bonds issued by multilateral development banks	yellow	100%	5 years
Money Market Funds CNAV	AAA	100%	Liquid
Money Market Funds LNAV	AAA	100%	Liquid
Money Market Funds VNAV	AAA		Liquid
Ultra-Short Dated Bond Funds with a credit score of 1.25	AAA	100%	Liquid
Ultra-Short Dated Bond Funds with a credit score of 1.5	AAA	100%	Liquid
Local authorities	yellow	100%	5 years
Term deposits with housing associations	Blue Orange Red Green No Colour	100%	12 months 12 months 6 months 100 days Not for use
Term deposits with banks and building societies	Blue Orange Red Green No Colour	100%	12 months 12 months 6 months 100 days Not for use

CDs or corporate bonds with banks and building societies	Blue Orange Red Green No Colour	100%	12 months 12 months 6 months 100 days Not for use
Gilt funds	UK sovereign rating	100%	

* DMO – is the Debt Management Office of HM Treasury

Accounting treatment of investments. The accounting treatment may differ from the underlying cash transactions arising from investment decisions made by this Authority. To ensure that the Authority is protected from any adverse revenue impact, which may arise from these differences, we will review the accounting implications of new transactions before they are undertaken.

5.3 TREASURY MANAGEMENT SCHEME OF DELEGATION

(i) Full Fire Authority

- receiving and reviewing reports on treasury management policies, practices and activities;
- approval of annual strategy.

(ii) Finance Audit & Performance Management Committee

- approval of/amendments to the organisation's adopted clauses, treasury management policy statement and treasury management practices;
- budget consideration and approval;
- approval of the division of responsibilities;
- receiving and reviewing regular monitoring reports and acting on recommendations;
- approving the selection of external service providers and agreeing terms of appointment.

(iii) Treasurer with responsibility for scrutiny

- reviewing the treasury management policy and procedures and making recommendations to the responsible body.

5.4 THE TREASURY MANAGEMENT ROLE OF THE SECTION 112 OFFICER

The S112 (responsible) officer

- recommending clauses, treasury management policy/practices for approval, reviewing the same regularly, and monitoring compliance;
- submitting regular treasury management policy reports;
- submitting budgets and budget variations;
- receiving and reviewing management information reports;
- reviewing the performance of the treasury management function;
- ensuring the adequacy of treasury management resources and skills, and the effective division of responsibilities within the treasury management function;
- ensuring the adequacy of internal audit, and liaising with external audit;
- recommending the appointment of external service providers.
- preparation of a capital strategy to include capital expenditure, capital financing, non-financial investments and treasury management, with a long-term timeframe.
- ensuring that the capital strategy is prudent, sustainable, affordable and prudent in the long term and provides value for money
- ensuring that due diligence has been carried out on all treasury and non-financial investments and is in accordance with the risk appetite of the authority
- ensure that the authority has appropriate legal powers to undertake expenditure on non-financial assets and their financing
- ensuring the proportionality of all investments so that the authority does not undertake a level of investing which exposes the authority to an excessive level of risk compared to its financial resources
- ensuring that an adequate governance process is in place for the approval, monitoring and ongoing risk management of all non-financial investments and long term liabilities
- provision to members of a schedule of all non-treasury investments including material investments in subsidiaries, joint ventures, loans and financial guarantees
- ensuring that members are adequately informed and understand the risk exposures taken on by an authority
- ensuring that the authority has adequate expertise, either in house or externally provided, to carry out the above
- creation of Treasury Management Practices which specifically deal with how non treasury investments will be carried out and managed, to include the following -
 - *Risk management (TMP1 and schedules), including investment and risk management criteria for any material non-treasury investment portfolios;*
 - *Performance measurement and management (TMP2 and schedules), including methodology and criteria for assessing the performance and success of non-treasury investments;*
 - *Decision making, governance and organisation (TMP5 and schedules), including a statement of the governance requirements for decision making in relation to non-treasury investments; and arrangements to ensure that appropriate professional due diligence is carried out to support decision making;*
 - *Reporting and management information (TMP6 and schedules), including where and how often monitoring reports are taken;*

- *Training and qualifications (TMP10 and schedules), including how the relevant knowledge and skills in relation to non-treasury investments will be arranged.*

THIS REPORT IS NOT EXEMPT AND IN THE PUBLIC DOMAIN**SOUTH WALES FIRE & RESCUE AUTHORITY**AGENDA ITEM NO 7.vii
28 MARCH 2022

REPORT OF ACO PEOPLE SERVICES

INDEPENDENT PAY REVIEW – PRINCIPAL OFFICERS’ REMUNERATION**THIS REPORT IS FOR DECISION**

REPORT APPROVED BY THE ACO DIRECTOR OF PEOPLE SERVICES

REPORT PRESENTED BY ACO A REED

SUMMARY

The review of Brigade Manager/Principal Officers’ remuneration was requested by Fire Authority Members following the completion of the Job Evaluation exercise for Green Book employees and a report to the Authority on 19 July 2021. It is noted that the South Wales Fire & Rescue Authority Pay Policy document states that Principal Officers’ (PO) remuneration shall be reviewed annually by the local Fire & Rescue Authority and that the HR & Equalities Committee is assigned to consider PO remuneration and report findings to the Fire & Rescue Authority. The National Joint Council for Brigade Managers of Fire & Rescue Services’ Constitution and Scheme of Conditions of Service states there is a two-track approach to determining PO remuneration, as outlined above; one of these is a local review undertaken by the FRA.

RECOMMENDATION

That consideration be deferred until the new municipal year to enable further information and budget implications to be collated and presented.

1. BACKGROUND

- 1.1 The Fire and Rescue National Framework for Wales sets out the Welsh Assembly Government’s vision and priorities for the three Fire & Rescue Authorities in Wales and confirms the statutory duties placed upon the Fire & Rescue Authorities and the wider role they have to play in ensuring continuous improvement of public services.
- 1.2 The National Joint Council (NJC) for Brigade Managers of Fire & Rescue Services’ Constitution and Scheme of Condition of Service (The Gold Book) outlines a two track approach for determining levels of pay for Brigade Manager (BM) roles. The two track approach comprises, at national level, the NJC will undertake an annual review of the level of pay

increase applicable to all those covered by the agreement. All other decisions about the level of pay and remuneration are to be undertaken by the local Fire & Rescue Authority.

- 1.3 Paragraph 4.3 of the South Wales Fire & Rescue Authority Pay Policy Statement states that “the Fire & Rescue Authority has assigned to the HR & Equalities Committee the review of Principal Officers’ remuneration and to report its findings to the full Fire & Rescue Authority for final determination”.
- 1.4 When determining the appropriate level of salaries for all Brigade Managers/Principal Officers, the Fire & Rescue Authority should refer to the relevant minimum salary of the Chief Fire Officer and the most relevant benchmark data. Normally the Fire & Rescue Authority will wish to begin by determining appropriate salary for their most senior manager.
- 1.5 When deciding how these posts should be remunerated the following factors are to be considered:
 - The Chief Fire Officer’s salary and that of any senior staff not covered by the Scheme of Conditions of Service (Gold Book);
 - The relationship of current salary to an appropriate illustrative national benchmark;
 - Any special market considerations;
 - Any substantial local factors not common to fire & rescue authorities of similar type and size, e.g. London weighting; complex local, regional or national responsibilities which bring added value;
 - Comparative information to be supplied on request by the Joint Secretaries on salaries in other similar authorities;
 - Senior management structures and size of management team compared to those of other fire & rescue authorities of similar type and size;
 - The relative job size of each post, as objectively assessed through an appropriate job evaluation process or otherwise; and
 - Strategic Incident Command responsibility and the requirement to provide operational cover within the employing authority and beyond on a continuous duty system.

2. ISSUES

- 2.1 An initial report was presented to the HR & Equalities Committee on 24th January 2022, who recommended that the report be deferred to the Fire and Rescue Authority for members to carry out a vote on the important decision.
- 2.2 Brigade Manager/Principal Officers' pay was last reviewed by the Fire Authority in May 2004 with decisions ratified at the November 2004 Fire Authority meeting.
- 2.3 In May 2009 the Fire & Rescue Authority approved changes to the senior management structure. The changes included the removal of some senior posts, and the reassignment of Principal Officer Portfolios, which resulted in revenue savings of £270,000 (including on costs).
- 2.4 In determining senior officer remuneration, as outlined above, recruitment and retention issues should also be factored into considerations:

Retention - The Service has recently lost one of its senior managers to a Service where levels of remuneration are significantly higher than those currently offered in South Wales.

Recruitment – It is impossible to accurately predict the success or otherwise of future recruitment campaigns however, the Authority should be mindful that there is a risk of failure to attract suitably qualified and experienced staff if remuneration packages within South Wales are not comparable with other similar organisations.

- 2.5 It is not appropriate for any senior officer who could be affected by this report to play any part in its presentation or consideration. All such officers will therefore declare an interest and withdraw from the meeting until Members have completed their consideration and reached a decision.

3. IMPLICATIONS

3.1 Community and Environment

Equality, Diversity and Inclusion	No
Welsh Language	No
Wellbeing of Future Generations (Wales) Act 2015	No
Socio Economic Duty	No
Sustainability/Environment/Carbon Reduction	No
Safeguarding	No
Consultation and Communications	No
Consultation with Representative Bodies	Yes
Impact Assessment	Yes

3.1.1 Issues relating to pay and terms and conditions require consultation with the relevant representative bodies.

3.2 Regulatory, Strategy and Policy

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

3.2.1 The Localism Act includes the provision of general powers for stand-alone Fire & Rescue Authorities with a requirement to publish a Pay Policy Statement each year.

3.3 Resources, Assets and Delivery

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

3.3.1 There is no specific budget provision for salary increases outside the normal NJC arrangements either in the current year or in next year's draft budget. Should the Fire Authority be minded to approve any changes to the remuneration package for the officers concerned, this would have to be accommodated within existing budget and would be reassessed for 2023/24 onwards.

4. EVALUATION & CONCLUSIONS

- 4.1 The Pay Policy Statement sets out the key principles that must be adhered to in establishing pay levels and in approving pay related allowances. It also sets the requirement for HR & Equalities Committee to review Brigade Manager/Principal Officer pay and report their recommendation to the Fire & Rescue Authority.
- 4.2 As outlined in the document “National Assembly for Wales, Public Accounts Committee, Senior Management Pay 2014” it is common practice to refer decisions on senior salaries to an Independent Remuneration Committee. Conclusions reached in relation to Brigade Manager/Principal Officers’ pay may therefore need to be reported to the Independent Remuneration Panel for Wales.

5. RECOMMENDATIONS

- 5.1 That consideration be deferred until the new municipal year to enable further information and budget implications to be collated and presented.

Contact Officer:	ACO Alison Reed Director of People Services
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Background Papers:	Date	Source/Contact
None		

Appendices:

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AGENDA ITEM NO 8

Reports for Information

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THIS REPORT IS NOT EXEMPT AND IN THE PUBLIC DOMAIN**SOUTH WALES FIRE & RESCUE AUTHORITY**AGENDA ITEM NO 8.i
28 MARCH 2022

REPORT OF CHIEF FIRE OFFICER

**SOUTH WALES FIRE AND RESCUE AUTHORITY SUMMARY REPORT OF
ACTIVITY 2017 / 2022****THIS REPORT IS FOR INFORMATION**

REPORT APPROVED BY CHIEF FIRE OFFICER

REPORTED PRESENTED BY CHIEF FIRE OFFICER

SUMMARY

This report provides a summary of South Wales Fire and Rescue Service (SWFRS) activity and the outcomes in terms of performance for the duration of the tenure of the current South Wales Fire and Rescue Service Authority (SWFRA).

RECOMMENDATIONS

That Members note the contents of the report.

1. BACKGROUND

- 1.1 The current SWFRA has provided governance, direction and support to the Service since 2017. As the tenure of this Authority draws to a close a summary report has been prepared to record the activity and achievements of both the Authority and the Service.
- 1.2 The report identifies the roles and function of each committee that reports to the Authority. Over the period 2017 - 2022 the good governance provided by SWFRA has enabled the Service to achieve much more than the report highlights in the Enabling the Service to Achieve section. During this period the Authority has also supported the Service in performance improvement.

2. PROPOSAL

- 2.1 It is proposed that members note the contents of the South Wales Fire and Rescue Authority Summary Report of Activity 2017 - 2022 attached at Appendix 1.

3. IMPLICATIONS

3.1 Community and Environment

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

3.1.1. The attached report outlines a number of activities that have shown active engagement and outlines the positive approach and commitment of the Service to Equality, Diversity and Inclusion. There are several activities identified in summary that show the contribution that the Service is making to the Well-Being Of Future Generations (Wales) Act, Socio economic duty, sustainability and carbon reduction.

3.2 Regulatory, Strategy and Policy

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

3.2.1 Appendix 1 outlines a number of procurement activities taken on both an All Wales and local basis.

3.2.2 The governance arrangements of the Authority are summarised in the Work of the Committees section.

3.3 Resources, Assets and Delivery

Human Resources and People Development	Yes
Assets and Resources (Property/Fleet/ICT/Equipment)	Yes
Service Delivery	Yes
Procurement	Yes
Budget Revenue/Capital	Yes

3.3.1 The attached report identifies a number of initiatives and programmes contributing the HR process improvements and People development. Along with a number of projects focussing on the management and introduction of assets and resources. Regarding Service Delivery the initiatives outlined in the achievements section and the performance monitoring of the National Strategic Indicators in the performance section identify areas of improvement as well as areas for future consideration. The performance section also outlines the value for money that the communities of South Wales receive through the prudent management of the SWFRA budget.

4. RECOMMENDATIONS

4.1 That Members note the contents of the report.

Contact Officer:	Huw Jakeway Chief Fire Officer
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Background Papers	Date	Source/Contact
None		

Appendices	
Appendix 1	South Wales Fire and Rescue Authority Summary Report of Activity 2017 / 2022

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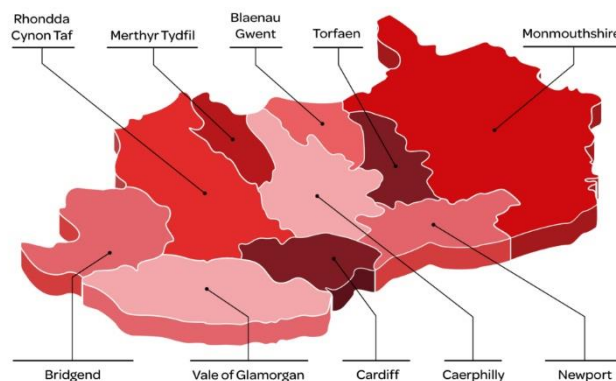
South Wales Fire and Rescue Authority

Summary Report of Activity 2017 / 2022

South Wales Fire and Rescue Authority (SWFRA) is a combined fire authority responsible for providing the Fire and Rescue Service for the geographical area of South Wales. The Fire and Rescue Authority consists of 24 members representing the 10 Unitary Authorities we serve.

The number of Councillor Representatives for each Unitary Authority depends on the size of electoral representatives and political proportionality.

At the Annual General Meeting (AGM) Members elect the Chair and Deputy Chair of the Fire and Rescue Authority, the Chairs and



Deputy Chairs of Committees, appoint Members who will represent each Committee and appoint Members to external groups and committees.

Committees of the Authority

Fire Authority

Finance, Audit & Performance Management Committee

HR & Equalities Committee

Local Pensions Board Committee

Standards Committee

Finance, Audit & Performance Scrutiny Group

The [Fire and Rescue National Framework 2016](#) sets out the Welsh Government’s vision and priorities for the three Fire and Rescue Authorities in Wales. States that the overriding aim of FRAs should be:

“To keep people, communities, businesses and the environment in Wales safe from fires and other hazards as effectively and efficiently as possible.”



Work of the Committees

Fire Authority - is the statutory body which oversees the policy and service delivery of South Wales Fire and Rescue Service (SWFRS). To ensure that the Service performs efficiently and in the best interest of the public and communities it serves.

It does this by:

- performing all the duties and responsibilities of a Fire Authority in line with legislation and regulations, in particular the Fire and Rescue Services Act 2004, and the Regulatory Reform (Fire Safety) Order 2005, the Fire Safety Act 2021, the 1995 Combination Scheme and the Civil Contingencies Act 2004
- agreeing and monitoring the service plans, routine business matters revenue and capital budgets and the contributions from the local authorities it serves
- to take or approve policy decisions

Meetings normally take place five times every year.

HR & Equalities Committee - demonstrates the Authority's commitment to ensuring that the Service has a well-equipped, skilled and motivated workforce that is able to work safely and whose composition reflects the diverse communities it serves.

The Committee is authorised by SWFRA to:

- monitor staff work/ life balance, working conditions and wellbeing
- monitor the implementation and operation of Human Resources and Equality frameworks, policies and procedures ensuring that action is taken where appropriate
- monitor the implementation and operation of the training and development function of the Service and Member training and development
- be familiar with and challenge where necessary the relevant Pension arrangements and requirements for the Service
- review and scrutinise the arrangements the Service has in place to ensure Pension Scheme compliance
- be familiar with the pay, remuneration and terms and conditions of employment utilized by the Service and to consider and make recommendations to the Fire and Rescue Authority on the statutory content of the Pay Policy Statement each year.

Meetings normally take place three times every year.

Local Pensions Board - assists the South Wales Fire and Rescue Authority as Scheme Manager to:

- secure compliance with the Firefighters' Pension Scheme(s) regulations and any other legislation

relating to the governance and administration of the Firefighters' Pensions Scheme(s) and by the Pension Regulator

- ensure it effectively and efficiently complies with the code of practice on the governance and administration of public service pension schemes issued by the Pension Regulator

Meetings normally take place three times every year.

Finance, Audit & Performance

Management (FAPM) Committee -

demonstrates SWFRA's commitment to the efficient and effective deployment of public resources and the attainment of related performance targets.

