

WYFRA	PERSONNEL AND TRAINING COMMITTEE	11 JULY 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: MARTYN REDFEARN (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 June 2007 and May 2008.

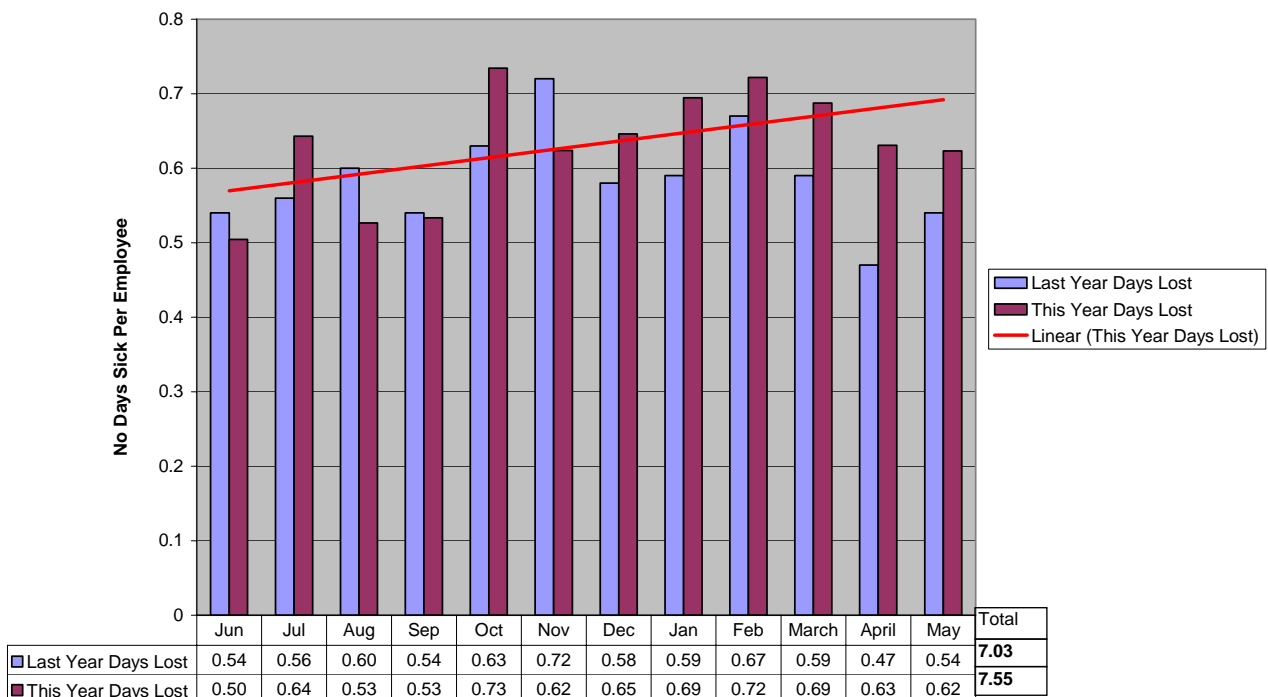
2. 'SICKNESS – AVERAGE DAYS PER PERSON

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

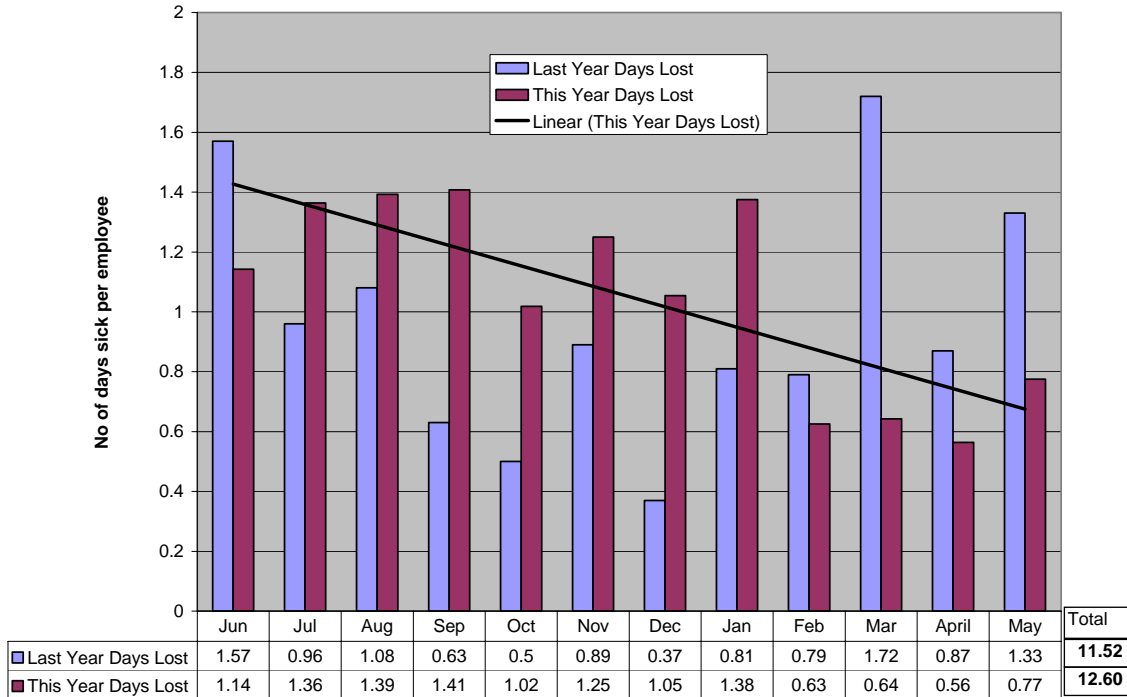
2.1 OPERATIONAL PERSONNEL SICKNESS – DAYS PER PERSON

