

# SOUTH YORKSHIRE FIRE AND RESCUE AUTHORITY

19 JUNE 2023

PRESENT: Councillor C Hogarth (Chair)  
Councillor A Cherryholme (Vice-Chair)  
Councillors: T Damms, M Elliot, J Ridler, S Sansome, T Smith,  
S Ball, D Hutchinson and S Ayris

CFO C Kirby, T/DCFO A Strelczenie, S Kelsey, AM P  
Heffernan and AM M Gillatt (South Yorkshire Fire & Rescue  
Service)

N Copley, S Loach, S Ghuman, C Smallman and D Thorpe  
(Barnsley MBC)

Apologies for absence were received from Councillor  
B Johnson, Councillor S Alston, S Norman and DCFO T Carlin

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 3 APRIL 2023

RESOLVED – That the minutes of the authority meeting held on 3 April 2023 were received by Members.

10 CULTURE UPDATE

S Kelsey presented Members with the Culture Update. His Majesty's Inspectorate of Constabulary and Fire and Rescue Services published their 'Values and culture in fire and rescue services' report on 30 March 2023, this included nine themes supported by thirty-five recommendations for all fire and rescue services alongside the government and national fire bodies to implement as a matter of urgency.

South Yorkshire Fire and Rescue welcomed the report and the recommendations. Of the thirty-five recommendations, nineteen were specifically owned by the Chief Fire Officer. Work was underway in the Service to meet the recommendations and progress was highlighted in Appendix A of the report.

A recommendation owner-breakdown is shown below:

- SYFR/CFO – 19
- National Fire Standards Boards – 3
- Government – 2
- Home Office – 7
- National Employers/LGA/NFCC – 1
- NFCC – 2
- Police – 1

SYFR progress against the recommendations is as follows:

- Green (Complete) – 9 (47%)
- Amber (In Progress – 8.5 (45%)
- Red (Not Started or Limited Progress – 1.5 (8%)

S Kelsey continued that the Service would like the Committee to accept the recommendations and agree with the progress and plans in place.

A discussion was taken around the leadership training model. Officers explained that there were fundamental practices included in the model, but the way in which each Service delivered this differed slightly. Opportunities for collaboration were also explored.

Councillor Sansome queried the timescales involved with reviewing the report, S Kelsey reassured Members that regular checks were undertaken through the service improvement boards and regular updates would be provided to the FRA.

Dr Billings questioned the information on page 16 of the report relating to the Service's progress in developing the People Strategy 2023-2026. S Kelsey explained that there was a slight delay due to work on the potential industrial action and an influx of culture reports and recommendations, however the overall themes were similar to those in the current strategy so work has continued that will support the new strategy. The Service didn't anticipate further delays.

S Kelsey added that production of the new draft Whistleblowing Policy was on target for the deadline at the end of June. A first draft will then be shared with legal colleagues from Barnsley.

RESOLVED – That Members:-

- a) Accepted the recommendations allocated to the Chief Fire Officer in full.
- b) Agreed that the Service would fully engage with and support the delivery of the recommendations, alongside other planned culture work.

## 11 FINANCIAL OUTTURN REPORT FOR THE YEAR ENDED 31 MARCH 2023

N Copley presented the Financial Outturn Report to Members which included the final revenue, capital outturn and updated reserves position for the financial year ended 31 March 2023.

Dr Billings queried the Capital Programme figures on page 41 of the report, officers explained that the Capital Programme was notoriously volatile as it included a combination of reprofiling and slippage.

Councillor Sansome requested to receive updates through CAG meetings if any deviation occurred, CFO Kirby responded that any financial matters would be reported at Full Authority meetings and could be included on CAG agendas if necessary.

RESOLVED – That Members:-

- a) Approved the revenue and capital operating outturn position of £0.517m overspend, when compared to the budget, funding and movement on reserves.
- b) Agreed the capital expenditure outturn of £3.166m.
- c) Approved the transfer of the in-year overspend (£0.517m) from the Emerging Risk Reserve.
- d) Agreed the summary Statement of Reserves which showed the total unusable reserves of £16.320m, split Earmarked Reserves of £11.320m and General Reserves £5.0m for the year ended 31 March 2023.
- e) Noted the future MTFP continues to be unsustainable in future years without the delivery of the efficient plan.