Responsible for:

- the planning and management of the Authority's financial resources, including authorizing expenditure, virement of funds and donations of equipment or other property within the remit of the Authority's Financial Regulations.
- overseeing the financial reporting process and provides a detailed examination of financial performance, including the extent that this affects the Authority's exposure to risk and weakens the control environment.

Meetings normally take place four or five times every year.

Finance, Audit & Performance

Management (FAPM) Scrutiny Group -

provides assurance that available funding and assets are utilised as efficiently and effectively as possible to protect the level of service offered to the public within the core priorities defined by the Fire and Rescue Authority by reviewing, challenging and monitoring:

- the make-up of the Authority's revenue and capital budget with a view to cost reduction or value enhancement.
- the management of the Authority's assets
- how the Authority manages its performance and how this is presented in a meaningful way to the public and its stakeholders.

Meetings normally take place four times every year.

Standards Committee – promotes and maintains high standards of conduct by Authority Members. The committee is made up of 5 Independent members (which includes the Chairperson) and three Elected members from the Authority.



Enabling the Service to Achieve

2017 / 2018

Operation Bang - representatives from engagement and enforcement agencies worked together to reduce antisocial behaviour around bonfire night.

Inspire2Achieve / Phoenix Project - increased confidence and self-esteem in young people with behavioural issues.

"It was great, I loved it and want to do it again."

Reduced the Impact and Risk of Wildfires - using the Robo-cutter and Bracken Rolling to stop bracken growth without using chemicals.



Grenfell Tower Incident response - working with Local Authorities and building owners sharing information to ensure effective and appropriate response to fires in high rise properties.

- Created a dedicated High Rise team
- Engaged with and advised owners of high rise buildings
- Carried out 246 initial visits to high rise buildings
- Provided advice, guidance and education to residents

Engaged with Welsh Government

- Provided 276 operational staff with additional high rise firefighting training
- Improved learning for operational crews by using the high rise training facility at West Midlands Fire Service
- Provided further "stay put" training and guidance to Control staff

Developed the Momentum Project

- assisting survivors of domestic abuse, which is unique as it involves the whole family, from young children to adults.

Developed Safe and Well visits - incorporating a slips, trips and falls assessment, carbon monoxide awareness, home security and smoking cessation information.



Firefighter for a Day initiative at Her Majesty's Prison at Bridgend -

feedback from the attendees showed that they had never truly considered the consequences of their actions when taking part in criminal or anti-social activities, especially the effects it has on others.

Prosecuted - individuals for failing to comply with Fire Safety legislation.

Silver Award Investors in People (IIP) - 'Not Just Saving Lives but Also Changing Lives' - one of the top 20% of organisations that are accredited by IIP.



On Call Initial Firefighter Training at Abercarn - supported the increased On Call recruitment. Investment made to upgrade Abercarn Fire Station. Additional instructors trained to support the on-going training of the new firefighters.

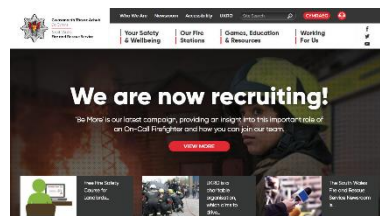


Business Management Information System (BMIS)

- developed system centralising Business Plans, Risk Register and Audit Actions, providing real time performance data.



New Website - enabled mobile and tablet optimisation providing key safety information as easy read content. Enhanced levels of accessibility, to provide all site visitors with a better experience.



Modified approach to Unwanted Fire Signals (UFS) - provided a 14% reduction compared to the year before. Allowed more effective use of time:

- reduced number of UFS calls to Joint Fire Control
- reduced number of fire appliances turning out to false alarms

2018 / 2019

Staff Engagement – service wide survey of staff, to identify successful means of internal communication. The Staff Engagement Network visited stations across the Service to encourage participation.

Public Engagement - used social media to inform our communities of ongoing risk, providing public information and education. The driving safely video "[Fatal 5](#)" which received 57,000 views.



Community Safety Engagement Hub - Our Newport Community Safety Engagement Hub opened in May 2019.

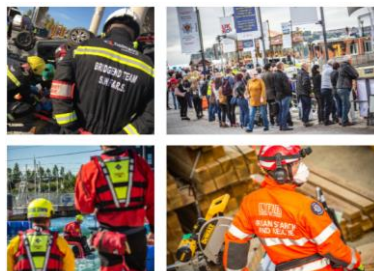


United Kingdom Rescue Organisation (UKRO) Challenge Weekend – held in Cardiff Bay. Was a huge success where over 600 firefighters put their skills to the test



SWFRS Champions - The Bridgend Extrication Team remained the very best in the country after defending their U.K. Extrication Team title and winning for a sixth time. They also picked up Best UK Extrication Technical Team and Best UK Extrication Medic. The Service also claimed the Best Overall UK Rope Rescue Team and Best UK Technical Rope Rescue Team. The Penarth Water rescue Team also picked up 3rd Best UK Water Rescue Team.

The Super Safety Village - held alongside the UKRO Challenge brought together 80 community partners, organisations and businesses. Promoted safety messages to over 20,000 members of the public, raised awareness of the range of services offered and engaged with communities helping to make South Wales a safer place to live, work and visit



World Champions - Bridgend Extrication Team also retained the World Champions title for another two seasons in the Cape

Town, South Africa and then in La Rochelle, France World Rescue Organisation Challenges.

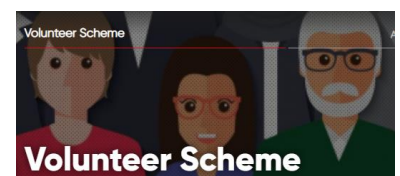


Fire Cadets - new Fire Cadet branch in Aberbargoed in January 2019 .



Fundraising activities – Teams across the Service participated in many different for charitable organisations. These helped to build a strong sense of belonging within our staff and their communities.

Volunteer Scheme - the first group of volunteers were engaged in September.



Recruitment Activities and On Call Duty System (OCDS) - The OCDS team implemented initiatives aimed at positive recruitment, attraction and retention. Recruitment events were held throughout the year.

Human Resources Strategies and Succession Planning - Workforce planning was incorporated into the People Services Strategy for 2019-2022 with actions in the three year

Inclusive Fire & Rescue Service delivery plan

Developed new courses - in Fire Trauma and Water Rescue

Review of Emergency Response within Joint Fire Control – engaged with staff to seek their suggestions for improvement to working practices

Virtual Reality (VR) - used VR technology when delivering road traffic collision safety messages.

Fleet Management System - All job cards, capturing work undertaken on vehicles now input via a mobile tablet.

Statement of Accounts Fast Closure project – was completed with the Chartered Institute of Public Finance and Accountancy (CIPFA) in May 2019

2019 / 2020

Wildfire Conference – Cardiff - held at the Principality Stadium that brought delegates from around the world.

“The conference was a unique opportunity to learn from each other and discover new ways of responding and preventing wildfires.”



Developed Enhanced Home Safety Check (EHSC) - that captured in-depth referral details to determine that the right equipment was installed to reduce risk in the home

Surround the Town - the largest road safety event in Wales in 2019. Two events were carried out in 2019, one in Newport in October and the second in Cwmbran in November.

Developed an online forum, - “Shout”, to enable effective communications with staff



999 Weekend – Jointly hosted with South Wales Police and the Welsh Ambulance Services NHS Trust the very first joint 999 Weekend in South Wales. Celebrating a combined proud history of keeping the people of South Wales safe.



Station 20 - drew in an audience of over 130,000 people. It showed our crews responding to a number of incidents ranging from major incidents, to the rescue of an elderly resident stuck in a lift.



<http://bit.ly/Station20>

Real Fire Training Facility - built on land next to the existing Cardiff Gate site. A three storey fire house allows firefighters to carry out breathing apparatus (BA) training in a range of challenging fire scenarios.



Carbon Reduction Plan - was developed and [published](#).



New Personal Protective Equipment (PPE) introduced – the three Chief Fire Officers for the Fire and Rescue Services in Wales stated:

“It is of the utmost importance that we provide our firefighters with the very highest standards of protection.”



Business Management Information System (BMIS) - created performance dashboards on BMIS such as a Home Safety dashboard for the management and monitoring of all home safety checks.



RTC Inter-agency Exercises - collaborated with Cwm Taf Morgannwg University Health Board Education Department (CTUHB Ed) and the Welsh Ambulance Services NHS Trust (WAST).



White Ribbon Day - event was live streamed to all staff across the Service for the first time. The live stream was viewed 150+ times.



Awareness around risks associated with false alarms - a Wales-wide radio campaign delivered through social media and via the BBC Wales News [website](#).



In preparation for COVID-19 – the Service hosted virtual training sessions around flexible working, data protection and security for our staff and produced guidance for staff

working from home on the need to be alert to an increased risk of cyber threats.

Four 999 Services Come Together Under One Roof In Llantwit Major - Fire, Police, Ambulance and the Coastguard will all operate from the former Llantwit Major Fire and Rescue Station. Strengthening relationships between emergency service partners, creating more effective ways of working and supporting the sharing of information which will benefit the public.



On March 23rd 2020, the UK Government declared a nationwide "lockdown" in response to the global Covid-19 pandemic.

COVID-19 Bulletins – were utilised to regularly communicate with staff.



Self-education and modified home safety education - to make the service and our resources fit the needs of the household and its risk and to ensure we continued to support our communities during the Covid-19 pandemic

2020 / 2021

During lockdown - SWFRS provided frontline services to our communities. Developed new and innovative methods of

delivering preventative services such as home safety checks. The Service attained a positive path toward recovery, by working together to keep each other safe. The pandemic impacted on our plans for the year and some activities that we had planned were delayed, became obsolete or had to be achieved differently as a result. FRA Members received weekly briefings from the Chief Fire officer.

Challenging AFAs - Joint Fire Control (JFC) worked with Mid and West Wales Fire and Rescue Service, South Wales Police and Gwent Police to challenge calls originating from Automatic Fire Alarms (AFAs) and nuisance calls.

Enhanced Home Safety Check - was rolled out in eight Unitary Authority (UA) areas.

Over the phone Home Safety Checks (HFSC's) - during the pandemic some HFC's were delivered over the phone. Between March and June 2020. 1000 checks completed, 500 doorstep deliveries and carried out over 200 critical visits.

Supported the Welsh Ambulance Services NHS Trust (WAST) - 260 of our staff volunteered to train to drive ambulances and support their communities during the pandemic. Staff completed a course facilitated by WAST and received their inoculations against Hepatitis B and 33 members of staff from across our Service have been actively supporting our communities and WAST as part of the Covid-19 response.

Vaccination Centres - 100 staff volunteered to support the community vaccination centres, some drove members of our community to their vaccination appointments and other staff members have been vaccinating.

New Partnerships - developed partnerships with Wales Energy Service, Cynnal Cymru and Centre for Climate Change and Social Transformation Centre (CAST) to raise awareness and develop further schemes to support our Carbon Reduction Plan.

Multi Agency Exercise at Barry Dock - a multi-agency water exercise took place at Barry Dock. Involving fire engines from Barry, Llantwit Major, Caerphilly, Cardiff Central and Penarth. Partners included Welsh Ambulance Service (WAST), Hazardous Area Response Team (HART), South Wales Police and HM Coastguard. A number of casualties both live and mannequins provided a realistic test of water rescue capability.

Ysbyty Calon y Ddraig – the Dragon’s Heart Hospital - supported the fire safe development and construction of the new facility. In developing and appropriately skilling the city’s public service workforce to meet changing needs and demands in response to Covid-19.



Investors in People (IIP) – awarded Gold People Award and Silver Well-being Award which

praised the supportive culture, passion to improve and develop, our focus on well-being and our commitment to protecting the communities of South Wales.

INVESTORS IN PEOPLE™
We invest in people Gold
Rydym yn buddsoddi mewn pobl Aur

INVESTORS IN PEOPLE™
We invest in wellbeing Silver
Rydym yn buddsoddi mewn llesiant Arian

During the Covid-19 pandemic with the increased number of foodbanks being accessed, there was an opportunity to engage with the most vulnerable individuals within our communities.



Reducing single use plastic - All personnel were issued with refillable aluminium water bottles and water cooler dispensers were installed at all our stations.

Electric vehicle charging points - installed a bank of electric vehicle charging points at headquarters and a number of electric light goods vehicle were bought.

Video conferencing - significantly increased the use of video conferencing for meetings, with the availability of the technology and infrastructure to do this advanced at pace during the Covid -19 pandemic.

Carbon Literacy - conducted Service wide engagement and communication to raise awareness and encourage ideas for carbon reduction. 26 Carbon

Literacy certificates were awarded to staff.

Self-assessment toolkit - launched the self-assessment toolkit on our website for people to determine if they need a home safety check.

Online recruitment module - has allowed Wholetime and OCDS recruitment as well as the recruitment of Corporate staff posts to become paper free and automated.

Completed the upgrade to our Mobile Data Terminals (MDTs) - our crews are benefitting from more up to date software and mapping services.



Established Networks - ran Female Focus groups on becoming a Firefighter. Virtual sessions, were held in January 2021 with 20 attendees. The feedback received was really positive with comments such as: **“really helpful”, “look forward to the process”** and **“provided an honest insight”**.

Commit to Be Fit events - were limited but we achieved 66 attendees across four sessions.

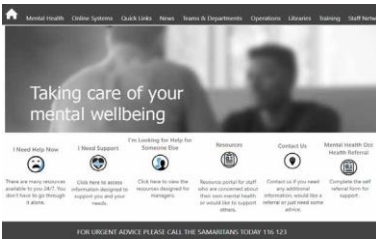


Joint Fire Control Recruitment Campaign 2020-21 - received 395 applications. 33 applicants

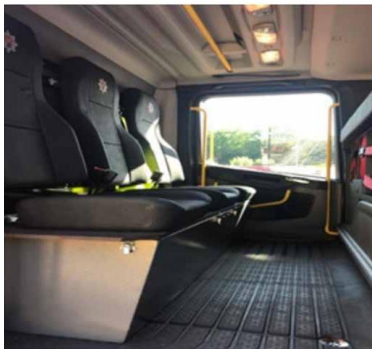
were invited for interview with 18 appointed.

New Appraisal Process - the Personal Review process was created to focus on key areas including Employee Well-being.

Mental Health Project - began in November 2019, with the aim of developing a mental health provision that supports individuals.



Modified Designed Crew Cabs – Following workforce engagement two of the five new vehicles are designed with the Modified Cab concept. The removal of BA sets from the cab into pull out lockers in the stowage area.



Absence Statistics - despite a difficult year dealing with the evolving Covid-19 pandemic, Service sickness absence figures decreased for the second consecutive year.



Data - the Statistics and Risk team worked alongside the Covid-19 Critical Incident Team

to provide various data, visual tools and dashboards to assist the Service in managing staff availability and service delivery activities during the pandemic. These data sets included:

- Station and other location Covid-19 compliance activity
- Staff absence figures
- Attendance at office locations, to ensure a correct balance between home working and office attendance
- Monitoring of PPE on fire stations, to ensure a supply of items such as face masks, hand sanitiser and plastic aprons



Reports - All reports that are presented quarterly to our Fire and Rescue Authority (FRA) and various sub-committees are available to the public on our internet and can be found [here](#). We also record these committee meetings and a link to these on our website can be found [here](#)

Co-location opportunities - the Property Services Department actively considers the co-location strategy when undertaking major projects on a SWFRS sites. Maintaining close working relationships with the Estates Team at South Wales Police and WAST.

2021 / 2022

COVID-19 Response - during the pandemic, the dedication and professionalism of staff ensured the Service continued to do what we do best – reduce risk

and keep our communities safe. The response from staff was extraordinary.

EMERGENCY RESPONSE WAS NOT COMPROMISED DURING THE PANDEMIC

Our people have been innovative establishing new Service models and adapted quickly to change and new ways of working.

Through our education, prevention and protection services, despite many challenges, together we have evolved and overcome obstacles to continue to improve throughout the pandemic.

As we look to the future, we must consider how we continue to modify and embrace change, whilst delivering our services efficiently and effectively.

The Service has benefitted from a number of lessons learnt during the pandemic, including digitalisation and embracing technology, building better and more wide ranging partnerships, a greater focus on staff well-being and engagement, valuing our people and prioritising their training needs, as well as protecting our environment and much more.

Service Chaplaincy – continues to support all staff throughout the Service via telephone conversations and socially distanced meetings. Many members of staff, operational, corporate, extended family members and retired service personnel have made contact

over the last 18 months.



Fly Mapper app - designed by local authorities and is used to try to reduce the amount of refuse being fly-tipped which can result in a potential fire risk has been supported by the Services Refuse Working Group.

Volunteers - took part in a number of activities over the past few months including;

- with Road Safety Teams
- patrolling with the Fire Crime Team for "Operation Bang"
- supporting the Wildfire Team's "Healthy Hillside's" project on the mountains of Clydach Vale.



The Covid Recovery Team - continues to support the Service in creating a safe working environment for all.



Multi Agency Exercises – in December 2021 Green Watch from Aberbargoed Station facilitated a six car road traffic collision (RTC) exercise alongside the Welsh Ambulance Services NHS Trust (WAST).

Wellbeing Areas and Sustainable Biodiverse Gardens - across the Service a number of Stations have developed areas.



Fleet and Engineering - have carried out a total of 1,110 services while implementing all the social distancing and preventive measures which have been put in place



Middle Leader Engagement Events -

were held virtually with 150 middle leaders tuning in from across the Service.

Office Productivity Project – current systems will be replaced with the Office 365 cloud based system. Led by the ICT Transformation Team, it involves working with every other team across the organisation and will affect all Service staff who will be supported by the ICT Trainers and the ICT Service Team as the changes rollout

Wellbeing Incident Tag: - allows Incident Commanders and Control to tag any incident that may affect crew's mental health, welfare and well-being.

The new tag protocol recognises that crews can be affected by a range of different incidents and allows targeted support to affected individuals.

This will aid the recovery and wellbeing of Fire Crews, Control operators and incident commanders.



