

## **SOUTH YORKSHIRE FIRE AND RESCUE AUTHORITY**

**8 APRIL 2019**

PRESENT: Councillor C Lamb (Chair)  
Councillor A Atkin (Vice-Chair)  
Councillors: R Taylor, C Ross, T Hussain, S Ayris,  
M Clements, T Damms, P Haith, C Hogarth, C Ransome,  
J Satur and Dr A Billings

CFO J Courtney, QFSM, DCFO A Johnson, T/ACO T Carlin,  
S Booth and D Nichols  
(South Yorkshire Fire & Rescue Service)

D Terris, A Frosdick, N Copley, M McCarthy, L Noble and  
M McCoole  
(Barnsley MBC)

M Buttery  
(Office of the South Yorkshire Police and Crime Commissioner)

Apologies for absence were received from A Brown and  
M Potter

### **1 APOLOGIES**

Apologies for absence were noted as above.

### **2 ANNOUNCEMENTS**

On behalf of the Authority, Councillor Lamb offered his thanks and best wishes to Councillor Clements, who had made the decision not to stand at the next local Government elections. During his period of appointment, Councillor Clements had made a significant contribution to the work of the Authority which without doubt had made a difference to the safety of the people in Barnsley and South Yorkshire. He wished Councillor Clements a long and happy retirement.

Councillor Lamb congratulated Diana Terris, Clerk to the Authority and Chief Executive to BMBC, who had made the decision to retire at the end of May 2019. She had provided the Authority with sound advice over a number of years into how the Authority conducted its business. He thanked Diana and wished her well in her retirement.

### **3 URGENT ITEMS**

None.

**4      ITEMS TO BE CONSIDERED IN THE ABSENCE OF THE PUBLIC AND PRESS**

Councillor Ross expressed concern that the report at Item 20 entitled 'Financial Costs of the Close Proximity Crewing Legal Cases' would be taken within the restricted section of the meeting. He sought justification as to why the report would not be taken as part of the open section of the meeting, as it referred to where the public money would be spent.

A Frosdick stated that it was a matter for the Authority to determine whether the report would be taken in the absence of the public and press. The law requires that the author must anticipate whether the report contained information that Members may wish to exclude from the public and press. Given that this was a live and ongoing matter with the courts in relation to the quantum of the costs from the judicial review, he considered it a prudent precaution to start on the presumption that Members may wish to take the item within the private section of the meeting.

Councillor Lamb agreed that due to unresolved matters which were subject to further negotiations, it would be prejudicial to those discussions if the matter was discussed before the public and press. He gave clear reassurance to Authority Members and members of the public, that as soon as the figures were known, they would be made public through the reports submitted to the Authority.

RESOLVED – That agenda Item 20 'Financial Costs of the Close Proximity Crewing Legal Cases' to be considered in the absence of the public and press.

**5      DECLARATIONS OF INTEREST BY INDIVIDUAL MEMBERS IN RELATION TO ANY ITEM OF BUSINESS ON THE AGENDA**

None.

**6      REPORTS BY MEMBERS**

Councillor Taylor referred to the LGA Annual Fire Conference and Exhibition 2019 which he had attended with Councillors Haith, Damms, CFO Courtney, T/ACO Carlin and L Noble at the Hilton Brighton Metropole Hotel on 12 – 13 March 2019. He considered that the conference had contained little governance, but that it had painted an accurate reflection of the current position of the fire and rescue services nationally. He referred to a recent fire fatality that had occurred within his Ward area, and he offered his deepest condolences to the individual and his family. He highlighted the great debt that was owed to all of the emergency services for the work undertaken in protecting members of the public, and added how skilful, professional and dedicated the SYFR firefighters are.

Councillor Atkin urged Members to attend the joint RMBC and SCC Prince's Trust Graduation Ceremony at the Magna Science Adventure Centre, Rotherham on Thursday 11 April 2019 at 1.45pm. A tour of the Magna exhibition would commence prior to the graduation ceremony at 1.00 pm.

Councillor Atkin had recently attended a number of station visits with CFO Courtney and DCFO Johnson. He expressed his thanks to the firefighters that had greeted him and had been interested in listening to their comments during those visits.

Councillor Lamb echoed Councillor Atkin's sentiments following the fire station visits, where Members had been warmly welcomed by all SYFR staff. He commended the staff for the open and helpful conversations on a whole range of issues that had ensued during financially difficult times.

