

SOUTH YORKSHIRE FIRE AND RESCUE AUTHORITY

13 SEPTEMBER 2021

PRESENT: Councillor T Damms (Chair)
Councillor C Hogarth (Vice-Chair)
Councillors: S Sansome, T Smith, S Ball, J Paszek,
D Hutchinson, S Ayris, R Frost and C Ross

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

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

Apologies for absence were received from Councillor P Garbutt,
Councillor B Johnson, Dr A Billings, M McCarthy, N Copley,
S Norman, CFO A Johnson and M Buttery

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

On 5 August 2021, Councillor Frost had attended the SYFR Prince's Trust Dearne Team 6 Graduation Ceremony at Montgomery Hall in Wath, which he had found to be very interesting and informative. He encouraged Members to attend future events.

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 JULY 2021

Members noted that Items 1 and 3 on the Action Log could now be discharged.

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

10 COVID-19 UPDATE

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

On 19 July 2021, the Government had lifted the final COVID-19 restrictions, although the Service had decided to maintain a number of the restrictions for the foreseeable future in relation to infection, prevention and control measures. This was in line with the National Fire Chiefs' Council's position.

The Service's position was to continue to:-

- Wear face masks where social distancing could not be adhered to both inside and outside of the workplace, and when in contact with members of the public.
- Encourage staff to undertake lateral flow tests twice weekly, prior to coming into the workplace.

Members noted the relatively high COVID-19 infection rates that continued to be experienced across the region.

In terms of service delivery, the Service had continued to respond to all emergencies throughout the pandemic, but some community and business engagement work had been suspended during specific periods of the pandemic. From 17 April 2021, the Service had resumed much of its community engagement work in a risk assessed manner. The Service would continue to increase its engagement within the community in relation to children and young people through the Prince's Trust and the Cadets Programme, conduct business fire safety audits, and home and school visits etc.

The Service continued to maintain agile working arrangements for Support Staff. Maximum building occupancy factors based upon risk assessments and social distancing had been implemented to ensure staff safety in returning back into the workplace. Each department maintained its own departmental rota.

The Service encouraged its staff to notify when they had received their COVID-19 vaccinations. A number of staff had volunteered to receive St John's Ambulance training, which had enabled assistance to be provided at some of the vaccination sites across South Yorkshire. To date, the Service had vaccinated over 1,000 individuals.

The Service remained an active member of the Local Resilience Forum which dealt with the response and recovery measures, and met on a weekly basis.

RESOLVED – That Members noted the update.

11 STATEMENT OF ASSURANCE AND ANNUAL REPORT - 2020/21

A report of the Chief Fire Officer and Chief Executive/Clerk to the Fire and Rescue Authority was submitted which sought Authority approval for the South Yorkshire Fire and Rescue Authority Statement of Assurance and Annual Report for 2020/21.

The Fire and Rescue National Framework for England was published in May 2018 and stated that fire and rescue authorities must publish a Statement of Assurance on an annual basis and that, together with their services, remained free to operate in a way that enabled the most efficient and effective delivery of their services. The Statement of Assurance also contained the Annual Report.

Councillor Sansome raised a question in respect of the majority of the Authority's funding being provided directly by the Government, and the remainder raised via the precept which formed part of the council tax bills issued by the district councils. He asked if he might have a breakdown of that by District. S Booth undertook to provide Members with a breakdown of the Council Tax contributions from each local authority.

RESOLVED – That Members:-

- i) Endorsed and signed off the Statement of Assurance and Annual Report.
- ii) Noted that the assessment of the Service's compliance against the Fire and Rescue National Framework was covered by the report.

12 SYP AND SYFR COLLABORATION EVALUATION

A report of the Deputy Chief Fire Officer and Director of Service Development was presented which provided feedback on the findings of the SYP and SYFR collaboration evaluation that had been undertaken by Rose Regeneration. The evaluation report primarily focused on the Joint Community Safety Department (JCSD) and the Joint Vehicle Fleet Management Department (JVFM) in the SYFR SYP Collaboration Programme.

From the findings of the 2019 HMICFRS inspection, the Service had recognised that, whilst it had ongoing collaboration projects and initiatives with various organisations, it had a limited amount of evidence on the evaluation of those programmes. Therefore, Rose Regeneration had been commissioned to undertake an independent evaluation. Since the evaluation report had been commissioned, a

decision had been made to cease the management arrangements across the estate functions, to enable SYFR and SYP to separately manage their respective estates.

The assessment on the Social Return of Investment had indicated a largely positive return for the JVFM of £2.56 for every £1 spent, and the JCSD return of £3.23 for every £1 spent.

Members noted that SYP had a new leadership team. Positive discussions had been held at the recent Police and Fire Collaboration Board meetings. It was anticipated to refresh the strategic aims and vision of the board, with a view to considering future collaboration opportunities. The publication of the Draft Government White Paper on Fire Reform was awaited.

In relation to the cessation of the management arrangements across the estate functions, Councillor Ross queried whether there would be any implications for the joint facility at Maltby or impacts on other potential joint facilities.

In response, DCFO Kirby commented that there had not been any impact in relation to the joint facilities at Maltby. SYP had begun to expand its estate, but this did not preclude the Service from entering into discussions regarding the potential sharing of estates in the future.