Honours For Making Extraordinary Contributions -- During the period 2017 – 2022 the extraordinary contributions and service of SWFRA members and SWFRS staff has been recognised in the Queen's Birthday Honours and New Years Honours Lists.

2017: Medallist of the Order of the British Empire (BEM) - David Paul Thomas, For services to charity in Africa and Pastoral Care in the Fire Service in Wales.

2018: Queen's Fire Service Medal for Distinguished Service - Huw Jakeway, Chief Fire Officer, South Wales FRS

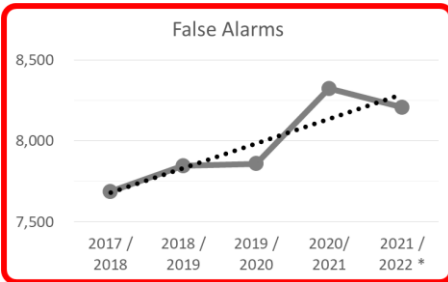
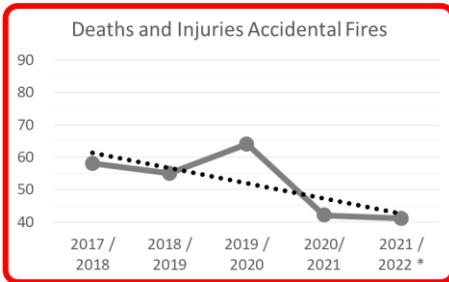
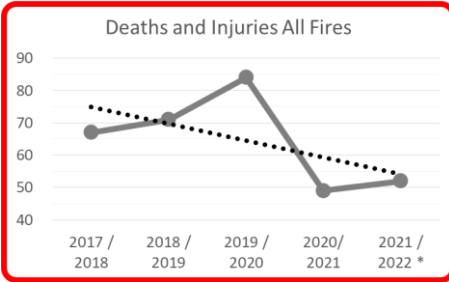
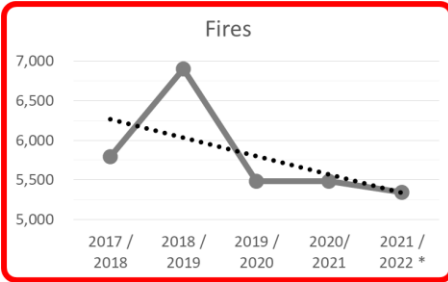
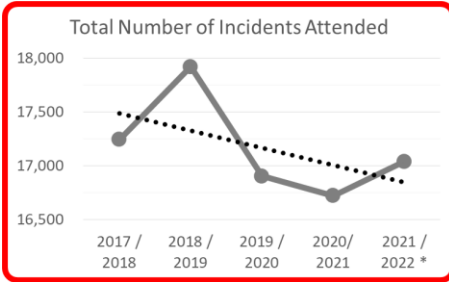
2020: Member of the Order of the British Empire - Chair, South Wales Fire and Rescue Authority. For services to the Fire and Rescue Service in Wales – Councillor David Tudor Davies

2020: Medal of the Order of the British Empire - Group Manager, South Wales Fire and Rescue Service. For services to Search and Rescue - Shaun Michael Moody.

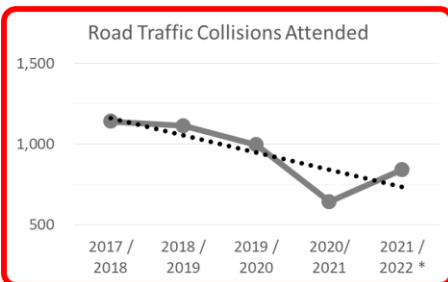
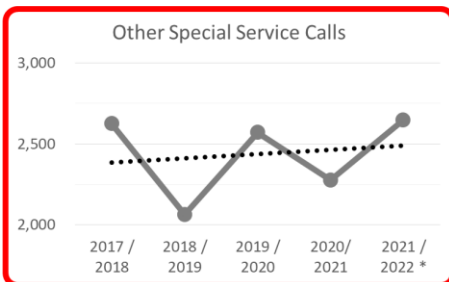
2022: Queen's Fire Service Medal for Distinguished Service - Jennifer Elizabeth GRIFFITHS, lately, Group Manager, South Wales Fire and Rescue Service.



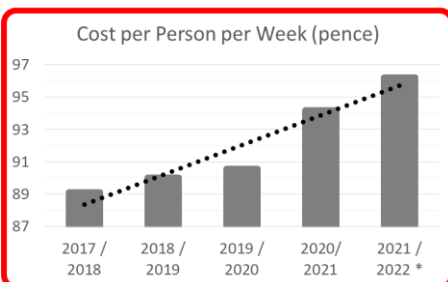
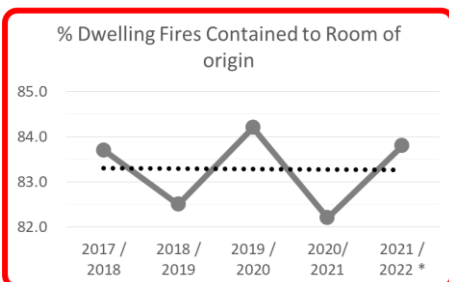
Supporting Performance



Over the period 2017 / 2022 the governance provided by SWFRA has not only enabled the Service to achieve much more than the highlights on the previous pages but has also supported the Service in performance improvement.

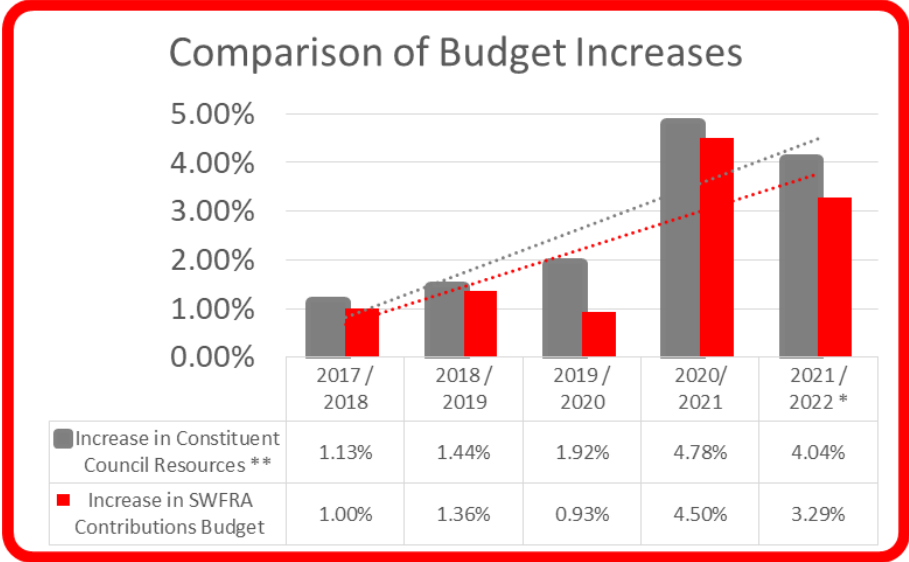


There have been significant reductions in the number of incidents attended, fires, deaths, injuries and road traffic collisions attended.



The rise in the number of special service calls shows the breadth of support the Service provides the communities it serves.

The cost per person per week to run the Service has risen by 7 pence over the five year period.



It can be seen that the Service provides value for money to its communities by closely managing the budget with budget increases that consistently track below the council tax yield for 10 constituent councils that the SWFRA budget is drawn from.

* (expected End of Year figures)
 ** increase in Aggregate External Finance + Council Tax yield for 10 constituent councils

THIS REPORT IS NOT EXEMPT AND IN THE PUBLIC DOMAIN

SOUTH WALES FIRE & RESCUE AUTHORITY

AGENDA ITEM NO 8.ii
28 MARCH 2022

REPORT OF THE ASSISTANT CHIEF OFFICER PEOPLE SERVICES

ANNUAL SUMMARY OF HR & TRAINING REPORTS 2021/2022

THIS REPORT IS FOR INFORMATION

REPORT PRESENTED BY ACO A REED

SUMMARY

This report informs Members of the work that the HR & Equalities Committee has undertaken during the Municipal Year 2021/2022.

RECOMMENDATIONS

That Members note the work of the HR & Equalities Committee,

1. BACKGROUND

- 1.1 This report summarises the work that the HR & Equalities Committee has undertaken over the last twelve months.

2. ISSUES

- 2.1 As Members will be aware, the HR & Equalities Committee was established to demonstrate the Authority's commitment to ensuring that the Service has a well-equipped, skilled, and motivated workforce, that is able to work safely and whose composition reflects the diverse communities it serves.
- 2.2 To discharge its functions the Committee plans its work through a Forward Work Programme. The work of the Committee broadly falls under distinct categories, namely:- Human Resources (including Occupational Health), Training & Development, and Equality & Diversity.
- 2.3 For the purpose this report it is intended that an overview of the work undertaken by the Committee in the 2021/2022 Municipal Year is detailed under each of the sub headings.

2.4 HUMAN RESOURCES DEPARTMENT

2.4.1 The Fire & Rescue Authority established a Local Pension Board (LPB) in April 2015 in order to be able to fulfil its statutory commitments to the management of its devolved Pension Schemes. The HR & Equalities Committee is now responsible for addressing Welsh Government Pension Circulars and as a Board for Internal Disputes Resolution for pension matters, administered through the department. The Committee may provide information to the Local Pension Board.

2.4.2 The HR Department is working towards devolving more HR responsibilities to line management and to equip Line Managers with the skills to undertake HR activities to improve HR performance management and develop reporting procedures.

2.4.3 It continues to develop standardised HR processes and procedures, consolidating HR administration, developing greater self-service HR technology with the implementation of Core HR, and implementing revised and new policies and procedures. Additionally it provides greater support to Line Managers on a day-to-day and face-to-face basis.

2.4.4 The Occupational Health Unit continues to provide a wide range of services required by Fire & Rescue Authorities under Health & Safety Law, Employment Law, Pension Provisions, and in accordance with directions issued by relevant government departments. Firefighting can be an extremely demanding and hazardous occupation, requiring high level of medical and physical fitness. The proactive approach supports our continuing effort to maintain optimum operational effectiveness and efficiency.

2.4.5 The HR & Equalities Committee received reports from the HR Department throughout 2021/2022 and these are summarised in Appendix 1 attached to the report.

2.5 TRAINING & DEVELOPMENT DEPARTMENT

2.5.1 Committee Members received reports which appraised them of the structure and functions of the Training & Development Department, the major objectives and issues facing the department, and the issues associated with the delivery of functions through the Cardiff Gate Training Centre contract.

2.5.2 Members noted that the work of the department has developed to continuously meet the ever-changing demands of South Wales

Fire & rescue Service by developing a flexible approach to the changing demands linked to key legislation:- Fire & Rescue Service Act 2004, Civil Contingencies Act 2004, Health & Safety at Work Act 1974, etc., and Road Traffic Act 1974.

2.5.3 The HR & Equalities Committee received reports from the Training & Development Department throughout 2021/2022 and these are summarised in Appendix 2 attached to the report.

2.6 EQUALITY & DIVERSITY AND WELSH LANGUAGE

2.6.1 Within South Wales Fire & Rescue Service the main Diversity & Equalities and Welsh Language officers report through the HR Department.

2.6.2 The various strands of equality and diversity are embedded in every directorate plans and throughout functional and operational activities.

2.6.3 The HR & Equalities Committee received a range of reports throughout 2021/2022 and these are summarised in Appendix 3 attached to the report.

3. IMPLICATIONS

3.1 Community and Environment

Equality, Diversity and Inclusion	Yes
Welsh Language	Yes
Wellbeing of Future Generations (Wales) Act 2015	Yes
Socio Economic Duty	Yes
Sustainability/Environment/Carbon Reduction	Yes
Safeguarding	Yes
Consultation and Communications	Yes
Consultation with Representative Bodies	Yes
Impact Assessment	Yes

3.1.1 There are no immediate financial issues arising as a result of this report, but the plan provides a strategic planning framework for future years.

3.2 Regulatory, Strategy and Policy

Legal	Yes	Data Protection / Privacy	Yes
Financial	Yes	Health, Safety and Wellbeing	Yes
Procurement	Yes	Governance & Audit	Yes
Corporate Risk	Yes	Service Policy	Yes
Information Management	Yes	National Policy	Yes

3.3 Resources, Assets and Delivery

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

4. EVALUATION & CONCLUSIONS

- 4.1 An Equality Risk Assessment has been undertaken to assess the potential impact of this report. The assessment concluded that there were no immediate or long term adverse impacts on any individual or group of personnel arising from this report.

5. RECOMMENDATIONS

- 5.1 That Members note the work of the HR & Equalities Committee.

Contact Officer:	ACO Alison Reed Director of People Services
Background Papers	Appendices 1, 2 & 3

APPENDIX 1

**REPORTS AND CIRCULARS RECEIVED BY THE
HR & EQUALITIES COMMITTEE DURING 2021/2022**

HR REPORTS:-

- **Report on Personal Reviews**

To update Members on the launch of the new Personal Review process, including the pilot phase, the upskilling and the digital solution.

- **Pension Circulars**

Purpose is to update Members on pension circulars received from the Welsh Government.

- **Annual Pay Policy Statement 2021/2022**

Purpose is to inform Members and to enable the Service's Policy to be evaluated.

- **Summary of HR & Training Reports**

Purpose is for Members to consider the annual report of the work of the HR & Equalities Committee before its submission to the Fire & Rescue Authority.

- **Report on Occupational Health Activity 2020/21**

To provide Members with an update on the variety of services delivered by the Occupational Health Unit.

- **Annual Report on Absence Management**

Purpose is to update Members on the incidence of sickness absence across the Service and to identify the mechanisms to support staff and thereby enable greater organisation improvement.

- **Annual Report on Discipline & Grievance**

Purpose is to update Members on the variety of disciplinary and grievance cases that have occurred throughout the Service, and to identify the actions that have taken place in order to enable greater organisational improvement.

- **Report on Gender Pay Gap**

Purpose is to update Members on analysis of Gender Pay Gap across the Service.

- **Update on Mental Health Strategy**

To share with Members the key work-streams of the Mental Health project and the progress within them.

- **NJC for Brigade Managers Salaries and Numbers Survey 2020**

To provide Members with an update on the NJC annual survey of FRA's Brigade Managers roles in terms of gender, ethnic origin, age, and the use of Grey Book terms and conditions.

- **Report Real Living Accreditation**

To discuss and decide if the Service should gain accreditation as a Real Living Wage employer.

- **Report on People Plan 2021-2024**

To provide Members with an update on South Wales Fire & Rescue Service's People Strategy 2021-2024, and progress against the key themes.

- **Establishment Structure Update**

To update Members on the current staffing structure and changes, as agreed at the December 2021 Fire Authority meeting.

- **Independent Pay Review 2022**

Purpose is to present an independent pay review to Members.

- **Recruitment & Attraction Strategy**

To update Members on the Service's Recruitment & Attraction Strategy, and an overview of recent recruitment exercises.

- **Learning Pathways**

To update Members on the work being undertaken to introduce learning pathways to all staff groups in the Service.

APPENDIX 2**TRAINING REPORTS**

- **Update on Investors In People (IIP)**

To provide Members with an overview of the outcome of the latest IIP Assessment.

- **Review of Training & Development Activities 2020/2021**

To update members on the Service's training activities and commitments which identifies how we attract and develop our people to promote organisational improvement.

- **Update on Apprenticeships**

To update Members on the current progress on the Apprenticeship Levy for South Wales Fire & Rescue Service.

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APPENDIX 3**DIVERSITY & WELSH LANGUAGE REPORTS**

- **Strategic Equality Plan Update 2020-2025 & Annual Equality Report**

To update Members on progress towards the Service's Strategic Equality Plan 2020-2025.

- **Annual Welsh Language Report**

The purpose of this report is to update Members on the Service's compliance and progress with the Welsh Language Standards

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THIS REPORT IS NOT EXEMPT AND IN THE PUBLIC DOMAIN**SOUTH WALES FIRE & RESCUE AUTHORITY**

AGENDA ITEM NO 8.iii

28 MARCH 2022

REPORT OF THE ASSISTANT CHIEF OFFICER PEOPLE SERVICES

ANNUAL SUMMARY OF LOCAL PENSION BOARD REPORTS 2021/2022**THIS REPORT IS FOR INFORMATION**

REPORT PRESENTED BY ACO A REED

SUMMARY

This report informs Members of the work that the Local Pension Board Committee has undertaken during the Municipal Year 2021/2022.

RECOMMENDATIONS

That Members note the work of the Local Pension Board Committee.

1. BACKGROUND

- 1.1 This report summarises the work that the Local Pension Board Committee has undertaken over the last twelve months.

2. ISSUES

- 2.1 As Members will be aware, the Local Pension Board Committee was established to demonstrate the Authority's commitment to ensuring that it fulfils its statutory obligations as required by the Public Service Pension Act 2013.
- 2.2 To discharge its functions the Board plans its work through a Forward Work Programme.
- 2.3 For the purpose of this report an overview of the work programme undertaken by the Board in the 2021/2022 Municipal Year is attached at Appendix 1.

3. IMPLICATIONS

3.1 Community and Environment

Equality, Diversity and Inclusion	No
Welsh Language	No
Wellbeing of Future Generations (Wales) Act 2015	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 There are no immediate financial issues arising as a result of this report, but the plan provides a strategic planning framework for future years.

3.2 Regulatory, Strategy and Policy

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

3.3 Resources, Assets and Delivery

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

4. EVALUATION & CONCLUSIONS

4.1 An Equality Risk Assessment has been undertaken to assess the potential impact of this report. The assessment concluded that there were no immediate or long term adverse impacts on any individual or group of personnel arising from this report.

