



NOT PROTECTIVELY MARKED

# Firefighters' Pension Scheme and New Firefighters' Pension Scheme contribution rate 2014

## Human Resources Committee

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Date: 4 April 2014

Agenda Item:

5

Submitted By: Director of Service Support

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- Purpose** To update Members on the Government's response to the consultation for an increase in employee pension contribution rates.
- Recommendations** That Members note the increase in employee contribution rates in respect of the Firefighters' Pension Scheme and the New Firefighters' Pension Scheme from April 2014.
- Summary** The Government have consulted on increases in employee contribution rates for the Firefighters' Pension Scheme and the New Firefighters' Pension Scheme. The increase in rates will apply from 1 April 2014. This paper provides an overview of the Government's response to the consultation and detail of the revised rates.

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Local Government (Access to information) Act 1972

Exemption Category: None

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Background papers open to inspection: None

Annexes: None

## 1 Introduction

- 1.1. A report was submitted to the Human Resources Committee on 17 January 2014 providing details of West Yorkshire Fire and Rescue Authority's (WYFRA) response to the Department of Communities and Local Government (DCLG) consultation on increase in employees' contribution rates for the Firefighters' Pension Scheme (FPS) and the New Firefighters' Pension Scheme (NPFS).

## 2 Information

- 2.1 DCLG published a summary of their response to the consultation in March 2014.  
[https://www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/287217/Firefighters\\_Pension\\_Scheme\\_1992\\_and\\_New\\_Firefighters\\_Pension\\_Scheme\\_2006\\_-\\_summary\\_of\\_consultationv2.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/287217/Firefighters_Pension_Scheme_1992_and_New_Firefighters_Pension_Scheme_2006_-_summary_of_consultationv2.pdf)
- 2.2 DCLG conclusions to the consultation were as follows:
- Government policy is to ensure a fairer distribution of costs between the taxpayer and employee. As Lord Hutton recommended, raising employee contribution rates was the most effective way to achieve this. The cost of the schemes, due to increased longevity, has mainly fallen on the taxpayers. Currently, for every £1 paid into the Firefighters' Pension Schemes by the employee, the taxpayer contributes £5.
  - Ministers have considered the statutory consultation responses and the evidence on firefighters opting out, or choosing not to join, the pension scheme. The Government has noted that opt-outs remain low and on a similar basis to the number of opt-outs in 2011-12 and 2012-13. **The Government has therefore concluded that it is justified in proceeding with increased contributions from April 2014** as set out in the consultation, to help rebalance costs between the taxpayer and public service workers.
  - The Government has also concluded that it is justified in continuing to provide some protection for members of the 2006 Scheme who, of the two Schemes, appear to be the workforce section most likely to opt out.
  - The Government is mindful of the need to continue monitoring the effects of contribution increases, so the Department will continue to collect information on those firefighters who opt out or choose not to join their scheme from April 2014.
- 2.3 The contribution rates for the Firefighters' Pension Scheme and New Firefighters' Pension Schemes from 1 April 2014 are detailed at Annex A.

## 3 Financial implications

- 3.1 There are no financial implications directly related to this report.

## 4 Equality and Diversity implications

- 4.1 DCLG do not believe that this proposal is discriminatory on the grounds of sex, age ethnicity or discriminates against any of the other protected groups.
- 4.2 Further analysis of WYFRA employees is being carried out to identify positive or adverse impacts on groups with protected characteristics who are non-joiners or who opt out.

## **5 Health and Safety Implications**

5.1 There are no Health and Safety Implication resulting from this report.

## **6 Service Plan Links**

6.1 This report supports the Service Plan objective to “Provide effective and ethical governance and achieve value for money in managing resources.

## **7 Conclusion**

7.1 The increased contribution rates will be introduced from 1 April 2014.

# Annex A

## Employee Contribution Tariffs

The following set out the employee contribution tariffs to apply to the firefighters' pension schemes from 1 April 2014.

### Firefighters' Pension Scheme (1992) in England

Pensionable pay band (full time equivalent)	Current rate (%)	Proposed increase from 2014-15 (percentage points)	Increase net of tax relief (percentage points)*	Total contribution rate 2014-15(%)	Total contribution rate 2014-15 net of tax relief (%)*
Up to and including £15,000	11.0%	0.0	0.0	11.0%	8.80%
More than £15,000 and up to and including £21,000	11.9%	0.3	0.24	12.2%	9.76%
More than £21,000 and up to and including £30,000	12.9%	1.3	1.04	14.2%	11.36%
More than £30,000 and up to and including £40,000	13.2%	1.5	1.20	14.7%	11.76%
More than £40,000 and up to and including £50,000	13.5%	1.7	1.36 (based on 20% tax relief) or 1.02 (based on 40% tax relief)	15.2%	12.16% (based on 20% tax relief) or 9.12% (based on 40% tax relief)
More than £50,000 and up to and including £60,000	13.7%	1.8	1.08	15.5%	9.30%
More than £60,000 and up to and including £100,000	14.1%	1.9	1.14	16.0%	9.60%
More than £100,000 and up to and including £120,000	14.5%	2.0	1.20	16.5%	9.90%
More than £120,000	15.0%	2.0	1.20	17.0%	10.2%

\* The specific rate of tax relief depends on the members' personal circumstances.

### New Firefighters' Pension Scheme (2006) in England

Pensionable pay band (full time equivalent)	Current rate (%)	Proposed increase from 2014-15 (percentage points)	Increase net of tax relief (percentage points)*	Total contribution rate 2014-15 (%)	Total contribution rate 2014-15 net of tax relief (%)*
Up to and including £15,000	8.5%	0.0	0	8.5%	6.8%
More than £15,000 and up to and including £21,000	9.1%	0.3	0.24	9.4%	7.52%
More than £21,000 and up to and including £30,000	9.6%	0.8	0.64	10.4%	8.32%
More than £30,000 and up to and including £40,000	9.9%	1.0	0.80	10.9%	8.72%
More than £40,000 and up to and including £50,000	10.1%	1.1	0.88 (based on 20% tax relief) or 0.66 (based on 40% tax relief)	11.2%	8.96% (based on 20% tax relief) or 6.72% (based on 40% tax relief)
More than £50,000 and up to and including £60,000	10.2%	1.1	0.66	11.3%	6.78%
More than £60,000 and up to and including £100,000	10.5%	1.2	0.72	11.7%	7.02%
More than £100,000 and up to and including £120,000	10.8%	1.3	0.78	12.1%	7.26%
More than £120,000	11.1%	1.4	0.84*	12.5%	7.5%

\* The specific rate of tax relief depends on the members' personal circumstances.



NOT PROTECTIVELY MARKED

# Retained Firefighters' Pension Settlement - access to a modified pension scheme

## Human Resources Committee

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Date: 4 April 2014

Agenda Item:

6

Submitted By: Director of Service Support

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**Purpose** To update Members on the Government's response to the Retained Firefighters' Pension Settlement.

**Recommendations** That Members note the consultation response

**Summary** This paper sets out the response to the Department for Communities and Local Government consultation in relation to the proposed terms of access to a pension scheme for retained firefighters employed by a Fire and Rescue Authority in England between 1 July 2000 and 5 April 2006.

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Local Government (Access to information) Act 1972

Exemption Category: None

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Background papers open to inspection: None

Annexes: None

## 1 Introduction

- 1.1 A report was submitted to the Human Resources Committee on 1 November 2013 providing details of West Yorkshire Fire and Rescue Authority's (WYFRA) response to the Department of Communities and Local Government's (DCLG) consultation in relation to the proposed terms of access to a pension scheme for retained firefighters employed by a Fire and Rescue Authority in England between 1 July 2000 and 5 April 2006.

## 2 Information

- 2.1 DCLG published a summary of their response to the consultation in March 2014.  
[https://www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/287143/Retained Firefighters Pension Settlement a consultation to provide access to a modified pension scheme - SOR.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/287143/Retained_Firefighters_Pension_Settlement_a_consultation_to_provide_access_to_a_modified_pension_scheme_-_SOR.pdf)
- 2.2 Once the enabling legislation comes into force on 1 April 2014, FRAs will implement an Options exercise to provide those of their current and former employees affected, with an opportunity to join the new pension arrangements. The Department is currently working with FRAs to support them through this process.
- 2.3 DCLG's key conclusions to the consultation are as follows:
- An individual's eligibility to join the modified scheme will be determined on the basis of his employment as a retained firefighter during the period 1 July 2000 and 5 April 2006 inclusive and would not be affected by any secondary employment contracts as a regular firefighter. Any firefighter employed on a single contract which covers a combined wholetime and retained role will not be eligible as they are not a part-time worker.
  - The Department will introduce an arrangement for determining a retained firefighter's historic earnings where no data is available.
  - Where a retained firefighter left employment without being medically dismissed, the Department would expect these cases to be treated in the same way as those where the firefighter was medically dismissed. The onus will be on the firefighter to inform their Authority that they wish to be considered for a retrospective ill-health pension. This option should be set out in the template letters sent to individuals who have an entitlement to join the modified scheme.
  - The consultation proposals included transitional protections that will ensure that any firefighter, with unbroken retained service from before 6 April 2006, whose permanent disablement was occasioned by a qualifying injury before the date the legislation comes into force (i.e. 1 April 2014) will be treated under the unamended compensatory provisions. This will also apply to those members who receive 'after-appearing' injuries.
  - The original proposed options exercise timetable was set out in the consultation paper. Following the points raised, the Department has decided to retain prescribed stages but to also provide Authorities with discretion to extend the deadlines of the different stages where necessary. Employers will still be required to conclude the Options exercise by 31 March 2015. This will ensure that there is sufficient flexibility within the process for those Authorities who are unable to meet the prescribed timetable whilst still ensuring that the Options exercise concludes before the introduction of the Firefighters' Pension Scheme 2015.

### **3 Financial Implications**

- 3.1 The cost of the modified scheme is dependent on the number of retained firefighters that purchase past service rights together with their service and pay history.
- 3.2 The Settlement follows the introduction of new employment legislation in 2000, the part-time workers regulations, which apply equally to local authorities as to private sector bodies. There is no change in, or an introduction of new, Government policy as a result of the Settlement. The existing Government policy that pensions for unfunded public service pension schemes should be paid by employers and employees, and handled through periodic scheme valuations, remains unchanged. The Department has therefore concluded that any costs in relation to the Settlement should not constitute a 'new burden' as set out in the Department's New Burden's doctrine.
- 3.3 The introduction of the modified scheme will create a scheme deficit as employees purchase past service rights and the employee contributions paid do not match the full liability created in the scheme. The size of the scheme deficit will be established by valuations and will be recovered from employers over the long term. Any employer contribution increase arising from this Settlement, alongside other relevant matters, will form part of the Government's considerations for fire resources at the next Spending Review.
- 3.4 The potential cost of this ruling could exceed £2m for this Authority and it is currently unclear how this will be funded. Under the current funding arrangements, the net cost of pensions after deducting employer and employee contributions, is met by Central Government through the pension grant. Prior to that, pension costs were met directly from the Fire Authority revenue budget, with an element included in Revenue Support Grant. The period in question straddles both periods so there is a possibility the Government could ask the Authority to pick up a proportion of the costs relating to the old funding system. However, this is considered unlikely.
- 3.5 The most likely outcome, which is referred to in the consultation paper, would be an adjustment to the employer contributions to the New Firefighters' Pension Scheme (NFPS) following a revaluation of the pensions' deficit after full implementation. The paper suggests that, if this were the case, any additional costs would have to be recovered over a period of 15 years.
- 3.6 However, this raises further problems for Government as the employer contribution is set nationally and not locally. By recovering the costs through the employer contribution rates, it would mean that the Fire Authorities who employ the most wholtime firefighters would pick up the lion's share of the costs whereas, it is likely to be the County and Combined Authorities that would have the largest potential liability. Clearly there is some way to go before the issue of the funding is resolved.

