

SOUTH YORKSHIRE FIRE AND RESCUE AUTHORITY

26 JULY 2021

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

DCFO C Kirby, ACO T Carlin, S Booth and S Locking
(South Yorkshire Fire & Rescue Service)

M McCarthy, S Loach, M McCoolle and M Potter
(Barnsley MBC)

Apologies for absence were received from Councillor S Ball,
Councillor D Hutchinson, Councillor R Frost, N Copley,
L Noble, S Norman, CFO A Johnson, M Buttery, A Bosmans,
AM S Nicholson, S Kelsey, AMB S Dunker and C Toovey

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

RESOLVED – That agenda item 20 entitled ‘Sargeant Immediate Detriment’ and agenda item 21 entitled ‘Continuous Duty System Policy and Senior Command Resilience’ 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

DCFO Kirby and ACO Carlin both declared a personal interest in relation to agenda item 20 entitled ‘Sargeant Immediate Detriment’, as they are both members of the Firefighters’ Pension Schemes.

6 REPORTS BY MEMBERS

Following the recent tragedies across the country in relation to the open water courses, Councillor Sansome expressed his thanks to WM Fleur Holland for her work in arranging the Service's school visits and the follow-up videos within his ward of Kilnhurst and Swinton East, Rotherham. He was aware that the Service's offer had not received as a high a take up from the schools within other ward areas in Rotherham. He made a recommendation that schools should be provided with a timescale to re-engage with the Service following the follow-up videos, to enable officers to return back into the schools for a Q&A session. This would ensure that the children had understood the contents of the video.

DCFO Kirby referred to the Service's programme of prevention which included preventing fires within the home, to educate safe driving and water awareness, which formed part of the Year 5 school programme as a generic message. However when specific issues arose, as had been experienced recently due to the increased temperatures, the Service would undertake social media activity and send out the dedicated prevention teams to educate individuals within the more at risk areas or where specific requests had been received to attend schools to provide education.

The Service was unable to mandate the schools to undertake anything further than to receive the information and advice provided. The Service would endeavour to fulfil all requests to educate children and young people within its finite resources. Across the Local Resilience Forum Partnership, South Yorkshire Police, the Ambulance Service and the local authorities all advocated water safety messages.

DCFO Kirby would consider the recommendation made by Councillor Sansome with a view to educating individuals within schools.

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 ANNUAL AUTHORITY MEETING HELD ON 21 JUNE 2021

RESOLVED – That the minutes of the Authority AGM held on 21 June 2021 be signed by the Chair as a correct record.

10 MINUTES OF THE ORDINARY AUTHORITY MEETING HELD ON 21 JUNE 2021

In relation to the workforce development strategy update that had been provided at the last Authority meeting, DCFO Kirby requested that the minutes be amended to indicate that there was currently 4.32% black and ethnic minority staff within the Service.

Councillor Ross reminded Members of the vacancy for a performance lead, together with a vacancy for one Member to support the protected characteristics for equality and inclusion. Members were requested to contact M McCoole if they were interested in the vacancies.

RESOLVED – That subject to the above amendment, the minutes of the Authority Ordinary Meeting held on 21 June 2021 be signed by the Chair as a correct record.

11 COVID-19 UPDATE

Members were provided with an update on SYFR's response and recovery to the COVID-19 pandemic.

The Government had lifted the final COVID-19 restrictions on 19 July 2021 whilst urging caution to move into the next phase of recovery. During that period, the local case numbers had been at the highest during the pandemic, however the hospital admissions and death rates had remained low.

The Service's position which was in line with the National Fire Chiefs Council's (NFCC) position was to continue to:-

- Maintain social distancing wherever possible.
- Wear face coverings both inside and outside of the workplace where social distancing could not be maintained.
- Wear face coverings and any other appropriate Personal Protective Equipment when in contact with members of the public during the course of duties.
- Provide staff with lateral flow testing and to encourage staff to use them prior to attending workplaces.

The Service would review the position ahead of 16 August 2021, when the self-isolation rules would change.

As observed within most workplaces, the Service had encountered an increase in staff absence due to self-isolation. As at 22 July 2021 there were a total of five Operational staff and two corporate staff that were self-isolating, and one Operational staff had tested positive.