5. RECOMMENDATIONS

5.1 That Members note the work of the Local Pension Board Committee.

Contact Officer:	ACO Alison Reed Director of People Services
Background Papers	Appendix 1 – Work Programme undertaken by the Board in 2021/2022

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APPENDIX 1

**PROGRAMME OF WORK UNDERTAKEN BY THE
LOCAL PENSION BOARD IN THE MUNICIPAL YEAR 2021/2022**

Report Name	Purpose of report	Date Presented
Report on Scheme Data for Firefighters Pension Scheme	To provide the Board with FACTUAL STATS, Scheme Membership Data and an update position on the fund.	28 June 2021
Report to review Local Pension Board Terms of Reference	The purpose of the report was to set out the Terms of Reference for the Board.	28 June 2021
Report to review Local Pension Board Service Level Agreement	The purpose of the report was to review the Service Level Agreement (SLA).	28 June 2021
Report to review Key Performance Indicators	To update Members on performance against Key Performance Indicators as per the SLA.	28 June 2021
Update on Internal Dispute Resolution Procedures (IDRP)	To update Members on the procedure for IDRP following an update in June 2021.	28 June 2021

Report on McCloud – Tapering – Verbal Update	To update Members on the McCloud case.	28 June 2021
Standard item – Recent publications, updates, information	To update Members re FPS Bulletins, LGA advice on Immediate Detriment, Home Office advice on Immediate Detriment.	28 June 2021
Training Session for Members	To update Members	28 June 2021
Update report on Publication of Annual Benefits Statement	To update Members	18 October 2021
Report to review Key Performance Indicators	To update Members on performance against Key Performance Indicators as per the SLA.	18 October 2021
Update report on McCloud – Immediate Detriment	To update Members	18 October 2021
Update report from Scheme Advisory Board	To update Members on items discussed at the Scheme Advisory Board.	18 October 2021
Standard item – Recent publications, updates, information	To update Members	18 October, 2021
Training Session for Members	To update Members	18 October 2021

Report to review Key Performance Indicators	To update Members on the position regarding immediate Detriment cases.	24 January 2022
Update report on Firefighters Pensions – Remedying Age Discrimination	To update Members	24 January 2022
The Pensions Regulator Returns 2020-2021	To update Members and for awareness and discussion	24 January 2022
Standard item – Recent Publications, Updates, Information	To update Members on FPS Bulletins	24 January, 2022
Update report from Scheme Advisory Board – Verbal	To update Members	24 January 2022
Training Session for Members	To update Members	24 January 2022

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THIS REPORT IS NOT EXEMPT AND IN THE PUBLIC DOMAIN**SOUTH WALES FIRE & RESCUE AUTHORITY**AGENDA ITEM NO 8.iv
28 MARCH 2022

REPORT OF HEAD OF CORPORATE SUPPORT

STANDARDS COMMITTEE ANNUAL REPORT 2021/2022**THIS REPORT IS FOR INFORMATION**

REPORT APPROVED BY TEMPORARY DIRECTOR OF CORPORATE SERVICES

REPORTED PRESENTED BY HEAD OF CORPORATE SUPPORT

SUMMARY

As a matter of good corporate governance, it was stated in the 2020/2021 Annual Governance Statement to introduce an annual report on the work of the Standards Committee to provide the Authority with an update on its activities during each financial year.

RECOMMENDATIONS

That members note the contents of the inaugural Standards Committee Annual Report.

1. BACKGROUND

- 1.1 The Local Government and Elections (Wales) Act 2021) was passed by the Senedd on 18 November 2020 and received Royal Assent on 20 January 2021. Having monitored the Bill's progress since publication in November 2019, and having actively engaged with the public consultation, the most recent of which was the response to the consultation on the Regulations to establish corporate joint committees, the Service is now reviewing the requirements placed on it by the Act.
- 1.2 As a result, the Service has committed to put in measures to enable the Standards Committee to produce an Annual Report to the Fire & Rescue Authority, with effect from 5 May 2022. The Fire & Rescue Authority will consider the report and any recommendations made by its Standards Committee within three months of its receipt.

2. PROPOSAL

- 2.1 Appendix 1 contains the Standards Committee Annual Report 2021/2022 for presentation to the Fire & Rescue Authority as required by legislation.

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	No
Consultation with Representative Bodies	No
Impact Assessment	No

3.2 Regulatory, Strategy and Policy

Legal	No
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. RECOMMENDATIONS

- 4.1 That members note the contents of the inaugural Standards Committee Annual Report.

Contact Officer:	Sarah Watkins Head of Corporate Support	
Background Papers	Date	Source/Contact
None		
Appendices		
Appendix 1	Standards Committee Annual Report 2021/2022	

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South Wales Fire and Rescue Authority



Standards Committee Annual Report 2021/2022

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1. Background

This is the Standards Committee's inaugural annual report to the Fire and Rescue Authority and spans the period from April 2021 to March 2022. Legislation requires that Standards Committees meet at least annually. The Terms of Reference of the Standards Committee provide a remit to promote and maintain high standards of conduct by Members of the Authority. Also, where statute permits, to receive reports and complaints about Members and to conduct or oversee investigations and make recommendations to the Authority.









The quorum for this body is at least 3 persons present (including chairperson) and at least half members present are independent members.

2. Terms of Reference

The terms of reference of the Standards committee are as follows:

1. Promoting and maintaining high standards of conduct by Councillors and Co-opted Members.
2. Assisting Councillors and Co-opted Members to observe the Members Code of Conduct.
3. Advising the Authority on the adoption or revision of the Members Code of Conduct.
4. Monitoring the operation of the Members Code of Conduct.
5. Advising, training or arranging to train Councillors and Co-opted Members on matters relating to the Members Code of Conduct.
6. Granting dispensations to Councillors relating to interests set out in the Members Code of Conduct.
7. Dealing with any reports from a case tribunal or interim case tribunal, and any report from the monitoring officer on any matter referred to that officer by the Local Commissioner in Wales.
8. Review, monitor and challenge the content and effectiveness of the Authority's policies, procedures, guidance notes and other documents designed to prevent breaches of the Bribery Act 2010 within the Organisation and to make recommendations to improve these to reduce the risks to the Authority.

3. Membership

Independent Members		
<p>Mr Geoffrey Hughes</p>  <p>Joined the Committee 2011</p>	<p>Appointed Chairperson March 2016</p>	<p>Dr Mark Kerbey</p>  <p>Joined the Committee 2016</p>
<p>Mr Ronald Alexander</p>  <p>Joined the Committee 2018</p>	<p>Mr Simon Barnes</p>  <p>Joined the Committee 2018</p>	<p>Mr David Fussell</p>  <p>Joined the Committee 2018</p>
Fire and Rescue Authority Members		
<p>Cllr Aurfron Roberts</p>  <p>Joined the Committee 2017</p>	<p>Cllr Joel Williams</p>  <p>Joined the Committee 2018</p>	<p>Cllr Glynne Holmes</p>  <p>Joined the Committee 2021</p>

4. Work of the Committee

The Committee’s main role is to promote and maintain high standards of conduct by elected and co-opted members of South Wales Fire Authority and to assist them to observe the Members’ Code of Conduct

The committee meets at least annually for the routine scheduled meeting. Additional meetings would be scheduled as required. The Committee endeavours to maintain regular training.

Training - Equality, Diversity and Inclusion (EDI)

A half day training session for members was held virtually via Starleaf on 8th September 2021 focusing on EDI. Members in attendance were:

Independent Members Mr Geoffrey Hughes Mr Ronald Alexander	Fire and Rescue Authority Members Cllr Joel Williams Cllr Glynne Holmes
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Annual Meeting

The scheduled annual meeting was held was held virtually via Starleaf on 7 February 2022.

Members Present:

Independent Members Mr Geoffrey Hughes (Chairperson) Dr Mark Kerbey Mr Ronald Alexander Mr Simon Barnes	Fire and Rescue Authority Members Cllr Joel Williams Cllr Aurfron Roberts
--	--

5. Issues Discussed

During the meeting on 7 February 2022 the Committee reviewed.

Independent Review of the Ethical Standards Framework Report

The Temporary ACO Corporate Services informed Members that an independent review of the Ethical Standards Framework for Local Government was commissioned to ensure that it remained fit for purpose, was open and transparent, and that it commanded the confidence of all involved with the framework. The findings and recommendations of the first phase of the review were discussed.

Public Services Ombudsman for Wales – Annual Report and Accounts 2020/2021

The Head of Corporate Support informed Members that the presented report included extracts from the Annual Report and Accounts for the Public Services Ombudsman for Wales for the year ending 31 March 2021, in respect of Members Code of Conduct matters. Members noted the content of the report. Members agreed that they would prefer 'Equality and Respect' complaints to be broken down into separate areas.

Public Service Ombudsman for Wales – Updated Guidance on the Code of Conduct

The Temporary ACO Corporate Services presented a report which informed Members of the Public Service Ombudsman for Wales's consultation on the revised guidance and associated consultation which set out Members' obligations under the Code of Conduct. Members agreed to note the content of the report. Following discussion, Officers confirmed that all Fire & Rescue Authority meetings were open to the public and published on the Service's website with recordings of the individual meetings.

Public Service Ombudsman's Code of Conduct Casebook – Issues 24 & 25

The Head of Corporate Support presented a report which informed Members of the Public Services Ombudsman for Wales's Code of Conduct Casebook, Issues 24 and 25. Members agreed to note the content of the Ombudsman

Code of Conduct Casebook, Issues 24 and 25, published by the Public Services Ombudsman for Wales.

Adjudication Panel for Wales – Annual Report 2021/2021

The Head of Corporate Support presented a report which advised Members of the Adjudication Panel for Wales Annual Report 2020/2021. Following discussion on the number of low appeals and cases in general received over the last 4 years, Members agreed to note the Adjudication Panel for Wales Annual Report 2020/2021.

Independent Remuneration Panel for Wales – Draft Annual Report, February 2022

The temporary 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. Members agreed to note the extract of the Independent Remuneration Panel's Draft Annual Report which provided details of payments to Members of Welsh Fire & Rescue Authorities.

Draft Standards Committee Annual Report 2021/2022 (Decision)

The Head of Corporate Support presented a report for Members' decision advising that as a matter of good corporate governance it was stated in the 2020/2021 Annual Governance Statement to introduce an annual report on the work of the Standards Committee, in order to provide the Authority with an update on its activities during each financial year. Following Members' consideration and comments, they approved the proposed format for the inaugural Standards Committee Annual Report in order to enable publication with effect from 5 May 2022.

Election of New Chairperson of the Standards Committee

The outgoing Chair informed Members that after serving 12 years on the Standards Committee he sadly had to give up the role and ask Members to elect a new Independent Lay Member as their Chairperson. Following discussion on the level of commitment, Mr R Alexander was nominated and seconded. Mr R Alexander was unanimously duly elected Chair of the Standards Committee for a period of not less than 4 years nor more than 6 yrs. The newly appointed Chair responded by thanking Members for their unanimous vote of confidence, and confirmed that he would take up the role as from August 2022, when the outgoing Chair would have completed his full term in office. The outgoing Chair also confirmed that he would sit on the selection process to assist in appointing a new Independent Lay Member. Members and Officers took the opportunity to thank the outgoing Chair for his 12 years of excellent dedicated service on behalf of the Standards Committee, with 6 years being as Chair. The outgoing Chair responded by thanking the group for their kind words and stated that it had been an honour and a privilege to be a Member of the Standards Committee, and thanked Members and Officers for their invaluable support throughout his term in office.

6. Complaints of Breach of the Code of Conduct for Authority Members

Complaints made but not investigated by the PSOW	None
Complaints made and investigated by the PSOW	None
Investigations completed by the PSOW where the decision was no evidence of breach of the Code of Conduct or no action taken	None
Investigations undertaken by the PSOW where the decision was to discontinue the investigation	None
Investigations referred to the Standards Committee for consideration by the Standards Committee by the Standards Committee.	None
Investigations completed by the PSOW which determined there was evidence of a breach of the Code of Conduct	None

7. Financial Implications

The budget for the Standards Committee is managed through a single budget heading for all Authority costs. Independent members of the Standards Committee are entitled to claim remuneration based on meetings and events attended. For attending meetings in this financial year, a total of £659 has been claimed. In the previous financial year 2020/2021 the committee costs were £467.

8. Conclusion

The Standards Committee recommends that the South Wales Fire and Rescue Authority notes its annual report 2021/22.

9. Useful Contacts

<p>Geraint Thomas T/ACO T/Director Corporate Services Tel: 01443 232000 Address: Business Park, Forest View, Llantrisant, Ynysmaerdy, Pontyclun CF72 8LX</p> <p>www.southwales-fire.gov.uk</p>	<p>Sarah Watkins Head of Corporate Support</p> <p>Tel: 01443 232000 Address: Business Park, Forest View, Llantrisant, Ynysmaerdy, Pontyclun CF72 8LX</p> <p>www.southwales-fire.gov.uk</p>
<p>Adjudication Panel for Wales Oak House, Cleppa Park, Celtic Springs Newport, NP10 8BD Telephone: 03000 259805 E-mail: adjudication.panel@gov.wales www.adjudicationpanel.gov.wales/contact</p>	<p>Public Services Ombudsman for Wales 1 Ffordd yr Hen Gae, Pencoed, CF35 5LJ Telephone: 0300 790 0203 Fax: (01656) 641199 E-mail: ask@ombudsman.wales www.ombudsman.wales</p>

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SOUTH WALES FIRE & RESCUE AUTHORITY

AGENDA ITEM 8.v
28 MARCH 2022

REPORT OF THE TEMPORARY DIRECTOR CORPORATE SERVICES

WORK OF THE PUBLIC SERVICE BOARDS (PSBs)

THIS REPORT IS FOR INFORMATION

REPORT APPROVED BY TEMPORARY DIRECTOR CORPORATE SERVICES

REPORT PRESENTED BY HEAD OF SERVICE PERFORMANCE AND COMMUNICATIONS

SUMMARY

South Wales Fire and Rescue Service (SWFRS) is a statutory member of the 9 Public Service Boards (PSBs) formed within its administrative area. This report highlights the work being undertaken by the PSBs and how this impacts upon the work of SWFRS.

RECOMMENDATION

That Members note the contents of this report and endorse the content of the Well-being Plans of their respective PSBs.

1. BACKGROUND

- 1.1 On the 1st April 2016, the Well-being of Future Generations (Wales) Act (WFGA) 2015 introduced statutory Public Services Boards (PSBs) across each local authority area in Wales.

PSBs work together to improve the social, economic, cultural and environmental well-being of the board's area. Statutory members of each PSB are:

- The relevant local authority
- The local health board
- The Fire and Rescue Authority
- Natural Resources Wales

In addition, PSBs consist of a range of other partners known as ‘invited participants’.

- 1.2 In line with the WFGA, each PSB was required to assess the state of well-being across their area as a whole and within their communities, in order to inform their Well-being Plan. These plans were published during April 2018 and set out a series of well-being objectives, identifying the priorities that the PSB had agreed for the area in order to contribute to achieving the seven well-being goals as set out by the Act.

2. ISSUE

- 2.1 Each of the nine PSBs set out in their plans their priorities for action over the period 2018 - 2023, in the form of Well-being Objectives. It is now three years since the individual Well-being Plans were published and each PSB has produced an annual report on progress to year ending March 2021. This report provides links to the work undertaken by the PSBs in year three of their plan and explains how this impacts upon the work of SWFRS.
- 2.2 Gwent PSB formed in 2021, replacing the five local authority PSBs for South East Wales. A single Gwent Well-being Assessment has been produced with local assessments for each area. This will inform the Gwent Well-being Plan from 2023. Well-being Plans produced by each local authority for 2018-2023 will continue to term.

3. IMPLICATIONS

3.1 Community and Environment

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

- 3.1.1 As a statutory member of PSBs for the area, SWFRS supports identification of local objectives and delivery against well-being goals.

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

3.2.1 Under Section 29 of the WFGA, SWFRS is a statutory member of each board for the area.

3.3 Resources, Assets and Delivery

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

3.3.1 Well-being plan assessments and objectives will be considered in development of local services, in particular risk reduction activity.

4. RECOMMENDATION

4.1 That Members note the contents of this report and endorse the content of the Well-being Plans of their respective PSBs.

Contact Officer:	Suzanne Absalom - Planning, Performance and Risk Manager
Appendices	
Appendix 1	PSB Well-being Plan summary for Blaenau Gwent
Appendix 2	PSB Well-being Plan summary for Bridgend
Appendix 3	PSB Well-being Plan summary for Caerphilly
Appendix 4	PSB Well-being Plan summary for Cardiff
Appendix 5	PSB Well-being Plan summary for Cwm Taff
Appendix 6	PSB Well-being Plan summary for Monmouthshire
Appendix 7	PSB Well-being Plan summary for Newport
Appendix 8	PSB Well-being Plan summary for Torfaen
Appendix 9	PSB Well-being Plan summary for Vale of Glamorgan

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Appendix 1

PSB Well-being Plan Summary for Blaenau Gwent

Main Points - Blaenau Gwent PSB has five Objectives:-

Objective 1 - Blaenau Gwent wants everyone to have the best start in life.

Objective 2 - Blaenau Gwent wants safe and friendly communities.

Objective 3 - Blaenau Gwent wants to look after and protect its natural environments.

Objective 4 - Blaenau Gwent wants to forge new pathways to prosperity.

Objective 5 - Blaenau Gwent wants to encourage people to make healthy lifestyle choices.

Impact to Community

Key Projects for Blaenau Gwent PSB are summarised below:

- Age-Friendly Communities led by Gwent Association of Voluntary Organisations, to deliver against the new Age-Friendly Action Plan.
- Foundation Economy led by Coleg Gwent, investigating the opportunities for prosperity through the Foundational Economy.
- Climate Change Mitigation led by Blaenau Gwent Council, to build on the recommendations from the Climate Assembly to develop a borough-wide decarbonisation programme.
- Sustainable Food led by Tai Calon Community Housing working together as a Sustainable Food Partnership, to tackle food insecurity and encourage local food growth.
- Early Years Integration Transformation led by Aneurin Bevan University Health Board, to expand the virtual early years' service pilot in Nantyglo and Brynmawr.
- Integrated Wellbeing Network led by Aneurin Bevan University Health Board, to implement the regional project locally in Tredegar and Brynmawr, linking in with ABUHB's Building a Healthier Gwent programme.

