

## **SOUTH YORKSHIRE FIRE & RESCUE AUTHORITY**

Meeting	<b>FIRE AND RESCUE AUTHORITY</b>
Meeting Date	<b>21<sup>ST</sup> FEBRUARY 2022</b>
Report of	<b>CLERK TO THE AUTHORITY</b>
Report Sponsor(s)	<b>SERVICE DIRECTOR – LEGAL AND GOVERNANCE</b>
Subject	<b>REVIEW OF FRA MEMBERS' ALLOWANCES SCHEME</b>

### **EXECUTIVE SUMMARY**

The last independent review of the South Yorkshire Fire & Rescue Authority (South Yorkshire FRA or the Authority) Members' Allowances Scheme was conducted in 2018, and reported to the Authority on 25<sup>th</sup> June 2018. It was conducted by Dr Declan Hall, an independent expert in this field, and in accordance with the sections 1-3 of the *Local Authorities (Members' Allowances) (England) Regulations 2003* (SI 1021) (or the 2003 Regulations) that apply to joint authorities.

In particular the 2003 Regulations (paragraph 10 (5)) requires that where an Authority indexes its allowances such indices can run no longer than four years. This is known as the four year rule.

A review of the Members' Allowances Scheme and/or the issue of indexation is due in the first half of 2022 to report by no later than June 2022. This report covers the issues associated with a review.

It is worth noting that the allowances for Members were not increased as part of the 2018 review, but that the indexation was approved. This is explained further in paragraphs 2 and 5).

### **RECOMMENDATION(S)**

#### **Members are recommended to:**

- Consider whether a full review of the FRA Members' Allowances Scheme is necessary (see paragraphs 3 & 4).
- Approve an independent review of the indexation, which is required after a term of four years (see paragraph 5).

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### **CONTENTS**

Main Report

## BACKGROUND

1. As referred to in the Executive Summary, a full review of the FRA Members' Allowances Scheme was undertaken in 2018, and reported to the Authority on [25<sup>th</sup> June 2018](#) (see Item 11). The review was undertaken in accordance with the necessary legislation and conducted by an independent expert, Dr Declan Hall.
2. It is recommended that reviews are undertaken every four years and, in particular, the element that allows indexation which only runs for four years after approval. In South Yorkshire, the FRA Member Allowances are indexed to the annual percentage salary increase that is applicable to competent firefighters as agreed each year by the National Joint Council for Local Authority Fire and Rescue Services.

## ISSUES FOR CONSIDERATION

3. The governance structure and roles and responsibilities of the FRA Members (including the Chairs and Vice-Chair) have not changed since the review undertaken in 2018 and, therefore, Members may be of the view that a full and independent review is unnecessary.
4. Additionally, the review could cost up to £1500 to conduct. Given the impending publication of the White Paper on Fire Reform, it may be unwise to commission a review if arrangements could be impacted by the outcomes of that White Paper, albeit it that could take many months.
5. The indexation, however, does have to be reviewed every four years and approved for renewal. An 'light touch' independent review to demonstrate good governance could be commissioned at a much reduced cost – less than £1,000 – to allow Members to formally extend that to 2026.

## CONTRIBUTION TO OUR ASPIRATIONS

- Be a great place to work-** we will create the right culture, values and behaviours to make this a brilliant place to work that is inclusive for all
- Put people first-** we will spend money carefully, use our resources wisely and collaborate with others to provide the best deal to the communities we serve
- Strive to be the best in everything we do-** we will work with others, make the most of technology and develop leaders to become the very best at what we can be

## OPPORTUNITIES FOR COLLABORATION

- Yes
- No

## CORPORATE RISK ASSESSMENT AND BUSINESS CONTINUITY IMPLICATIONS

6. The proposal to commission an independent review of either the full Members' Allowances Scheme and/or indexation demonstrates good governance and continuity of arrangements as agreed by the full Authority.

## EQUALITY ANALYSIS COMPLETED

- Yes

If you have ticked 'Yes' please complete the below comment boxes providing details as follows:

Summary of any Adverse Impacts Identified:	Key Mitigating Actions Proposed and Agreed:
None	None

An Equality Analysis on the FRA Members' Allowances Scheme was completed some years ago and there have been no changes to the Scheme since then.

### HEALTH AND SAFETY RISK ASSESSMENT COMPLETED

- Yes  
 No  
 N/A

If you have ticked 'No' or 'N/A' please complete the comments box below providing details of why a Health and Safety Risk Assessment is not required/is outstanding:

The review relates to the Authority's governance arrangements and, therefore, has no health and safety implications.

### SCHEME OF DELEGATION

7. Under the South Yorkshire Fire and Rescue Authority [Scheme of Delegation](#) a decision \*is required / \*has been approved at Service level.

Delegated Power  Yes  
 No

This report is not submitted under delegated powers. It relates to the procedural / governance arrangements of the Authority.

### FINANCIAL IMPLICATIONS

8. This is dependent on which option Members agree – the full Review or 'light-touch' Review of indexation. Costs will be obtained and reported to Members.

### IMPLICATIONS

9. Industrial Relations, Financial, Legal, Asset Management, Environmental and Sustainability, Equality, Diversity and Inclusion, Communications and Health and Safety implications have been considered in compiling this report.

<b>List of background documents</b>		
Review of FRA Members' Allowances Scheme - 2018		
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