

SOUTH YORKSHIRE FIRE AND RESCUE AUTHORITY

ORDINARY MEETING

21 JUNE 2021

PRESENT: Councillor T Damms (Chair)
Councillor C Hogarth (Vice-Chair)
Councillors: S Sansome, P Garbutt, T Smith, B Johnson, S Ball,
J Paszek, D Hutchinson, S Ayris, R Frost, C Ross and Dr A Billings

CFO A Johnson, DCFO C Kirby, ACO T Carlin, S Booth and
AM S Nicholson
(South Yorkshire Fire & Rescue Service)

M McCarthy, G Kirk, M McCoolle, M Potter, L Noble and I Rooth
(Barnsley MBC)

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

Apologies for absence were received from N Copley, S Norman and
S Kelsey

1 APOLOGIES

Apologies for absence were noted as above.

2 ANNOUNCEMENTS

None.

3 URGENT ITEMS

None.

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

None.

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

None.

6 REPORTS BY MEMBERS

None.

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 26 APRIL 2021

Councillor Ayris referred to the last Authority Meeting, where Councillor Price had expressed concern that developers were able to select inspectors from a national list, rather than from their respective local authorities. Councillor Ayris queried whether the Authority as a whole or as individual Members could influence the legislative changes to the approved list of inspectors.

Councillor Damms agreed with Councillor Ayris' sentiments. He considered that Members should strongly lobby across the party organisations both collectively as the Authority and individually at their respective local authorities.

CFO Johnson commented that the Bill had been published, and therefore there was little that could be done to change the legislation. The Service continued to check the approved list of inspectors, and reported the new buildings to the Government. Members noted that the Service had fed into the consultation on the standards proposal.

DCFO Kirby confirmed that the COVID-19 recovery workshop for the Senior Leadership Team (SLT) was scheduled to be held on Friday 25 June 2021. The workshop would consider future planning for the Service's estates and buildings, together with the long term agile working arrangements. Members would be provided with further details.

RESOLVED – That the minutes of the Authority meeting held on 26 April 2021 be signed by the Chair as a correct record.

10 COVID-19 UPDATE

A report of the Chief Fire Officer and Chief Executive was presented which provided Members with an update in relation to the current and previous impact of COVID-19, including the resourcing of the Service's Emergency Response provision. The report provided a brief account of additional areas which included Health and Safety in the workplace, absence management, agile working and the Service's Roadmap to Recovery.

Members were assured that the Service continued to meet its statutory requirements whilst maintaining HM Government guidelines in relation to managing the impact of the pandemic.

During 2020, the Service had encountered its highest level of staff absences due to the pandemic. However, Emergency Response had been largely unaffected and the Service had been able to take a business-as-usual approach to its response to emergency incidents. Overtime, additional resilience contracts and on-call staff working whole time shifts had provided resilience during the predicted shortfalls in staffing the fire appliances. Operational response had also been unaffected during the pandemic.

The Service had been a key stakeholder in the Local Resilience Forum throughout the pandemic, and CFO Johnson had been one of three standing chairs of the co-ordinating group. The Service had played a major role in making local deliveries of food and medical prescriptions to the most vulnerable within the county, ensuring that those most vulnerable to the risk of fire within South Yorkshire were protected, the management and distribution of over 2.5m items of Personal Protective Equipment, and had trained staff to deliver the COVID-19 vaccinations.

As at 3 June 2021, there were no COVID-19 related absences within the Service. As part of the Annual Plan, the review into COVID-19 response and focus on recovery had remained the number one priority for the Service. As at 7 June 2021, the Service had received notification that approximately 45% of staff had received their first vaccination, with 17% having received their second vaccination.

Councillor Ayris referred to the investment made by the Service into technological solutions during the pandemic and the drafted Agile Working Policy, and he queried the timescale for this. He also queried the timescale in relation to the People Strategy and whether there would be an opportunity for the Authority to be involved in discussions.

ACO Carlin confirmed that the timeframe was June 2021 and that the Authority could be involved in discussions. A great deal of staff consultation and surveys had been undertaken in the production and development of the draft Agile Working Policy.

Councillor Ball queried whether any of the Service's staff had refused to have the COVID-19 vaccinations.