A new Local Well-being Partnership (LWP) group for the Blaenau Gwent We Want Well-being plan will be established to focus on local delivery of the wellbeing objectives, with any regional well-being priorities set by the Gwent PSB.

Update on PSB progress 2020-2021

[Link to Blaenau Gwent annual update report 2020-2021](#)

Third year update and impact to SWFRS

CLIMATE READY GWENT - The Gwent Strategic Well-being Action Group (GSWAG) initiated The Gwent Ready Gwent project in 2019. By working together, they aim to regionally facilitate change in the form of activities within the public around climate adaptation and collaborative decarbonisation equipping them for the changes we have ahead. The decision to take an integrated and collaborative approach to Climate Action was based on all the wild fires and flooding experienced in the local area over recent years.

The SWFRS Carbon Reduction Plan 2020-2023 sets out how the Service will continue to improve use of resources to ensure the least harm to the environment. Actions to date include:

- Conducting Service-wide engagement and communication to raise awareness and encourage ideas for carbon reduction. 26 Carbon Literacy certificates were awarded to staff following successful completion of a Carbon Literacy course facilitated by Blaenau Gwent PSB and delivered by Manchester Metropolitan University.
- Introducing electric vehicle charging points at headquarters and at six fire stations, and added electric vehicles into our fleet pool cars and vans.
- Increasing our use of video conferencing for meetings to reduce non-essential travel.
- Promoting active travel solutions throughout the Service - we sit on four active travel forums and are signed up to active travel charters in Gwent and Cardiff.
- Carrying out an initial feasibility study to reduce our water waste at our HQ by reusing water for our vehicle fleet wash facility.
- Considering ways to incorporate greener and more sustainable development opportunities into our property development processes.

Appendix 2

PSB Well-being Plan Summary for Bridgend

Main Points - Bridgend PSB has four Objectives:-

Objective 1 - Best Start in Life.

Objective 2 - Support Communities in Bridgend to be safe and cohesive.

Objective 3 - Reduce Social and Economic Inequalities.

Objective 4 - Healthy Choices in a Healthy Environment

Impact to Community

During 2020-21 1,300 additional volunteers came forward to help their communities, the 3rd highest number in Wales, with 446 Volunteers supported with training in such activities as telephone befriending, shielding and pharmacy volunteers, pen pal writing scheme and dog walking volunteers. Over 4,400 people were supported with various activities. The number of 3rd sector partners increased from 56 to 77, supporting local people through referrals.

Bridgend and Cwm Taf PSBs and the Regional Partnership Board for Cwm Taf Morgannwg completed a Community Impact Assessment:

Mental Health and Emotional Wellbeing – focus on recovery and dealing with the impact of loneliness and isolation, the longer term impact from domestic violence and on children and young people, building on the remarkable community resilience shown during the pandemic. Activities in 2020-2021 included:

- Mapping support for staff with mental health and emotional wellbeing
- 124 staff trained to recognise and address far-right extremism
- Delivering common messages for staff, citizens and service users on safe behaviours and vaccination

Vulnerability and Inequality - recognising that some groups are more affected or at risk including carers, people with dementia, BAME, people with a learning disability and young people. Activities in 2020-2021 included:

- 149 high risk victims of domestic violence supported to be safe in their own homes
- Rehousing over 200 homeless people in safe accommodation during lockdown
- Engaging 350 young people in activities to reduce anti-social behaviour

Climate Change - capturing increased interest in green space and nature, sustaining increased physical activity and working towards net zero carbon. Activities in 2020-2021 included:

- Supporting the Bridgend Urban Buzz project with Bug life to create a network of habitats for insects and bee motorways.
- Holding a tree feasibility stakeholder workshop, to identify the best sites for tree planting. Bringing partners together to support Bridgend College in their 60,000 trees project.
- Securing funding for Cwm Taf Nature Network programme to develop 20 high quality green spaces
- Green spaces survey of citizens identifying how green spaces have been used and valued during lockdowns
- Developed a resource pack for volunteers, families, individuals and community groups in using and improving green spaces
- Creating a multi-purpose wildlife survey for use by schools, community groups and families

Update on PSB progress 2020-2021

[Link to Bridgend annual update report 2020-2021](#)

Third year update and impact to SWFRS -

Bridgend Assets Sub board - SWFRS CFO is the chair of this sub group.

This board has come together under the Public Services Board to deliver elements of the wellbeing plan related to Bridgend assets.

This subgroup was set up to explore working together to maximise the benefit from Bridgend County's natural, cultural and built assets through mapping current assets and identifying joint activities to deliver the objectives in the Wellbeing Plan.

The Bridgend Community Safety Partnership (CSP)

Attended by the local Group Manager and Station Commander, the CSP involves various agencies from the public, private and voluntary sector that work together to reduce crime, disorder and fear of crime locally, in order to improve the quality of life and to create a safer living and working environment.

Following the implementation of the Wellbeing of Future Generations Act 2015, the decision was taken by Bridgend Public Services Board (PSB) to embed the activities of the Bridgend CSP into its own Well-being Assessment and planning activities and by making it a sub board of the PSB.

SWFRS is also involved in the following PSB sub groups:

1. The community assessment action group - data sub group.
2. The community impact assessment - task and finish group
3. Social prescribing and environmental Well-being

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Appendix 3

PSB Well-being Plan summary for Caerphilly

Main Points - Caerphilly PSB has four Objectives:-

Objective 1 - Positive Change – A shared commitment to cross-sectoral change.

Objective 2 - Positive Start – Giving our future generations the best start in life.

Objective 3 - Positive People – Empowering and enabling all our residents to achieve their full potential.

Objective 4 - Positive Places – Enabling our communities to be resilient and sustainable.

Impact to Community

This year's report covers the period from 1st October 2020 to 30th September 2021 as last year's report was delayed due to responding to the Covid-19 pandemic.

Safer Caerphilly partners have worked together to maintain existing projects and develop new initiatives to tackle crime and anti-social behaviour within the Caerphilly county borough area. The Police have formed a new Problem-solving Team to focus on reducing the crime and anti-social behaviour (ASB) through crime prevention and engagement within the communities. There was a successful bid for £300,000 to fund our Safer Streets project in the Rhymney area.

Following significant investment from Natural Resource Wales, Cwmcarn reopened the **Forest Drive** in June 2021, having closed in 2014 to allow for the felling of 150,000 trees affected by the disease *Phytophthora Ramorum*. The Drive incorporates seven car parks to allow visitors to take in the panoramic views of the surrounding countryside, three new adventure playgrounds for children to enjoy, together with sensory tunnels, a woodland sculpture trail and several all-ability trails.

Caerphilly Cares aims to offer residents a single point of contact, so that they will only need to explain their situation once. The team then links up with existing services, both within the Council and with partners, supporting that individual through their journey with those various services from beginning to end. The Caerphilly Cares teams' initial focus is on supporting residents in the following areas:

- Financial support – debt support, welfare benefits and maximising income
- Tackling food poverty

- Supporting individuals into employment support programmes
- Tackling isolation and loneliness
- Practical support for individuals requiring support linked to Covid-19 (such as those in receipt of buddy scheme support)
- Early intervention - such as mental health support and social prescribing
- Building on partnerships with community groups

Within the first six months of delivery, the team received more than 400 phone calls, made 300 referrals and supported over 500 residents in meeting their individual needs.

A **safeguarding hub** was created at Foxes Lane with Council, Police and Health Board staff able to access the facilities. The hub has been operational since January 2021, with Police staff already working from the building. The use is evolving and hub development is on-going, with other agencies due to participate.

Update on PSB progress 2020-2021

[Link to Caerphilly annual update 2020-2021](#)

Third year update and impact to SWFRS

SWFRS are a key partner on the Safer Caerphilly Community Safety Hub, which was created to enhance the way partners share information on a daily basis in a co-location setting. This is very much a 'people and places' approach that focuses on repeat victims, prolific offenders, and repeat callers, in addition to crime and anti-social behaviour (ASB) hotspot areas. Roll out of ASB referral training sessions, including arson alert activity and littering and deliberate fire setting, have taken place throughout the Local Authority area, to highlight the early intervention services available and how to refer ASB offenders into the system. Over the last year, Community Safety partners have worked together to maintain existing approaches and develop new initiatives to tackle crime and ASB within the Caerphilly County Borough area.

SWFRS have been proactive in promoting and developing additional support systems which actively seeks to identify and support the most vulnerable people within communities. This ensures that at times of crisis the prioritisation of resources is appropriate and proportionate to emerging needs.

The Safer Caerphilly Serious Organised Crime Group and its partners continue to work together and carry out a considerable amount of proactive work in tackling serious organised criminality, with continued good success.

Appendix 4

PSB Well-being Plan summary for Cardiff

Main Points - Cardiff PSB has seven Objectives:-

Objective 1 - A Capital City that works for Wales

Objective 2 - Cardiff Grows in a Resilient Way

Objective 3 - Safe, Confident and Empowered Communities

Objective 4 - Cardiff is a great place to grow up

Objective 5 - Supporting people out of poverty

Objective 6 - Cardiff is a great place to grow older

Objective 7 - Modernising and Integrating Our Public Services

Impact to Community

In 2020-2021, Cardiff PSB led the response to the pandemic with an unprecedented level of partnership working. The arrangements put in place helped protect the most vulnerable, ensured the continued delivery of essential services and in some cases led to the transformation of services with the adoption of new ways of working and the use of technology. Over 400 public sector staff came together to establish the city's Test, Trace, Protect Service. Hotels were repurposed to protect the homeless and those sleeping rough, with many engaging with services and starting to address the complex needs that keep them on the streets. Thousands of people volunteered to support local communities, including delivering food and medical supplies to the most vulnerable as part of the 'Together for Cardiff' initiative. Recent achievements include:-

- Children's Services played a significant role in supporting families. During the first lockdown alone, the Family Gateway took over 1,000 calls and responded to more than 300 emails. Family Help Advisers worked with over 318 families to ensure they were referred to the right service.
- 13,000 food parcels were delivered to the most vulnerable and almost 500 volunteers collected prescriptions from pharmacists and helped access online shopping delivery slots. Almost 200 data-enabled devices were offered for free to the most vulnerable in the community with support available from dedicated Digital Inclusion Officers. Befriending services, run through Age Connects and Age Cymru, have supported over 700 people, over the phone and virtually.
- A significant number of businesses have followed the example set by PSB members in becoming accredited Living Wage employers. Targets set have already been exceeded with 144 employers now accredited, and

59,425 of the city's workforce now work for a living wage employer and 7,553 employees receiving a pay rise due to accreditation.

- The Community Safety Partnership's leadership board, which reports to the PSB, is introducing new governance arrangements to take forward the Community Safety Partnership's priorities for the year ahead – Street Based Lifestyles and Complex Needs, Violence Prevention, Problem Solving pilot and Prevent/CONTEST.
- Cardiff PSB's Climate Emergency Partnership Board now includes Cardiff University and key utility companies including Wales and West Utilities, Western Power and Dwr Cymru Welsh Water. Work is underway to more clearly define the city's current carbon footprint and the impacts of current and potential climate responsive policies and projects. This will capture the current position of PSB member's carbon reduction plans and start to identify areas for collaboration.

As the PSB turns to recovery and renewal, there will be significant challenges to overcome in the pandemic's wake. This includes projected higher levels of unemployment over the next two years particularly affecting young people, increased demand on health services due to a backlog of non-Covid admissions and under reporting of hidden harms, and the need to take action in the face of climate change.

Update on PSB progress 2020-2021

[Link to Cardiff annual update report 2020-2021](#)

Third year update and impact to SWFRS

SWFRS personnel continue to support partner agencies within Cardiff and have been actively engaged in joint initiatives around tackling Anti-Social Behaviour (ASB) and Prevention of Drowning activities.

We continue to support the Welsh Ambulance Services NHS Trust (WAST) in activities including operational response. In addition WAST & SWFRS are jointly based at two locations within Cardiff, namely Roath & Ely stations.

High Rise Buildings - Our CFO continues to attend, address and explain to the PSB the ongoing issues relating to high-rise building stock in Cardiff in light of the Grenfell fire. The key emphasis was for all PSB members to understand the risk that these buildings pose and how SWFRS works with partners, building owners and contractors alike to resolve the issues.

Real Living Wage Employer - On 20th December 2021 the Fire Authority gave approval for SWFRS to begin the application process to gain accreditation to become a Real Living Wage employer.

Appendix 5

PSB Well-being Plan summary for Cwm Taf

Main Points – Cwm Taf PSB has 3 Objectives:-

Objective 1 - To promote safe, confident, strong, and thriving communities improving the well-being of residents and visitors and building on our community assets.

Objective 2 - To help people live long and healthy lives and overcome any challenges.

Objective 3 - To grow a strong local economy with sustainable transport that attracts people to live, work and play in Cwm Taff.

Objective 4 – To work in new ways to more effectively tackle loneliness and isolation

Impact to Community

Key Projects that will impact the community for Cwm Taf PSB, which covers Merthyr Tydfil and Rhondda Cynon Taf local authority areas, are:

- Tackling Loneliness and Isolation
- Improving Health Outcomes for the People of Cwm Taf
- Using Partnerships Efficiently, Partnership working and Working in Partnership with Bridgend PSB

Sharing a Chair with Bridgend PSB has allowed the support teams for each PSB to work closely and consider where areas of joint work can assist in delivering against national well-being goals and local well-being objectives.

Cwm Taf PSB was successful in applying for £25,000 **Natural Resources Wales' Strategic Allocated Funds** made available to support delivery of well-being objectives that maximised the contribution to the nature and climate change emergencies. A project called 'The Great Escape', led by Interlink RCT, provided socially distanced outdoor activities for targeted groups of people, to improve physical and mental well-being.

Three of the **Valleys Regional Park (VRP)** Discovery Gateway Sites are in Cwm Taf: Ynysangharad Park, Dare Valley Park and Cyfarthfa Park. The objectives and work of the VRP align very closely with elements of the Cwm Taf Well-being Plan so the last twelve months have seen positive discussions on how integrated approaches and working can maximise work being done to promote and improve our unique landscape and how it is used, as well the economic benefits that this can bring.

Two **Community Zone hubs** were established, Hwb Glynrhedynog in the Upper Rhondda Fach area in RCT, and Calon Las in Gurnos in Merthyr Tydfil. These hubs have continued to thrive and develop their services and facilities within those communities. Local delivery teams and neighbourhood networks support the work of the hubs, to meet local need and build resilience amongst its residents, offering wider services and facilities linked to the main hub. This model has been expanded across RCT to include a further hubs at Porth, Mountain Ash and Llantrisant. The Hubs and networks all played a significant role in the COVID-19 response effort.

The **Public Services Role in Building the Wealth of Local Communities** project applies a ‘community wealth building approach which is a people-centred...and redirects wealth back into the local economy, and places control and benefits into the hands of local people’. The purpose of the project is to pursue progressive procurement, which helps anchor institutions (such as public services) and better achieve their core priorities. It is important that we consider how we can support local jobs, businesses, and the supply chain post Covid-19.

We will be working with Bridgend PSB to produce one assessment covering Cwm Taf Morgannwg and focussing on the creation of one Public Services Board for the Cwm Taf Morgannwg region. It is intended that this will be finalised for the publication of our Well-being Assessment in May 2022. We will also work closely with the Cwm Taf Morgannwg Regional Partnership Board as they carry out their Population Needs Assessment. It is our intention to share resources, data and intelligence, incorporating ongoing plans for recovery and review of the impact of Covid-19.

Update on PSB progress 2020-2021

[Link to Cwm Taf annual update report 2020-2021](#)

Third year update and impact to SWFRS

Vaccination Centres - 100 staff volunteered to support the community vaccination centres across Cwm Taff, with some providing transport to vaccination appointments.

Food Banks – With increased use of food banks, there was an opportunity to engage with the most vulnerable individuals within our communities. The Home Safety Department made contact within all local food bank distributors within the Service area and arranged for local fire stations to deliver home safety educational material, along with a reusable cotton shopping bag. This has been a great success, ensuring the most vulnerable within our communities had access to the supplies they need, while providing home safety information and signposting to services.

Appendix 6

PSB Well-being Plan summary for Monmouthshire

Main Points - Monmouth PSB has four Objectives:-

Objective 1 - Provide children and young people with the best possible start in life.

Objective 2 - Respond to the challenges associated with demographic change.

Objective 3 - Protect and enhance the resilience of our natural environment whilst mitigating and adapting to the impact of climate change

Objective 4 - Develop opportunities for communities and businesses to be part of an economically thriving and well-connected county.

Impact to Community

A **digital transport platform** has been developed with funding from the UK Government GovTech Catalyst programme which can be tested in Monmouthshire before being scaled elsewhere in the UK. In rural areas, the lack of transport limits job opportunities and access to social activities. The platform includes a journey planner, provides access to demand responsive transport and community car schemes and a secure lift-share scheme called tag-along. The difficulties of pinpointing exact locations in rural areas has been overcome by incorporating the What3Words tool, which pinpoints precise locations.

Delays in testing has allowed additional development. For example, journeys can be limited to only those starting or ending at a healthcare location or the platform can maintain a low occupancy rate of people from different households but can allow an increased occupancy from people from the same home address. Beta testing and workshops are scheduled.

In 2020-2021, **419 new dwellings were completed**, of which 71 (17%) were affordable dwellings. This was done within the existing Local Development Plan (LDP) framework. Other developments include applications for additional innovative housing projects in Caldicot and Chepstow, building on the success of the award-winning MHA schemes in Caldicot and Abergavenny last year. Permission has been granted by Planning Committee for 24 older peoples bungalows in Llanfoist. Work is progressing well on Phase 1 of the Rockfield Farm site in Undy, which has commenced on 130 homes in Caldicot (45 affordable) and 106 homes at Grove Farm, Llanfoist (37 affordable).