Operational Staff - Days Lost to Sickness



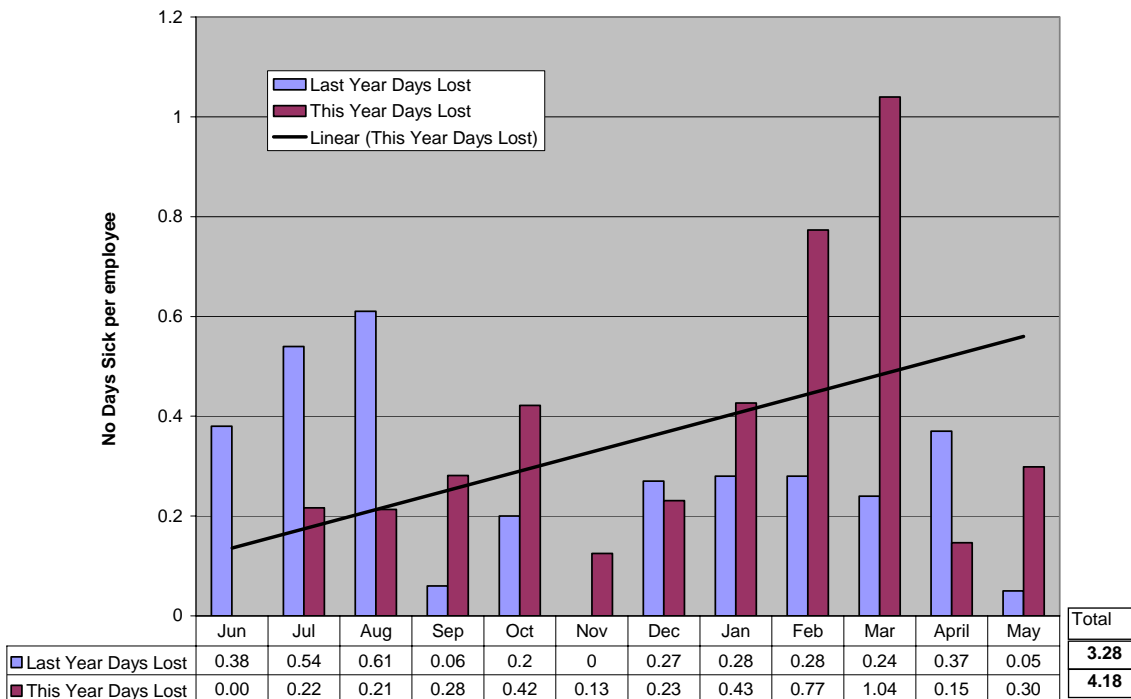
2.2 MACC (Mobilising and Communications Centre) - PERSONNEL SICKNESS – DAYS PER PERSON