### **4 Equality and Diversity Implications**

- 4.1 The Authority will comply with the Employment Tribunal (ET) ruling requiring that English retained firefighters do not receive unfavourable treatment. Offering the pension rights described above to eligible WYFRS retained firefighters promotes equality of opportunity and helps maintain a motivated, committed workforce.

### **5 Health and Safety Implications**

- 5.1 There are no Health Safety implications arising from this paper.



## **6 Service Plan Links**

7 This report supports the Strategic Priority “Provide ethical governance and achieve value for money in managing resources”

## **8 Conclusions**

8.1 The enabling legislation will come in to force on 1 April 2014, WYFRA will be required to complete an Options exercise by 31 March 2015.

# Consultation - regulations to introduce a new Firefighters Pension Scheme from April 2015

## Human Resources Committee

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Date: 4 April 2014

Agenda Item:

7

Submitted By: Director Service Support

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**Purpose** To update Members on the response to the consultation for the regulations to introduce a new Firefighters' Pension Scheme from April 2015.

**Recommendations** That Members note the consultation response.

That Members are informed of the summary of consultation responses when they are received.

**Summary** The Government commissioned Lord Hutton to chair the Independent Public Service Pensions Commission to review public service pension schemes to make them affordable and sustainable in the long term. It accepted Lord Hutton's recommendations as a basis for reforming public service pension schemes.

The Proposed Final Agreement was published in May 2012. This consultation sought responses from interested parties on the draft regulations for the new Firefighters' Pension Scheme to come in to force on 1 April 2015. The consultation covers membership and benefits in the new scheme. Separate consultation exercises will follow on transitional arrangements for those who transfer into the 2015 scheme.

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Local Government (Access to information) Act 1972

Exemption Category: None

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Background papers open to inspection: None

Annexes: None

## 1 Introduction

- 1.1 This consultation on the Firefighters' Pension Scheme regulations, which are to come in to force from April 2015, represents a key step in the process of reform that began with the commitments given in the Government's programme to review the long term affordability and sustainability of public service pension schemes. The regulations cover the main membership benefits in the Firefighters' Pension Scheme 2015.
- 1.2 The Government commissioned Lord Hutton to chair the Independent Public Service Pensions Commission to review public service pensions and to make recommendations on how they can be made sustainable and affordable in the long term and fair to both public sector workers and the taxpayer.
- 1.3 The Independent Public Service Pensions Commission published its final report on 10 March 2011. This set out a number of recommendations which the Commission made to the Government. These recommendations included that a new Career Average Revalued earnings (CARE) scheme should be adopted for general use in the public service schemes, that members should have a greater choice when to start drawing their pension benefits and flexible retirement should be encouraged. The Commission also recommended that a Normal Pension Age of 60 should be set for the uniformed services (armed forces, police and firefighters), which was in line with the Normal Pension Age for members of the New Firefighters' Pension Scheme 2006.

## 2 Information

- 2.1 The formal consultation ran for a period of 12 weeks from 18 December 2013 to 12 March 2014.
- 2.2 The main elements of the pension scheme design were set out in the Proposed Final Agreement and these are the main parameters for forming the basis of the statutory consultation on member benefits as set out below:
- A pension scheme based on career average revalued earnings.
  - An accrual rate of 1/58.7<sup>th</sup> of pensionable earnings each year.
  - There will be no cap on how much pension can be accrued.
  - A revaluation rate of active member benefits in line with average weekly earnings.
  - Pensions in payment and deferred benefits to increase in line with the Prices Index (currently the Consumer Prices Index).
  - Flexible retirement from the scheme's minimum pension age of 55 built around the scheme's Normal Pension Age of 60, with members being able to take their 2015 scheme benefits as follows:
    - for all active members who are aged 57 or more at retirement, 2015 scheme benefits taken before Normal Pension Age will be actuarially reduced with reference to the 2015 scheme's Normal Pension Age, rather than the deferred pension age.
    - all other members will have their 2015 scheme benefits actuarially reduced on a cost neutral basis from the scheme's deferred pension age.
- Authority-initiated early retirement for members of the 2015 scheme from age 55 to be in accordance with the arrangements set out in Part 3, Rule 6 of the New Firefighters' Pension Scheme 2006.
  - Late retirement factors for members retiring from active service to be actuarially neutral from the Normal Pension Age.
  - A deferred pension age equal to the individual's State Pension Age.
  - Optional lump sum by commutation at a rate of £12 for every £1 per annum of pension foregone in accordance with Her Majesty's Revenue and Customs (HMRC) limits and regulations.

- Ill-health retirement benefits to be based on those contained in the New Firefighters' Pension Scheme 2006.
- All other ancillary benefits to be based on those contained in the New Firefighters' Pension Scheme 2006.
- Members rejoining after a period of deferment of less than 5 years can link new service with previous service, as if they had always been an active member.
- Members transferring between public service schemes would be treated as having continuous active service.

There will be transitional protection in respect of:

- All accrued rights are protected and those past benefits will be linked to final salary when members leave the Firefighters' Pension Scheme 2015.
- All active members who, as at 1 April 2012 had 10 years or less to their current Normal Pension Age, will see no change in when they can retire, nor any decrease in the amount of pension they receive at the current Normal Pension Age. This means members will remain in their existing schemes and not transfer to the Firefighters' Pension Scheme 2015.
- There will be a further 4 years of tapered protection for scheme members. This means that members who are up to 14 years from their current Normal Pension Age, as at 1 April 2012, will have limited protection so that, on average, for every month of age they are beyond 10 years of their Normal Pension Age, they gain about 53 days of protection, before they transfer to the Firefighters' Pension Scheme 2015.

2.2 Discussions on detailed aspects of the Firefighters' Pension Scheme 2015, prior to the draft regulations being produced, have also taken place at 2015 scheme working group meetings held between the Department, employer and union representatives, and other interested parties.

2.3 Further guidance on the Firefighters' Pension Scheme in England to be introduced from April 2015 can be found in published guidance located at <https://www.gov.uk/government/publications/firefighters-pension-scheme-reforms>

### **3 West Yorkshire Fire and Rescue Service (WYFRS) Consultation Response**

3.1 The Department invited consultees' views and any evidence relating to all aspects of this statutory consultation, and in particular to the following key questions. WYFRS responses were submitted as follows:

#### **Question 1**

Do the draft regulations meet the design parameters of the Firefighters' Pension Scheme 2015 as set out in the Proposed Final Agreement published on 24 May 2012?

Yes

## **Question 2**

Do the benefits in the draft regulations sufficiently match those in the New Firefighters' Pension Scheme 2006, with sufficient adaptations for a career average revaluation earnings arrangement?

*Yes. However, there should be a clear definition within the regulations of what constitutes pensionable pay.*

## **Question 3**

Are the ill-health retirement benefits and other ancillary benefits in the Firefighters' Pension Scheme 2015 sufficiently based on the benefits currently contained in the New Firefighters' Pension Scheme 2006?

Yes

## **Question 4**

Are the benefits for part-time, retained and volunteer firefighters in line with the benefits for these firefighters as contained in the New Firefighters' Pension Scheme 2006?

*The regulations are not very specific so unable to comment.*

## **Question 5**

Can you foresee any administrative challenges with the draft regulations?

*Yes, there will be a high administrative burden on this Authority in delivering the new scheme. A project initiation document is currently being produced. Particularly difficult will be the introduction of the tapered protection. WYFRS will work with the pension fund administrators to ensure their systems are changed to take into account the new scheme.*

## **Question 6**

Do you consider that there are any equality issues, which the Department hasn't considered in the published Equality Statement which will result in individual groups being disproportionately affected by the reforms? If so, what do you consider to be the nature and scale of that disproportionate effect?

*As there is only data on gender and age, it is not possible to evaluate any potential adverse or positive direct or indirect impact upon groups with other protected characteristics. As the regulations are still in draft format, a detailed equality assessment cannot be made about the direct or indirect impacts upon male or female firefighters of varying ages. Reference is made to the flexible retirement options (i.e. from age 55) being actuarially neutral for the scheme and the member. Since there is the possibility this will not be the case in the finally agreed scheme, we believe that Fire Authorities should not be held financially liable for the difference.*

## **4 Financial Implications**

4.1 There are no financial implications directly related to this report

## **5 Equality and Diversity Implications**

5.1 Notwithstanding the outcome of the evaluation detailed at para 3.1, Question 6 above, there are no Equality and Diversity implications directly related to this report.

## **6 Health and Safety Implications**

6.1 There are no Health and Safety implications directly related to this report.

## **7 Service Plan Links**

- 7.1 This report supports the Service Plan objective to “Provide effective and ethical governance and achieve value for money in managing resources.

## **8 Conclusions**

- 8.1 This report provides the WYFRA response to the consultation and further information on the implementation of the scheme will be presented to Members as it becomes available.



NOT PROTECTIVELY MARKED

# Annual report on the Public Sector Equality Duty

## Human Resources Committee

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Date: 4 April 2014

Agenda Item:

8

Submitted By: Director of Service Support

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<b>Purpose</b>	To update Members on the Authority's compliance with the Public Sector Equality Duty.
<b>Recommendations</b>	Members note the Report.
<b>Summary</b>	This Report provides Members with an update on how WYFRA ensures compliance with the Public Sector Equality Duty and actions to improve its equality and diversity performance.

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Local Government (Access to information) Act 1972

Exemption Category: None

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Background papers open to inspection:

- HR Committee Paper, 17th January 2014 "Corporate Equality and Diversity Action Plan Progress Update"
- HR Committee Paper, 1st November 2013, "Public Sector Equality Duty – Government Review"

Annexes: None

## 1 Introduction

1.1 This annual report provides Members with reassurance of the Authority's continued compliance with the Public Sector Equality Duty (PSED).

1.2 Under the Equality Act 2010 and subsequent regulations, the Fire Authority is required to "have due regard to the need to eliminate discrimination, advance equality of opportunity and foster good relations between different people when carrying out their activities."

The Authority must also publish equality objectives at least every four years and provide evidence of how the Authority meets the needs of employees and service users affected by its policies and procedures.

## 2 Information

2.1 The Authority's equality objectives are published on [www.westyorksfire.gov.uk/diversity](http://www.westyorksfire.gov.uk/diversity) in the form of an annual Corporate Equality & Diversity Action Plan. Directorates and Departments are responsible for delivering these objectives, supported by the Corporate Diversity Officer. In addition to being monitored by Corporate Driving Diversity Board, progress updates are provided to HR Committee for scrutiny – the latest update being January 2014.