## 12 PRODUCTIVITY AND EFFICIENCY PLAN 2023

T/DCFO A Strelczenie presented the Productivity and Efficiency Plan to Members explaining that the plan was produced at the request of the Minister of State for Crime, Policing and Fire. It aligns with Home Office guidance on content and contributes to the assessment of nation progress against Spending Review goals.

CFO Kirby reassured Members that the plan would be monitored constantly with regards to funding vs spending at the Service. Measures were already in place to create significant savings and drive further efficiency.

Members were informed that briefings in terms of performance would continue and that proposals would not be brought to Members for decision unless the Chief was fully satisfied.

A discussion was taken around sustainability at the Service, CFO Kirby explained that a range of options were undergoing consideration including power generation with solar solutions and a variety of vehicle/fleet options.

RESOLVED – That Members noted the Plan.

### 13 PEOPLE AND CULTURE BOARD UPDATE

S Kelsey provided Members with the People and Culture Board quarterly update for 2022/23. One meeting was held during this period on 15 March 2023, the Board received reports from all four committee meetings in Q4, which are summarised below:

#### Health Safety & Wellbeing Committee

- Reported that the SYFR Fitness Advisor was now also a qualified physiotherapist and that a room at the Training and Development Centre had been converted for physiotherapy treatment.
- A Fire Contaminants Policy had been produced, in consultation with key stakeholders.
- All appliances and training school would receive a fire contaminants cleaning and decontamination pack for firefighters exposed to fire contaminants.
- Due to a successful trial of clean/dirty kit bin at Edington Station these were to be rolled out at all stations.
- A proposal to change IOSH training from face to face to online was undergoing consideration.
- The IGLoo absence management study was progressing well, and the Transave Credit Union continued to be successful.

#### Equality, Inclusion & Diversity (EDI) Committee

- A quarterly update on EDI progress across the Service and in the community was received, it was noted that workshops to consult on the draft EDI Strategy for 2023-2026 were in progress.
- Membership of staff groups continued to grow, and the new Age staff groups and Pregnancy and Parenting staff group were about to be launched.
- An update on the Estates Team EDI action plan was received and updates in relation to Service LPI's and service improvement plans.

#### Workforce Planning Committee

- The Senior People Partner (OD) would now chair the Workforce Planning Group and Workforce Planning Committee.

- The operation and corporate establishment update was scrutinised and a deep dive into Technical Service, Firefighter Safety Team and Procurement Team workforce plans was undertaken.

#### Workforce Development Committee

- FF mandatory training figures were discussed in detail, it was noted that these were within agreed thresholds.
- New operation staff maintenance of competence (MOC) framework and delivery plan were presented and received approval.
- AM Paul Heffernan would take over as chair of the Workforce Development Committee.

#### Other Items to Note

- Casework (grievances and discipline) statistics and trends were presented and discussed at the board meeting; it was agreed that statistics relating to occupational health work would also be a standing item in future.
- It was noted that the risk of industrial action had been removed.
- The planned staff communication campaign around culture was discussed, market testing had been carried out over the last two weeks against a cross sections of staff – it was hoped to launch campaign on 1 May.
- The Board noted the risks to the national fire and rescue sector from the recent London Fire Brigade (LFB) culture report and agreed this would be a standing item at future People & Culture Board meetings.
- The closedown report for the Core Code of Ethics project was approved and noted that the 2015 Trade Dispute Resolution agreement had been signed off by the National FBU.
- The project initiation document for the Development Review project was approved.

RESOLVED – That Members noted the update.

## 14 SERVICE DELIVERY BOARD UPDATE

Members were provided with an update from the Service Delivery Board, at the recent meeting the following topics were discussed:

- The on-call availability and attendance times.
- The data dashboard for emergency response.
- BFS department metrics and ISO compliance – future work would be undertaken to review the Polaris All-terrain vehicle provision.
- The Uniform programme close down report was submitted with the new revised uniform being introduced later in the year.