S Booth referred to the evaluation process that had been undertaken on the Service's facilities management function which had been reported into the Executive and the Senior Leadership Team, who had agreed to a new structure to manage the Service's estate. The matter had also been reported into the Service's workforce planning event that had been held in June 2021, and the restructure was underway.

A progress report on the Service's estate would be presented to the next Authority meeting in October 2021. The interim arrangements had enabled the development of the new Barnsley Fire Station, and the refurbishment works had continued at Aston Park and Tankersley Fire Stations.

Councillor Ayris queried whether the Service undertook benchmarking against the collaboration arrangements in other police forces and fire and rescue services, in particular those which incorporated social return on investment.

Members noted that the Service undertook benchmarking in relation to the outcome of the HMICFRS reports into fire and rescue services which tended to focus on collaboration, in order to review the opportunities that had been explored and to gain learning from that evaluation. The Service had a dedicated team which focused on the upcoming HMICFRS inspection, which including reviewing the programme of inspections that had been undertaken at other fire and rescue services.

Councillor Hogarth made reference to the report which suggested that staff undertaking broadly similar work at SYFR and SYP experienced different pay and conditions. He requested that Members be provided with the details of the different grades of pay.

DCFO Kirby commented that he would request the grading structure from SYP, with a view to providing Members with the different grading structures for SYFR and SYP. The information would be provided under the context that the roles within both organisations would not be the same.

RESOLVED – That Members noted and provided feedback on the findings of the collaboration evaluation report.

13 AUDIT AND GOVERNANCE COMMITTEE ANNUAL REPORT 2020/21

A report of the Clerk to the Fire and Rescue Authority was submitted to present the Audit and Governance Committee Annual Report 2020/21 for the Authority's consideration and approval.

Members noted that, in support of good governance, the Audit and Governance Committee produced an Annual Report for the Authority which outlined the role of the Committee, the responsibilities undertaken by its Members and the programme of work.

RESOLVED – That Members:-

- i) Considered the Annual Report of its Audit and Governance Committee.
- ii) Agreed to publish it on the Authority's website.

14 KEY ISSUES ARISING FROM THE PERFORMANCE AND SCRUTINY BOARD MEETING HELD ON 15 JULY 2021

Members were provided with a key issues paper arising from the Performance and Scrutiny Board meeting held on 15 July 2021.

In response to a question received from Councillor Ayriss in relation to modified duties for retained duty firefighters, DCFO Kirby commented that modified duties would be offered to staff who were unable to fulfil their current role. This would include undertaking community engagement work i.e. home safety checks, although this had been significantly reduced during the COVID-19 pandemic. The Service would look further into undertaking modified duties from home. A medical report would be required from a GP or the Service's Occupational Health to indicate that an individual could undertake some modified duties whilst they were unable to carry out their normal duties.

Councillor Ross commented that, in previous years, Members had expressed concern at the ageing workforce within the Service. He was pleased to observe that the Service's profile was now changing and recruitment had recommenced. The matter had been discussed at length at the recent Performance and Scrutiny Board meeting.

RESOLVED – That Members noted the key issues arising from the Performance and Scrutiny Board Meeting held on 15 July 2021.

15 DRAFT MINUTES OF THE YORKSHIRE AND HUMBER EMPLOYERS' ASSOCIATION AGM HELD ON 8 JULY 2021

A request was made for a Member to replace Councillor Damms as the Authority's representative on the Yorkshire and Humber Employers' Association.

Councillor Sansome would give consideration to taking up that role.

RESOLVED – That Members noted the draft minutes of the Yorkshire and Humber Employers' Association AGM held on 8 July 2021.

16 DRAFT MINUTES OF THE LOCAL PENSION BOARD HELD ON 8 JULY 2021

RESOLVED – That Members noted the draft minutes of the Local Pension Board held on 8 July 2021.

17 DRAFT MINUTES OF THE AUDIT AND GOVERNANCE COMMITTEE HELD ON 26 JULY 2021

RESOLVED – That Members noted the draft minutes of the Audit and Governance Committee held on 26 July 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</p>

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				<p>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 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>

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No.	Action	Timescale	Officer(s)	Status/ Update
				<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 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> <p>ACTION DISCHARGED</p>
2	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> <p>ACTION DISCHARGED</p>
3	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	<p><u>Update 26-07-21</u></p> <p>An update was provided to the Stakeholder Planning Board held on 21-07-21.</p> <p>ACTION DISCHARGED</p>

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No.	Action	Timescale	Officer(s)	Status/ Update
4	To provide Members with a breakdown of the Council Tax contributions from each local authority	ASAP	S Booth	<p><u>Update 16-09-21</u></p> <p>Members were provided with the information via email.</p> <p>ACTION DISCHARGED</p>
5	To provide Members with the grading structures for SYFR and SYP.	ASAP	DCFO Kirby	<p><u>Update 29-09-21</u></p> <p>SYFR has requested details from SYP on grading structures within certain depts. This will be anonymised but making comparisons will be difficult as the department structures will be different, with different responsibilities, role maps and grading processes. SYFR has also requested further details from Rose Regeneration on the wording in their report that gave rise to this query at the September FRA meeting. This may also provide some clarity on the matter for FRA Members.</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>