2.2 The new 2014-2015 Corporate Equality and Diversity Action Plan will be submitted to HR Committee in September 2014. When creating this Action Plan, Corporate Driving Diversity Board will take into account two key developments:

- the Government-commissioned review of the Public Sector Equality Duty, carried out by an Independent Steering Group and published in September 2013;
- the results of an internal self-assessment of the Authority's performance against 'Excellent Level' of the FRS Equality Framework.

2.3 **Government Review of the Public Sector Equality Duty:** In November 2013 Members were provided with a copy of the Independent Steering Group's Review findings. Corporate Driving Diversity Board (CDDB) will continue to ensure the Authority takes a proportionate and streamlined approach to equality and diversity, and considers these issues as part of day-to-day service delivery. This is in line with one of the Steering Group's recommendations, and Members' assertion that public bodies such as WYFRA do not 'gold-plate' what they do.

2.4 **Self-assessment against the FRS Equality Framework:** One of the actions in the 2013-2014 Strategic Plan Action Plan was to "Complete an internal assessment to measure the Authority against the Excellent Level of the Fire and Rescue Service Equality Framework." The Authority uses the Equality Framework as a self-assessment tool to deliver equality improvements in Service Delivery and Service Support. Doing so enables the organisation to demonstrate compliance with the Public Sector Equality Duty and benchmark its performance against other FRSs.

2.5 The decision to self-assess rather than be re-assessed through external Peer Challenge is a reflection of the Authority's continuing commitment to equality and diversity and maintaining the highest standards possible, while recognising the significant cost, time and resource involved in the external Peer Challenge process. London FB, Greater Manchester and Tyne and Wear are among those Authorities which have also adopted the self-assessment approach.

2.6 The results of the Self-Assessment were reported to Corporate Driving Diversity Board (CDDB) in February 2014. CDDB concluded that the organisation is currently operating slightly below 'Excellent Level', mainly due to the impact of change following the Fundamental Review. The Wholetime Firefighter recruitment freeze and subsequent limits on the Authority's ability to carry out positive action make it much more challenging to demonstrate performance at 'Excellent' level.

2.7 An Equality Framework Performance Improvement Plan will be finalised by CDDB in May 2014. It will inform the nature of equality objectives set for 2014-2015, and in subsequent years.



- 2.8 **Meeting the needs of employees and service users:** Risk Reduction activities (including Partnerships) designed to keep vulnerable, at risk groups safe are published in each District's Risk Reduction Plan and reported through Service Delivery and Partnership Boards, and the Community Safety Committee.
- 2.9 Equality Analysis is used in both Service Support and Service Delivery to understand the effect of the Authority's policies and practices on employees and service users with different protected characteristics. While there is no duty to carry out a formal Equality Analysis, in practice it would be difficult for the Authority to defend a legal challenge if a proper assessment does not exist. Guidance from the Equality and Human Rights Commission suggests that it is good practice for public authorities to,
- "...keep records of its consideration of the aims of the general equality duty when making decisions"
  - and "...choose the most effective approach for them, which will vary depending on the size of the organisation, the functions they carry out..."
- 2.10 A new e-learning programme and a simple, efficient monitoring system will be launched in 2014 to ensure managers understand when and how to carry out Equality Analysis, and monitor progress. Managers will continue to have support from Corporate Diversity where appropriate.
- 2.11 **Identifying best practice:** Corporate Diversity works closely with other Authority departments and uses appropriate external networks (e.g. regional employers, HR networks and the CFA E&D Professionals) to identify best practice and maintain Authority compliance with the PSED.

### **3 Financial Implications**

- 3.1 There are no financial implications associated with this report.

### **4 Equality and Diversity Implications**

- 4.1 This Report is evidence to show compliance with the Public Sector Equality Duty.

### **5 Health and Safety Implications**

- 5.1 There are no health and safety implications associated with this Report.

### **6 Service Plan Links**

- 6.1 This Report relates to the following Priorities:
- Provide a safe, competent and diverse workforce.

### **7 Conclusions**

- 7.1 The Authority remains committed to improving equality and diversity performance, and complying with its legal equality duties. Actions for improving performance will be delivered during 2014-2015, and updates provided to Members for scrutiny.



NOT PROTECTIVELY MARKED

## 09 - HR Activity report - HR 04.04.14

### Human Resources Committee

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Date: 4 April 2014

Agenda Item:

9

Submitted By: Director of Service Support

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#### **Purpose**

To inform Members of sickness absence to the end of December 2013 and personnel activity to the end of February 2014.

#### **Recommendations**

1. That Members approve the amendment to the establishment.
2. That Members note the content of the report.

#### **Summary**

This report informs Members of the Authority's key areas relating to Human Resources for 2013/14.

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Local Government (Access to information) Act 1972

Exemption Category: None

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Background papers open to inspection: None

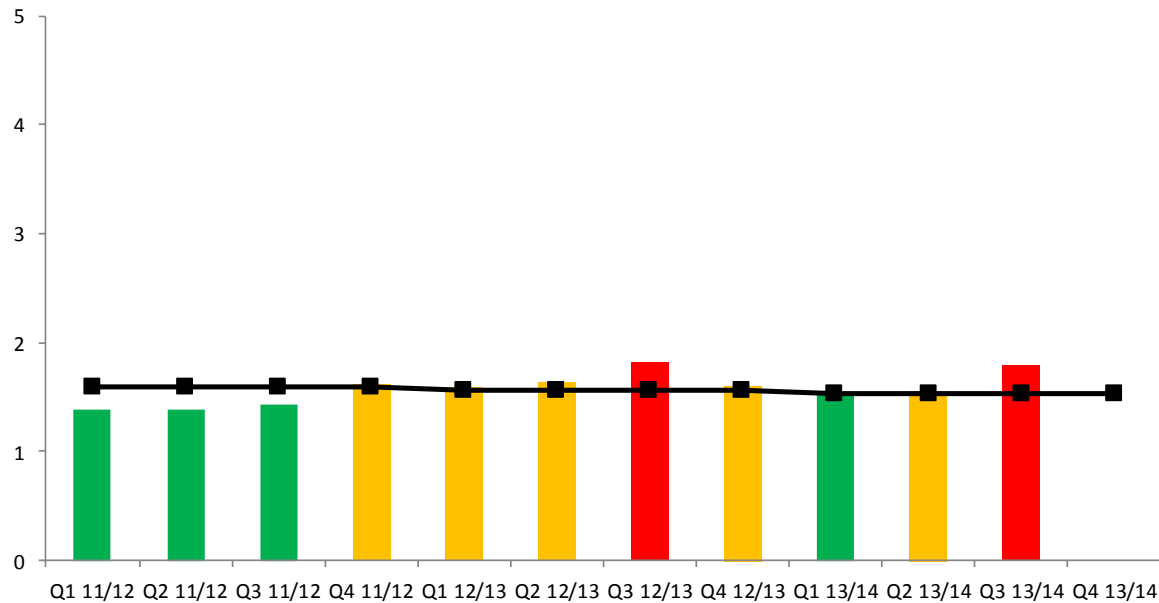
Annexes: None

# 1. SICKNESS ABSENCE – WORKING DAYS LOST PER EMPLOYEE 1 APRIL 2011 – 31 DECEMBER 2013

■ Green indicates achieving or exceeding target 
 ■ Amber indicates satisfactory performance (within 10% of target) 
 ■ Red indicates not achieving target

1,697 employees as at 31 December 2013

## DAYS PER QUARTER

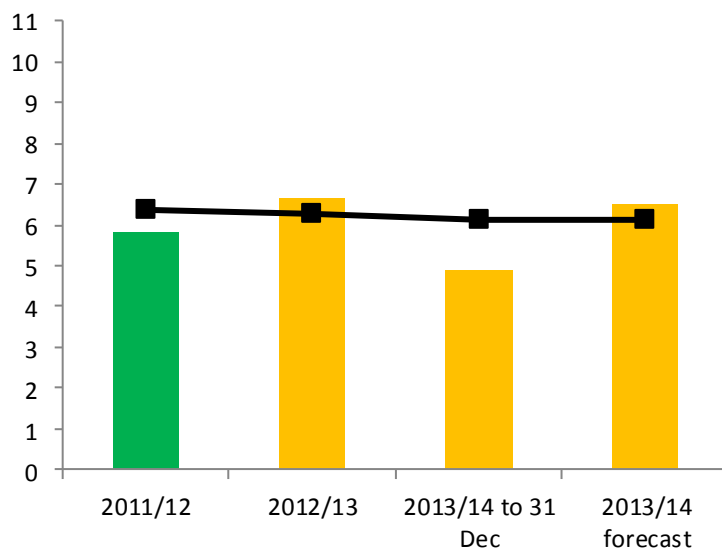


	Q1 11/12	Q2 11/12	Q3 11/12	Q4 11/12	Q1 12/13	Q2 12/13	Q3 12/13	Q4 12/13	Q1 13/14	Q2 13/14	Q3 13/14	Q4 13/14
Ops Response	1.35	1.28	1.41	1.60	1.51	1.63	1.72	1.51	1.43	1.57	1.62	
Ops Support	1.85	1.62	0.21	0.85	1.97	1.38	0.68	2.01	2.60	1.33	0.94	
Prev & Prot	1.14	1.64	1.87	2.52	2.48	2.61	5.25	4.33	0.93	1.48	4.62	
Corp Res	1.35	1.84	1.86	2.15	2.46	2.01	2.14	2.10	2.05	2.22	1.87	
Corp D & T	1.01	1.41	1.09	1.60	0.74	0.76	1.68	2.20	0.97	0.27	1.50	
Service Support	1.92	1.90	1.60	1.23	1.59	1.51	1.45	1.05	2.68	1.95	3.09	
Finance	1.56	4.56	1.50	1.11	0.11	0.25	0.69	0.88	0.55	1.07	0.21	
FSHQ	0.00	0.00	0.00	0.00	0.00	0.23	0.25	0.00	0.00	0.04	0.07	
<b>Total</b>	<b>1.38</b>	<b>1.39</b>	<b>1.44</b>	<b>1.62</b>	<b>1.59</b>	<b>1.64</b>	<b>1.82</b>	<b>1.60</b>	<b>1.52</b>	<b>1.56</b>	<b>1.79</b>	
Target	1.59	1.59	1.59	1.59	1.56	1.56	1.56	1.56	1.53	1.53	1.53	

## SICKNESS ABSENCE – WORKING DAYS LOST PER EMPLOYEE 1 APRIL 2011 – 31 DECEMBER 2013

1,697 employees as at 31 December 2013

### DAYS PER YEAR



	2011/12	2012/13	2013/14 to 31 Dec
Ops Response	5.64	6.37	4.62
Ops Support	4.54	6.04	4.87
Prev & Prot	7.16	14.67	7.03
Corp Res	7.21	8.72	6.14
Corp D & T	5.11	5.39	2.74
Service Support	6.64	5.59	7.72
Finance	8.72	1.94	1.83
FSHQ	0.00	0.48	0.11
<b>Total</b>	<b>5.83</b>	<b>6.65</b>	<b>4.87</b>
Target	6.37	6.25	4.59 (to 31 Dec)