CFO Johnson stated that the Service could not impose the COVID-19 vaccinations on individuals. However, the staff bulletins had continuously encouraged individuals to have the vaccinations. Generally, there had been a good uptake in the number of staff having the vaccinations. Infection control measures remained in place within the Service.

Councillor Damms expressed his thanks and appreciation to the Service for all of the work undertaken during the pandemic.

RESOLVED – That Members noted the contents of the report.

11 WORKFORCE DEVELOPMENT STRATEGY UPDATE

A report of the Chief Fire Officer/Chief Executive was submitted which provided an overview of the future position of the Training and Organisational Development Strategy for the Service. A review was currently being undertaken on the current strategy. The new approach would detail the strategy across all areas of the organisation, taking into account current considerations and training requirements resulting from changes to delivery approaches (Training and Development Centre) and improved development programmes and pathways for all staff. The strategy ensured the safety, expertise and professionalism of all of the Service's staff, volunteers, associated workers or contractors.

Members noted that the timeline for the delivery of the strategy had been revised due to the pandemic. It was envisaged to launch the revised strategy and action plan in October 2021.

Dr Billings queried how the pandemic had impacted upon training, in particular for new recruits, and the problems that this had created for the Service. He also queried the operational risk moving forwards in the event that the Service was unable to train to the required level.

DCFO Kirby commented that the pandemic had mainly impacted upon the number of new recruits. Pre-pandemic, up to 24 new recruits would have been trained within a single programme but, due to social distancing measures, the number of new recruits had been reduced to 12 and the programme had reduced from a 12 week duration down to 8 weeks. The Service was currently trying to increase its strength to 592 operational firefighters by working through the new training programme and looking outside of South Yorkshire for individuals that may wish to transfer into the Service. The Service would provide additional courses in order to mitigate the risk that it was unable to train to the required level. The Service had mitigated the potential risk for the pandemic to spread within groups of staff working together through its prevention and control measures and guidance from the Government.

CFO Johnson referred to the temporary control measures that were in place for the on-call staff. Such shortfalls would be covered with overtime shifts and temporary on-call staff.

Councillor Sansome queried where the mix of recruitment sat within the milestone planning on succession rates during these unprecedented times.

DCFO Kirby referred to a number of issues through the promotion process which considered the development through an individual's career. A number of issues had been identified around the promotion to junior ranks. The Senior Leadership Team (SLT) had discussed the matter over the last 12 month period, and a recent increase in promotions had been observed. The Service permitted transfers in from other fire and rescue services at officer level and junior rank levels. All members of staff were required to undertake an annual personal development review which would be assessed against the numbers of promotions across the organisation and against those individuals reaching retirement in order to identify any gaps.

Individuals would undertake a development programme to ensure that they were ready for their role in succession planning. The strategy document would look at the training pathways and development, whilst taking guidance from the National Fire Chiefs Council (NFCC) around best practice for both operational and support staff.

Councillor Garbutt referred to the diversity of the workforce and the recruitment difficulties that the Service had encountered. He queried whether the Service had made positive efforts to liaise with the BAME communities in relation to recruitment, and also the ratio of men to women within the Service.

CFO Johnson referred to the difficulties encountered by the fire and rescue services nationally to recruit a diverse workforce; the NFCC was working to progress matters. The Service continued to work very hard to recruit a diverse workforce, with women and black and ethnic minority days being held for potential candidates. All candidates would have to pass the same tests and achieve the same standard. There were currently 45 female operational staff within the Service, which was slightly above the national average, and between 10% - 12% black and ethnic minority staff which was far less than the level it is suggested fire and rescue services achieve. The Service was committed to having a diverse and strong workforce. CFO Johnson had recently met with Chief Constable Poultney and Deputy Chief Constable Forber with a view to working together on recruitment.

Councillor Damms added that all Members had a role to play in assisting the Service to recruit a diverse workforce. He asked Members to identify any potential groups within their respective wards which may benefit from the Service liaising with them on a career path within the organisation.

RESOLVED – That Members:-

- i) Considered the content of the report and proposed approach.
- ii) Considered and agreed the timescales for revised strategy delivery.

