

WYFRA	PERSONNEL AND TRAINING COMMITTEE	11 April 2008	ITEM No
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REPORT OF: DIRECTOR OF HUMAN RESOURCES

**PURPOSE OF
REPORT:** TO INFORM MEMBERS OF THE ACTIVITIES OF WEST
YORKSHIRE FIRE SERVICE IN THE AREA OF
PERSONNEL

RECOMMENDATION: THAT THE REPORT BE NOTED

LOCAL GOVERNMENT (ACCESS TO INFORMATION) ACT DETAILS

EXEMPTION CATEGORY: NONE

ACCESS CONTACT OFFICER: ALLAN HUGHES (01274) 655703
HILARY BROWN (01274) 655741

OPEN TO INSPECTION: NONE

1. BACKGROUND

Outlined below are brief details of the activities of West Yorkshire Fire and Rescue Service between March 2007 and February 2008.

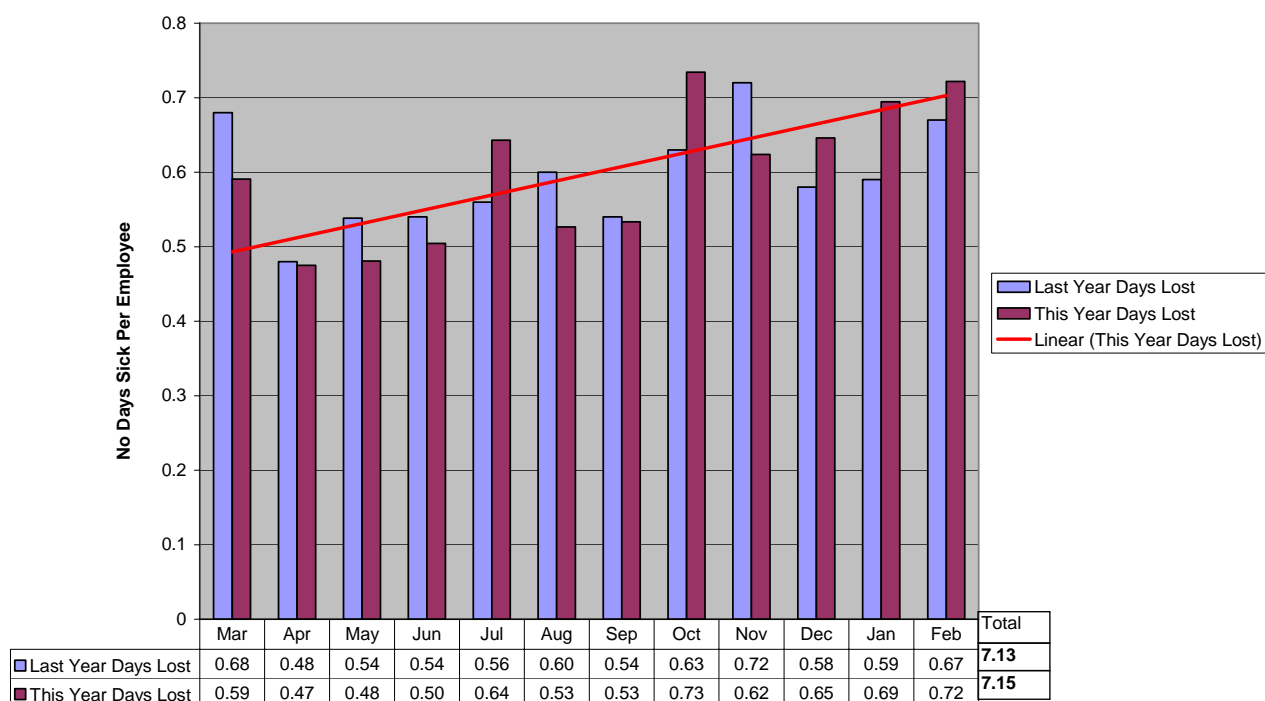
2. 'SICKNESS – AVERAGE DAYS PER PERSON

A comparison of the outturn figures for 2006/7 for other Authorities in West Yorkshire in respect of working days/shifts per employee lost due to sickness absence are shown below:-

