

WEST YORKSHIRE FIRE AND RESCUE AUTHORITY

MEETING OF THE HUMAN RESOURCES COMMITTEE HELD ON 11 NOVEMBER 2011 AT FIRE AND RESCUE SERVICE HEADQUARTERS, BIRKENSHAW,

Present: Councillors C Townsley (in the Chair); V Binney, R Brown, A Castle, J Cole, J Dodds, S Hamilton, J Hughes, A Hussain, G Thornton and A Wallis

10 MINUTES OF THE LAST MEETING

RESOLVED

That the Minutes of the Committee at a meeting held on 1 July 2011 be signed by the Chair as a correct record.

11 URGENT ITEMS

None.

12 EXCLUSION OF THE PUBLIC – SECTION 100A LOCAL GOVERNMENT ACT 1972

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

13 DISCLOSURES OF INTEREST

No declarations of interest were made in any matter under discussion at the meeting.

14 EQUALITY AND DIVERSITY ACTION PLAN

Consideration was given to a report of the Director of Human Resources which informed Members of how the Authority was complying with the Public Sector Equality Duty by maintaining the “Excellent” level of the Equality framework.

Examples of evidence and direction of travel under the Framework elements of Leadership, Service Delivery and Employment & Training were attached to the report now submitted.

RESOLVED

That the report be noted and welcomed.

15 PERSONNEL ACTIVITY REPORT

Consideration was given to a report of the Director of Human Resources which advised of personnel activity to end September 2011.

RESOLVED

That the report be noted.

16 FIRE SERVICE COLLEGE – PRE-MARKET ENGAGEMENT CONSULTATION

Consideration was given to a report of the Director of Human Resources which informed Members of the response submitted on behalf of West Yorkshire Fire and Rescue Service on future options for the Fire Service College.

Communities and Local Government had initiated the consultation to inform its view of market appetite in respect of Government's wish to explore new options for ownership, operational and governance model for the College.

RESOLVED

That the response be noted.

17 OPERATIONAL RESOURCE POOL (ORP) AND CENTRAL STAFFING TEAM (CST) – REVIEW

The Director of Human Resources submitted a report which presented a summary of the full evaluation report on the performance of the Operational Resource pool (ORP) and Central Staffing Team (CST) model.

It was reported that the total savings related to the introduction of the ORP / CST were £2.23m and further recommendations from the review were being considered as follows;

- Expansion of responsibilities of CST to include Day Crewing and Close call stations together with the proposed Fire Response Unit shift.
- Development of web-based information about Districts to assist Pool members
- Development of electronic version of hand-over form for ORP Watch Commanders to improve communication
- Improved training for Pool members on prevention and premises risk databases

RESOLVED

That the report be noted.

18 CONSULTATION RESPONSE – FIREFIGHTER PENSION SCHEME

The Director of Human Resources submitted a report which sought approval for the proposed response to proposals from Communities and Local Government (CLG) related to changes and increases to contributions to the Firefighters' Pension Scheme and the New Firefighters' Pension Scheme for 2012 / 13.

Some Members expressed specific concerns at the apparent tax levying nature of the increases which had no basis in actuarial calculations and were unhappy that an equality impact assessment had not been undertaken by central government prior to the publication of the proposals.

RESOLVED

That the proposed response to the consultation on Firefighters Pension schemes be approved for submission to Communities and Local Government by 2 December 2011.

19 PUBLIC SECTOR EQUALITY DUTY – COMPLIANCE

Members considered a report of the Director of Human Resources which advised of the new Public Sector Equality Duty introduced under the Equality Act 2010 with which authorities had to be compliant by 31 January 2012.

A copy of the Authority's "Meeting our Public Duties" document was attached to the report now submitted for Member consideration. The publication would be made available on the WYFRS website with alternative formats available on request.

RESOLVED

That the "Meeting our Public Duties" document be approved for publication.

Chair