**7     RECEIPT OF PETITIONS**

None.

**8     TO RECEIVE ANY QUESTIONS OR COMMUNICATIONS FROM THE PUBLIC, OR COMMUNICATIONS SUBMITTED BY THE CHAIR OR THE CLERK AND TO PASS SUCH RESOLUTIONS THEREON AS THE STANDING ORDERS PERMIT AND AS MAY BE DEEMED EXPEDIENT**

None.

**9     MINUTES OF THE AUTHORITY MEETING HELD ON 11 FEBRUARY 2019**

Councillor Ayris was pleased to observe that the minutes were more comprehensive than on previous occasions.

Councillor Taylor referred to his question raised at the last meeting regarding the temporary facilities at Barnsley whilst the fire station was being demolished and rebuilt. He sought clarification, as he had been informed at the last meeting that the cost would be outside of the budgeted amount for the project, although the minutes stated that the additional cost for the temporary facility had been incorporated within the overall budget of the project.

S Booth reported that the Barnsley Fire Station project was currently at stage 2 of the design process, which was an estimated cost within the £4m cost envelope that had been approved by Members. Once the plans for the training facilities had been finalised, it would be fully determined whether it would fit within that cost envelope.

RESOLVED – That the minutes of the meeting held on 11 February 2019 be signed by the Chair as a correct record.

**10    CLOSURE OF TRADING COMPANY**

A report of the Chief Executive and Clerk and Treasurer was submitted confirming that SYFR Safety Solutions UK Ltd had been successfully struck off of the Companies House Register, together with a statement regarding the closing finances for the sake of transparency.

Members noted that notice had been given to the Companies House in February 2019 of the intention to strike off the company. No objections had been received, and the matter was going through the necessary administrative strike off process.

Councillor Ayris queried whether Members could be provided with a list of the individual fees and charges that related to the closure of the trading company. A Frosdick commented that the details would be provided to Members outside of the meeting.

Councillor Ransome queried whether the Authority or trading company had dealt with any severance payments. A Frosdick commented that this would have been the responsibility of the trading company as part of the overall closure costs. Officers would ascertain whether the severance payments had formed part of the closure costs, and would inform Members of the position.

RESOLVED – That Members noted the report.

11 THE PROCUREMENT SERVICE - A SIX MONTHLY UPDATE

A report of the Chief Fire Officer and Chief Executive was submitted as the first report in a series of reports, to update Members on the procurement activity within SYFR since the Procurement Service had received a positive value for money conclusion from SYFR's external auditors, and Members had released it from bi-monthly reporting into them.

D Nichols provided Members with a presentation which provided a six monthly update of the work undertaken within the SYFR's Procurement Service.

Councillor Clements gave thanks for the extremely comprehensive report. He queried within the Contract Standing Orders at paragraphs 9.2 and 14.1, the reason as to why the wording had been amended from 'must' to 'should'.

Members noted that the wording had been amended because the work had been undertaken with colleagues who had vast information and experience of working within their specialist area i.e. ICT, who could make a Director Award from a framework which did not necessarily require a procurement framework.

Councillor Atkin declared a non-pecuniary interest as he was a Director of Yorkshire Purchasing Organisation (YPO) through RMBC, and he attended YPO meetings on behalf of the Authority who was an Associate Member. The YPO dividend for the year was currently awaited. The Authority, as an Associate Member, would receive a small bonus together with RMBC, BMBC and DMBC who were full members. He referred to the Small, Medium Enterprise (SME) which he hoped SYFR would utilise instead of the larger companies to undertake the smaller sized jobs.

Councillor Ross referred to the consolidation of hard facilities management requirements to just one contractor, J Tomlinson Limited. He queried whether this would leave SYFR open if the contractor charged higher prices for many minor jobs, or whether it was on a fixed price contract basis.

D Nichols referred to the two elements of the contract with J Tomlinson Limited. The first element was the pre-planned monthly maintenance which was on a fixed cost basis, to which assessment management had been undertaken. The Property Services Team would monitor the work to ensure that it had been undertaken to the specified requirements. The second element was a schedule of rates, which had been market tested, to which the work would be valued against those schedule of rates.

S Booth added that J Tomlinson Limited were permitted to undertake any responsive repairs to the SYFR estate under the value of £350. They would need to provide the Property Services Team with a quotation, if it was anticipated that the work would be above the value of £350.