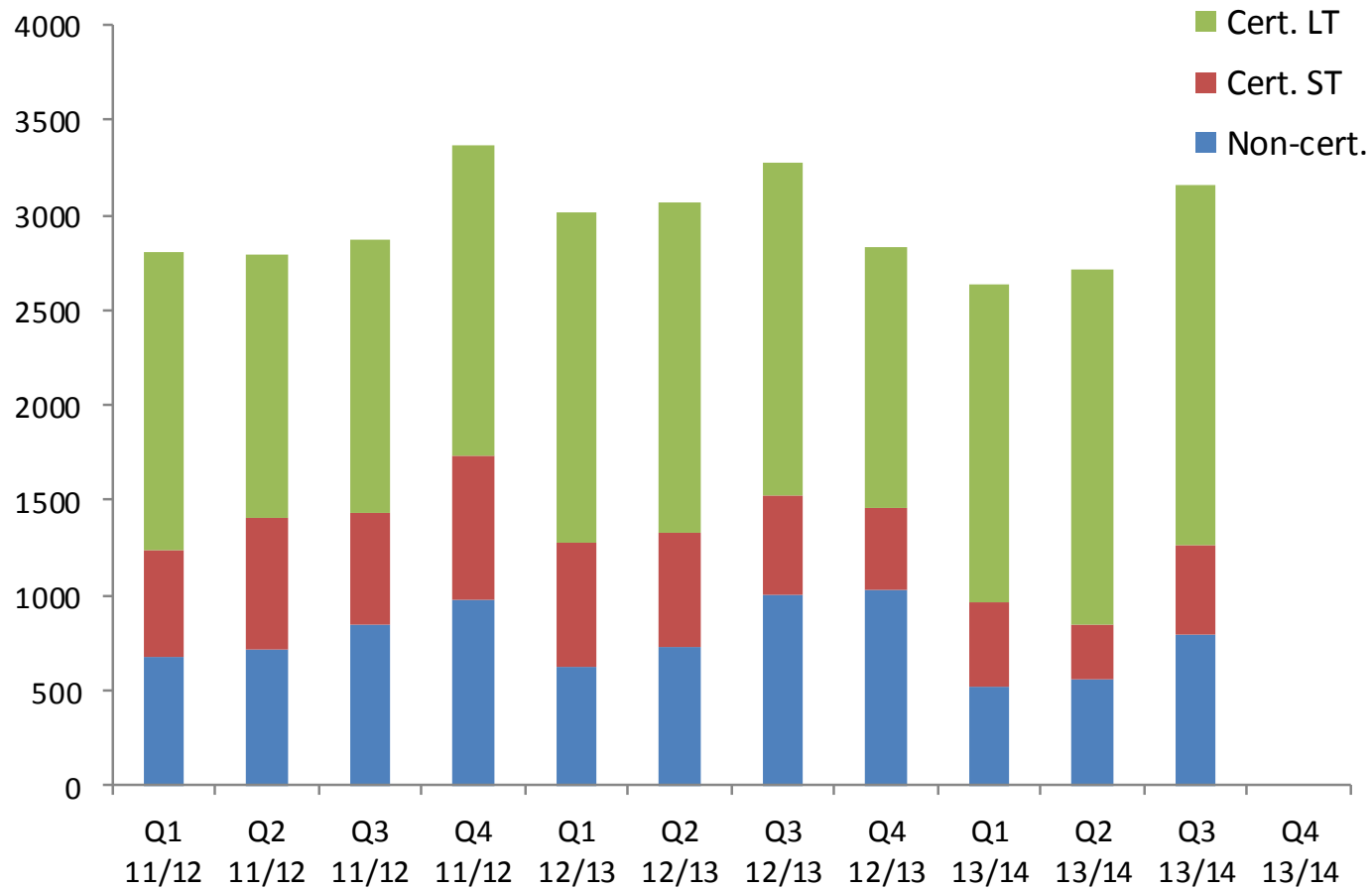
### Further Information

The forecast is that sickness absence will not currently meet the target set for 2013/14, missing it by 0.5 shifts per person (although it is an improvement on 12/13 performance). A large proportion of the sickness absence is due to long term certified sickness; the individual cases are being managed between the departments and the Occupational Health Team.

# SICKNESS ABSENCE – DAYS LOST 1 APRIL 2011 – 31 DECEMBER 2013

BROKEN DOWN INTO LONG-TERM, SHORT-TERM AND NON-CERTIFIED SICKNESS

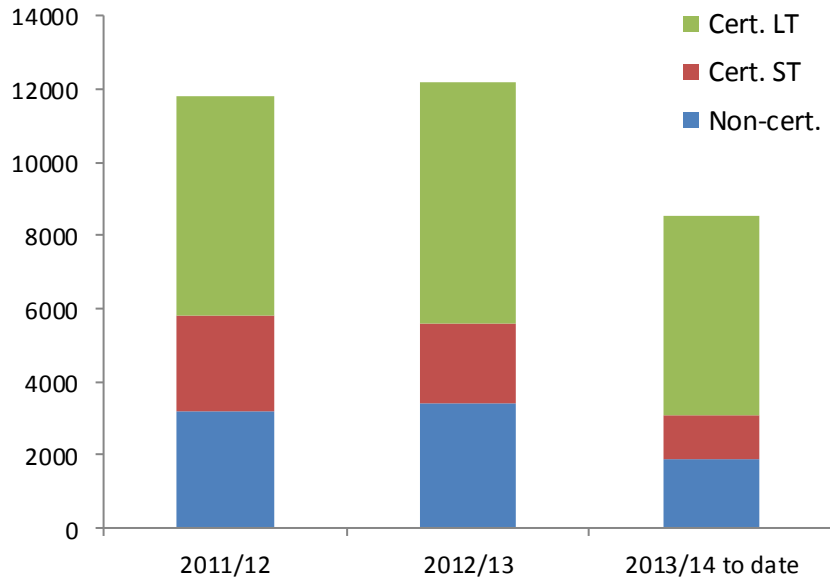
DAYS PER QUARTER



## SICKNESS ABSENCE – DAYS LOST 1 APRIL 2011 – 31 DECEMBER 2013

BROKEN DOWN INTO LONG-TERM, SHORT-TERM AND NON-CERTIFIED SICKNESS

### DAYS PER YEAR



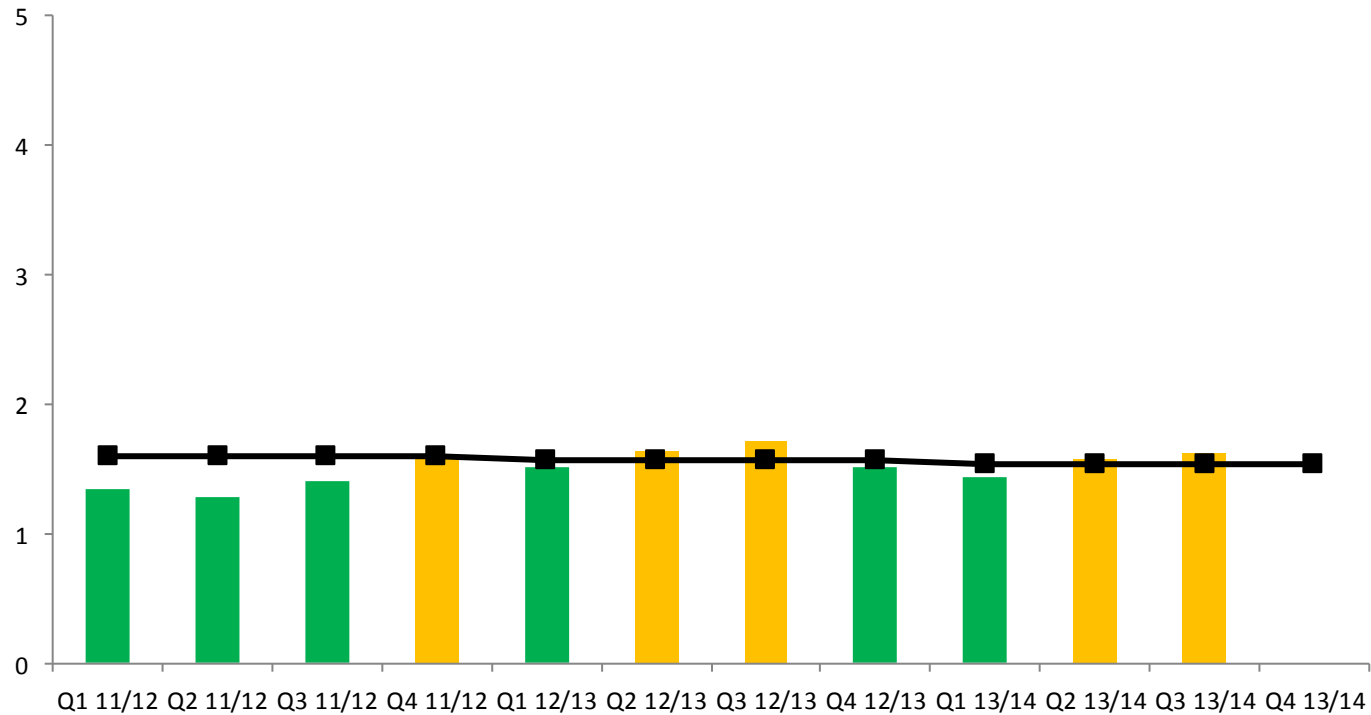
### Further Information

The chart above shows the sickness absence for the financial year to date compared to previous years. It is noticeable that the majority of the sickness is due to long-term sickness.