In relation to returning back into the workplace, office based staff had recently attended a workshop at the SYFR Training and Development Centre to discuss the issues in detail. It had been agreed to maintain a flexible approach to future home and agile working arrangements which would be developed by the individual teams, based upon business needs with guidance and parameters in place. A rota had

been populated by all of the teams that were based within SYFR Headquarters, which would enable forecast planning of the occupancy levels within the building.

The Service's COVID-19 response and recovery groups continued to meet regularly and the outcomes were shared with the staff. Particular focus was currently being given to request staff to inform the Service when they had received their second vaccination.

The Service reviewed the information provided by the Government on the test to release, which had recently been extended to fire and rescue service staff. The Service continued to support the work of the Local Resilience Forum which had increased its frequency of meetings to twice weekly.

The Service was proud of the efforts and continued work of the staff during the pandemic, in particular the ongoing work to assist in the vaccination process. The Service had provided regular assistance at the vaccination centres. Within Sheffield, the Service had contributed to over 400,000 vaccinations as part of the national total.

Dr Billings queried the total number of establishment within the Service, how far the figures fell short and how much of this had been attributed by the pandemic.

ACO Carlin commented that the Service's total whole-time establishment currently stood at 592. The on call establishment was 147 staff. A whole-time recruits course was due to shortly conclude, which would bring an additional 9 firefighters into the service. The Service envisaged to increase the establishment up to 609 by the end of the year after Tankersley station reverts back to 2-2-4 staffing arrangements. There was a cohort of officers who support operations and managed the fire stations within the districts while other officers hold specific references. There was a daily requirement for staffing on fire stations each shift of 82-100 and this includes firefighters, drivers and managers to keep the organisation running effectively. The Service recognised that it was understaffed in comparison to its establishment figure and continued to bring recruits into the organisation in addition to offering on call firefighters the opportunity to migrate into whole-time as well as taking in some transfers from other Fire and Rescue Services.

Post meeting note:- The figures were confirmed following the meeting.

The number of 'normal' sickness absence reasons had been low during the pandemic, however this had started to return to the original levels. Both short term and long term sickness absence would reduce the number of staff within the establishment. A training buffer was in place to enable 12 members of staff to attend training per day.

Members noted that part of the 2015 Trade Dispute Resolution was to encourage and facilitate watch managers to take on the management and planning of the availability of their staff.

M Potter referred to the communication around the new Government guidance that had been developed by the Directors of Public Health at the South Yorkshire Local Resilience Forum. He would provide S Kelsey with the communication.

RESOLVED – That Members noted the update.

12 LOCAL PENSION BOARD - ANNUAL REPORT

A report of the Clerk to the Fire and Rescue Authority was submitted which provided the Local Pension Board's sixth Annual Report.

The Local Pension Board had been established by the Authority, as Scheme Manager, on 1 April 2015 following several reports to the Authority to appoint the members and to agree the Board's constitution. The primary role of the Board was to ensure effective and efficient governance and the administration of the Firefighters' Pension Schemes. Andrew Bosmans had been Chair of the Board since its inception.

The LGA had utilised documentation produced by the Board as best practice on the Scheme Advisory Board's website.

The Annual Report contained all of the information required by the Authority (as Scheme Manager), and as recommended by the LGA.

On behalf of A Bosmans, M McCarthy highlighted the significant issue of the McCloud Sergeant case at this time.

In response to a question raised by Councillor Garbutt, Members noted that ethical investment did not fall within the remit of the Local Pension Board.

RESOLVED – That Members noted the sixth Annual report of the Local Pension Board.

13 GRENFELL PROJECT UPDATE - PRESENTATION

Members received a presentation which provided an update on the Grenfell Project. Members were referred to the Service's dedicated Service Improvement Plan; an update of which would be provided during the meeting.

DCFO Kirby referred to the work that had been commissioned internally to establish a dedicated team to lead on the work that had already been delivered against a number of actions arising from the Phase 1 Grenfell Tower Public Inquiry. A number of the actions for the Service had since been closed, and a number of areas had been progressed.

Members noted the following key points:-

- The internal Service Improvement Board governed the actions captured within the Service Improvement Plan which related to Grenfell, and matters were being progressed.
- A stakeholder map had been populated which identified both the internal and external individuals that the Service would work/consult with.
- A full Action Plan had been developed against the recommendations.
- Specific recommendations had been progressed well by a number of the departments within the Service.