Valuable **Natural Flood Management (NFM) work** has been carried out in Kingswood, Monmouth to identify measures that can be carried out in 2021/22 and pave the way for a wider programme of work across the whole county.

The **Food Development Action Plan** was approved as part of version three of the Social Justice Strategy in March 2021. Activity is continuing to progress opportunities to increase the availability of sustainable and locally sourced food to supply tourism and businesses in the region:

Update on PSB progress 2020-2021

[Link to Monmouthshire annual update report 2020-2021](#)

Third year update and impact to SWFRS

SWFRS, with wider PSB partners, has continued to work with young people through various initiatives and programmes, to align under the objective **to give young people the best possible start in life.**

Although restrictions during the pandemic severely disrupted programmes focussing on children and young people, we developed innovative forms of delivery including online virtual talks and **socially distanced events** outdoors. Where ways were found to deliver programmes safely, e.g. by using alternative venues, lessons have been learnt so that we have new options for the future.

For 2021/22 face to face activity has recommenced, visiting schools for talks with Key Stage 1 and 2 pupils and attending assemblies, often in partnership with other agencies such as the Police, although virtual sessions are also an option. Operation Bang (initiative in October/November focussed on Fireworks and Bonfires) aims to address how young people view and respect the environment and use outdoor spaces safely and respectfully.

The **Phoenix Project** is a five-day intervention program using fire service-related activity with young people (aged 11 to 25) and working with Pupil Referral Units, Probation Services and Alternative Education Providers. Issues range from low self-esteem and lack of confidence to anti-social behaviour and fire-related issues. The project aims to promote positive behaviours, building confidence and helping young people to understand what the fire service does and how it engages with its wider community to keep people safe and well. Participants can also achieve an Aged Qualification

Crimes and Consequences Project involves Firefighter for a Day or individual one-hour workshops providing education aimed at reducing likelihood of involvement in starting deliberate fires and fire related anti-social or offending behaviour. The project works with Pupil Referral Units, Probation Services, Alternative Education Providers, etc.

The main focus of the **Fire Cadet Scheme** is to enhance key citizenship skills and build confidence whilst developing transferable, practical skills for future training or employment. This is a 2-year programme where cadets can achieve a nationally recognised BTEC Level 2 Award in Fire and Rescue Services in the Community. Cadets can apply to stay on for a 3rd year as part of our Fire Cadet

Ambassador Programme. The scheme actively encourages use of the natural environment with camping and outdoor events. The scheme was on hold during the pandemic but restarted in September 2021 at Abergavenny station with a new cohort of cadets.

The **Fire Setting Intervention Scheme** offers services to children, young people and their families and any agency that might be involved where there is concern about a child or young person with fire setting behaviour. There are three levels of intervention: Home Visit, the Safe Programme and the Fire Safe Programme.

SWFRS Volunteer Scheme provides individuals with the opportunity to make a valuable contribution to the safety and security of their community and also provides SWFRS with additional skills, knowledge and resources. This will link into the Community Support Networks across the county and the step in the well-being plan: *“Promoting active citizenship through volunteering, time-banking, person to person skill swap and corporate social responsibility”*

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Appendix 7

PSB Well-being Plan summary for Newport

Main Points – Newport PSB has four Objectives:-

Objective 1 - Everyone feels good about living, working, visiting, and investing in our unique city

Objective 2 - Everyone has the skills and opportunities they need to develop, prosper, and contribute to a thriving, sustainable city

Objective 3 - Everyone belongs to resilient, friendly, connected communities and feels confident and empowered to improve their well-being

Objective 4 - Newport has healthy, safe, and resilient environments with an integrated sustainable travel network

Impact to Community

The PSB ratified revised rewording of its well-being objectives at their meeting in March 2021, as detailed above.

The PSB Board also agreed a revised set of values / pledges as follows:

• Ambitious • Serious about working in partnership • Firmly focused on people and their stories • Focused on integrated well-being objectives;

Consultation took place on replacing the Newport Centre sports and leisure facility with a **new health and well-being centre** on the riverbank in the city centre and creating a **new campus for Coleg Gwent** on the Newport Centre site. The consultation period ran from 17 December 2020 to 29 January 2021, with 1,022 responses received. 94% indicated that they would like to see new leisure and well-being facilities in Newport and 85% indicated that they supported the reuse of the Newport Centre for the provision of a college campus. The positive consultation response has encouraged the Council and partners to develop proposals further. Preparation of a full planning application has begun for the leisure and well-being centre with swimming pools, fitness suite and studios, on site bike storage and active travel connectivity, a cafe, roof garden and enhanced accessibility for all users.

Discovering Digital Careers – Virtual Event for Schools

Newport students were given the opportunity to explore a career in the digital sector - and it was all done online. Students in year nine and above were invited to find out about the range of digital careers available to them on their doorstep and the skills and qualifications they need to be successful in them.

Ffilm Cymru and One Newport project; promoting careers in the film and TV industry to under-represented groups.

A Safety and Anti-Social Behaviour (ASB) Data Dashboard has been created through partnership work between Newport City Council, Gwent Police, SWFRS, Natural Resources Wales and Fly Tipping Action Wales. Its use includes overlay of fly tipping, deliberate fires, and crime data with greenspace to aid understanding, and collaboratively focus efforts and find solutions to make greenspaces safe and accessible for all.

The PSB has developed a **Gwent Healthy Travel Charter** with the other four PSBs across Gwent. The Charter was launched in November 2020 and 23 organisations are now signed up to the initiative, committed to supporting and encouraging staff to travel in a sustainable way, both to and from work and during the day. The Charter promotes walking, cycling, agile working and the use of public transport and ultra-low emission vehicles.

Ultra Low Emission Bus scheme and Newport Bus now have 15 ULEV buses in operation (Ultra low emission vehicle is the term used to describe any vehicle that emits less than 75g of CO₂ per km from the tailpipe).

The **Local Nature Partnership (LNP) Cymru Project** is in its third year, aiming to build a nature recovery network to help reverse the decline in biodiversity.

As an officially accredited **Bee Friendly City**, Newport City Council continue to strive to increase and enhance habitat for pollinators all throughout the authority area, with 55 pollinator sites across the city.

Update on PSB progress 2020-2021

[Link to Newport annual update report 2020-2021](#)

Third year update and impact to SWFRS –

Access to Green Spaces - SWFRS has supported residents in Newport to increase their access to all green spaces, including studying the barriers to gaining access for certain diverse groups in our society, eg, socioeconomic factors, ethnic, religious and other beliefs around safety and cleanliness, disability, age and gender.

SWFRS continues to assist Natural Resources Wales (NRW) and other agencies with the **River Usk Trackway project**, to plan and develop a portable launch system under George St bridge to enable a safe and efficient way of launching rescue boats to save life, in the event of persons in the river Usk. Joint training has been carried out, working with South Wales and Gwent Police negotiators to ensure a “joined up” approach for vulnerable members of the public who may find themselves in the river Usk.

Unoccupied and vulnerable buildings group - SWFRS identifies and shares information regarding vulnerable buildings within the Newport area, working

with Newport City Council (NCC) and Newport City Homes to identify and secure vacant and vulnerable properties at risk from fire.

Road to nowhere group assisted in the removal of fly tipped waste, reducing the risk of deliberate fire setting on land sites which had become targets for illegal waste, resulting in increased ASB and deliberate fires, supporting the Green and Safer Newport agenda. Sites have been cleaned and security improved with a commitment from NCC for CCTV to remain where possible.

The **ASB Operational Group's role** is to identify ASB related concerns and take responsibility for targeted operations in response to acknowledged seasonal peaks in anti-social behaviour. Operation Bang involvement has year on year reduced the number of calls and attacks on police and fire crews and ASB around Halloween and bonfire night. We worked with our PSB partners to use diversionary activities and joint patrols which took place across the city to support ASB reduction.

There is also a **Problem Solving Group (PSG)** chaired by the ASB Liaison Officer (NCC) which tasks partner agencies to resolve ASB issues across the city and a **Local Action Group (LAG)** which addresses issues with input from local residents and community stakeholders, meeting at Community Hubs across the City.

Other activities are as follows:-

- Fire Service workshops with Newport Youth Academy, Aspirations Newport, ITEC Newport, Coleg Gwent, Lliswerry and Llanwern Aspire
- Fireworks workshop with Positive Futures Newport Live
- Engaging with children at Youth Justice Football Tournament and engagement and intervention session at Llanwern High School.
- Targeted crimes and consequences risk reduction activities at local schools in areas of high level of deliberate fires in the Maindee; Ring land and Alway areas of the city.
- Car Cruise ASB Group – which aims to understand the ASB issues experienced in Newport relating to gatherings of drivers, vehicles and passengers. Generally 'car cruising' issues have seen a reduction across the city recently, however the group closely monitors the situation and SWFRS's Road Traffic Collision reduction team are available to support initiatives as required.
- Providing parking and support for the Mass Vaccination campaign in the Christchurch centre behind Malpas fire station.

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Appendix 8

PSB Well-being Plan summary for Torfaen

Main Points – Torfaen PSB has seven Objectives:-

Objective 1 - Develop a functional, connected network of natural areas that support the current and future well-being needs of local populations.

Objective 2 - Develop adaptation and mitigation responses to the impacts of climate change.

Objective 3 - Provide children and young people with the best possible start in life.

Objective 4 - Create safe, confident communities and promote community cohesion.

Objective 5 - Prevent or limit the impact of chronic health conditions through supporting healthy lifestyles and enabling people to age well.

Objective 6 - Tackle the inter-generational patterns of poverty and develop economic resilience.

Objective 7 - Improve local skills through work-force planning, training, apprenticeships, and volunteering opportunities.

Impact to Community

The effect of the pandemic has deepened inequality in our communities and this has the potential to impact upon just about every aspect of well-being, emphasising the importance of the PSB's objectives. Examples of the achievements of the PSB during 2020/21 include:

- The agreed commitment to increasing work placements for young people ages 16-24 through apprenticeships, Annual Report 2020/21 Page 4 of 50
- Traineeships, volunteering opportunities and by taking part in the new UK Government Kick Start Scheme.
- Working together to tackle climate change, a second Carbon Positive Workshop for officers from across the public bodies in Gwent was held. Key staff undertook Carbon Literacy Training and as part of a collaborative project between 5 local authorities, installation of electric vehicle charging points across 7 public car-parks in Torfaen was completed.
- Local Authority colleagues developed an Economy and Skills Strategy to provide focus for public and private investment across Torfaen. The strategy offered a close alignment to objectives within the Well-being Plan and provided a vision for the Torfaen Economy.

- The impact that CV-19 has had upon mental health has been acknowledged by the board and partners have committed their continued support to the Integrated Wellbeing Networks work programme. Part of the work programme has focussed specifically on mental health, aiming to raise awareness of resources to enable individuals to actively look after their mental wellbeing.
- Despite the challenges of the year it has been noted that partners have been able to mobilise incredibly quickly and achieved outcomes during much shorter time frames, an example of this can be seen through each partner organisation being able to offer extensive home working for their staff.
- We continue to involve more people in our work. Although the pandemic has made public engagement more challenging, we have utilised digital options as much as possible. Our Youth Council has continued to meet via an online platform and our youth representatives have continued to attend PSB meetings online. Members of our Youth Council helped to contribute to Welsh Governments “CV-19 and Me” report and fed back about this experience at PSB.
- Integrated Wellbeing Networks have continued to operate across Gwent and have been a key support function during the pandemic by providing support and sign posting through a range of digital platforms.
- The Community Safety Hub has also continued to operate via a regular online meeting.

Update on PSB progress 2020-2021

[Link to Torfaen annual update report 2020-2021](#)

Third year update and impact to SWFRS

South Wales Fire & Rescue Service continues to work closely with a range of partnership groups.

As a result of several grass fires over the last few months, Gwent Police has worked closely with SWFRS to ensure that we have an appropriate tactical plan when dealing with reports of Arson. This is now implemented and contains relevant operational activity to include partnership working, interventions and education. SWFRS continued through lockdown to react to deliberate fire setting, using the Fire Crime team to investigate causes and trends. As lockdown eases, the Fire Crime Team will move into a proactive role engaging with youth and community groups where deliberate fire setting exists. Attendance at partnership meetings is vital to gain information and help identify areas of deliberate fires where the Fire Service have not attended.

SWFRS Fire Crime Team will work closely with local police and PCSOs to undertake patrols to help reduce deliberate fire setting and continue to engage with local landowners to discuss the management of grass and scrubland, and assist with the removal of fly tipping.

The Crime Team will engage with local landowners to assist with the management of areas where deliberate fires are set. This will reduce the risk of fires effecting a larger area and forestry.

A Roboflail scrub cutter has been purchased By Torfaen, to assist South Wales Fire and Rescue Service to cut firebreaks.

SWFRS will continue to support the Young Fire Fighter group within Torfaen at Cwmbran Fire Station. This group will proactively identify suitable young people by engaging with schools and youth groups.

SWFRS will work closely with partnership groups within Torfaen to identify ways in which the Fire Service can offer support to the partners to improve the health and well-being of the residents of the greater Torfaen and targeted areas.

Gwent Police work closely with the Community Partnership Team and agencies within the partnership hub. A number of proactive initiatives will be commence over the coming months focussing on the night-time economy working alongside Trading Standards and Licensing officers, Environmental officers and SWFRS.

This partnership work has already commenced and has been successful where information has been shared, resulting in joint visits at licensed premises as a result of lockdown easing.

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Appendix 9

PSB Well-being Plan summary for The Vale of Glamorgan

Main Points – The Vale PSB has four Objectives:-

Objective 1 - To enable people to get involved, participate in their local communities and shape local services.

Objective 2 - To reduce poverty and tackle inequalities linked to deprivation.

Objective 3 - To give children the best start in life.

Objective 4 - To protect, enhance and value our environment.

Impact to Community

We have agreed a Climate Emergency Charter, supported and encouraged volunteering, and promoted the importance of physical activity, and how exercise and the environment all contribute to our overall well-being. We have also worked together to ensure people are safe and feel safe. We continued to engage with local organisations and communities and plan for the future. We have considered the work undertaken by the Children's Commissioner on the effects of COVID on children and young people and discussed with the Older Peoples Commissioner how we can achieve an Age Friendly Vale.

Achievements in 2020/21 included:

The **Move More, Eat Well Plan** launched on 27th July 2020. Collaboration between the Vale Healthy Living Team and Flying Start settings took place to support families to remain active throughout lockdown with virtual approaches. This included the ongoing provision of support and guidance for educational settings through the Vale Healthy Schools Scheme, Healthy and Sustainable Pre School Scheme and the GOLD Snack Award delivered locally by Public Health Dietitians.

The **PSB Climate Emergency Charter** has been developed as a coordinated response to tackle the climate emergency, structured around three key themes: leading by example, taking positive action, and reducing our impact. The Charter will focus more specific work in each organisation, in keeping with the PSB Staff Healthy Travel Charter. Examples of work being undertaken include a Plastics Reduction Strategy by Cardiff and Vale College, installation of EV charging points by a number of partners, carbon literacy training, tree planting and sourcing energy from renewable sources.

The PSB remains committed to the **Time Banking** project by encouraging people to volunteer and gain the benefits associated with it. As a result the project's focus has been expanded with particular emphasis on engaging with: those from deprived areas, those who have not traditionally volunteered, new volunteers who enjoyed volunteering during the pandemic and people who

volunteered pre COVID who may need support and encouragement to restart. A Digital Engagement and Volunteering Officer secondment post designed to expand the time banking scheme and increase the opportunities for Vale residents to get involved and earn time credits for volunteering was appointed in June 2021.

Despite continuing challenges because of Covid-19, partners have continued to work together to share methods of good practice and innovative ideas to **engage with local communities** as much as possible, assisting in the promotion of consultation and engagement opportunities such as:

- The Project Zero Challenge Plan consultation online survey completed by 132 respondents
- The Glamorgan Voluntary Services survey completed by 147 respondents on their experience of volunteering during Covid-19
- The 'Our Police, Our Community' consultation survey completed by 122 residents. The top five local concerns highlighted by residents were:
 - 1) speeding and dangerous driving
 - 2) drugs and substance misuse
 - 3) burglary and theft
 - 4) alcohol related crime
 - 5) public disorder and violence

Update on PSB progress 2020-2021

[Link to Vale of Glamorgan annual update report 2020-2021](#)

Third year update and impact to SWFRS

SWFRS is a key player across the four wellbeing objectives and contribute in several sub groups. The main involvement has been in objective one, whereby we have adopted the National Principles for Public Engagement in Wales.

As a longer-term plan, SWFRS aims to produce an engagement toolkit for partners across the PSB to support a more integrated approach to engagement activities, placing the community at the centre. Working with one of our most deprived communities, the aim is to develop a co-produced project. Developing understanding and knowledge about local communities and more people to get involved in their community is key.