MACC Personnel - Days Lost to Sickness



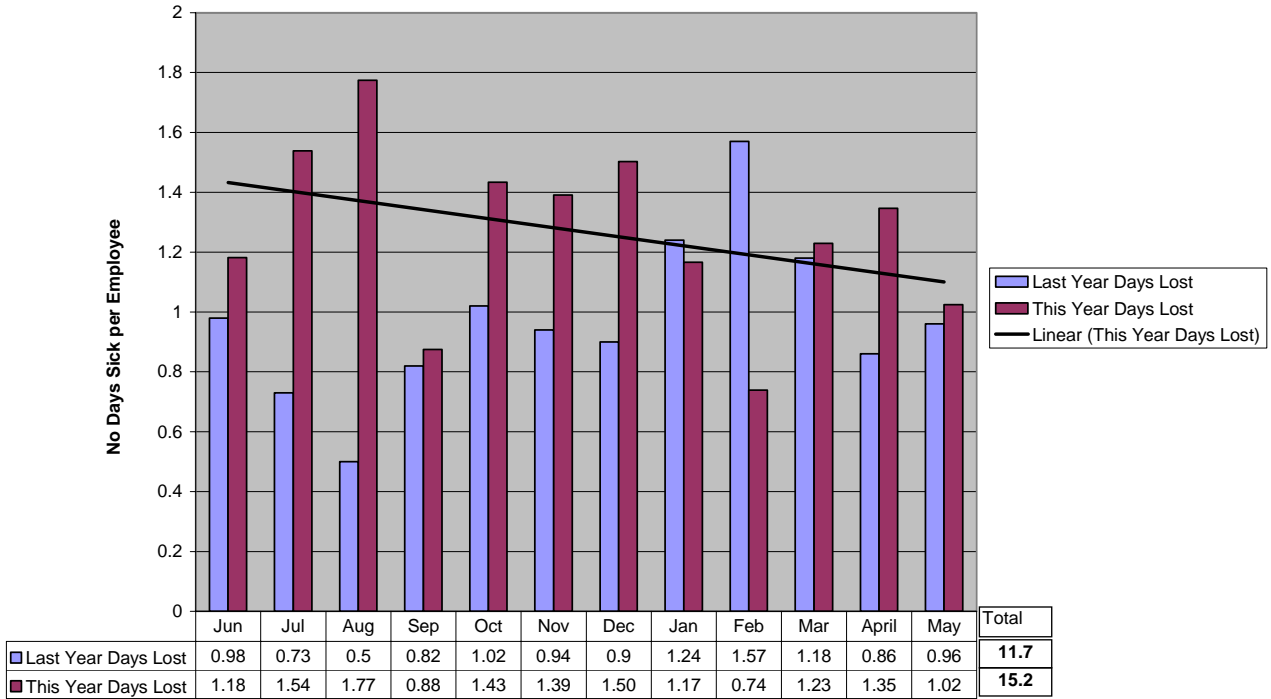
2.3 FDS (Flexi Duty System) PERSONNEL SICKNESS – DAYS PER PERSON

FDS Staff - Days Lost to Sickness



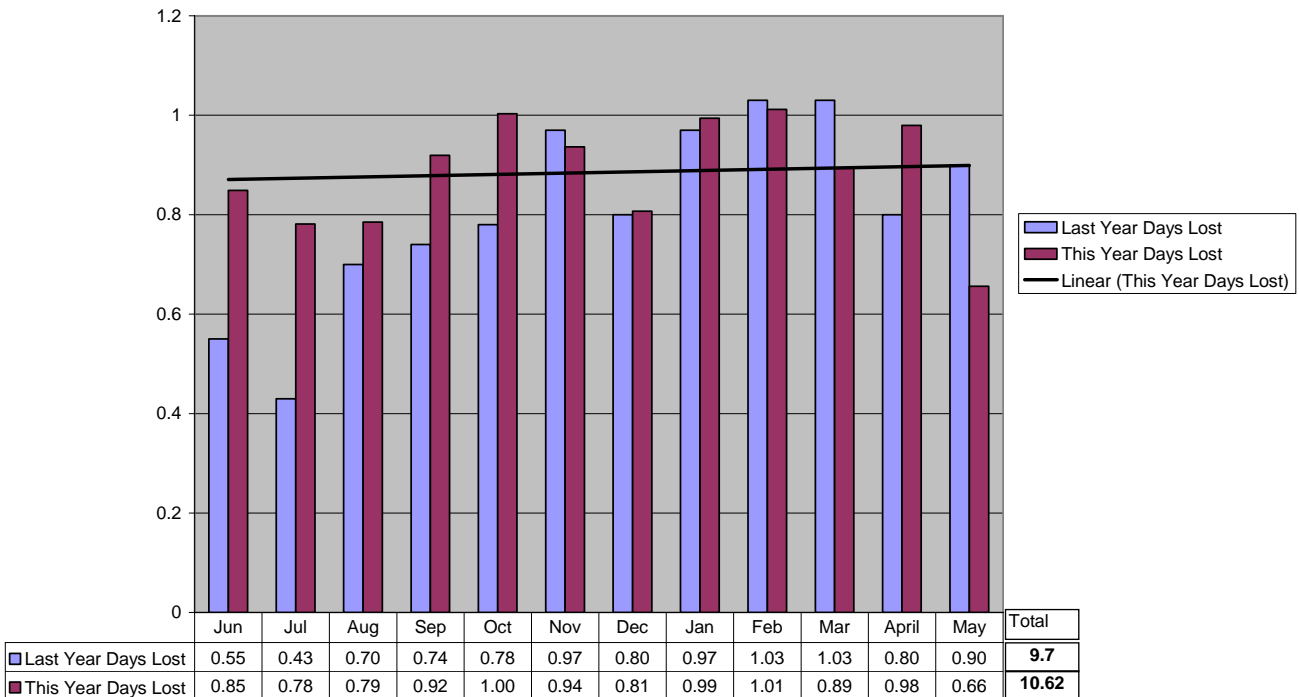
2.4 DAY DUTY PERSONNEL SICKNESS – DAYS PER PERSON