Councillor Ross queried whether Members' approval was sought today in relation to the number of purchases highlighted within the technical services procurement. He also queried whether exceptions to the waivers of Contract Standing Orders should be reported back at some point.

Members were referred to the Fire Authority meeting held on 11 February 2019, where they had approved the purchase of specific items of operational equipment as part of the budget setting process of the Capital Investment Programme. Since that meeting, the Operational Team had identified the potential need for the replacement of additional equipment which was being discussed further at the Equipment Working Groups, to identify the business need, with a scope of works to be brought forward to determine whether this could be afforded through the revenue budget or through the Capital Investment, which would be a Member approval decision. Waivers of the Contract Standing Orders were not reported to the Authority, although this could be undertaken if requested. BMBC's Internal Audit reviewed the waivers issued together with the justification. S Booth commented that an appendix of the waivers issued during the next 6 month period would be included within the next six monthly update report to the Authority.

Councillor Lamb suggested that the replacement of equipment and notification of the waivers issued would be best placed to be reported to the Audit and Governance Committee.

Councillor Ayris referred to the last Audit and Governance Committee meeting where it had been identified that BMBC's Internal Audit Team no longer provided services to the Combined Authority or the South Yorkshire Passenger Transport Executive. He queried why BMBC's Support Services Contract Standing Orders did not apply to this Authority.

A Frosdick commented that this referred to BMBC's contract with the Authority to deliver services that were operating as a public body. BMBC would follow its own procedures rather than the Authority's procedures. It was a matter for the Authority to determine which strategy it wished to follow in relation to that contract.

The services provided to the Authority from BMBC were subject to robust procedures and processes, to guarantee that best value for money was achieved.

Councillor Ayris suggested that the Executive Summary, within the Procurement Strategy and Policy 2018 – 2021, should state that the Corporate Advisory Group did not have any decision making powers in relation to the document. He also suggested that the Authority should be presented with the details of the savings realised from the smarter working under the new Procurement Strategy.

Councillor Lamb added that the Corporate Advisory Group provided Members with an opportunity to deep dive into the detail of the Procurement Strategy and Policy, to enable Members to offer reassurance to the people of South Yorkshire that the money had been properly and wisely spent.

S Booth referred Members to Appendix C of the report which identified the procurement activity and savings for 2018/19; this would continue to be included within future reports to the Authority.

Councillor Satur queried the work to be undertaken and the costings in relation to the Close Proximity Crewing Stations.

Members noted the former Close Proximity Crewing sites being Tankersley, Askern, Edlington and Low Edges Fire Stations; the work largely related to refurbishing works. Condition surveys had been undertaken previously across the SYFR estate, which had projected the business needs over the next 10 – 15 years on each of those stations. The plan of work was largely standardised across Edlington, Askern and Tankersley Fire Stations to include the replacement of windows, boilers, kitchen facilities and soft furnishings etc. at an estimated cost of £800k - £900k per station. At Low Edges Fire Station, works would be undertaken around health and safety and welfare, at an approximate estimated cost of £250k.

Councillor Ransome gave thanks for the comprehensive report. She suggested that the Authority should go out to tender in relation to the BMBC Service Level Agreement (SLA).

A Frosdick stated that a report would shortly be presented to the Authority on the whole SLA. The Authority had entered into a contract with BMBC, which was legally compliant, and would continue until a decision was made otherwise.

Councillor Hussain referred to the disposal of assets that realised a value of £100k or more that must be reported to the Authority. He queried why this did not apply to the disposal of assets of less than £100k.

S Booth commented that this rule had always been applied within the financial regulations. The disposal of assets of less than £100k would be reported to the Treasurer of the Authority to obtain his counter signature.

Councillor Hogarth queried what assets SYFR had other than land and buildings which had a value of over £100k. It was noted that SYFR's fire appliances were valued between £250k - £500k. The fire appliances were kept in excess of 10 years, which could suggest a resale value of less than £100k.

Councillor Haith thanked D Nichols for the report presented and the hard work that had been undertaken to reach this stage, which she hoped would continue.

Dr Billings queried the consequences around the procurement issues if the UK left the European Union.

D Nichols stated that South Yorkshire Police was a member of the Regional Procurement Group; a number of former ex-YPO colleagues now worked for South Yorkshire Police. He added that if the UK did leave the European Union, that the Public Contract Regulations 2015 would still need to be followed, as within UK law. There would be a new advertising portal for the Contracts Finder, which would replace the Official Journal of the European Union; all other regulations would apply.