## 1.1 SICKNESS ABSENCE – OPERATIONS RESPONSE

1,320 employees as at 31 December 2013

### DAYS PER QUARTER

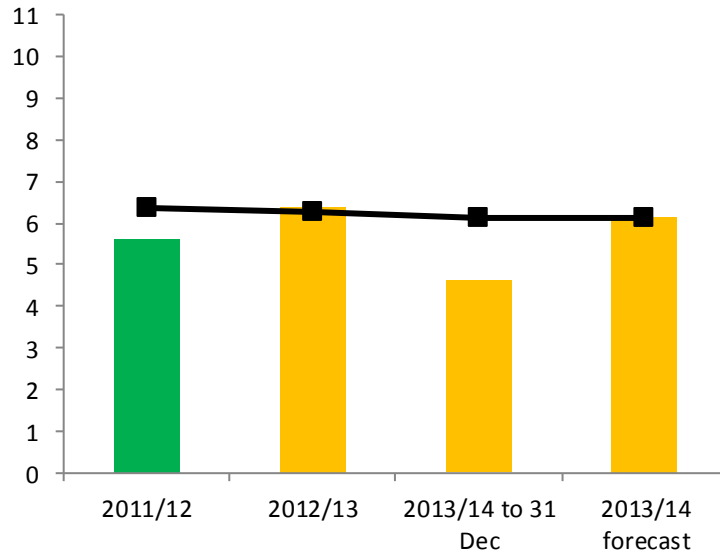


	Q1 11/12	Q2 11/12	Q3 11/12	Q4 11/12	Q1 12/13	Q2 12/13	Q3 12/13	Q4 12/13	Q1 13/14	Q2 13/14	Q3 13/14	Q4 13/14
<a href="#">Districts</a>	1.40	1.31	1.48	1.60	1.48	1.55	1.67	1.48	1.39	1.56	1.58	
Control	0.67	0.88	0.51	1.76	2.50	3.21	3.34	1.98	2.05	2.38	3.15	
Total	1.35	1.28	1.41	1.60	1.51	1.63	1.72	1.51	1.43	1.57	1.62	
Target	1.59	1.59	1.59	1.59	1.56	1.56	1.56	1.56	1.53	1.53	1.53	

## SICKNESS ABSENCE – OPERATIONS RESPONSE

1,320 employees as at 31 December 2013

### DAYS PER YEAR



	2011/12	2012/13	2013/14 to 31 Dec
Districts	5.79	6.19	4.53
MACC	3.82	11.03	7.58
<b>Total</b>	<b>5.64</b>	<b>6.37</b>	<b>4.62</b>
Target	6.37	6.25	4.59 (to 31 Dec)

### Further Information

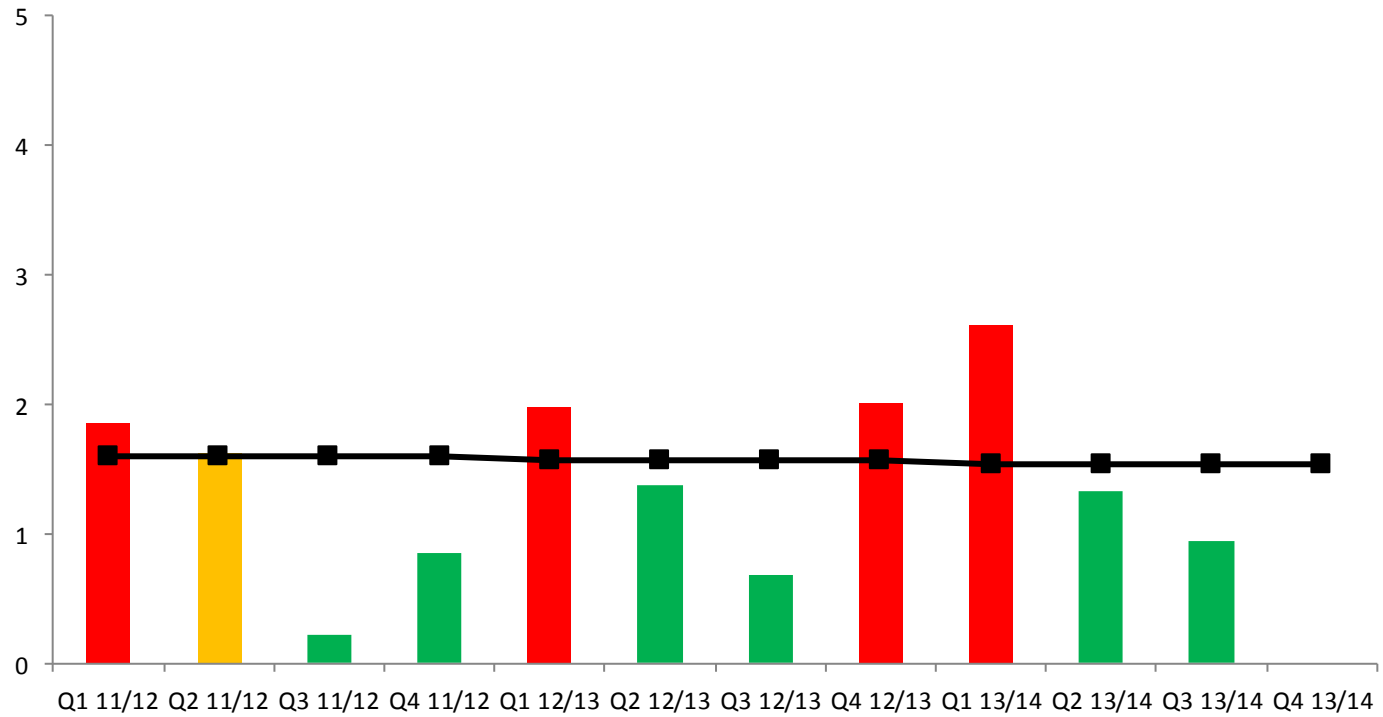
Operational Response has seen an increase in sickness over the last two quarters, this can be attributed to a combination of personnel currently on long term sick, (one individual in Control was absent for the majority of the last quarter and continues to be absent due to an ongoing medical condition which is being dealt with in conjunction with OHSU), coupled with the usual seasonal increase in both short term certified and non-certified sickness due to respiratory issues.



## 1.2 SICKNESS ABSENCE – OPERATIONS SUPPORT

15 employees as at 31 December 2013

### DAYS PER QUARTER

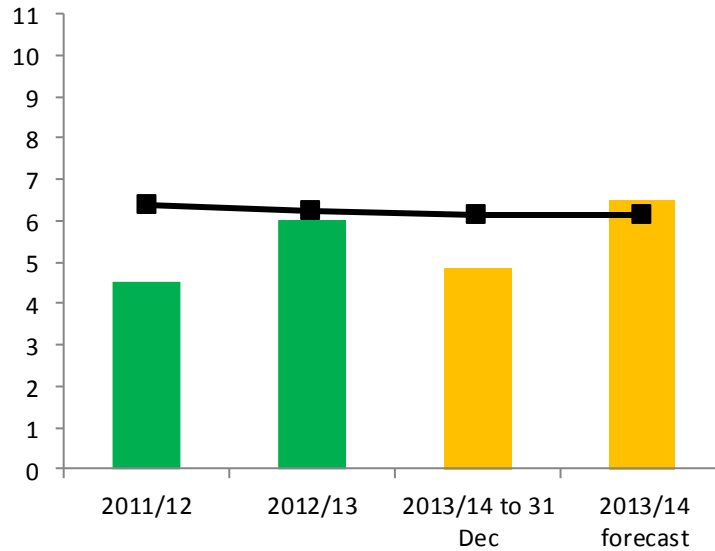


	Q1 11/12	Q2 11/12	Q3 11/12	Q4 11/12	Q1 12/13	Q2 12/13	Q3 12/13	Q4 12/13	Q1 13/14	Q2 13/14	Q3 13/14	Q4 13/14
Total	1.85	1.62	0.21	0.85	1.97	1.38	0.68	2.01	2.60	1.33	0.94	
Target	1.59	1.59	1.59	1.59	1.56	1.56	1.56	1.56	1.53	1.53	1.53	

## SICKNESS ABSENCE – OPERATIONS SUPPORT

15 employees as at 31 December 2013

### DAYS PER YEAR



	2011/12	2012/13	2013/14 to 31 Dec
Total	4.54	6.04	4.87
Target	6.37	6.25	4.59 (to 31 Dec)

### Further Information

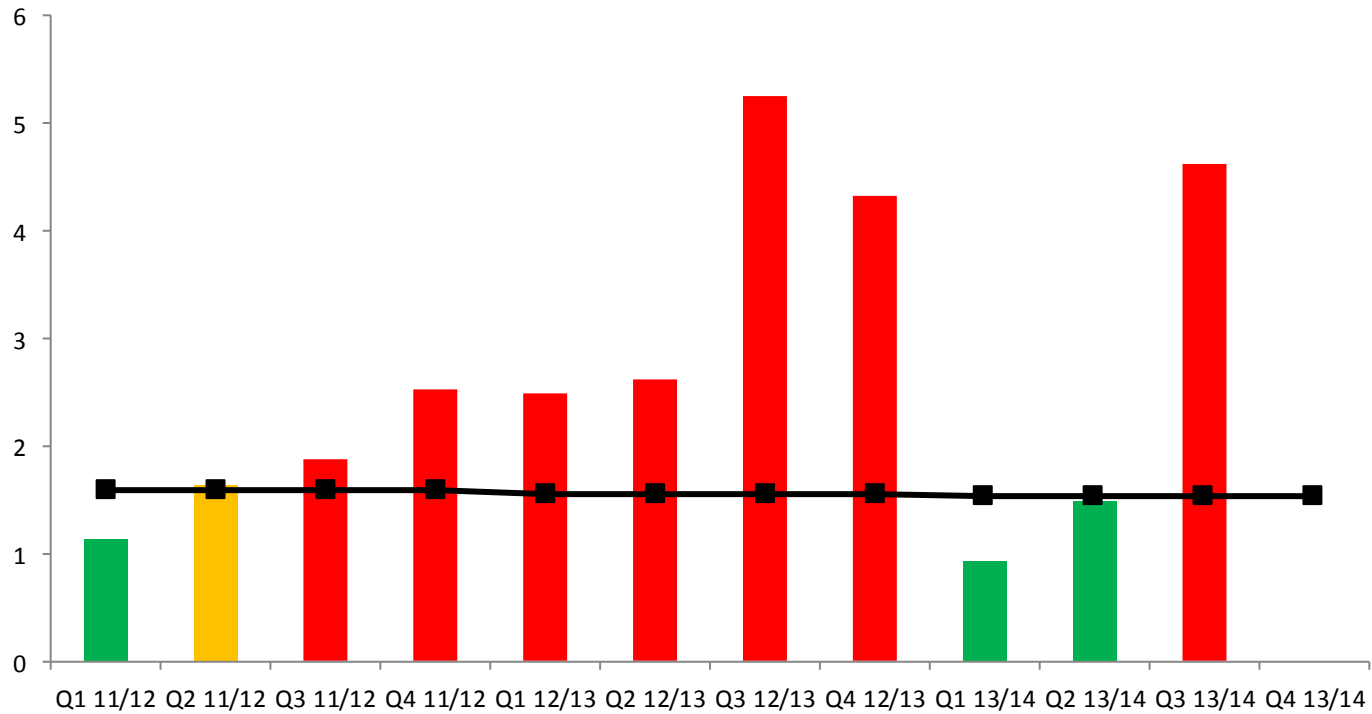
Although the end of year forecast for Operations Support predicts that the target will be exceeded it should be noted that in both of the last two quarters, this department's sickness levels have greatly improved.

The high level of sickness in the first quarter can be primarily attributed to one individual who has now retired.