12 ANNUAL CORPORATE PERFORMANCE REPORT 2020/21

A report of the Chief Fire Officer and Chief Executive/Clerk to the Fire and Rescue Authority was submitted which presented the Annual Corporate Performance Report for 2020/21.

Members noted that for 2020/21 all nine of the LPIs under the 'Making South Yorkshire Safer and Stronger' priority had either good or excellent performance levels. The number of accidental dwelling fires including cooking related remained the second lowest recorded since 2009/10, although the figures were slightly higher in comparison to 2019/20. During the period there had been 39 fewer fires in non-domestic premises in comparison to 2019/20 and the lowest recorded in the past 12 years. It was considered that the pandemic may have been a contributory factor, as many individuals had remained within their homes during the lockdown periods.

During the period there had been a total of nine fire related fatalities, two of which had resulted from accidental dwelling fires. In comparison to 2019/20, there had been 149 fewer primary arson incidents. In 2020/21 there had been 55 fewer deliberate vehicle fires in comparison to 2019/20.

The lowest recorded number of false alarms caused by automatic fire detection in non-domestic properties for the past 12 years had been recorded in 2020/21.

As a result of the COVID-19 pandemic, the number of Home Safety Checks and Safe and Well visits had been significantly lower in comparison to previous years. During the period the Service had attended a total of 300 Road Traffic Collisions. This was a reduction of 74 in comparison to 2019/20 and had coincided with the first national lockdown. The Service had encountered the lowest recorded number of staff sickness absence during the period since 2011/12 at an outturn figure of 5.69 days/shifts, which was a significant decrease of 2.74 days/shifts lost in comparison to 2019/20 and below the target of 6.0.

Councillor Ross referred to the accidental injuries at operational incidents, the majority of which he presumed had occurred at the Hatfield Moor incident in spring 2020.

CFO Johnson confirmed that the majority of the accidental injuries had occurred at the Hatfield Moor incident, and that all of the injuries had been minor in nature. The Service encouraged its staff to report all accidental injuries however minor, which would enable measures to be implemented to reduce such incidents occurring in the future.

Councillor Ayris referred to the reduction in accidental dwelling fires, road traffic collisions and primary arson during the pandemic. He queried whether there was any indication - as a roadmap out of the pandemic - whether some of those trends may begin to increase.

AM Nicholson commented that there was a potential risk of an increase in the number of incidents, but the Service had an aspiration to keep driving the figures down. Members recalled that the Service's roadmap had been discussed at a recent Corporate Advisory Group meeting. AM Nicholson considered that engagement with the prevention and protection teams, and emergency response was returning to the proactive approach with safety messages and to a new normality.

Councillor Smith referred to an increasing need for a falls and rescue team within the Asian community. He queried whether this was covered by the Service. He considered that this was an area which should be looked at by all three of the emergency services within South Yorkshire.

Members noted that this was not something that the Service had formally entered into at the moment, however the Fire Reform Paper may look further into the firefighter role. The Service did respond to bariatric patients, and provided entry to premises for South Yorkshire Police and also assisted the Yorkshire Ambulance Service.

The Service undertook early intervention work in the form of Home Safety Checks which enabled those most vulnerable to fire, social isolation and falls to be identified. In such an event, the Service would make a referral to one of its partner agencies which specialised in falls.

In relation to the campaigns run by the Service, Councillor Sansome queried whether Members could be provided with the data around responses received per local authority. He also queried whether smoke alarm related campaigns were continuously undertaken and rotated around the four local authority areas, or whether they were focused at hotspot areas.

CFO Johnson commented that Members would be provided with a breakdown of the responses received to the campaigns per local authority. All incidents were logged which enabled the local crews to visit specific areas and undertake localised campaigns. Members noted that the Service's Communications Department worked exceptionally well in targeting campaigns. Members were requested to provide any local intelligence to assist in this area.

Councillor Frost referred to the Service's close working with the local councils and South Yorkshire Police to reduce the number of deliberate secondary fires, and he queried what else could be done to reduce the figures further.

Members noted that the Service identified specific areas in order to target particular groups of individuals, which included educating children and communities on deliberate secondary fires.