Councillor Lamb thanked everyone for their contributions and answers provided, together with D Nichols for the report presented.

RESOLVED – That Members:-

- i) Noted the contents of the report and endorsed the positive work of the Procurement Services team.
- ii) Approved the amended Contract Standing Orders.
- iii) Approved the revised Procurement Strategy document.

12 DRAFT PERFORMANCE MANAGEMENT FRAMEWORK AND TARGETS FOR 2019/20

A report of the Chief Fire Officer and Chief Executive/Clerk to the Fire and Rescue Authority was submitted to present the draft performance management framework and targets for 2019/20.

Members noted that this was the first time that the procedure had been streamlined into a combined report. The report had set the targets earlier than in previous years, and any revisions to the targets would be highlighted within the Quarter 1 Performance Report. The targets had been set using statistical data, which had been supplemented by the consideration of a number of other factors i.e. current economic climate, reductions in available resources, internal/external factors e.g. seasonal variances, opinions, experience and judgement of Senior Officers, objectives set out within the departmental business plans and the HMICFRS inspection.

DCFO Johnson stated that LPI 2.8 'Percentage of time that there were five firefighters available on station to ride the first available pump (Wholetime only)' would be deleted, depending on the outcome of the IRMP report.

Councillor Hogarth queried when the information would be available in relation to LPI 2.8.

DCFO Johnson commented that the new RMS system was now operational. The IT department was currently working on the report process which would enable information to be extracted easier, quicker and more accurately in comparison to the SYSTEL system. It was envisaged that the information would be available in June/July 2019.

Councillor Haith queried the reason why a number of new performance measures had been included in the draft Corporate Performance Framework 2019/20.

Members were referred to the new systems which had been introduced following the appointment of the new Head of HR and Occupational Health Manager. The new systems included monitoring the level of sickness absence, and the number of firefighters in date for medical checks, which would push the ownership down to the lowest level to enable each department to have responsibility for what they were supposed to be delivering.

Councillor Ransome queried the new measures in place to monitor sickness absence.

DCFO Johnson stated that shifts lost to sickness absence had been broken down into all causes i.e. short term sickness absence up to 28 days, long term sickness absence over 28 days, muscular skeletal, mental health and caused by injury on duty. These measures enabled the Head of HR to ensure that Occupational Health were dealing with individuals in an appropriate way, to provide them with the best care, to enable them to return to work.

Councillor Ayris considered that this report and the Draft Integrated Risk Management Plan report were linked. He queried whether there would be an opportunity for the Authority to come back to this report, once clarity had been ascertained on the Draft Integrated Risk Management Plan report.

DCFO Johnson stated that any feedback would be received and any changes to the indicators would be made, if required.

RESOLVED – That Members:-

- i) Endorsed the contents of the report.
- ii) Scrutinised and commented on the information presented in the report.
- iii) Noted that some of the lower level performance measures had been taken off the dashboard and would be monitored at a lower level.
- iv) Noted the change in procedure for reporting on the targets.

## 13 DRAFT INTEGRATED RISK MANAGEMENT PLAN

A report of the Chief Fire Officer and Chief Executive was submitted which presented Members with the draft Integrated Risk Management Plan (IRMP), which sought to explain how SYFR intended to provide the service to local people within the resources available to us.



CFO Courtney referred to the request made by Members in summer 2018, for SYFR to develop a new IRMP as a direct consequence of the South Yorkshire Fire Brigades Union's (FBU) successful challenge of the entirely voluntary Close Proximity Crewing system (CPC).

The CPC system which had protected an immediate response to the public from four fire stations in South Yorkshire, whilst generating savings to date of circa £5.5m, did not conform with working time directive requirements without a local collective agreement.

The CPC system continued to be successfully employed at numerous other fire and rescue services, without local trade union challenge. Cashable efficiency savings of approximately £1.4m per annum were generated from CPC.

This IRMP sought to identify how SYFR could continue to provide a credible service to South Yorkshire, within a reducing budget, without the opportunity for those savings. The Government's announcement had significantly increased the financial challenge that SYFR would have to bear the burden of an identified 15% deficit in public sector pension schemes from April 2020. SYFR considered that the proposal for four person crewing in South Yorkshire to be the only option now available, in order to protect a 24 hour 7 day immediate response from all of those fire stations where it had traditionally been provided. The only viable alternative that SYFR was aware of, would be to reduce the availability at a number of fire stations to day staffing, night time retained, which would delay the night time response. Given that SYFR was already very lean in terms of the extent of its operational assets, it was not considered to be a credible alternative. There was not an opportunity for no changes to be made, and that it would be irresponsible for SYFR not to develop plans that would enable spend to be kept within available funding whilst continuing to express concerns about the considerable impact of cuts imposed by the Government upon SYFR.

