



Minutes

Human Resources Committee

Date: 10 July 2020

Time: 10.30 am

Venue: Microsoft Teams meeting

Present: Councillor A Wenham (in the Chair), M Akhtar, C Anderson, J Fenton-Glyn, R Hunt, D Jenkins, D Kirton, N Mohammed, J Sunderland and S Tulley

In Attendance: None

Apologies: Councillor F Shaheen

1 Minutes of the last meeting

RESOLVED

That the Minutes of the last meeting held on 27 March 2020 be signed by the Chair as a correct record.

2 Matters arising

3 Urgent items

None.

4 Admission of the public

There were no items which required the exclusion of the public and press

5 Declarations of interest

No declarations of disclosable pecuniary interest were made in any matter under consideration at the meeting.

6 Local Pension Board annual report 2019 – 20

The Chief Legal and Governance Officer submitted a report which invited Members to review and ratify the Local Pension Board Annual Report 2019 – 20.

RESOLVED

That it be confirmed the Local Pension Board had acted within its Terms of Reference and in accordance with good governance principles during the 2019 – 20 municipal year

7 Human Resources activity report

The Chief Employment Services Officer submitted a report which advised of the establishment and strength of West Yorkshire Fire and Rescue Service together with directorate / departmental sickness absence and personnel activity to the end of March 2020.

RESOLVED

That the report be noted.

8 Staff survey - update

Consideration was given to a report of the Chief Employment Services Officer which provided an update on actions and progress following the 2017 – 18 and 2019 staff surveys and which presented an action plan in response to the 2019 survey results.

The 2019 survey results had indicated a much-improved picture whilst highlighting the following areas of continuous improvement;

- change management
- bureaucracy
- being fairly paid
- feeling valued, and
- the Performance Development review process

It was reported that focus groups had been established across the organisation to explore specific action areas and suggestions for incorporation into the live action plan in advance of the next planned survey in 2021.

Members referred to the following specific areas;

- negative comments and action taken
- employee mental health (with a focus on effect of COVID19)
- staff newsletters / podcasts

RESOLVED

That the report be noted.

9 Pension scheme dispute - update

Members received a report of the Chief Employment Services Officer which provided an update on the latest developments concerning the national dispute on changes to the Firefighter Pension Schemes and which outlined the possible implications of any remedy for the service.

Current estimations on the additional annual revenue costs would be approximately £2m per year and the repayment of past employer contributions may be at an additional cost of £10m. It was hoped that any additional costs would be met by the Government but this was still to be confirmed.

RESOLVED

That the report be noted.

10 Yorkshire and Humberside Employers' Association Minutes – 16 January 2020

RESOLVED

That the Minutes of the Yorkshire and Humberside Employers' Association at a meeting held on 16 January 2020 be received.

Chair