Future objectives of the Service Delivery Board include:

- To address the AFIs from the latest HMIFRS report.
- Becoming compliant with all current and emerging Professional Fire Standards as working to meet the fit for the future objectives.
- Supporting work to meet the recommendations from both the Grenfell fire and Manchester arena enquiries.

- To drive coordinated partnership working across the county alongside local partners and ensure compliance with all Sector and Safeguarding legislation.

RESOLVED – That Members noted the update.

15 STRIKES (MINIMUM SERVICE LEVELS) BILL

Members were provided with an update on the Strikes (Minimum Service Levels) Bill, in January 2023 the Government published the draft Bill into Parliament for consultation that proposed MSL to limit the impact of strike action on the lives and livelihoods of the public.

The Bill specifies 6 key sectors that it would apply to:

- Health Services
- Fire and Rescue Services
- Education Services
- Transport Services
- Decommissioning of nuclear installations and management of radioactive waste and spent fuel
- Border Security

CFO Kirby added that it was contentious draft legislation and there may be implications to local areas relating to industrial relations. The right to strike was respected by the Authority and the service, in the event of a strike a third-party provider would ensure fire engines and qualified officers were in place where needed and this draft legislation would not immediately result in the existing arrangements being discarded.

Members were reassured that the committee would be updated with any amendments made to the proposed legislation.

RESOLVED – That Members noted the update.

16 MC CLOUD SERGEANT PENSIONS REMEDY PHASE TWO CONSULTATION RESPONSE

CFO Kirby updated Members on the McCloud Sergeant Pensions Remedy Phase Two Consultation Response and explained that within his delegated authority a response was produced in relation to the consultation.

RESOLVED – That Members noted South Yorkshire Fire and Rescue's consultation response for phase two of the McCloud and Sergeant pensions remedy.

17 SERVICE IMPROVEMENT BOARD UPDATE

T/DCFO A Strelczenie presented the Service Improvement Board Update to Members which included progress against the actions of the Service Improvement Plan.

The Service Improvement Plan included actions relating to South Yorkshire Fire and Rescue Service, His Majesty's Inspectorate of Constabulary and Fire and Rescue Services Inspection Report, Grenfell Tower Inquiry, State of Fire and Rescue Reports and published Fire Standards. The plan also captured improvements generated through local and national learning from emergency incidents.

RESOLVED – That Members noted the update.

18 EXTREME HEATWAVE JULY 2022 - LEARNING CLOSEDOWN

Members were updated on the key learning and resulting actions from the July 2022 Extreme Heatwave Event.

Councillor Ball asked if any consultation had been followed up with local councils. Officers responded that the usual route would be via statutory community partnerships, but the inclusion of local councils could be considered going forward. Councillor Sansome queried if the learning closedown could be taken to each areas Safety Partnership Board. CFO Kirby explained that representatives would be attending and contributing at the partnership boards, previously work was also untaken with local authorities to identify any issues.

RESOLVED – That Members noted the operation learning and service improvements.

19 MEMBER LEARNING AND DEVELOPMENT - REVIEW AND THE YEAR AHEAD

D thorpe presented the Member Learning and Development report highlighting a review of the learning and development undertaken in 2022/23 and a look forward to the year ahead.

RESOLVED – That Members:-

- a) Noted the skills, learning and development acquired in 2022/23.
- b) Noted the offer of informal development discussion between July 2023 and early September 2023 for all new and existing Members which will inform an appropriate and target Learning and Development Schedule for 2023/24.
- c) Noted the wider Learning and Development 'Offer' in Appendix A of the report.

20 DRAFT MINUTES OF THE APPOINTMENTS COMMITTEE HELD ON 5 JUNE 2023

RESOLVED – That Members noted the draft minutes of the Appointments Committee held on 5 June 2023.

21 DRAFT MINUTES OF THE LOCAL PENSION BOARD HELD ON 13 APRIL 2023

RESOLVED – That Members noted the draft minutes of the Local Pension Board held on 13 April 2023.

22 ITEMS FOR DISCUSSION IN THE ABSENCE OF THE PUBLIC AND PRESS

None.

CHAIR