CFO Courtney reassured Members that four person crewing was a well established approach, which had been introduced at 17 other fire and rescue services as the norm. All fire and rescue services would ride with four person crewing when circumstances dictated. National and local operational guidance related to deployment at an incident with smaller crews, and breathing apparatus (BA) guidance which set out the procedures for committing BA wearers with limited resources. During the busier holiday periods, SYFR would inevitably ride with four person crewing, and almost exclusively during August. During the last 2 years, SYFR had ridden with four person crews on approximately 34% of occasions. In addition, although SYFR did not necessarily agree that it required more than 8 personnel to deal with the more frequent types of incidents, a third appliance would be mobilised to supplement the numbers available, and would consider the additional technology available to facilitate the various activities undertaken at operational incidents.

CFO Courtney reiterated that SYFR would prefer not to have to develop these proposals, but the removal of CPC and the Home Office position on the pensions deficit dictated that the savings be found. SYFR sought Member approval to commence consultation with stakeholders on this IRMP and the proposals therein.

Councillor Satur proposed a slight amendment to Recommendation A of the report to state that Members 'noted' rather than approved the contents of the draft Integrated Risk Management Plan.

Councillor Ross queried how the procedures could be modified to enable members of the public to receive a response that they expected from SYFR when the first fire pump appliance arrived at an incident, and that the procedures were in place to enable a four person crew to operate in a safe manner. He had liaised with a number of firefighters individually, who had expressed their concern at moving from a five crew to a four crew. He sought reassurance that the first fire pump appliance to arrive at an incident would not have to wait for the second fire pump appliance arrive, in the event of an incident where an immediate response was required. He also queried whether the first fire pump appliance could engage safely at an incident without putting the crew in danger.

CFO Courtney stated that during his 29 years' service within the fire and rescue services, he had obviously ridden fire appliances as a BA wearer and as a crew of four. He had been the driver of a fire appliance of a crew of four and he had been the officer in charge of a crew of four on a fire appliance. He did not consider that there was anything wrong with the existing procedures. Technology had greatly improved since that time. A crew of four would have to undertake the same amount of work as a crew of five, but each would have to contribute a little bit more, with some of the onus being on the OIC and the fire appliance driver, as the BA wearers would potentially be committed to the incident. SYFR was considering what could be provided to those individuals to enable the roles undertaken as a crew of four to be made easier, and to enable them to multitask more effectively. SYFR would always seek to improve procedures wherever possible.

Councillor Ross suggested that the draft IRMP be revised before going out for public consultation, to state how the new technology could enable the deployment at incidents to be made more efficiently and safely in the future for a crew of four.

CFO Courtney stated that the draft IRMP would be revised before going out for public consultation.

Councillor Haith suggested that health and safety implications should also be included within the draft IRMP, to ensure that the public were made aware of what had been considered by Members.

Councillor Ayris considered it important that proper consultation was undertaken with the staff representative bodies. He agreed with Councillor Satur's recommendation that the Authority should note the draft IRMP, and that it should go out for public consultation, but at the same time to highlight within the document that SYFR continued to lobby Government over the national pension issue, and to look at alternative savings that would mitigate any impact on the safety of the public. He wished to observe the details of the other alternatives being considered. He added that Members had not observed SYFR as a whole and the senior management tier, and he queried why consideration was being given to filling the vacant Assistant Chief Fire Officer post, whilst reducing the number of firefighters on fire appliances.

Councillor Lamb reiterated CFO Courtney's comments throughout the process to be informed of any alternative cost saving suggestions, to save £1.4m per year. He stated that since the period of austerity in 2011, the back office function had encountered a high level of reduction, with the SYFR senior manager structure having been amended with the removal of one of the Assistant Chief Fire Officer post.

CFO Courtney highlighted that pre-austerity, SYFR's Corporate Management Board consisted of 15 individuals, and that this currently stood at 8 individuals.