- The Service had made full engagement with the NFCC and the HMICFRS.
- The Grenfell grant funding had been fully maximised and incorporated into the Action Plan.
- The dedicated team was led by T/AM Cath Toovey and consisted of a dedicated project officer and a station manager in order to bring operational credibility into the team. Recruitment would shortly be undertaken for an individual with ICT skills to support specific IT challenges and technology to be developed within the project.

Councillor Sansome referred to modular housing, the equipment used to build modular housing, and how the Service protected individuals within the area from those materials. He queried whether the Service was involved with the developers at the early development stage of modular housing.

DCFO Kirby commented that some modular housing would be relatively low level. In the event that modular housing was over the threshold of 18 metres in height, this would then become in scope for the Service to assess those buildings. He was unaware of any modular housing blocks that were over 18 metres in height within South Yorkshire. Low level modular housing was outside of scope of the work undertaken by the Service's Building Fire Safety Team. It was anticipated that any new developments that were deemed high risk would have sprinkler installation or hardwired smoke detection systems in place, with common fire alarm systems located within communal areas. In relation to the early development stage for modular housing, if the building was taken through the development regulations then the Service would generally be a statutory consultee to be consulted upon in relation to the proximity of water supplies and access for fire appliances. The Service would pass comment on general proximity to water supplies together with any specific fire safety issues. Members would be provided with further information in relation to modular buildings.

It was noted that the St Paul's building which was located centrally within Sheffield, was 32 storeys high and was just over 100 metres in height. It was the largest high rise residential building within South Yorkshire. A sprinkler system was installed throughout the building.

Retrofitting of the sprinkler systems had been undertaken across some of the high rise residential buildings within South Yorkshire.

RESOLVED – That Members noted the update.

14 SERVICE IMPROVEMENT UPDATE

A report of the Chief Fire Officer and Chief Executive was submitted which provided an update on the progress against the actions on the Service Improvement Plan and Her Majesty's Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS) inspection activity. The Service Improvement Plan included actions relating to SYFR's HMICFRS Inspection Report, Grenfell Tower Inquiry, State of Fire and Rescue Reports and the five recently published Fire Standards.

The report provided a summary of the progress in all of the improvement areas, and details of the specific areas of focus were provided within the appendices.

The Service Improvement Board, which was chaired by DCFO Kirby, considered and scrutinised updates and progress reports against a number of the actions from the lead officers, to ensure that satisfactory progress was being made.

Councillor Ayris queried whether the Service was confident that it had a set of response standards which would satisfy the requirements of the HMICFRS. He also queried whether data was available to enable the Service to measure the time taken to provide full fire cover, with arrival of the second pump etc. in the event of risk to life or property.

Members noted that the Integrated Risk Management Plan (IRMP) was a critical document for fire and rescue services, which was produced with a 3 – 4 year timeframe and was reviewed annually. The review of the IRMP undertaken in 2020 had highlighted that the HMICFRS had identified in their inspection undertaken in 2019 that the Service did not have any response times. It had been stated within the previous IRMP that the Service endeavoured to arrive at every emergency as quickly as possible. Therefore, in 2020 the Service had endeavoured to introduce a more risk appropriate set of response times which ranged from the most serious emergencies i.e. for the first fire appliance to arrive within 7 minutes of being notified that an individual was trapped inside a house fire, down to much less serious emergencies i.e. for a fire appliance to arrive within 15 minutes of being notified of a small rubbish fire in a rural area with no risk to life or property.

The Service now had a set of appropriate risk based response times that had been introduced for South Yorkshire, and it could provide data which captured the response arrangement for the first fire appliance and any subsequent fire appliances. The Service had a set of pre-determined attendances dependent upon the severity of the incident. The specific requirement for an IRMP was captured within the national framework document, which required each fire and rescue service to undertake an assessment of its risks across the county and to implement resources which best mitigated and controlled those risks.

RESOLVED – That Members approved the contents of the report and provided further scrutiny and support to enable continual service improvement.

15 FINANCIAL PERFORMANCE REPORT QUARTER 1 2021/22

A report of the Chief Fire Officer/Chief Executive and Clerk and Treasurer was presented as the first report in a series of reports that Members would receive throughout the financial year, which informed them as to the likely financial performance for the year ended 31 March 2022.

The report detailed the estimated revenue outturn position in comparison to the annual budget that had been set on 22 February 2021, it also provided an updated reserves position statement and provided an update on the capital programme.

