

WEST YORKSHIRE FIRE AND RESCUE AUTHORITY

MEETING OF THE HUMAN RESOURCES COMMITTEE HELD ON 6 JULY 2012 AT FIRE AND RESCUE SERVICE HEADQUARTERS, BIRKENSHAW,

Present: Councillors G Thornton (in the Chair); J Dodds (as substitute for Councillor K Renshaw), A Wainwright, V Binney (as substitute for Councillor G Wilkinson), L Holmes, A Taylor

Apologies: Councillors C Townsley and D Gray

In attendance: Councillor P Harrand (Observer)

1 MINUTES OF THE LAST MEETING

RESOLVED

That the Minutes of the Committee at a meeting held on 20 March 2012 be signed by the Chair as a correct record.

2 URGENT ITEM

None.

3 ADMISSION OF THE PUBLIC

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

4 DISCLOSURES OF INTEREST

No disclosures of disclosable pecuniary interest were made in any matter under discussion at the meeting.

5 HR ACTIVITY REPORT

The Director of Service Support (DSS) provided a report to inform Members of the Authority's key areas relating to Human Resources in the final quarter of the 2011 / 2012 fiscal year.

The DSS informed Members that there had been a few minor changes within the report to remove comparisons with other local authorities as these figures are no longer available. Councillor Wainwright remarked that the figures were an excellent

achievement. The DSS stated that the Fire Service was the best performing Local Authority organisation in the county.

RESOLVED

That the report be noted.

6 HUMAN RIGHTS COMMISSION

The Director of Service Support submitted a report to inform Members of the Equality and Human Rights Commission's monitoring role to ensure compliance with the Public Sector Equality Duty.

The Corporate Diversity Manager (CDM) informed Members that public bodies in England and non-devolved bodies in Scotland and Wales are subject to the specific duties had until 31 January 2012 to publish information that demonstrates how they are complying with the three aims of the general equality duty.

The Equality and Human Rights Commission's assessment of the information published is now taking place with a review of websites of authorities to assess to what extent they have published relevant and accessible information to demonstrate their compliance.

The CDM informed Members that WYFRS are complying but had that not been the case then the Chief Fire Officer would have been challenged at a Human Resources review. Councillor Thornton commended the work of the Authority.

RESOLVED

That the report be noted.

7 FUNDAMENTAL ORGANISATIONAL REVIEW

The Director of Service Support submitted a report to inform Members of the progress of the Fundamental Review and the voluntary severance/retirement requests. This report provides Members with progress on the Fundamental Review in relation to the processes adopted to implement the changes to the organisational structure which Members approved in March 2012. In addition it also informs Members of the requests for voluntary severance/retirement of Green Book staff and requests approval for the variations to the organisational structure which have been necessitated by the approval of those voluntary severance requests.

RESOLVED

That the report be noted and the revised interim structure be approved.

8 PERFORMANCE IMPROVEMENT POLICY

The Director of Service Support delivered a report to request approval of the Performance Improvement Policy (Grey book).

The policy is an update and amendment to the current Grey book Performance Improvement Procedure which introduces an informal stage of the process

RESOLVED

That the policy be approved.

Chair