Authority	Days lost to sickness absence per year
Calderdale	10.02
Wakefield	10.78
Kirklees	10.93
Leeds	12.00
Bradford	13.48
West Yorkshire PTE	8.5
WYFRS	7.6

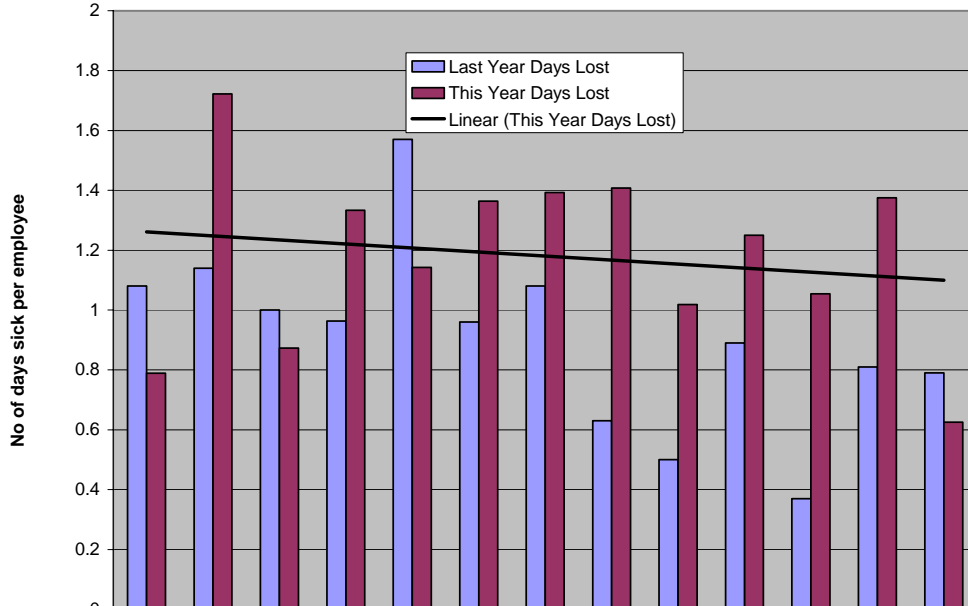
2.1 OPERATIONAL PERSONNEL SICKNESS – DAYS PER PERSON