The approved operating budget for 2021/22 totalled £55.400m, and funding totalled £55.872m which resulted in a planned contribution to reserves of £0.472m. The Authority projected a net operating spend of £55.151m, with funding of £55.872m

resulting in an overall forecast operating underspend of £0.721m or 1.3% of the budget.

The approved Capital Programme for 2021/22 totalled £7.704m, and the programme had been adjusted to £9.487m following approval of the 2020/21 Outturn Report on 21 June 2021.

RESOLVED – That Members:-

- i) Noted the emerging underlying estimated revenue performance which showed a potential operating underspend of £0.721m for the financial year ended 31 March 2021.
- ii) Noted the underlying and significant financial risks and uncertainties facing the Service and Sector during the remainder of this financial year and into 2022/2023 and beyond.
- iii) Noted the latest estimated change in General and Earmarked Reserves as set out in Section C of the report.
- iv) Noted the adjusted Capital Programme for the financial year ending 2021/22, which was in line with expectations following the approval in June 2021 of the 2020/21 financial outturn position.

16 ICT STRATEGY REPORT 2021

A report of the Chief Fire Officer/Chief Executive was submitted to seek approval of the 2021 - 2024 ICT Strategy. Due to the current 2019 – 2022 ICT Strategy shortly coming to an end, it was considered that an updated and extended strategy was required to incorporate the Medium Term Financial Plan to 2024.

Members noted the four key objectives that the Service's ICT's Strategy was structured around:-

- ICT operations and maintenance.
- System and application development.
- Digital transformation initiatives.
- People development – putting people first.

Councillor Sansome expressed concern at the Systel solution for the Emergency Services Network (ESN), which was the replacement radio national programme for Airwave. Due to the delivery date currently being far behind schedule, he queried how this would impact upon the confidence of the users.

S Locking commented that the Home Office had procured the ESN system. The Service would not go 'live' with the system until testing had been undertaken. The ESN system would change the whole ethos of airwaves which would allow a variety of features including video footage.

DCFO Kirby accepted the points raised by Councillor Sansome. From an operational perspective, it was necessary to ensure that the firefighters were

deployed into the correct areas and that the current control system was able to integrate with the new technology. The Service had been identified as a fire and rescue service which was progressing well with the transition.

RESOLVED – That Members approved the 2021 – 2024 ICT Strategy.

17 DIGITAL AND ICT DEVELOPMENT PLAN UPDATE

A report of the Chief Fire Officer/Chief Executive was submitted to provide Members with a further update to the report that had been presented to the Authority Meeting held in January 2021. Following a review of the processes within the Service by Shaping Cloud (2019), the undertaking and significant completion of Digital Transformation Phase 1 (DT1), the Service was now part of the way through the next phase of innovation in Digital and ICT 2020 and the 2021 Development Plan.

The digital transformation programme had continued to progress throughout the COVID-19 pandemic, and positive benefits for the Service had been observed. A total of 31 projects/activities were scheduled to be completed by the end of 2021, to date 15 of which had been completed, 14 were in progress with 8 scheduled for completion by September 2021, and two were yet to commence.

RESOLVED – That Members endorsed the latest update of the Digital and ICT Development Plan 2020 - 2021 as a key enabler for modernising and facilitating improvements in the efficiency and effectiveness of SYFR.

18 ANNUAL REVIEW OF RISK MANAGEMENT 2020/21

A report of the Chief Fire Officer and Chief Executive/Clerk to the Fire and Rescue Authority was presented which set out the Authority's and Service's arrangements for managing risk in accordance with the Authority's Corporate Risk Management Strategy.

The report detailed the Governance arrangements around Corporate Risk Management and risk management developments during the year, together with the work undertaken to improve Members' knowledge of risk management. Every 4 – 6 weeks the Corporate Management Board would review the risk in relation to the reports presented, actions and issues arising.

Members noted that quarterly updates on the high level risks from the Service and the Authority were presented to the Audit and Governance Committee.

Councillor Smith, Chair of the Audit and Governance Committee, was the new Lead Member for risk management. An offer of risk management training had been made to Members.

In relation to the Joint Corporate Risk Register, Dr Billings queried whether consideration had been given as to whether it had been the correct decision to merge the Authority's and the Service's Risk Registers into one document.

DCFO Kirby considered that from an administrative point of view, it had been the correct decision to have a joint Corporate Risk Register. He suggested that the matter could be discussed further at the Audit and Governance Committee meeting.

