



Minutes

Human Resources Committee

Date: 24 March 2023

Time: 10:30

Venue: FSHQ

Present: Cllrs Shaheen (in the chair), Anderson, Harrand, Keith, Kirton, Midgley
Mohammed, Pervaiz, Pollard (as substitute for Cllr Hall) and Wood

In Attendance:

Apologies: Cllr Hall

1 Minutes of meeting held on 20 January 2023

That the Minutes of the last meeting held on 20 January 2023 be signed by the Chair as a correct record.

2 Matters arising

There were no matters arising

3 Urgent items

There were no urgent items

4 Admission of the public

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

5 Declarations of interest

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

6 Mental Health and Wellbeing Review

The Chief Employment Services Officer presented a report detailing the recent in depth review of the Mental Health and Wellbeing provision for WYFRS staff.

Members challenged the report author on the definition of a traumatic incident and the support available via the Employee Assistant Programme (EAP). Members sought confirmation that staff were given encouragement to take the first step in accessing help as it was acknowledged this was the most challenging issue and that information regarding Mental Health and Wellbeing Support is included in the new staff induction programme.

Members welcomed the introduction of the well being fund and the improved manager training and were interested to learn about the Wellbeing and Inclusion Champions relaunch.

RESOLVED

That the report be noted.

7 Gender and Pay Gap Report

Members considered a report of the Chief Employment Services Officer giving details of the Gender Pay Gap for the year ending 31 March 2022.

Members were pleased to note that the pay gap has reduced to 2% which is a further reduction on the 2021 pay gap and 6.3% below the Office for National Statistics (ONS) figures for 2022.

It was noted that whilst in the short term, the success in employing more female firefighters would have a negative effect on the gender pay gap, it would result in there being a more diverse pool of staff available to apply for the higher paid jobs when they become available, thus having a positive effect on the gender pay gap in the longer term.

RESOLVED

That the report be noted.

8 Activity Report

The Chief Employment Services Officer submitted a report which advised Members of the key HR metrics for the reporting period ending 31 December 2022, including establishment strength, sickness absence data and high-level discipline and grievance figures.

Members were provided with a Supplementary Sickness Report giving the latest figures to March 2023.

Members were advised that the targets for the next financial year were currently being discussed and that there are plans to make them more achievable as it has been acknowledged across the board that attendance levels in all areas have not recovered to pre Covid levels. Ongoing research into the new ways of working and the shift in the way society functions will be fed into the targets.

RESOLVED

- a) That the report be noted.
- b) That the new posts as listed in the report now submitted be approved.

9 Pay and Industrial Relations

The Chief Employment Services Officer gave a presentation with an update on the current position regarding pay offers and the ongoing possibility of Industrial Action by Green Book Staff.

10 Staff Survey Results

Members received a presentation from the Chief Employment Services Officer with details of the results of the Staff Survey, which was undertaken in November and December 2022.

Members were advised that WYFRS have had to use a new provider this time as the provider previously used no longer offered the service. This means that year on year comparisons are difficult but that the new technology offers improved data analysis.

Members questioned whether the figures reflected a true representation of all staff and it was confirmed that the response rate of 53% was accepted by statisticians as an acceptable figure. Members were reassured that all staff are encouraged to complete the survey and that the Fire Brigades Union (FBU) encourages their members to complete it.

Chair