Operational Staff - Days Lost to Sickness



2.2 MACC PERSONNEL SICKNESS – DAYS PER PERSON

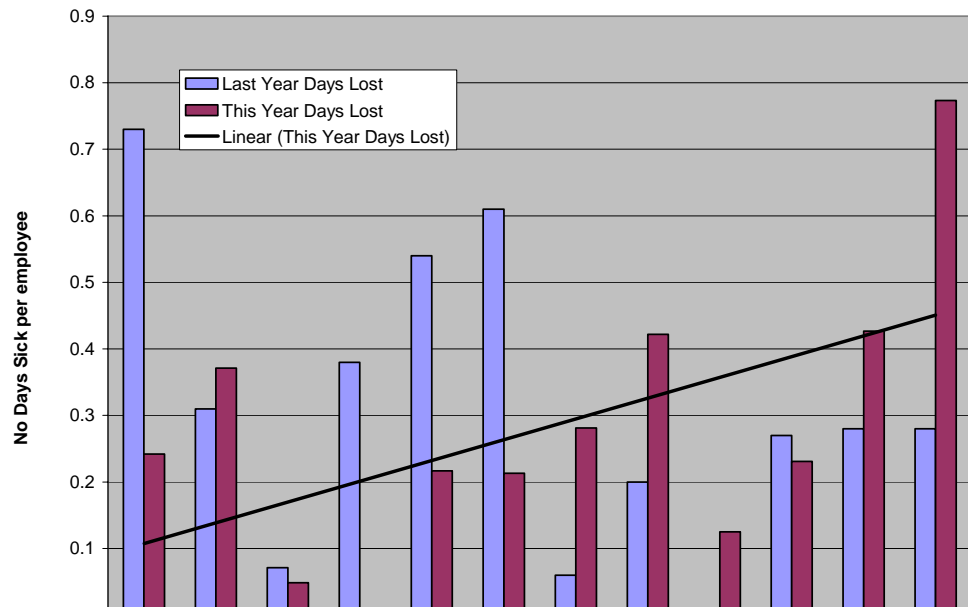
MACC Personnel - Days Lost to Sickness



	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Total
Last Year Days Lost	1.08	1.14	1.00	0.96	1.57	0.96	1.08	0.63	0.5	0.89	0.37	0.81	0.79	11.78
This Year Days Lost	0.79	1.72	0.87	1.33	1.14	1.36	1.39	1.41	1.02	1.25	1.05	1.38	0.63	15.34

2.3 FDS PERSONNEL SICKNESS – DAYS PER PERSON

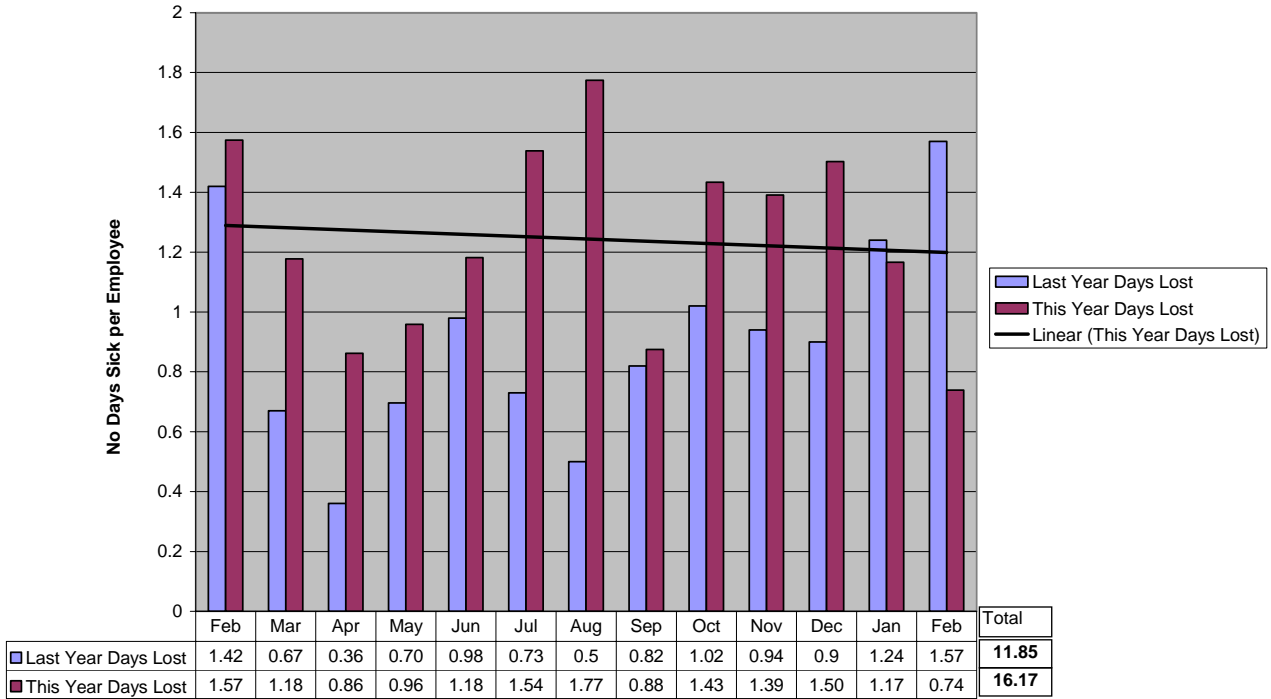
FDS Staff - Days Lost to Sickness



	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Total
Last Year Days Lost	0.73	0.31	0.07	0.38	0.54	0.61	0.06	0.2	0	0.27	0.28	0.28	3.73
This Year Days Lost	0.24	0.37	0.05	0.00	0.22	0.21	0.28	0.42	0.13	0.23	0.43	0.77	3.35