Day Duty Staff Days Lost to Sickness



2.5 FIRE & RESCUE PERSONNEL SICKNESS – DAYS PER PERSON

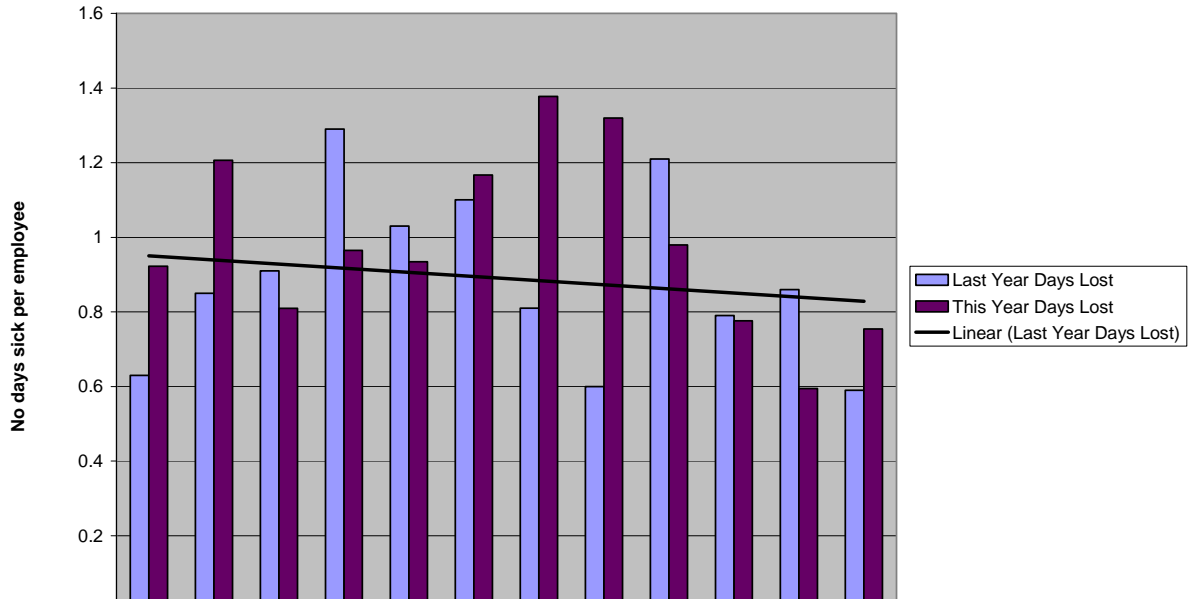
Fire & Rescue Staff - Days Lost to Sickness (No Days sick per employee)



2.6 RETAINED PERSONNEL SICKNESS – DAYS PER PERSON

11.91

Retained Staff - Days Lost to Sickness



	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	April	May	Total
Last Year Days Lost	0.63	0.85	0.91	1.29	1.03	1.1	0.81	0.6	1.21	0.79	0.86	0.59	10.67
This Year Days Lost	0.92	1.21	0.81	0.96	0.93	1.17	1.38	1.32	0.98	0.78	0.59	0.75	11.8

3 NUMBER OF PERSONNEL EMPLOYED

3.1 WHOLE TIME OPERATIONAL PERSONNEL

As at first of month	Posts	Employed	Vacancies
March 2008	1531	1506	26
April 2008	1531	1485	46
May 2008	1531	1517	14
	MARCH 2008	APRIL 2008	MAY 2008
Enrolments during month	1	1	35
Terminations during month	7	20	7

3.2 RETAINED OPERATIONAL PERSONNEL

As at first of month	Posts	Employed	
March 2008	175	190	
April 2008	175	189	
May 2008	175	188	
	March 2008	APRIL 2008	MAY 2008
Enrolments during month	1	0	1
Terminations during month	2	1	2

3.3 MOBILISING & COMMUNICATIONS CENTRE (MACC) PERSONNEL

As at first of month	Posts	Employed	Vacancies
March 2008	54	57	0
April 2008	54	55	0
May 2008	54	55	0
	March 2008	APRIL 2008	MAY 2008
Enrolments during month	1	0	0
Terminations during month	0	0	0

3.4 FIRE & RESCUE PERSONNEL

As at first of month	Posts	Employed	Vacancies
March 2008	358	341	17
April 2008	358	342	16
May 2008	358	343	15
	March 2008	APRIL 2008	MAY 2008
Enrolments during month	2	5	4
Terminations during month	3	4	5

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