Dr Billings seconded Councillor Satur's amendment at Recommendation A to the report. He suggested that when consulting with members of the public on the draft IRMP, that there was a need to make them aware of the possibility for change and flexibility. In relation to Recommendation B, he suggested that it should indicate a period of consultation with the staff, public, district council leaders and local MP's, as they were elected to represent the public. He added that the public sought a great deal of reassurance in reducing from a crew of five down to a crew of four. He considered that it would be useful to ascertain whether the fire and rescue authorities nationally were making representation to the Department for Communities and Local Government (DCLG).

Councillor Lamb stated that it had always been the intention to consult with the Leaders at the four district councils. A copy of the draft IRMP had been provided to all South Yorkshire MP's; it was the intention to hold meetings and discussions with the Leaders and South Yorkshire MP's during the consultation period. The Authority was guided by CIPFA guidance in relation to the use of reserves, which for transitional arrangements was totally appropriate. He considered that the Authority would not seek to prop up the revenue budget with reserves, but that this should be explained within the documentation and at the meetings with the Leaders of the district councils and the South Yorkshire MP's.

Councillor Damms referred to the local area panels, local housing forums and a network of the Tenants and Residents Associations in Sheffield which all met regularly. He suggested that contact be made with the Tenant Engagement Unit at SCC, to ensure that any consultation documentation was provided, and to offer speakers to attend at the various meetings. He suggested that a Member from the political opposition group should second Councillor's Satur suggestion to amend Recommendation A to the report.

Councillor Ayriss seconded Councillor Satur's suggestion to amend Recommendation A to the report.

Councillor Haith queried whether any of the 17 fire and rescue services which currently undertook four person crewing were metropolitan fire and rescue services.

Members noted that Tyne and Wear Fire and Rescue Service was the only metropolitan fire and rescue service that had introduced four person crewing to some extent in 2011 and across the board in 2013. The remaining 16 fire and rescue services were both combined authorities and county council run fire authorities.

Councillor Satur queried who would receive the questions on the consultation, and whether Members would be able to have sight of the results before any decision is taken from the consultation.

CFO Courtney commented that A Mills, Corporate Communications Manager, would oversee the consultation process. Historically it had been difficult to gain access to members of the public. It was intended to utilise an external agency to facilitate focus groups on the behalf of SYFR, to bring together groups of local individuals across South Yorkshire. SYFR had an open invitation for all local authorities to invite them to their meetings, to discuss the proposals and options considered. It was the intention to engage with the public via SYFR's website which had approximately 12k plus monthly views, Facebook pages which had 28k followers, Twitter which had 35k followers, and the e-newsletter which 7k individuals subscribed to. Posters and other printed information would be displayed in key locations, libraries and public buildings. The local media were participating in the process, together with all SYFR internal staff communication channels. He welcomed the involvement of Members in terms of the proposal and viable alternatives.

Councillor Satur queried whether Members would have sight of the questions before they went out for consultation.

CFO Courtney stated that the suggested information would be included within the draft IRMP, to establish the context, which would be shared widely and to invite people to consider the implications. He did not envisage that SYFR would devise a number of questions for the public to answer. The outcome from the consultation would initially be presented to a Corporate Advisory Group and shared with Members, with a view for Members' consideration to either approve this version of the IRMP, a variation of it, or to task SYFR with producing something different.

Councillor Lamb suggested that it would be helpful for Members to have sight of the consultation plan.

CFO Courtney stated that the draft consultation plan would be amended to reflect the observations made at the meeting, and be shared with Members.

Councillor Clements expressed concern that Members should see the commercial organisation before going out for public consultation, to enable a democratic input to be made. It was necessary to achieve a balanced budget from the resources made available from the Government.

Councillor Taylor queried whether the three fire pump appliances were able to attend all incident types within a timely manner to give an appropriately weighted response, and whether incident commanders and crews would be able to innovate and adapt to any such change. He suggested that performance indicators be utilised to review the attendance time statistics for the first, second and third fire pump appliances, to ensure a weighted response was provided within an appropriate time.

Members were referred to the Government statistics that were produced annually on the national response times. SYFR had responded to the published response standards, relating to the 2018/19 financial year that had recently been published, to indicate that the standards had focused upon the first response appliance standards, which they considered had not suffered significantly over the period.

Councillor Hogarth queried whether it would be possible for Members to visit another fire and rescue service which operated four person crewing, to observe how it operated in practice. Councillor Lamb agreed with the suggestion for Members to visit another fire and rescue service which operated four person crewing.