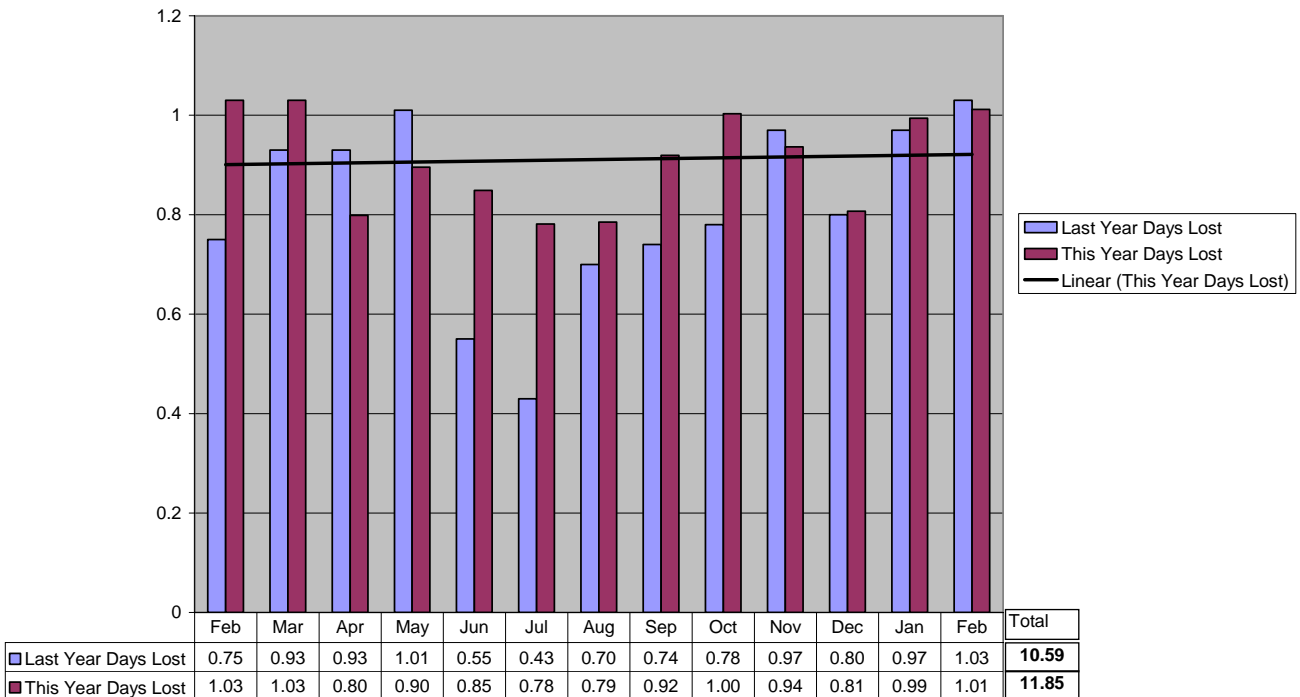
2.4 DAY DUTY PERSONNEL SICKNESS – DAYS PER PERSON