SWFRS is also involved in the following PSB subgroups:

1. The Safer Vale Strategic Board
2. The Vale Healthy Travel Charter Working Group
3. The Asset Management and Climate Emergency Sub Group



Gwasanaeth Tân ac Achub
De Cymru
South Wales
Fire and Rescue Service

AGENDA & COMMITTEE CALENDAR 2022-2023

	Annual General Meeting (AGM)		Local Pension Board Agenda
	Fire and Rescue Authority Agenda		Local Pension Board Meeting
	Fire and Rescue Authority Meeting		Finance, Audit and Performance Management Committee Agenda
	HR & Equalities Committee Agenda		Finance, Audit and Performance Management Committee Meeting
	HR & Equalities Committee Meeting		Finance, Asset & Performance management Scrutiny group
	Standards Committee		Presentation Evening * Approximate Dates* TBC
			Carol Service * Approximate Dates*

	June 2022					July 2022					August 2022						
Mon	-	6	13	20	27	-	-	4	11	18	25	-	1	8	15	22	29
Tues	-	7	14	21	28	-	-	5	12	19	26	-	2	9	16	23	30
Wed	1	8	15	22	29	-	-	6	13	20	27	-	3	10	17	24	31
Thurs	2	9	16	23	30	-	-	7	14	21	28	-	4	11	18	25	-
Fri	3	10	17	24	-	-	1	8	15	22	29	-	5	12	19	26	-
Sat	4	11	18	25	-	-	2	9	16	23	30	-	6	13	20	27	-
Sun	5	12	19	26	-	-	3	10	17	24	31	-	7	14	21	28	-
	September 2022					October 2022					November 2022						
Mon	-	5	12	19	26	-	-	3	10	17	24	31	-	7	14	21	28
Tues	-	6	13	20	27	-	-	4	11	18	25	-	1	8	15	22	29
Wed	-	7	14	21	28	-	-	5	12	19	26	-	2	9	16	23	30
Thurs	1	8	15	22	29	-	-	6	13	20	27	-	3	10	17	24	-
Fri	2	9	16	23	30	-	-	7	14	21	28	-	4	11	18	25	-
Sat	3	10	17	24	-	-	1	8	15	22	29	-	5	12	19	26	-
Sun	4	11	18	25	-	-	2	9	16	23	30	-	6	13	20	27	-
	December 2022					January 2023					February 2023						
Mon	-	5	12	19	26	-	-	2	9	16	23	30	-	6	13	20	27
Tues	-	6	13	20	27	-	-	3	10	17	24	31	-	7	14	21	28
Wed	-	7	14	21	28	-	-	4	11	18	25	-	1	8	15	22	-
Thurs	1	8	15	22	29	-	-	5	12	19	26	-	2	9	16	23	-
Fri	2	9	16	23	30	-	-	6	13	20	27	-	3	10	17	24	-
Sat	3	10	17	24	31	-	-	7	14	21	28	-	4	11	18	25	-
Sun	4	11	18	25	-	-	1	8	15	22	29	-	5	12	19	26	-
	March 2023					April 2023					May 2023						
Mon	-	6	13	20	27	-	-	3	10	17	24	-	1	8	15	22	29
Tues	-	7	14	21	28	-	-	4	11	18	25	-	2	9	16	23	30
Wed	1	8	15	22	29	-	-	5	12	19	26	-	3	10	17	24	31
Thurs	2	9	16	23	30	-	-	6	13	20	27	-	4	11	18	25	-
Fri	3	10	17	24	31	-	-	7	14	21	28	-	5	12	19	26	-
Sat	4	11	18	25	-	-	1	8	15	22	29	-	6	13	20	27	-
Sun	5	12	19	26	-	-	2	9	16	23	30	-	7	14	21	28	-

Bank Holiday

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Gwasanaeth Tân ac Achub
De Cymru
South Wales
Fire and Rescue Service

AGENDA & PWYLLGOR CALENDR 2022-2023

	Cyfarfod Cyffredinol Blynnyddol (CCB)
	Agenda Awdurdod Tân ac Achub
	Cyfarfod Awdurdod Tân ac Achub
	Agenda AD a Chydraddoldeb
	Cyfarfod AD & Chydraddoldeb
	Pwyllgor Safonau

	Agenda Bwrdd Pensiynau Lleol
	Pwyllgor Bwrdd Pensiynau Lleol
	Agenda Pwyllgor Ariannu, Archwilio a Rheoli Perfformiad
	Cyfarfod Pwyllgor Ariannu, Archwilio a Rheoli Perfformiad
	Grŵp Craffu Cyllid, Asesedau a Rheoli Perfformiad
	Noson Wobrwyo *Dyddiadau bras*
	Gwasanaeth Carolau *Dyddiadau bras*

	MEHEFIN 2022						GORFFENNAF 2022						AWST 2022					
Dydd Llun	-	6	13	20	27	-	-	4	11	18	25	-	1	8	15	22	29	-
Dydd Mawrth	-	7	14	21	28	-	-	5	12	19	26	-	2	9	16	23	30	-
Dydd Mercher	1	8	15	22	29	-	-	6	13	20	27	-	3	10	17	24	31	-
Dydd Iau	2	9	16	23	30	-	-	7	14	21	28	-	4	11	18	25	-	-
Dydd Gwener	3	10	17	24	-	-	1	8	15	22	29	-	5	12	19	26	-	-
Dydd Sadwrn	4	11	18	25	-	-	2	9	16	23	30	-	6	13	20	27	-	-
Dydd Sul	5	12	19	26	-	-	3	10	17	24	31	-	7	14	21	28	-	-
	MEDI 2022						HYDREF 2022						TACHWEDD 2022					
Dydd Llun	-	5	12	19	26	-	-	3	10	17	24	31	-	7	14	21	28	-
Dydd Mawrth	-	6	13	20	27	-	-	4	11	18	25	-	1	8	15	22	29	-
Dydd Mercher	-	7	14	21	28	-	-	5	12	19	26	-	2	9	16	23	30	-
Dydd Iau	1	8	15	22	29	-	-	6	13	20	27	-	3	10	17	24	-	-
Dydd Gwener	2	9	16	23	30	-	-	7	14	21	28	-	4	11	18	25	-	-
Dydd Sadwrn	3	10	17	24	-	-	1	8	15	22	29	-	5	12	19	26	-	-
Dydd Sul	4	11	18	25	-	-	2	9	16	23	30	-	6	13	20	27	-	-
	RHAGFYR 2022						IONAWR 2023						CHWEFROR 2023					
Dydd Llun	-	5	12	19	26	-	-	2	9	16	23	30	-	6	13	20	27	-
Dydd Mawrth	-	6	13	20	27	-	-	3	10	17	24	31	-	7	14	21	28	-
Dydd Mercher	-	7	14	21	28	-	-	4	11	18	25	-	1	8	15	22	-	-
Dydd Iau	1	8	15	22	29	-	-	5	12	19	26	-	2	9	16	23	-	-
Dydd Gwener	2	9	16	23	30	-	-	6	13	20	27	-	3	10	17	24	-	-
Dydd Sadwrn	3	10	17	24	31	-	-	7	14	21	28	-	4	11	18	25	-	-
Dydd Sul	4	11	18	25	-	-	1	8	15	22	29	-	5	12	19	26	-	-
	MAWRTH 2023						EBRILL 2023						MAI 2023					
Dydd Llun	-	6	13	20	27	-	-	3	10	17	24	-	1	8	15	22	29	-
Dydd Mawrth	-	7	14	21	28	-	-	4	11	18	25	-	2	9	16	23	30	-
Dydd Mercher	1	8	15	22	29	-	-	5	12	19	26	-	3	10	17	24	31	-
Dydd Iau	2	9	16	23	30	-	-	6	13	20	27	-	4	11	18	25	-	-
Dydd Gwener	3	10	17	24	31	-	-	7	14	21	28	-	5	12	19	26	-	-
Dydd Sadwrn	4	11	18	25	-	-	1	8	15	22	29	-	6	13	20	27	-	-
Dydd Sul	5	12	19	26	-	-	2	9	16	23	30	-	7	14	21	28	-	-

THIS REPORT IS NOT EXEMPT AND IN THE PUBLIC DOMAIN**SOUTH WALES FIRE & RESCUE AUTHORITY**AGENDA ITEM NO 8.vii
28 MARCH 2022

REPORT OF TEMPORARY DIRECTOR CORPORATE SERVICES

MEMBER ATTENDANCE 2021/2022**THIS REPORT IS FOR INFORMATION**

REPORT APPROVED BY TEMPORARY DIRECTOR CORPORATE SERVICES

REPORTED PRESENTED BY TEMPORARY DIRECTOR CORPORATE
SERVICES - GERAINT THOMAS**SUMMARY**

This report provides Members with a summary of member attendance for the 2021/2022 Municipal year.

RECOMMENDATIONS

That Members note the contents of the report.

1. BACKGROUND

- 1.1 Attached at appendix 1 to this report is a summary of member attendance at Fire and Rescue Authority meetings for the Municipal year 2021/2022.
- 1.2 Members will note that despite the continuing Covid situation, all Fire and Rescue Authority meetings have been held on time as scheduled via the virtual Star leaf platform. As a consequence, Member attendance has been maintained at a good level. It is hoped that the new flexibilities on meeting attendance being introduced by the new Local Government and Elections (Wales) Act continues to facilitate improved attendance by Members going forward.
- 1.3 Members will also note from the Independent Remuneration Panel report that Fire and Rescue Authority Members are required to undertake a minimum of 22 days' time commitment to the Fire and Rescue Authority a year.

2. RECOMMENDATION

- 2.1 That Members note the contents of the report.

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

Appendices	
Appendix 1	Summary of Member Attendance 2021/2022

Members Overall Attendance 2021/2022

APPENDIX 1

R	Required
P	Present
A	Apologises given
Ab	Absent/No Apologises given
Cld	Cancelled

CHANGES FOR 2021/2022

Councillor S Ebrahim resigned as of 30/11/2021

Councillor D De'Ath commenced as of 20/12/2021

	Members	Fire Authority Attendance 2021/2022					FAPM Committee Attendance 2021/2022					HR & Equalities Committee Attendance 2021/2022					FA & PM Scrutiny Group Attendance 2021/2022					LPB Committee Attendance 2021/2022									
		R	P	A	Ab	Cld	Totals	R	P	A	Ab	Cld	Totals	R	P	A	Ab	Cld	Totals	R	P	A	Ab	Cld	Totals	R	P	A	Ab	Cld	Totals
1	Cllr Tudor D Davies	4	3	1	0	0	4	1	1	0	0	0	1	1	1	0	0	0	4												
2	Cllr Steven Bradwick	4	4	0	0	0	4							1	1	0	0	0	4							3	3	0	0	0	3
3	Cllr Dilwar Ali	4	2	1	1	0	4							4	4	0	0	0	4	3	1	2	0	0	3						
4	Cllr Joel Williams	4	4	0	0	0	4													3	2	1	0	0	3						
5	Cllr Dan Naughton	4	4	0	0	0	4							4	4	0	0	0	4	3	3	0	0	0	3						
6	Cllr Ashley Lister	4	1	0	3	0	4							4	1	0	3	0	4	3	2	1	0	0	3						
7	Cllr Saeed Ebrahim	2	1	0	1	0	2	2	1	0	1	0	2																		
8	Cllr Rod Shaw	4	4	0	0	0	4							4	2	2	0	0	4	3	3	0	0	0	3						
9	Cllr David White	4	3	1	0	0	4	4	3	0	1	0	4	1	0	1	0	0	4							3	2	0	1	0	3
10	Cllr Susan Morgans	4	4	0	0	0	4	4	4	0	0	0	4							3	3	0	0	0	3						
11	Cllr Mark Spencer	4	3	1	0	0	4	4	4	0	0	0	4							3	1	0	2	0	3						
12	Cllr Herbie Thomas	4	2	2	0	0	4							4	4	0	0	0	4	3	3	0	0	0	3						
13	Cllr Glynne Holmes	4	4	0	0	0	4							4	4	0	0	0	4	3	3	0	0	0	3						
14	Cllr Aufron Roberts	4	4	0	0	0	4							4	4	0	0	0	4												
15	Cllr Steven Evans	4	4	0	0	0	4	4	4	0	0	0	4	4	4	0	0	0	4												
16	Cllr Val Smith	4	4	0	0	0	4	4	4	0	0	0	4	1	1	0	0	0	4	3	2	1	0	0	3	3	3	0	0	0	3
17	Cllr Louise Brown	4	3	1	0	0	4													3	3	0	0	0	3	3	3	0	0	0	3
18	Cllr Colin Elsbury	4	1	3	0	0	4							4	2	2	0	0	4												
19	Cllr Adrian Hussey	4	4	0	0	0	4	4	3	1	0	0	4	4	3	1	0	0	4	3	3	0	0	0	3						
20	Cllr Pamela Drake	4	4	0	0	0	4	4	4	0	0	0	4	4	3	1	0	0	4												
21	Cllr Hunter Jarvie	4	4	0	0	0	4							4	4	0	0	0	4	3	2	1	0	0	3						
22	Cllr Wayne Hodgins	4	1	2	1	0	4	4	1	2	1	0	4	4	0	0	4	0	4												
23	Cllr Malcolm Colbran	4	2	1	1	0	4	4	4	0	0	0	4	4	4	0	0	0	4												
24	Cllr Sue Malson	4	2	1	1	0	4							4	2	2	0	0	3	3	3	0	0	0	3						
25	Cllr Daniel De'Ath	2	2	0	0	0	2	1	0	1	0	1	0																		

Annual General Meeting Attendance 2021/2022

R	Required
P	Present
A	Apologises given
Ab	Absent/No Apologises given
Clld	Cancelled

CHANGES FOR 2021/2022

Councillor S Ebrahim resigned as of 30/11/2021

Councillor D De'Ath commenced as of 20/12/2021

HELD ON STARLEAF

	Members	AGM Attendance Monday 14 June 2021		AGM Attendance Overall Totals					
		R	P	R	P	A	Ab	Clld	Totals
1	Cllr Tudor D Davies	Yes	P	1	1	0	0	0	1
2	Cllr Steven Bradwick	Yes	P	1	1	0	0	0	1
3	Cllr Dilwar Ali	Yes	P	1	1	0	0	0	1
4	Cllr Joel Williams	Yes	P	1	1	0	0	0	1
5	Cllr Dan Naughton	Yes	P	1	1	0	0	0	1
6	Cllr Ashley Lister	Yes	P	1	1	0	0	0	1
7	Cllr Saeed Ebrahim	Yes	P	1	1	0	0	0	1
8	Cllr Rod Shaw	Yes	P	1	1	0	0	0	1
9	Cllr David White	Yes	P	1	1	0	0	0	1
10	Cllr Susan Morgans	Yes	P	1	1	0	0	0	1
11	Cllr Mark Spencer	Yes	A	1	0	1	0	0	1
12	Cllr Herbie Thomas	Yes	P	1	1	0	0	0	1
13	Cllr Glynne Holmes	Yes	P	1	1	0	0	0	1
14	Cllr Aurfron Roberts	Yes	P	1	1	0	0	0	1
15	Cllr Steven Evans	Yes	P	1	1	0	0	0	1
16	Cllr Val Smith	Yes	P	1	1	0	0	0	1
17	Cllr Louise Brown	Yes	P	1	1	0	0	0	1
18	Cllr Colin Elsbury	Yes	P	1	1	0	0	0	1
19	Cllr Adrian Hussey	Yes	P	1	1	0	0	0	1
20	Cllr Pamela Drake	Yes	P	1	1	0	0	0	1
21	Cllr Hunter Jarvie	Yes	P	1	1	0	0	0	1
22	Cllr Wayne Hodgins	Yes	P	1	1	0	0	0	1
23	Cllr Malcolm Colbran	Yes	P	1	1	0	0	0	1
24	Cllr Sue Malson	Yes	P	1	1	0	0	0	1
25	Cllr Daniel De'Ath			0	0	0	0	0	0

Fire Authority Attendance 2021/2022

R	Required
P	Present
A	Apologies given
Ab	Absent/No Apologies given
Cld	Cancelled

CHANGES FOR 2021/2022

Councillor S Ebrahim resigned as of 30/11/2021

Councillor D De'Ath commenced as of 20/12/2021

	Members	HELD ON STARLEAF Fire Authority Attendance 19-Jul-21		HELD ON STARLEAF Fire Authority Attendance 27-Sep-21		HELD ON STARLEAF Fire Authority Attendance 20-Dec-21		HELD ON STARLEAF Fire Authority Attendance 14-Feb-22		HELD ON STARLEAF Fire Authority Attendance 28-Mar-22		Fire Authority Attendance Overall Totals					
		R	P	R	P	R	P	R	P	R	P	R	P	A	Ab	Cld	Total
		1	Cllr Tudor D Davies	Yes	P	Yes	P	Yes	P	Yes	A			4	3	1	0
2	Cllr Steven Bradwick	Yes	P	Yes	P	Yes	P	Yes	P			4	4	0	0	0	5
3	Cllr Dilwar Ali	Yes	P	Yes	P	Yes	A	Yes	Ab			4	2	1	1	0	5
4	Cllr Joel Williams	Yes	P	Yes	P	Yes	P	Yes	P			4	4	0	0	0	5
5	Cllr Dan Naughton	Yes	P	Yes	P	Yes	P	Yes	P			4	4	0	0	0	5
6	Cllr Ashley Lister	Yes	Ab	Yes	Ab	Yes	Ab	Yes	P			4	1	0	3	0	5
7	Cllr Saeed Ebrahim	Yes	Ab	Yes	P							2	1	0	1	0	2
8	Cllr Rod Shaw	Yes	P	Yes	P	Yes	P	Yes	P			4	4	0	0	0	5
9	Cllr David White	Yes	P	Yes	P	Yes	P	Yes	A			4	3	1	0	0	5
10	Cllr Susan Morgans	Yes	P	Yes	P	Yes	P	Yes	P			4	4	0	0	0	5
11	Cllr Mark Spencer	Yes	P	Yes	P	Yes	A	Yes	P			4	3	1	0	0	5
12	Cllr Herbie Thomas	Yes	A	Yes	P	Yes	A	Yes	P			4	2	2	0	0	5
13	Cllr Glynne Holmes	Yes	P	Yes	P	Yes	P	Yes	P			4	4	0	0	0	5
14	Cllr Aurfron Roberts	Yes	P	Yes	P	Yes	P	Yes	P			4	4	0	0	0	5
15	Cllr Steven Evans	Yes	P	Yes	P	Yes	P	Yes	P			4	4	0	0	0	5
16	Cllr Val Smith	Yes	P	Yes	P	Yes	P	Yes	P			4	4	0	0	0	5
17	Cllr Louise Brown	Yes	P	Yes	A	Yes	P	Yes	P			4	3	1	0	0	5
18	Cllr Colin Elsbury	Yes	A	Yes	P	Yes	A	Yes	A			4	1	3	0	0	5
19	Cllr Adrian Hussey	Yes	P	Yes	P	Yes	P	Yes	P			4	4	0	0	0	5
20	Cllr Pamela Drake	Yes	P	Yes	P	Yes	P	Yes	P			4	4	0	0	0	5
21	Cllr Hunter Jarvie	Yes	P	Yes	P	Yes	P	Yes	P			4	4	0	0	0	5
22	Cllr Wayne Hodgins	Yes	Ab	Yes	A	Yes	A	Yes	P			4	1	2	1	0	5
23	Cllr Malcolm Colbran	Yes	P	Yes	Ab	Yes	A	Yes	P			4	2	1	1	0	5
24	Cllr Sue Malson	Yes	P	Yes	Ab	Yes	A	Yes	P			4	2	1	1	0	5
25	Cllr Daniel De'Ath					Yes	P	Yes	P			2	2	0	0	0	3