### 1.3 SICKNESS ABSENCE – PREVENTION & PROTECTION

73 employees as at 31 December 2013

#### DAYS PER QUARTER

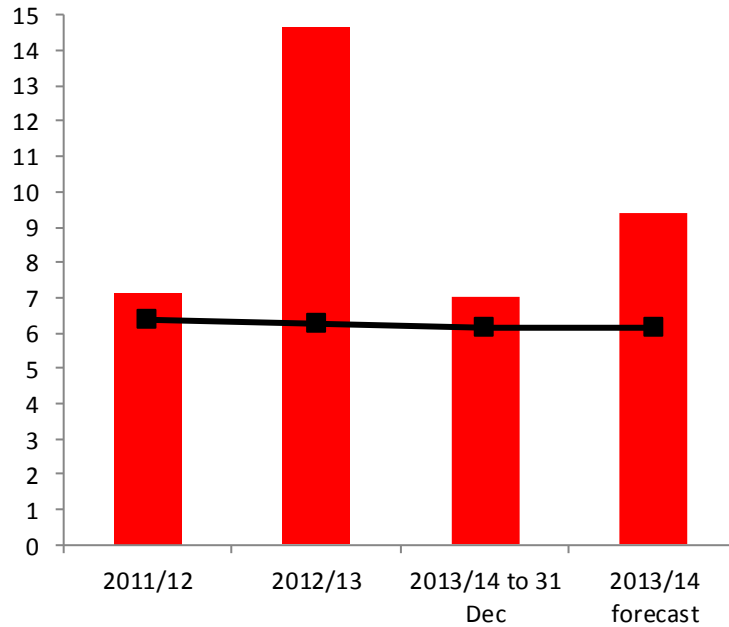


	Q1 11/12	Q2 11/12	Q3 11/12	Q4 11/12	Q1 12/13	Q2 12/13	Q3 12/13	Q4 12/13	Q1 13/14	Q2 13/14	Q3 13/14	Q4 13/14
Prevention	1.45	2.31	2.52	0.28	2.13	2.06	7.83	7.23	1.46	2.78	9.62	
Protection	1.00	1.34	1.59	3.56	2.64	2.85	3.41	2.05	0.43	0.36	0.67	
<b>Total</b>	<b>1.14</b>	<b>1.64</b>	<b>1.87</b>	<b>2.52</b>	<b>2.48</b>	<b>2.61</b>	<b>5.25</b>	<b>4.33</b>	<b>0.93</b>	<b>1.48</b>	<b>4.62</b>	
Target	1.59	1.59	1.59	1.59	1.56	1.56	1.56	1.56	1.53	1.53	1.53	

## SICKNESS ABSENCE – PREVENTION & PROTECTION

73 employees as at 31 December 2013

### DAYS PER YEAR



	2011/12	2012/13	2013/14 to 31 Dec
Prevention	6.55	19.25	13.86
Protection	7.50	10.94	1.46
<b>Total</b>	<b>7.16</b>	<b>14.67</b>	<b>7.03</b>
Target	6.37	6.25	4.59 (to 31 Dec)

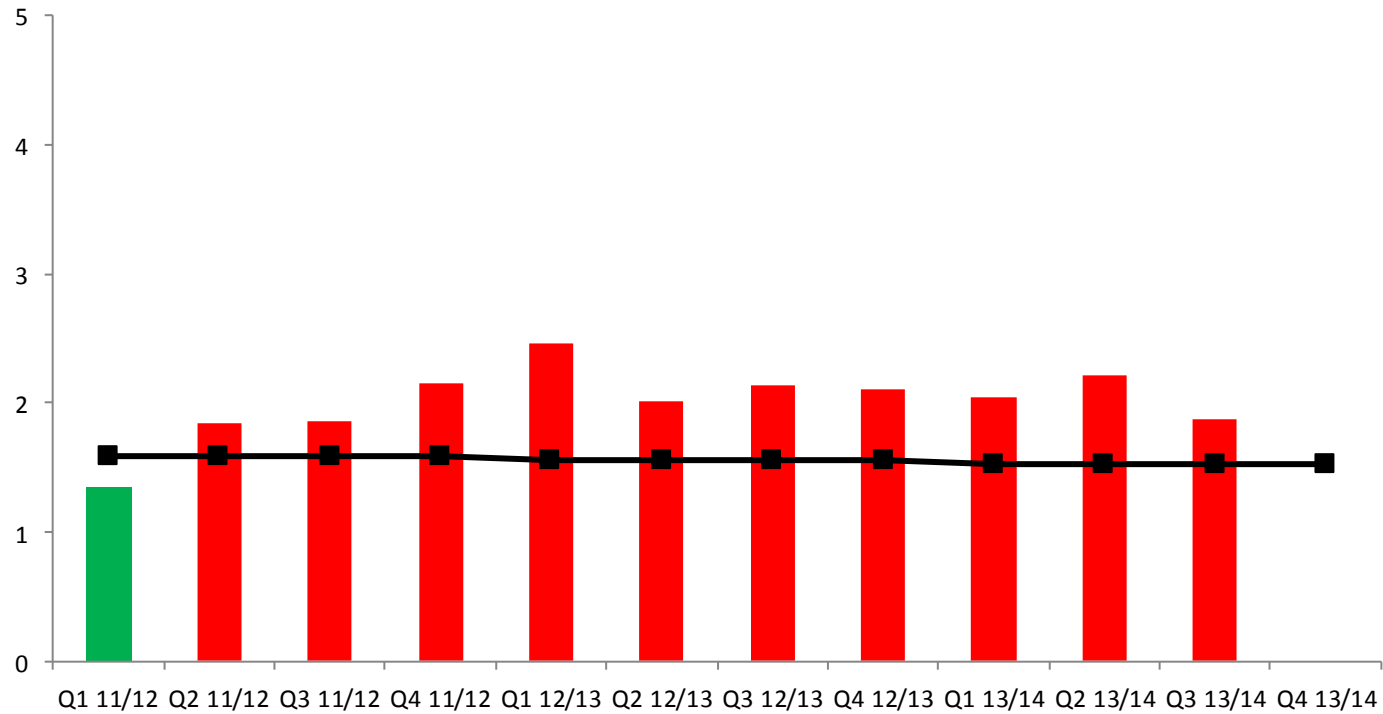
### Further Information

Prevention and Protection have had a poor third quarter with a number of individuals within the Prevention Department on long term sick. These individuals are being managed in conjunction with Occupational Health.

## 1.4 SICKNESS ABSENCE – CORPORATE RESOURCES

69 employees as at 31 December 2013

### DAYS PER QUARTER

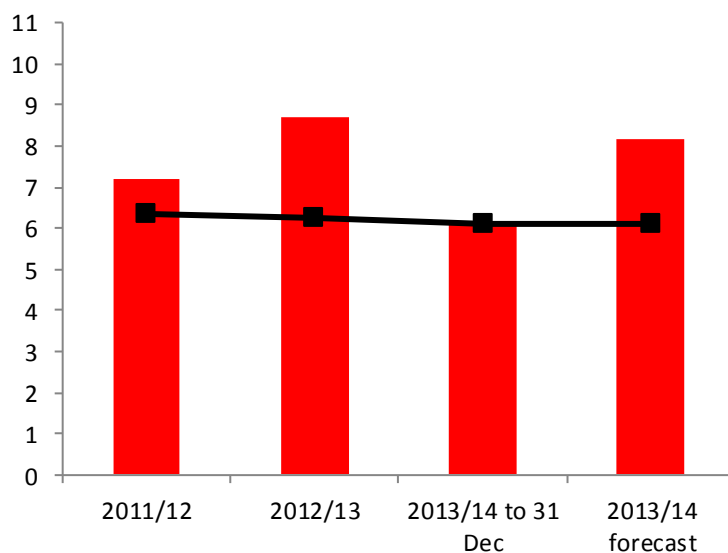


	Q1 11/12	Q2 11/12	Q3 11/12	Q4 11/12	Q1 12/13	Q2 12/13	Q3 12/13	Q4 12/13	Q1 13/14	Q2 13/14	Q3 13/14	Q4 13/14
<u>Corp Services</u>	1.42	1.41	2.39	2.20	1.04	0.74	3.27	3.37	2.76	0.31	4.00	
<u>Transport &amp; Logistics</u>	1.21	1.39	1.65	2.35	3.19	2.83	2.84	2.54	2.86	3.06	2.11	
<u>Comm &amp; Admin</u>	2.80	4.00	0.45	0.00	2.77	1.18	0.00	0.58	0.42	0.33	0.15	
<u>Property</u>	0.35	2.30	3.00	3.59	2.33	2.22	0.38	0.50	0.13	4.50	0.00	
<b>Total</b>	<b>1.35</b>	<b>1.84</b>	<b>1.86</b>	<b>2.15</b>	<b>2.46</b>	<b>2.01</b>	<b>2.14</b>	<b>2.10</b>	<b>2.05</b>	<b>2.22</b>	<b>1.87</b>	
<b>Target</b>	1.59	1.59	1.59	1.59	1.56	1.56	1.56	1.56	1.53	1.53	1.53	

## SICKNESS ABSENCE – CORPORATE RESOURCES

69 employees as at 31 December 2013

### DAYS PER YEAR



	2011/12	2012/13	2013/14 to 31 Dec
<u>Corp Services</u>	7.41	8.42	7.07
<u>Transport &amp; Logistics</u>	6.61	11.40	8.03
<u>Comm &amp; Admin</u>	7.25	4.54	0.90
<u>Property</u>	9.24	5.43	4.63
<b>Total</b>	<b>7.21</b>	<b>8.72</b>	<b>6.14</b>
<b>Target</b>	6.37	6.25	4.59 (to 31 Dec)

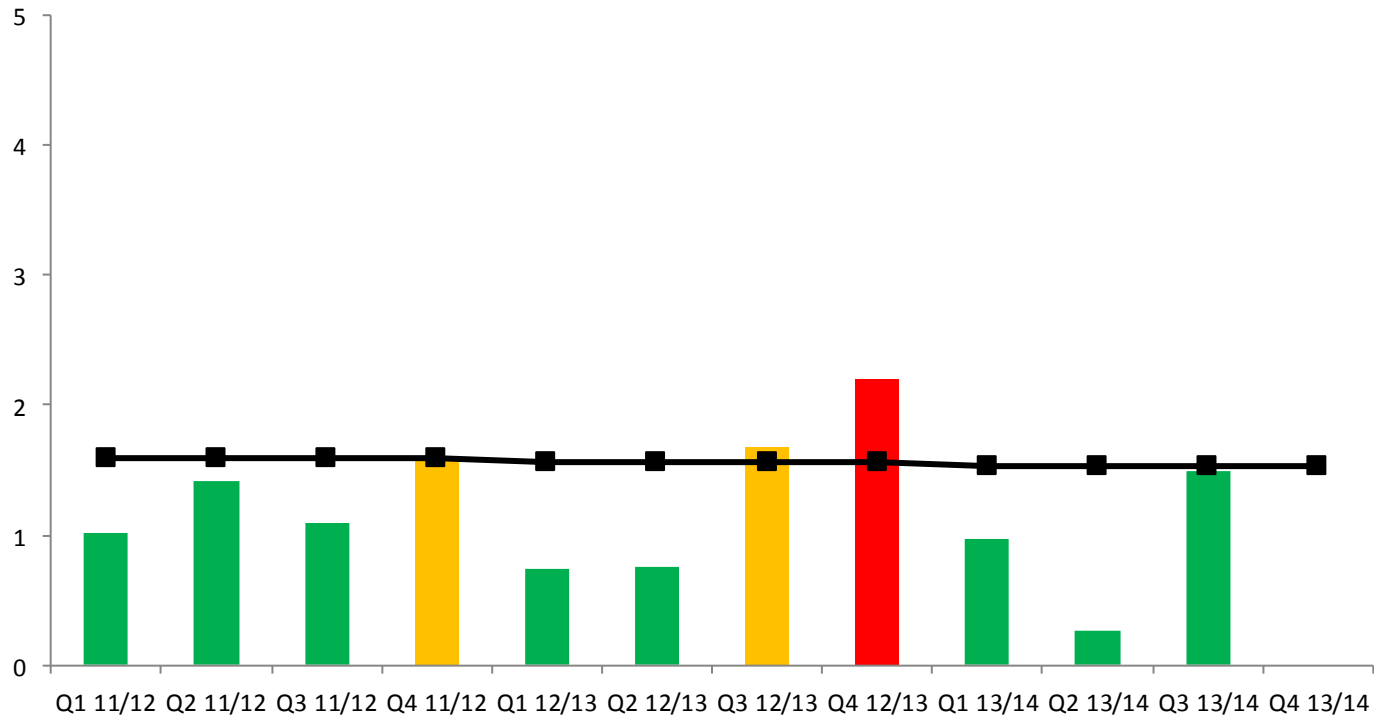
### Further Information

Transport and Logistics continues to have a high absence influencing the overall sickness levels within the Corporate Resources Directorate as they are the largest team. However sickness levels within this team reduced in the last quarter, as a number of personnel returned from long term sickness. This reduction has been offset by the increased sickness levels within Corporate Services.