Dr Billings referred to the Service's list of aspirations. He queried whether the heading of the second aspiration to 'Put People First' should be amended to read 'Value for Money/How to Use Money Wisely', as he considered it was misleading to aspire to put people first, when they should always be put first. CFO Johnson undertook to give this suggestion further consideration.

RESOLVED – That Members:-

- i) Endorsed the contents of the report.
- ii) Scrutinised and commented on the information presented in the report.
- iii) Noted that all nine-performance measures, measured using tolerance levels, were well within tolerance, with four showing excellent performance.
- iv) Noted the performance highlights detailed within the report.

13 FINANCIAL OUTTURN REPORT FOR THE YEAR ENDED 31 MARCH 2021

A report of the Chief Fire Officer/Chief Executive and Clerk and Treasurer was presented which informed Members as to the final revenue and capital outturn position for the financial year ended 31 March 2021. The report also included an updated total reserves position alongside a narrative commentary to help explain the key financial changes that had led to the year-end position, when compared to the approved revenue and capital budgets.

Members noted the financial challenges faced by the Service over the past 10 years or more as Government funding had reduced year on year. The Medium Term Financial Plan, which had been presented to the Authority in November 2020, had demonstrated that the Service was a sustainable service. Within four weeks of the budget being set in February 2020, the COVID-19 pandemic had commenced which had impacted on operational services. The Government had been unable to set a long term investment due to the impact of the pandemic, which had placed the Service in a difficult position. Therefore, a very cautious but optimistic position had been adopted. Work was underway to increase the establishment figure back up to strength. It was noted that the new Barnsley Fire Station build would be completed at the end of July 2021, and it was envisaged to become operational in August 2021.

Members were referred to the revenue budget for 2020/21 of £55.095m with the actual revenue expenditure of £50.318m. It was noted that the year-end result was an overall operating surplus of £3.032m due to the increased in-year funding and the proposed changes in the use of reserves.

Councillor Ross referred to the underspend which had been encountered over a number of years. During this period, Members of the Authority had encouraged an invest to save strategy on a capital renewal programme. Over the years he had observed that the Service's workforce had broadened in terms of prevention and liaison with other emergency services. This had included putting aside funds to invest within the communities i.e. the installation of sprinkler systems into vulnerable homes and housing associations. He wished to reassure the new Members on the Authority of the strategy that was in place to decrease the reserves whilst spending them wisely.

Councillor Ayris requested the figure for the 2015 Industrial Relations Dispute.

S Booth would provide Members with the information.

Councillor Frost supported the recommendations outlined within the report, which he considered should be approved at this time.

Members noted that the McCloud and Sergeant case (immediate detriment) and various other pension related issues would largely impact upon the valuation of the pension schemes. The impact of this was unknown until the evaluation had taken place.

Dr Billings considered that the reserve levels had been too high, and should be reduced. However, he accepted that, until there was a comprehensive spending review, there was a need to make sensible decisions about the future. He queried whether the significant increase in overtime to cover the under-establishment vacancies, staff sickness, staff injuries and staff training would lead to staff exhaustion. In relation to transport, he queried whether there was a strategy in place for replacing the ageing fleet. He requested an explanation in relation to the capital programme underspend reducing and capital financing increasing.

CFO Johnson explained that staff overtime was voluntary and not compulsory, there was a limitation to the number of shifts that staff could undertake. The amount of overtime being offered would be reduced as the establishment increased. The Service had recently ordered eight new fire appliances and eleven new officer cars to replace the older vehicles. A number of the fire appliances were old, however they could be utilised as spare vehicles where necessary.

In relation to the replacement strategy, S Booth referred to the Vehicle Fleet Management Strategy which was now due for a refresh. S Slater would present the refreshed Vehicle Fleet Management Strategy to the Authority in late summer/early autumn 2021. The Service had over 200 assets ranging from fire appliances to cars, which were managed as a joint operation. It was envisaged to replace 30 plus rescue pumps. Four of the eight recently ordered fire appliances would be made available from May 2022, and the other four fire appliances would follow shortly afterwards. Condition surveys were being undertaken on the fire appliance fleet to achieve better value for money.