Day Duty Staff Days Lost to Sickness



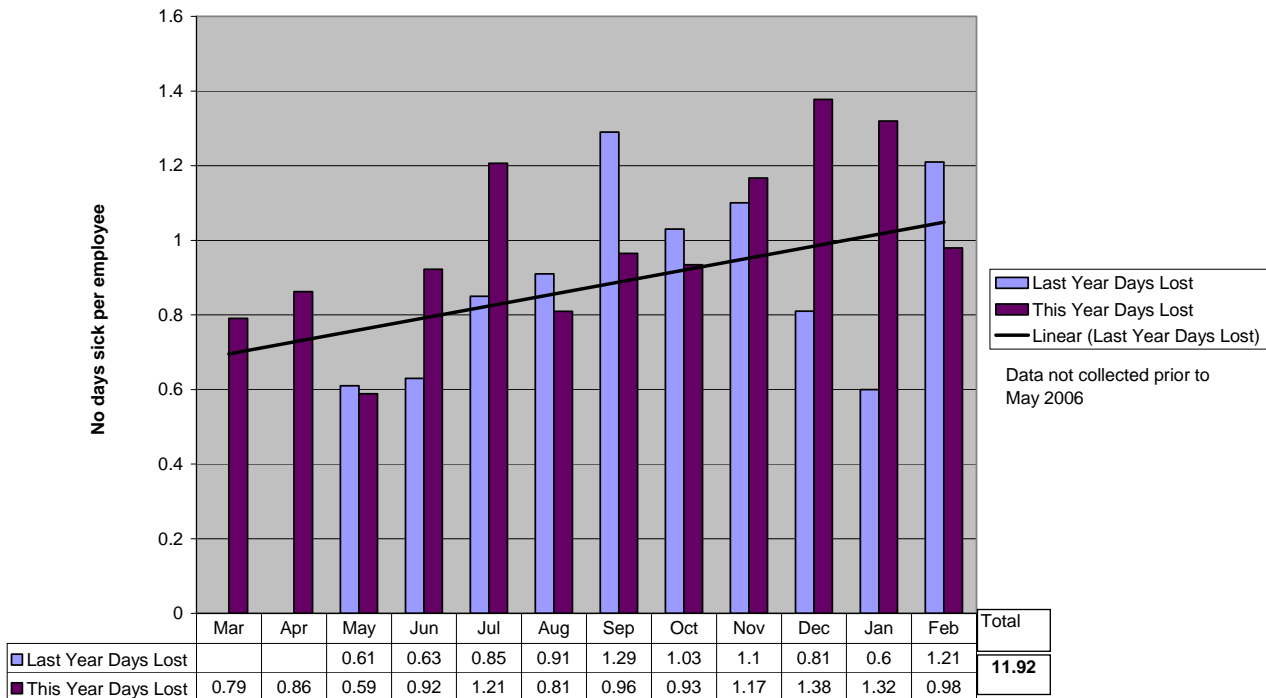
2.5 FIRE & RESCUE PERSONNEL SICKNESS – DAYS PER PERSON

Fire & Rescue Staff - Days Lost to Sickness (No Days sick per employee)



2.6 RETAINED PERSONNEL SICKNESS – DAYS PER PERSON

Retained Staff - Days Lost to Sickness



3 NUMBER OF PERSONNEL EMPLOYED

3.1 WHOLE TIME OPERATIONAL PERSONNEL

As at first of month	Posts	Employed	Vacancies
December 2007	1531	1502	29
January 2008	1531	1496	35
February 2008	1531	1511	20
	December 2007	January 2008	February 2008
Enrolments during month	0	22	1
Terminations during month	5	5	3

3.2 RETAINED OPERATIONAL PERSONNEL

As at first of month	Posts	Employed	
December 2007	175	197	
January 2008	175	194	
February 2008	175	193	
	December 2007	January 2008	February 2008
Enrolments during month	2	1	0
Terminations during month	2	2	0

3.3 MOBILISING & COMMUNICATIONS CENTRE PERSONNEL

As at first of month	Posts	Employed	Vacancies
December 2007	54	59	0
January 2008	54	59	0
February 2008	54	59	0
	December 2007	January 2008	February 2008
Enrolments during month	0	0	0
Terminations during month	0	0	0

3.4 FIRE & RESCUE PERSONNEL

As at first of month	Posts	Employed	Vacancies
December 2007	358	331	27
January 2008	358	332	26
February 2008	358	339	19
	December 2007	January 2008	February 2008
Enrolments during month	2	8	4
Terminations during month	1	2	6

4 NUMBER OF ILL HEALTH RETIREMENTS – ALL PERSONNEL

Month	WT PERSONNEL	MACC	RETAINED	FIRE & RESCUE STAFF
MAR 07	2	0	0	0
APR 07	0	0	0	0
MAY 07	0	0	0	0
JUN 07	0	0	0	0
JUL 07	0	0	0	0
AUG 07	0	0	0	0
SEP 07	1	0	0	0
OCT 07	0	0	0	0
NOV 07	0	0	0	0
DEC 07	0	0	0	0
JAN 08	0	0	0	0
FEB 08	0	0	0	0
Total	3	0	0	0