RESOLVED – That Members considered the Risk Management Annual Report, and the assurance provided, as part of its overall consideration of the Fire and Rescue Authority's control framework.

19 UPDATE OF LOCAL PENSION BOARD KEY ISSUES AND MINUTES OF THE MEETING HELD ON 15 APRIL 2021 AND 8 JULY 2021

Members were presented with the key issues paper arising from the Local Pension Board meetings held on 15 April 2021 and 8 July 2021, together with the draft minutes of the meeting held on 15 April 2021.

Members noted that the draft minutes of the Local Pension Board held on 8 July 2021 would be submitted to the Authority meeting scheduled on 13 September 2021.

RESOLVED – That Members noted the key issues paper arising from the Local Pension Board meetings held on 15 April 2021 and 8 July 2021, together with the draft minutes of the meeting held on 15 April 2021.

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 SARGEANT IMMEDIATE DETRIMENT

A report of the Clerk to the Fire and Rescue Authority was submitted to provide Members with an update following the 2018 Court of Appeal judgement in Sargeant. An interim order had been made by the Employment Tribunal on 18 December 2019, which had provided that members who had brought claims (claimants) were entitled to be treated as if they had remained in the Firefighters' Pension Scheme 1992 (with further specific requirements).

G Kirk provided Members with a contextual background.

RESOLVED – That Members noted the content of the report and agreed to maintain the current position whilst awaiting further information.

22 CONTINUOUS DUTY SYSTEM POLICY AND SENIOR COMMAND RESILIENCE

A report of the Chief Fire Officer/Chief Executive was submitted which sought to inform Members on the updated arrangements for the Continuous Duty System.

RESOLVED – That Members approved the recommendations outlined within the report.

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>

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No.	Action	Timescale	Officer(s)	Status/ Update
				<p><u>Update 24-06-21</u></p> <p>Members will be aware of the Power-Bi development process that was making 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> <p><u>Update 30-7-21</u></p> <p>At the P&S Board on 15th July 2021 it was confirmed that the Service would still like a</p>

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No.	Action	Timescale	Officer(s)	Status/ Update
				<p>Lead Member for performance, and it was agreed this would be Cllr Colin Ross as Chair of the P&S Board.</p> <p><u>Update 6-8-21</u></p> <p>All new Members have received virtual Power-Bi training w/c 6th July 2021 (and some existing Members took the opportunity of a 'refresh').</p>
2	To provide a final report on the SSCR Round 3 funding.	Stakeholder Planning Board on 21-09-21	M McCarthy	
3	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.	Future FRA	GM Rowland	<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>
4	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.	Stakeholder Planning Board on 21-07-21 FRA on 11-04-22	AM Dunker	
5	To provide Members with further information in relation to modular buildings.	ASAP	DCFO Kirby	<p><u>Update 09-08-21</u></p> <p>The Service would normally be asked to comment at the planning stage, but this would be limited to 'does the FRS wish to object or make comment'. If the development went ahead, the Service would have formal consultation as part</p>

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No.	Action	Timescale	Officer(s)	Status/ Update
				<p>of the building regulations approval process.</p> <p>In relation to modular housing, i.e. single private dwellings (which are outside the remit of the fire safety order), then the Service's involvement would be limited to giving advice regarding access and facilities for firefighters. If this related to a block of flats or a commercial building, then the Service would have greater involvement and could comment on other aspects such as structural fire resistance, escape routes, alarm systems and provisions to prevent fire spread within the building or to neighbouring buildings.</p> <p>If the modular construction was timber based, i.e. a timber-frame building, then the Service would notify the FFST given that fires could behave unpredictably in these buildings, particularly during the build phase before the fire resisting linings were in place. Currently, timber frame construction was limited to 6 storeys, which was relatively low rise. Sprinklers would now be mandatory for any development with a top storey more than 11m above ground.</p> <p>In either case, it would be the building control officer that was responsible for monitoring the build quality and the materials used for construction, and the HSE would enforce</p>

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No.	Action	Timescale	Officer(s)	Status/ Update
				<p>construction site safety. These are not aspects that the Service are involved in as it has no regulatory power and limited expertise in these regards.</p> <p>The Service's remit is limited to providing advice to the building control officer so that the developer can ensure that sufficient fire safety measures are included in the development so that the building would be safe once it was occupied.</p> <p>ACTION DISCHARGED</p>

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>