I Rooth referred to Dr Billings' query in relation to the £6m overspend on capital financing. This was fully funded through the capital investment reserve and reflected a year end requirement to marry up the outturn with the statement of accounts which would be presented to the Authority meeting in July 2021. In relation to Member comments on the high level of reserves, I Rooth commented that both S Booth and N Copley had committed to ensuring that any contingency would be brought back to Members to determine its future use as soon as there was more certainty around the settlement and the COVID-19 pandemic. A plan of action would be presented to the Authority when more certainty was made available.

Councillor Frost queried the number of electric vehicles within the vehicle fleet, and whether electric charging points would be installed at the fire stations.

Members noted that currently there were no electric vehicles within the fleet as it had not been deemed appropriate or good value for money at this time. The Service would transition to a more effective infrastructure over the next 3 year period, and electric vehicles would be considered as part of the replacement strategy.

S Booth referred to the work undertaken with DCFO Kirby who chaired the Service Improvement Board. A bid had been agreed to carry out and install electric charging points at every fire station. The Service collaborated closely with

South Yorkshire Police, who had been successful in receiving Government funding for this. The telematics within the vehicles would enable the Service to determine how far the vehicles had travelled, which would help to identify which vehicles were most suitable to become electric. This would form part of the adoption of the Green Plan.

Councillor Ball commented that he had driven an electric car for the past 5 years, and he would be interested in providing assistance on the matter.

CFO Johnson welcomed Councillor Ball's future input in relation to electric vehicles.

Members noted that the recommendations outlined within the report were fully supported by N Copley, the Treasurer.

RESOLVED – That Members:-

- i) Approved the revenue and capital operating outturn position of £3.032m underspend when compared to the budget, funding and movement on reserves.
- ii) Agreed the capital expenditure outturn of £7.067m.
- iii) Approved the transfer of the in-year underspend to the Post Covid-19 reserve.
- iv) Agreed the summary Statement of Reserves (section C) which shows total useable reserves of £18.043m, split Earmarked Reserves £13.043m and General Reserves of £5.0m for the year ended 31 March 2021.
- v) Approved the budget carry forward requests as set out in section D of £0.903m into 2021/22.

14 REVIEW OF BMBC 2020/21 SERVICE LEVEL AGREEMENT

A report of the Treasurer and Monitoring Officer was submitted which provided Members with an update on the Service Level Agreement (SLA) for 2020/21 and for consideration of any proposed changes to the existing arrangements for 2021/22 onwards.

A full review of the provision of services provided to the Authority by Barnsley Metropolitan Borough Council (BMBC) had been undertaken in 2017/18 and had been approved by the Authority. A revised SLA had been implemented in April 2018.

For the benefit of new Members, Martin McCarthy gave some background and context to the SLA.

Councillor Hogarth commented that the BMBC staff working within the SLA provided a very good service to the Authority, with the best value for money. He expressed his thanks to the staff for the support that they had provided over the years, and he hoped that this would continue.

Councillor Damms also expressed his thanks for the report.

RESOLVED – That Members:-

- i) Noted the key deliverables against the 2020/21 BMBC SLA as set out at 2.4-2.5 of the report.
- ii) In view of the proposed Fire Reform White Paper (outlined at para 3.4 of the report), to continue with the existing arrangements with BMBC and review these arrangements as and when the White Paper reforms were clarified.

15 MEMBER LEARNING AND DEVELOPMENT - REVIEW AND THE YEAR AHEAD

A report of the Clerk to the Fire and Rescue Authority was presented which provided Members with a review of the learning and development undertaken in 2020/21 together with a forward look to learning and development in 2021/22.

L Noble expressed her thanks to the new Members for taking the time to attend the recent induction sessions. She also thanked CFO Johnson, DCFO Kirby and S Slater for their involvement in the induction sessions.

As a result of the COVID-19 pandemic, the learning and development offer to Members had been significantly reduced. However during this time, six internal sessions had been held and the Local Government Association's Annual Fire Conference had been delivered virtually in March 2021.

Members noted the learning and development offer for 2021/22. L Noble would provide Members with the links to the proposed schedule, webinars etc.

Councillor Damms gave thanks to L Noble for the production of the report and the work undertaken in providing the induction sessions for the new Members on the Authority.

