



Minutes

Human Resources Committee

Date: 21 January 2022

Time: 10:30

Venue: Function Room, FSHQ

Present: Councillors F Shaheen (in the Chair), G Almas, R Downes, D Kirton, M Midgley, N Mohammed, M Pervaiz, S Press, I Sanders (as substitute for Cllr Anderson) and J Sunderland

In Attendance: None

Apologies: Cllr Anderson

24 Minutes of meeting held on 8 October 2021

RESOLVED

That the Minutes of the last meeting held on 9 July 2021 be signed by the Chair as a correct record.

25 Matters arising

None

26 Urgent items

None

27 Admission of the public

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

28 Declarations of interest

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

29 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 September 2021.

Members raised the following specific issues;

- That the increase in female recruits was excellent
- Whether university and schools had been approached in the recruitment drives
- Noting positive changes in external perception about the culture of the Fire & Rescue Service it was noted that there is still work ongoing relating to the recruitment of staff from BAME backgrounds, whilst maintaining the need to avoid positive discrimination.
- That the option to introduce apprenticeships be considered
- That the significant reduction in absences due to mental health issues is pleasing to see, despite the ongoing COVID19 pandemic.

RESOLVED

That the report be noted.

30 Review of Human Resources Strategy

The Chief Employment Services Officer submitted a report which advised of the revised People Strategy to cover the next three years; 2021 – 2024. The new strategy outlines how we attract, recruit, support, develop, recognise, and retain staff and covers the lifecycle of an employee.

Members thanked the team for the hard work that had gone into producing the People Strategy and welcomed its presentation in such a user-friendly accessible format. Members requested information regarding retired staff and if they could be involved in future recruitment drives and community networks.

RESOLVED

That the report be noted.

31 Staff Network Update

The Diversity and Inclusion Manager submitted a report which updated members on the progression of the four staff networks over the last 6 months – FireGIN, FireREACH, FireDAW and LGBT+U. It was confirmed that these groups had been involved in consultations on the new build of FSHQ, CRMP, fire station redesigns and the introduction of the new uniform.

Members welcomed the positive report and were pleased to see the exceptional work that had been done by the staff networks.

RESOLVED

That the report be noted.

32 Operational Equipment Team Review

The Deputy Chief Fire Officer presented a report providing members with an update on the Operational Equipment Team structure and sought approval to appoint an Equipment Management Officer.

Members requested confirmation of the job description and background information on who currently undertakes the responsibilities specified in the role.

RESOLVED

- a) That the report be noted.
- b) That the appointment of an Equipment Management Officer is approved.

33 Appointment of Strategic Development Co-ordinator

The Director of Service Support submitted a report seeking approval for the permanent establishment of a Strategic Development Co-ordinator post. This post will ensure the service is able to meet responsibilities for Fire Standards, HMICFRS and Internal Audit.

Members were given clarification of the grade and job title.

RESOLVED

That the appointment of a Strategic Development Co-ordinator is approved.

Chair