Please note the meeting on Monday 28 March 2022 is yet to take place

FAPM Attendance 2021/2022

R	Required
P	Present
A	Apologies given
Ab	Absent/No Apologies given
Cld	Cancelled

CHANGES FOR 2021/2022

Councillor Saeed Ebrahim resigned as of 30/11/2021

Councillor Daniel De'Ath commenced as of 20/12/2021

Members	HELD ON STARLEAF FAPM Attendance 26-Jul-21		HELD ON STARLEAF FAPM Attendance 20-Sep-21		HELD ON STARLEAF FAPM Attendance 13-Dec-21		HELD ON STARLEAF FAPM Attendance 07-Mar-22		HELD ON STARLEAF FAPM Attendance 11-Apr-22		FAPM Committee Attendance Overall Totals					
	R	P	R	P	R	P	R	P	R	P	R	P	A	Ab	Cld	Totals
	1 Cllr Tudor D Davies	Yes	P	No		No		No				1	1	0	0	0
2 Cllr Saeed Ebrahim	Yes	P	Yes	Ab							2	1	0	1	0	5
3 Cllr David White	Yes	P	Yes	P	Yes	Ab	Yes	P			4	3	0	1	0	5
4 Cllr Susan Morgans	Yes	P	Yes	P	Yes	P	Yes	P			4	4	0	0	0	5
5 Cllr Mark Spencer	Yes	P	Yes	P	Yes	P	Yes	P			4	4	0	0	0	5
6 Cllr Steven Evans	Yes	P	Yes	P	Yes	P	Yes	P			4	4	0	0	0	5
7 Cllr Val Smith	Yes	P	Yes	P	Yes	P	Yes	P			4	4	0	0	0	5
8 Cllr Adrian Hussey	Yes	P	Yes	P	Yes	P	Yes	A			4	3	1	0	0	5
9 Cllr Pamela Drake	Yes	P	Yes	P	Yes	P	Yes	P			4	4	0	0	0	5
10 Cllr Wayne Hodgins	Yes	A	Yes	P	Yes	A	Yes	Ab			4	1	2	1	0	5
11 Cllr Malcolm Colbran	Yes	P	Yes	P	Yes	P	Yes	P			4	4	0	0	0	5
12 Cllr Daniel De'Ath							Yes	A			1	0	1	0	0	5

Please note meeting on Monday 11 April 2022, is yet to take place

Please note the following:

Councillor Tudor Davies was not required to attend meetings of the FAPM Committee, however attended on Monday 26 July 2021

HR and Equalities Committee Attendance 2021/2022

R	Required
P	Present
A	Apologies given
Ab	Absent/No Apologies given
Cld	Cancelled

CHANGES FOR 2021/2022

Councillor S Ebrahim resigned as of 30/11/2021

Councillor D De'Ath commenced as of 20/12/2021

Members	HELD ON STARLEAF HR&E Committee Attendance 05-Jul-21		HELD ON STARLEAF HR&E Committee Attendance 01-Nov-21		HELD ON STARLEAF HR&E Committee Attendance 24-Jan-22		HELD ON STARLEAF HR&E Committee Attendance 28-Feb-22		HR&E Committee Attendance Overall Totals					
	R	P	R	P	R	P	R	P	R	P	A	Ab	Cld	Totals
	1 Cllr Tudor D Davies	Yes	P	No		No		No		1	1	0	0	0
2 Cllr Steven Bradwick	Yes	P	No		No		No		1	1	0	0	0	4
3 Cllr Dilwar Ali	Yes	P	Yes	P	Yes	P	Yes	P	4	4	0	0	0	4
4 Cllr Dan Naughton	Yes	P	Yes	P	Yes	P	Yes	P	4	4	0	0	0	4
5 Cllr Ashley Lister	Yes	P	Yes	Ab	Yes	Ab	Yes	Ab	4	1	0	3	0	4
6 Cllr Rod Shaw	Yes	P	Yes	A	Yes	P	Yes	A	4	2	2	0	0	4
7 Cllr David White	Yes	A	No		No		No		1	0	1	0	0	4
8 Cllr Herbie Thomas	Yes	P	Yes	P	Yes	P	Yes	P	4	4	0	0	0	4
9 Cllr Glynne Holmes	Yes	P	Yes	P	Yes	P	Yes	P	4	4	0	0	0	4
10 Cllr Aufron Roberts	Yes	P	Yes	P	Yes	P	Yes	P	4	4	0	0	0	4
11 Cllr Steven Evans	Yes	P	Yes	P	Yes	P	Yes	P	4	4	0	0	0	4
12 Cllr Val Smith	Yes	P	No		No		No		1	1	0	0	0	4
13 Cllr Colin Elsbury	Yes	A	Yes	P	Yes	A	Yes	P	4	2	2	0	0	4
14 Cllr Adrian Hussey	Yes	P	Yes	A	Yes	P	Yes	P	4	3	1	0	0	4
15 Cllr Pamela Drake	Yes	P	Yes	P	Yes	P	Yes	A	4	3	1	0	0	4
16 Cllr Hunter Jarvie	Yes	P	Yes	P	Yes	P	Yes	P	4	4	0	0	0	4
17 Cllr Wayne Hodgins	Yes	Ab	Yes	Ab	Yes	Ab	Yes	Ab	4	0	0	4	0	4
18 Cllr Malcolm Colbran	Yes	P	Yes	P	Yes	P	Yes	P	4	4	0	0	0	4
19 Cllr Sue Malson	Yes	P	Yes	A	Yes	P	Yes	A	4	2	2	0	0	4

Please note the following:

Councillor Tudor Davies was not required to attend meetings of the HR and Equalities Committee, however attended on Monday 5 July 2021.

Councillor Steven Bradwick was not required to attend meetings of the HR and Equalities Committee, however attended on Monday 5 July 2021

Councillor David White was not required to attend meetings of the HR and Equalities Committee, however attended on Monday 5 July 2021

Councillor Val Smith was not required to attend meetings of the HR and Equalities Committee, however attended on Monday 5 July 2021

FA & PM Scrutiny Group Attendance 2021/2022

R	Required
P	Present
A	Apologies given
Ab	Absent/No Apologies given
Cld	Cancelled

Members	HELD ON STARLEAF FA&PM SG Attendance 11-Oct-21		HELD ON STARLEAF FA&PM SG Attendance 06-Dec-21		HELD ON STARLEAF FA&PM SG Attendance 07-Feb-22		HELD ON STARLEAF FA&PM SG Attendance 04-Apr-22		FA&PM Scrutiny Group Attendance Overall Totals					
	R	P	R	P	R	P	R	P	R	P	A	Ab	Cld	Totals
	1 Cllr Dilwar Ali	Yes	A	Yes	A	Yes	P			3	1	2	0	0
2 Cllr Joel Williams	Yes	P	Yes	A	Yes	P			3	2	1	0	0	4
3 Cllr Dan Naughton	Yes	P	Yes	P	Yes	P			3	3	0	0	0	4
4 Cllr Ashley Lister	Yes	P	Yes	P	Yes	Ab			3	2	0	1	0	4
5 Cllr Rod Shaw	Yes	P	Yes	P	Yes	P			3	3	0	0	0	4
6 Cllr Susan Morgans	Yes	P	Yes	P	Yes	P			3	3	0	0	0	4
7 Cllr Mark Spencer	Yes	P	Yes	Ab	Yes	Ab			3	1	0	2	0	4
8 Cllr Herbie Thomas	Yes	P	Yes	P	Yes	P			3	3	0	0	0	4
9 Cllr Glynne Holmes	Yes	P	Yes	P	Yes	P			3	3	0	0	0	4
10 Cllr Val Smith	Yes	P	Yes	A	Yes	P			3	2	1	0	0	4
11 Cllr Louise Brown	Yes	P	Yes	P	Yes	P			3	3	0	0	0	4
12 Cllr Adrian Hussey	Yes	P	Yes	P	Yes	P			3	3	0	0	0	4
13 Cllr Hunter Jarvie	Yes	A	Yes	P	Yes	P			3	2	1	0	0	4
14 Cllr Sue Malson	Yes	P	Yes	P	Yes	P			3	3	0	0	0	4

Please note meeting on Monday 4 April 2022, is yet to take place

Local Pension Board Committee Attendance 2021/2022

R	Required
P	Present
A	Apologies given
Ab	Absent/No Apologies given
Cld	Cancelled

Members	HELD ON STARLEAF LPB Committee Attendance 28-Jun-21		HELD ON STARLEAF LPB Committee Attendance 18-Oct-21		HELD ON STARLEAF LPB Committee Attendance 31-Jan-22		LPB Committee Attendance Overall Totals					
	R	P	R	P	R	P	R	P	A	Ab	Cld	Totals
1 Cllr Steven Bradwick	Yes	P	Yes	P	Yes	P	3	3	0	0	0	3
2 Cllr David White	Yes	Ab	Yes	P	Yes	P	3	2	0	1	0	3
3 Cllr Val Smith	Yes	P	Yes	P	Yes	P	3	3	0	0	0	3
4 Cllr Louise Brown	Yes	P	Yes	P	Yes	P	3	3	0	0	0	3

Standards Committee Attendance 2021/2022

R	Required
P	Present
A	Apologies given
Ab	Absent/No Apologies given
Clld	Cancelled

Members	HELD ON STARLEAF Standards Committee Attendance Training Day 08-Sep-21		HELD ON STARLEAF Standards Committee Attendance 07-Feb-22		Standards Committee Attendance Overall Totals					
	R	P	R	P	R	P	A	Ab	Clld	Totals
1 Cllr Joel Williams	Yes	P	Yes	P	2	2	0	0	0	2
2 Cllr Aufron Roberts	Yes	A	Yes	P	2	1	1	0	0	2
3 Cllr Glynne Holmes	Yes	P	Yes	A	2	1	1	0	0	2
4 Mr Geoffrey Hughes	Yes	P	Yes	P	2	2	0	0	0	2
5 Dr Mark Kerby	Yes	A	Yes	P	2	1	1	0	0	2
6 Mr Ronald Joseph Alexander	Yes	P	Yes	P	2	2	0	0	0	2
7 Mr Simon Barnes	Yes	A	Yes	P	2	1	1	0	0	2
8 Mr David Fussell	Yes	A	Yes	A	2	0	2	0	0	2

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**FORWARD WORK PROGRAMME FOR
FIRE & RESCUE AUTHORITY 2021/22**

Expected Date of Report	Report Name	Purpose of Piece of Work	Lead Director/ Contact Officer	Progress
19 July 2021	Carbon Reduction Plan	To seek Members' observations and approval on the proposed plan and associated actions.	DCO Contact Officer: Geraint Thomas	Completed
19 July 2021	Strategic Risk	To advise Members of the Strategic Risks of the organisation and how these are being treated, managed or reduced.	DCO Contact Officer: Sarah Watkins	Completed
19 July 2021	End of year Health Check on Performance and Strategic Objectives 2020/21	To advise Members of end of year performance against agreed targets and to advise Members of the end of year health check position in securing the achievement of the Strategic Objectives.	DCO Contact Officer: Sarah Watkins	Completed
19 July 2021	Welsh Language Standards	To update Members on compliance against the Welsh Language Standards.	ACO PS Contact Officer: Alison Reed	Completed
19 July 2021	Report on Proposed Priority Actions 2022/23	To advise Members of the proposed Priority Actions 2022/23 and to seek authority to enter into public consultation on these.	DCO Contact Officer: Sarah Watkins	Completed

Expected Date of Report	Report Name	Purpose of Piece of Work	Lead Director/ Contact Officer	Progress
19 July 2021	Job Evaluation	To agree the Job Evaluation outcomes for the Service.	ACO PS Contact Officer: Gill Goss	Completed
19 July 2021	Firefighter Pensions Update	To advise Members of the current position regarding Firefighter Pensions.	ACO PS Contact Officer: Alison Reed	Completed
27 Sept 2021	Health & Safety Annual Report 2020/21	To advise Members of Health & Safety performance of the organisation.	ACFO TS Contact Officer: Richie Prendergast	Completed
27 Sept 2021	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 2022/23 Budget Setting Strategy.	Treasurer Contact Officer: Chris Barton	Completed
27 Sept 2021	Budget Strategy 2022/23	To obtain clarification upon the political steer for the Budget Strategy for 2022/23 budget setting process.	Treasurer Contact Officer: Chris Barton	Completed
27 Sept 2021	Treasury Management Outturn 2020/21	To advise Members of the year end treasury management position.	Treasurer Contact Officer: Chris Barton & Geraint Thomas	Completed

Expected Date of Report	Report Name	Purpose of Piece of Work	Lead Director/ Contact Officer	Progress
20 Dec 2021	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.	T/ACO CS Contact Officer: Sarah Watkins	Completed
20 Dec 2021	Treasury Management Mid Term Report 2021/22	To advise Members of the mid-year position in relation to our treasury management.	Treasurer Contact Officer: Lisa Mullan	Completed
20 Dec 2021	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.	T/ACO CS Contact Officer: Geraint Thomas	Completed
14 Dec 2021	Grenfell Tower Inquiry Thematic Review	To provide Members with an update on the Service's consideration of the Review report	CFO Contact Officer: Huw Jakeway	Completed
14 Feb 2022	Estimated Revenue & Capital Budget determination for 2022/23	To consider consultation responses and to set the recommended budget determination for consideration by the Fire Authority.	Treasurer Contact Officer: Lisa Mullan	Completed
14 Feb 2022	SPI Target Setting 2022/23	To set the targets for the following financial year.	ACFO SD Contact Officer: Sarah Watkins	Completed

Expected Date of Report	Report Name	Purpose of Piece of Work	Lead Director/ Contact Officer	Progress
14 Feb 2022	Report on Responses to the Consultation of the draft rolling Strategic Plan and Priority Actions 2022/23	To advise Members of consultation responses and seek approval for a final version of the rolling Strategic Plan.	T/ACO CS Contact Officer: Sarah Watkins	Completed
14 Feb 2022	Pay Policy Statement 2020/21	To consider the Authority's Pay Policy Statement in compliance with the Localism Act 2011 and associated guidance.	ACO PS Contact Officer: Alison Reed	Completed
28 March 2022	Gender Pay Gap Statement	To update Members on the analysis of the gender pay gap across the Service.	ACO PS Contact Officer: Alison Reed	On agenda
28 March 2022	Proposed New Terms of Reference for the Scrutiny Group	To present to Members the recommended Terms of Reference for the Scrutiny Group following further consideration by the HR & Equalities Committee and the FAPM Committee.	T/ACO CS Contact Officer: Geraint Thomas	On agenda
28 March 2022	Audit Wales Annual Audit Summary 2021	To advise Members of the content of the Audit Wales Annual Audit Summary for 2021	T/ACO CS Contact Officer: Geraint Thomas	On agenda
28 March 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.	T/ACO CS Contact Officer: Sarah Watkins	Deferred to the first meeting of the 2022/23 municipal year

Expected Date of Report	Report Name	Purpose of Piece of Work	Lead Director/ Contact Officer	Progress
28 March 2022	Annual Report of the work of the HR & Equalities Committee during 2021/22	To advise Members of the work of the Committee.	ACO PS Contact Officer: Alison Reed	On agenda
28 March 2022	Annual Report of the Work of the Local Pensions Board 2021/22	To advise Members of the work of the Board.	ACO PS Contact Officer: Alison Reed	On agenda
28 March 2022	Annual Report of the Work of the PSB's	To update Members on the work of each of the PSB's and how this impacts upon the work of SWFRS.	T/ACO CS Contact Officer: Sarah Watkins	On agenda
28 March 2022	Treasury Management Strategy 2022/23	To secure Members' approval to the adoption of the Treasury Management Strategy 2022/23.	Treasurer Contact Officer: Lisa Mullan	On agenda
28 March 2022	Fire Authority & Committee Meeting Dates for 2022/23	To present Members with proposed dates of Authority & Committee meetings for 2022/23.	T/ACO CS Contact Officer: Geraint Thomas	On agenda
28 March 2022	Strategic Equality Plan	To provide Members with the current Strategic Equality Plan.	ACO PS Contact Officer: Andrew Jones	On agenda

Expected Date of Report	Report Name	Purpose of Piece of Work	Lead Director/ Contact Officer	Progress
28 March 2022	Review of Firefighter Pension Schemes	To provide Members with an update on the current position of the Firefighter Pension Schemes.	ACO PS Contact Officer: Alison Reed	On agenda
28 March 2022	Member Attendance	To review Member attendance 2021/22.	T/ACO CS Contact Officer: Geraint Thomas	On agenda

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

Chris Barton – Treasurer
Geraint Thomas – T/ACO Corporate Services
Lisa Mullan – T/Head of Finance & Procurement
Sarah Watkins – Head of Corporate Services
Andrew Jones – Head of Human Resources

AGENDA ITEM NO 9

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

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1.	Apologies for Absence	
2.	Roll Call	
3.	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.	
4.	Chairperson's Announcements	
5.	To receive the minutes of;	
	• Fire & Rescue Authority Meeting held on 14 February 2022	5
	• HR and Equalities Committee held on 1 November 2021	15
	• Finance Audit & Performance Management Committee held on 13 December 2021	19
	• HR and Equalities Committee held on 24 January 2022	25
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9.	To consider any items of business that the Chairperson deems urgent (Part 1 or 2)	245