RESOLVED – That Members:-

- i) Noted the skills, learning and development acquired in 2020/21.
- ii) Agreed to a process of informal Development Discussions between July 2021 and early September 2021 for all new and existing Members which would inform an appropriate and targeted Learning and Development Schedule for 2021/22.
- iii) Noted the wider Learning and Development 'Offer' at Appendix A to the report.

16 DRAFT MINUTES OF THE AUDIT AND GOVERNANCE COMMITTEE HELD ON
26 MAY 2021

RESOLVED – That Members noted the draft minutes of the Audit and Governance Committee held on 26 May 2021.

Actions Table

No.	Action	Timescale	Officer(s)	Status/ Update
1	To present information to Members over the next 12 months to enable the Performance Management Framework to be shaped, prior to Authority approval.	CAG	ACO Carlin	<p><u>Update 01-03-21</u></p> <p>Cllrs Buckley and Cave continue to be consulted as part of the Task and Finish Group.</p> <p><u>Update 28-04-21</u></p> <p>Over the last twelve months information and progress had been provided to Members through CAG, the Performance and Scrutiny Board and to the full Fire Authority meetings for example in February and April 2021.</p> <p>Over the next twelve months regular task and finish meetings were planned which would include Members. The last twelve months had seen Cllrs Buckley and Cave attend and subject to the local elections, they had both indicated a willingness to assist in the future. The Service guided by the Authority, suggested further deep dives of the performance management framework could take place at future Performance and Scrutiny Board meetings.</p> <p><u>Update 24-06-21</u></p> <p>Members will be aware of the PowerBi development process that was making</p>

**Fire and Rescue Authority
Ordinary Meeting
Monday 21 June 2021**

No.	Action	Timescale	Officer(s)	Status/ Update
				<p>performance data easily accessible for both managers and Members. ACO Carlin wished to thank Cllrs Buckley and Cave for their work and dedication in progressing this work. New Members were encouraged to make themselves familiar with the system by going through AM Nicholson and L Noble to arrange any development sessions. The Service would also welcome any Members who were interested in taking a larger role in the development of the system to ensure that it meets Members' needs.</p> <p>New Members will be contacted by AM Strelczenie, the Head of Emergency Response, who will give them a brief introduction to the operational side of the Service, introduce them to their local District Manager – who will then take Members through their local District Plan.</p> <p><u>Update 24-6-21</u></p> <p>Service to check whether replacement Lead Members are still required to support the performance framework.</p>
2	To provide a final report on the SSCR Round 3 funding.	Stakeholder Planning Board on 21-09-21	M McCarthy	

**Fire and Rescue Authority
Ordinary Meeting
Monday 21 June 2021**

3	To provide Members with the new anticipated completion date of the Barnsley Fire Station.	Progress Report on Estates and Facilities Service Improvements to the FRA 13-09-21	N Luhrs	<p><u>Update 27-04-21</u></p> <p>27-07-21 was the latest date for completion of the operational fire station (phase1).</p> <p>Phase 2 the Multi use building and phase 3 Adaptations to the Drill Tower would be undertaken once the fire station works were complete. These proposed works were included in the latest capital programme approved by Members in Feb 2021.</p> <p><u>Update 23-06-21</u></p> <p>The new build fire station is in its final stages of completion, the planned date for completion remains at 27th July 2021. A summary of the current works on site includes the final mechanical and electrical installation which will be commissioned the first week in July 2021, plastering and decoration works which are ongoing along with external landscaping and groundworks.</p> <p>Phase 2 of the project is at the design stage, this includes the refurbishment of an existing building to convert it into a multi-purpose unit, incorporating a project area for the Princes Trust along with agile meeting/ office areas which will be available for use by community groups. Phase 2 also includes the installation of a road traffic accident training area</p>
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**Fire and Rescue Authority
Ordinary Meeting
Monday 21 June 2021**