## 1.5 SICKNESS ABSENCE – CORPORATE DATA & TECHNOLOGY

32 employees as at 31 December 2013

### DAYS PER QUARTER

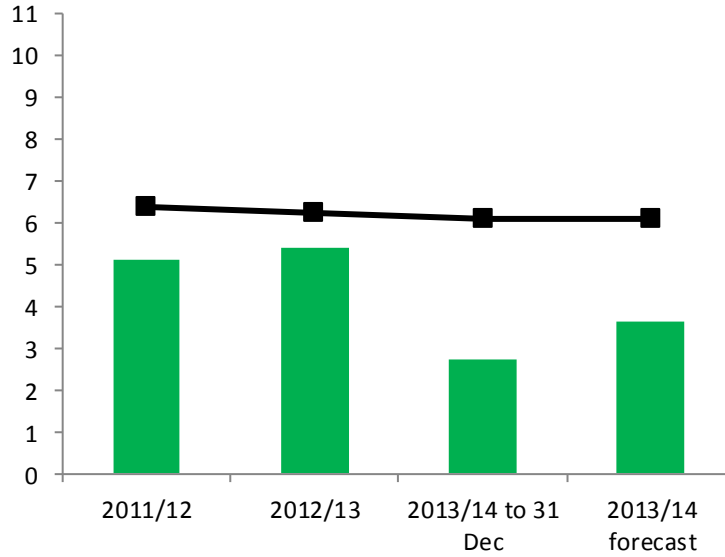


	Q1 2011/12	Q2 2011/12	Q3 2011/12	Q4 2011/12	Q1 2012/13	Q2 2012/13	Q3 12/13	Q4 12/13	Q1 2013/14	Q2 2013/14	Q3 13/14	Q4 13/14
Total	1.01	1.41	1.09	1.60	0.74	0.76	1.68	2.20	0.97	0.27	1.50	1.50
Target	1.59	1.59	1.59	1.59	1.56	1.56	1.56	1.56	1.53	1.53	1.53	1.53

## SICKNESS ABSENCE – CORPORATE DATA & TECHNOLOGY

32 employees as at 31 December 2013

### DAYS PER YEAR



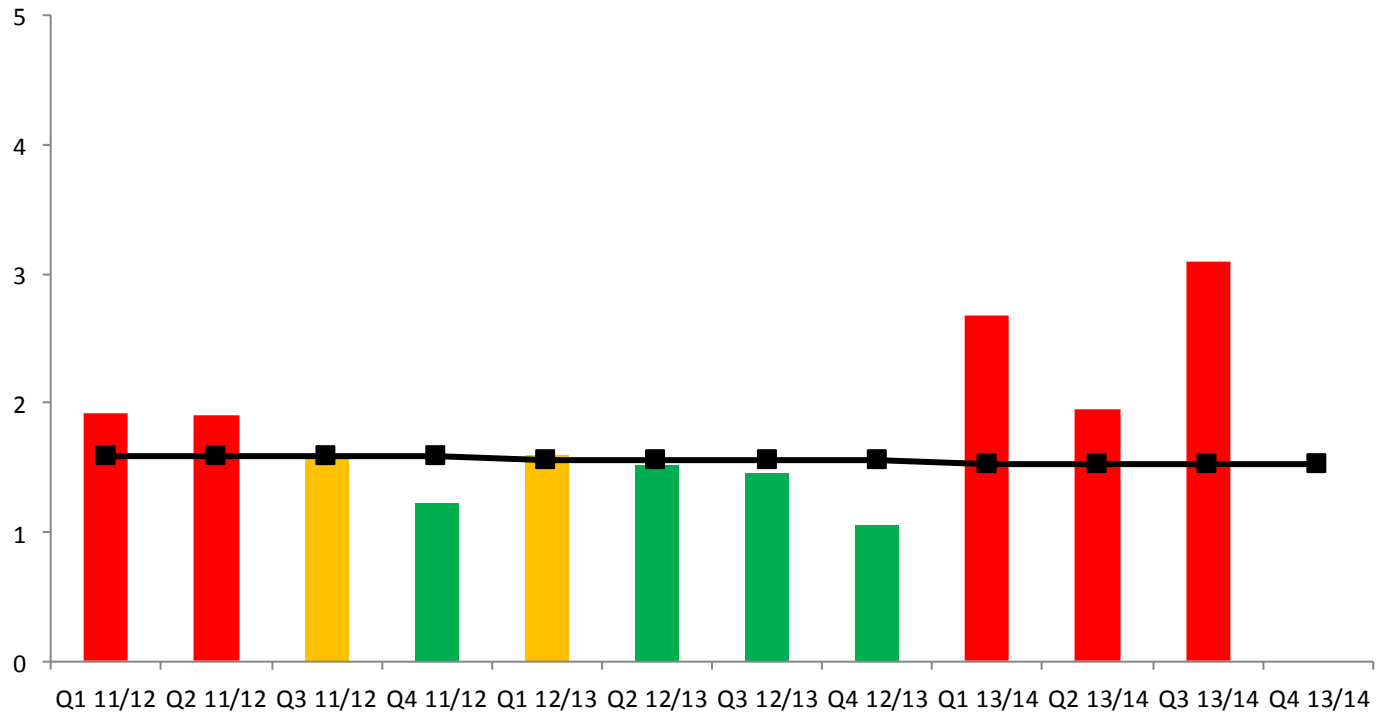
	2011/12	2012/13	2013/14 to 31 Dec
Total	<b>5.11</b>	<b>5.39</b>	<b>2.74</b>
Target	6.37	6.25	4.59 (to 31 Dec)



## 1.6 SICKNESS ABSENCE – SERVICE SUPPORT

163 employees as at 31 December 2013

### DAYS PER QUARTER

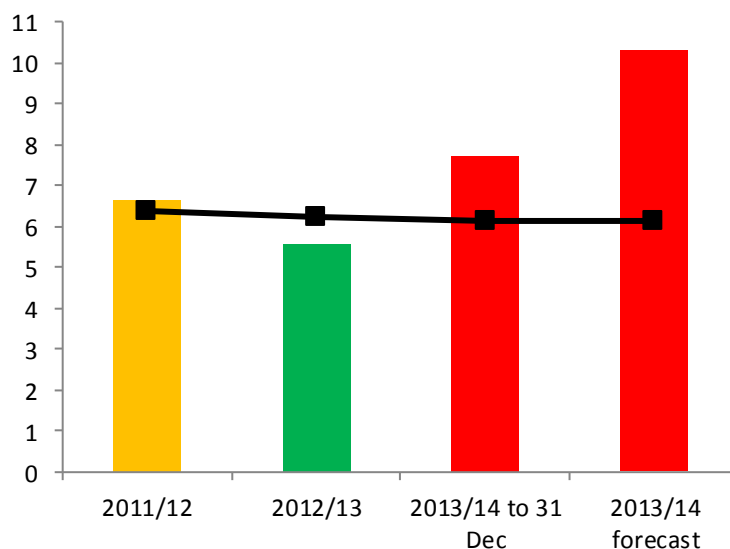


	Q1 11/12	Q2 11/12	Q3 11/12	Q4 11/12	Q1 12/13	Q2 12/13	Q3 12/13	Q4 12/13	Q1 13/14	Q2 13/14	Q3 13/14	Q4 13/14
<u>Emp Services</u>	0.31	0.79	0.20	0.12	1.28	3.97	4.37	0.90	2.59	0.58	2.93	
<u>OHSU</u>	7.09	5.91	2.50	0.18	0.56	0.57	0.86	3.06	4.43	0.00	0.13	
<u>Training</u>	1.89	0.85	1.11	1.55	2.66	1.83	2.41	1.38	3.80	2.89	2.45	
<u>Emp Resourcing</u>	1.70	2.74	2.46	1.52	0.85	0.46	0.59	0.71	1.88	1.73	3.84	
<b>Total</b>	<b>1.92</b>	<b>1.90</b>	<b>1.60</b>	<b>1.23</b>	<b>1.59</b>	<b>1.51</b>	<b>1.45</b>	<b>1.05</b>	<b>2.68</b>	<b>1.95</b>	<b>3.09</b>	
<b>Target</b>	1.59	1.59	1.59	1.59	1.56	1.56	1.56	1.56	1.53	1.53	1.53	

## SICKNESS ABSENCE – SERVICE SUPPORT

163 employees as at 31 December 2013

### DAYS PER YEAR



	2011/12	2012/13	2013/14 to 31 Dec
<u>Emp Services</u>	1.41	10.52	6.10
<u>OHSU</u>	15.68	5.05	4.56
<u>Training</u>	5.39	8.29	9.14
<u>Emp Resourcing</u>	8.42	2.61	7.45
<b>Total</b>	<b>6.64</b>	<b>5.59</b>	<b>7.72</b>
Target	6.37	6.25	4.59 (to 31 Dec)

### Further Information

Service Support continues to exceed target, employee resourcing's absence figures were particularly high last quarter as a number of personnel had periods of long term certified sickness including one who was absent for the full quarter due to a serious neurological condition, also because of the unpredictability of the shift pattern that the ORP work each days absence is counted as a working day further increasing the figures compared to other employee groups.