Councillor Atkin considered the option to be a very flexible option, which would involve replacing the CPC stations, and would require approximately 60 additional firefighters to be obtained either through recruitment at a cost of £2m or by moving around the existing firefighters. He considered that if there was a change of Government or lobbying was successful in 2020/2021, then only a small number of stations could move to four person crewing and the others could remain at five person crewing. He had attended fire station visits with Councillor Lamb, CFO Courtney and DCFO Johnson, and had received good responses from the liaison made with crews. The crews did express some concerns in a move to four person crewing, in relation to annual leave and a lack of drivers that were qualified to drive the fire pump appliances.

Councillor Hussain welcomed the consultation which would be made available in other languages, to be very inclusive and accessible to the local communities.

Councillor Lamb commented that SYFR was in this situation due to Government cuts and austerity, and that the funding formula did not work for SYFR in comparison to Greater London Fire and Rescue Service, West Midlands Fire and Rescue Service and some of the fire and rescue services in the Shire areas of the country. He had recently discussed the position with his constituency MP, who had indicated that she would raise the matter in Parliament. C Betts MP had expressed an interest to meet with the Authority along with J Healey MP; he anticipated additional conversations with other MP's and the Leaders at the district councils.

Councillor Damms requested that Recommendation B be amended to indicate that Members instructed the Service to begin a period of extensive consultation with public and staff on its draft plans.

Councillors Ross and Ayris, and Dr Billings supported the amendments to the recommendations to the report.

**RESOLVED – That Members:-**

- i) Noted the contents of the draft Integrated Risk Management Plan.
- ii) Instructed the Service to begin a period of extensive consultation with public and staff on its draft plans.

- 14     KEY ISSUES PAPER AND DRAFT MINUTES OF THE LOCAL PENSION BOARD HELD ON 26 FEBRUARY 2019
- RESOLVED – That Members noted the key issues paper and draft minutes of the Local Pension Board held on 26 February 2019.
- 15     KEY ISSUES ARISING FROM THE PERFORMANCE AND SCRUTINY BOARD HELD ON 14 MARCH 2019
- RESOLVED – That Members noted the key issues arising from the Performance and Scrutiny Board held on 14 March 2019.
- 16     POLICE AND FIRE COLLABORATION BOARD MINUTES OF 14 FEBRUARY 2019
- Councillor Lamb referred to the high proportion of good work on the horizon, which made him feel optimistic for the future. He gave thanks to everyone engaged in the work, which had brought various projects to fruition.
- Dr Billings had provided Members and officers with the Police and Crime Plan for South Yorkshire 2017-2021, which referenced the partnership between South Yorkshire Police and South Yorkshire Fire and Rescue Service.
- RESOLVED – That Members noted the minutes of the Police and Fire Collaboration Board held on 14 February 2019.
- 17     DRAFT MINUTES OF THE APPEALS AND STANDARDS COMMITTEE HELD ON 18 FEBRUARY 2019
- RESOLVED – That Members noted the draft minutes of the Appeals and Standards Committee held on 18 February 2019.
- 18     DRAFT MINUTES OF THE APPOINTMENTS COMMITTEE HELD ON 7 MARCH 2019
- Councillor Lamb congratulated DCFO Johnson on her recent appointment to the position of Deputy Chief Fire Officer.
- RESOLVED – That Members noted the draft minutes of the Appointments Committee held on 7 March 2019.
- 19     DRAFT MINUTES OF THE AUDIT AND GOVERNANCE COMMITTEE HELD ON 18 MARCH 2019
- RESOLVED – That Members noted the draft minutes of the Audit and Governance Committee held on 18 March 2019.

20 EXCLUSION OF THE PUBLIC AND PRESS

RESOLVED – That under Section 100(A) of the Local Government Act 1972, the public be excluded from the meeting for the following items of business on the grounds that they involve the likely disclosure of exempt information as defined in paragraph 3 of Part 1 of Schedule 12A of the Act and the public interest not to disclose information outweighs the public interest in disclosing it.

21 FINANCIAL COSTS OF THE CLOSE PROXIMITY CREWING LEGAL CASES

A report of the Chief Fire Officer and Chief Executive was submitted at the request of Members to inform them of the known and estimated costs of the recent legal proceedings relating to the Close Proximity Crewing (CPC) duty system.

RESOLVED – That Members:-

- i) Noted the financial costs of the CPC legal cases.
- ii) Noted the financial impact of the withdrawal of the CPC system.

CHAIR