				<p>within the existing compound. The scheme will be submitted for planning approval within the next 2 weeks with an anticipated completion date of January 2022.</p> <p>ACTION DISCHARGED</p>
4	<p>The programme of works for the retained duty system would be undertaken over the next 12 month period. Updates and deep dive analysis would be undertaken at the Performance and Scrutiny Board.</p>	<p>Future P&S Board meeting</p>	<p>T/ACO S Nicholson L Noble</p>	<p><u>Update 30-04-21</u></p> <p>The timescales for consideration of this issue will be discussed at the P&S Board pre-agenda meeting to be held on 22nd June 2021.</p> <p><u>Update 22-06-21</u></p> <p>This item will be on the P&S Board agenda for 15th July 2021.</p> <p>ACTION DISCHARGED</p>
5	<p>In relation to LPI 4.6 'Firefighter cost per person per year', to ascertain with the HMI lead regarding the metrics to ensure the consistency of definition. To provide Members with an update at a future FRA.</p>	<p>Future FRA</p>	<p>GM Rowland</p>	<p><u>Update 23-06-21</u></p> <p>HMICFRS took the data used to calculate firefighter cost per person per year from the annual financial data returns that individual FRSs complete and submit to CIPFA, and ONS mid-2017 population estimates.</p>
6	<p>Feedback on the out of hours trial to be provided to the Stakeholder Planning Board after a 3 month period, with a final report to be presented to the Authority in 12 months' time.</p>	<p>Stakeholder Planning Board on 21-07-21</p> <p>FRA on 11-04-22</p>	<p>AM Dunker</p>	

**Fire and Rescue Authority
Ordinary Meeting
Monday 21 June 2021**

7	To provide every Elected Member within the four district councils, (post the local elections) with the SYFR District Plans and details of their respective District Commander.	Post 06-05-21	T/ACO Nicholson	<p><u>Update 24-06-21</u></p> <p>Members were provided with the contact details of their respective District Commanders, with a view to arranging meetings to discuss the SYFR District Plans.</p> <p>ACTION DISCHARGED</p>
8	To provide Members with details of the COVID-19 recovery workshop for the Senior Leadership Team on 25.06.21.			<p><u>Update 23-06-21</u></p> <p>Councillors Damms and Sansome to attend the workshop.</p> <p>ACTION DISCHARGED</p>
9	To provide Members with a breakdown of the responses received from the local authorities to the SYFR campaigns.	ASAP	Z Mills	<p><u>Update 29-06-21</u></p> <p>Members were informed that the Service's Communication Team worked closely with all four local authorities and other organisations, including SYP, to amplify the reach of its safety and recruitment related public information campaigns. This included local authorities sharing fire service information with residents via newsletters and social media.</p> <p>Members were provided with a summary of the public and staff campaigns that the Service had delivered in 2020, and the impact they had made.</p> <p>ACTION DISCHARGED</p>

**Fire and Rescue Authority
Ordinary Meeting
Monday 21 June 2021**

10	To provide Members with the cost of the 2015 Industrial Relations Dispute.	ASAP	S Booth	<p><u>Update 15-07-21</u></p> <p>The 2015 trade dispute with the Fire Brigades Union was successfully resolved in late 2020. Principally this will see the introduction of Watch Manager (WM) 'B' across the service (previously there was a mix of WM 'B' and 'A's and also an increase in Fire Control establishment by four full time equivalent posts).</p> <p>The estimated full year net cost of implementing these changes will be circa £160,000 as the increase in Fire Control establishment is partially offset by a reduction in the Central Staffing Team.</p> <p>All additional estimated costs have been factored into the 2021/22 Annual Revenue Budget approved by FRA Members in February 2021 as well as the Medium Term Financial Plan 2021-2024.</p>
11	To provide Members with the links to the proposed 2021-22 learning and development schedule and webinars in relation to the learning and development offer.	ASAP	L Noble	<p><u>Update 02-07-21</u></p> <p>Members have been provided with information on our 'offer' and the first learning and development session around GDPR and FOI was being arranged for August / early September.</p>

**Fire and Rescue Authority
Ordinary Meeting
Monday 21 June 2021**

				Other learning and development – locally and nationally – was being facilitated. ACTION DISCHARGED
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CHAIR

Please follow the link below for further information on the updates of the actions arising from the Fire and Rescue Authority meetings:-

<https://meetings.southyorks.gov.uk/ecSDDisplayClassic.aspx?NAME=SD1250&ID=1250&RPID=402996&sch=doc&cat=13039&path=13039&zTS=D>