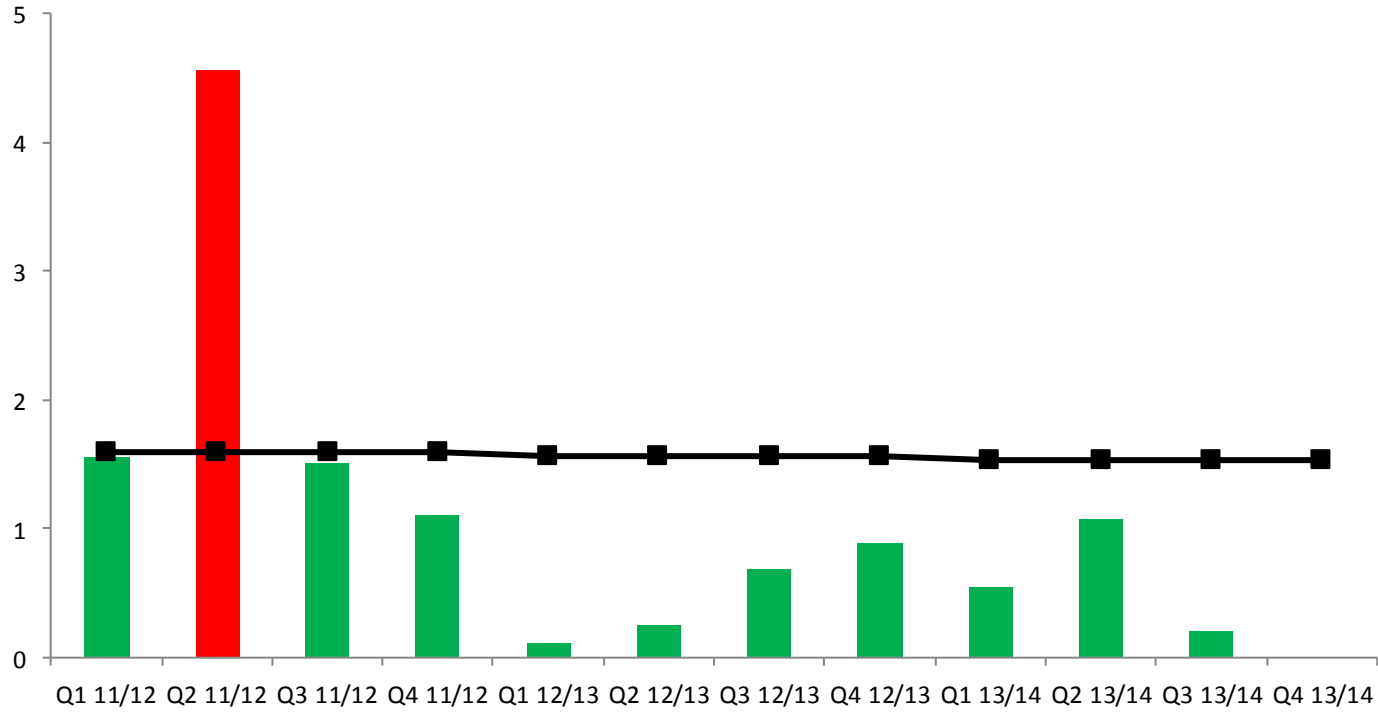
Employment Services figures for the last quarter increased primarily due to one individual who has serious health problems and had to undergo major surgery leading to a number of long term sickness absences, this had a great effect on this small teams sickness figures.

It is worth noting that the majority of the sickness within the other sections of Service Support during the last quarter was due to a number of individuals on long term sickness who are being managed in conjunction with Occupational Health.

## 1.7 SICKNESS ABSENCE – FINANCE

14 employees as at 31 December 2013

### DAYS PER QUARTER

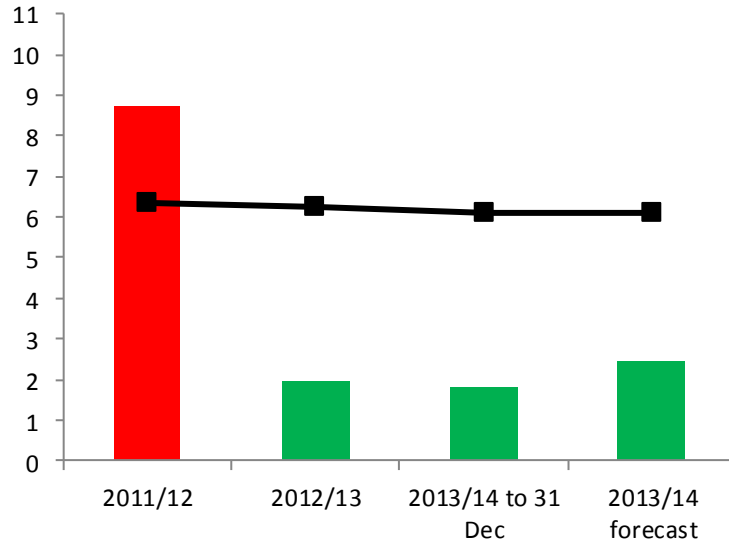


	Q1 11/12	Q2 11/12	Q3 11/12	Q4 11/12	Q1 12/13	Q2 12/13	Q3 12/13	Q4 12/13	Q1 13/14	Q2 13/14	Q3 13/14	Q4 13/14
Total	1.56	4.56	1.50	1.11	0.11	0.25	0.69	0.88	0.55	1.07	0.21	
Target	1.59	1.59	1.59	1.59	1.56	1.56	1.56	1.56	1.53	1.53	1.53	

## SICKNESS ABSENCE – FINANCE

14 employees as at 31 December 2013

### DAYS PER YEAR

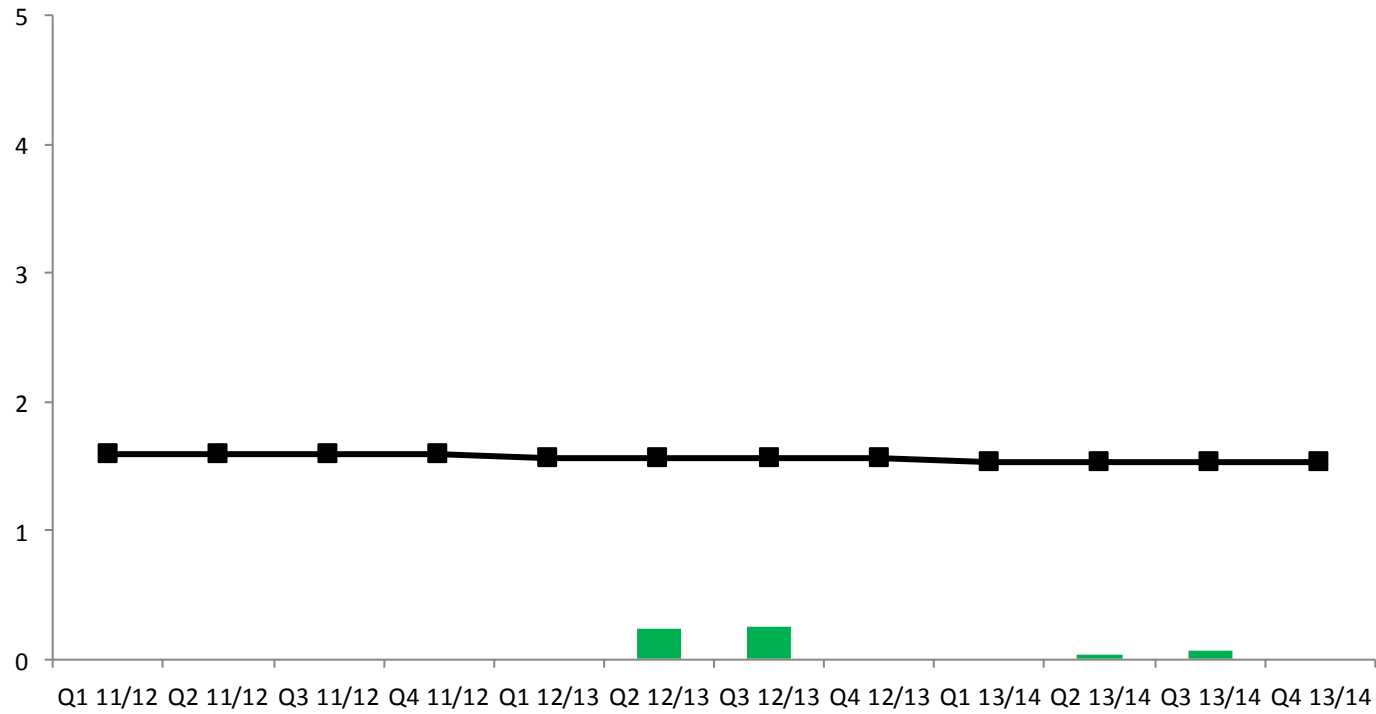


	2011/12	2012/13	2013/14 to 31 Dec
Total	8.72	1.94	1.83
Target	6.37	6.25	4.59 (to 31 Dec)

## 1.8 SICKNESS ABSENCE – FSHQ INCLUDING STRATEGIC DEVELOPMENT

11 employees as at 31 December 2013

DAYS PER QUARTER

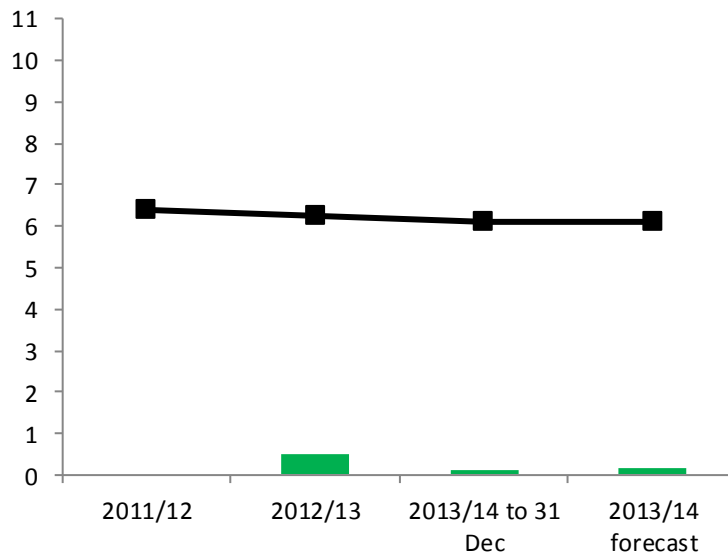


	Q1 11/12	Q2 11/12	Q3 11/12	Q4 11/12	Q1 12/13	Q2 12/13	Q3 12/13	Q4 12/13	Q1 13/14	Q2 13/14	Q3 13/14	Q4 13/14
Total	0.00	0.00	0.00	0.00	0.00	0.23	0.25	0.00	0.00	0.04	0.07	
Target	1.59	1.59	1.59	1.59	1.56	1.56	1.56	1.56	1.53	1.53	1.53	

## SICKNESS ABSENCE – FSHQ INCLUDING STRATEGIC DEVELOPMENT

11 employees as at 31 December 2013

### DAYS PER YEAR



	2011/12	2012/13	2013/14 to 31 Dec
Total	6.37	6.25	4.59 (to 31 Dec)
Target	6.37	6.25	4.59 (to 31 Dec)

## 2. ESTABLISHMENT AND STRENGTH AS AT 28 FEBRUARY 2014

Staff Group	No. of Posts following HR Committee 17 Jan 2014	Amendments to Establishment	Proposed Number of Posts (New Establishment)	Number of People Employed
<b>Whole Time</b>	1222	-20*	1202	1204
<b>Retained</b>	144		144	167 (118 posts)
<b>Control (formerly Mobilising and Communications Centre)</b>	51	-8**	43	47
<b>Green Book (Non-Operational) Personnel</b>	268		268	260
<b>Total</b>	1685	-28	1657	1678

### Further Information

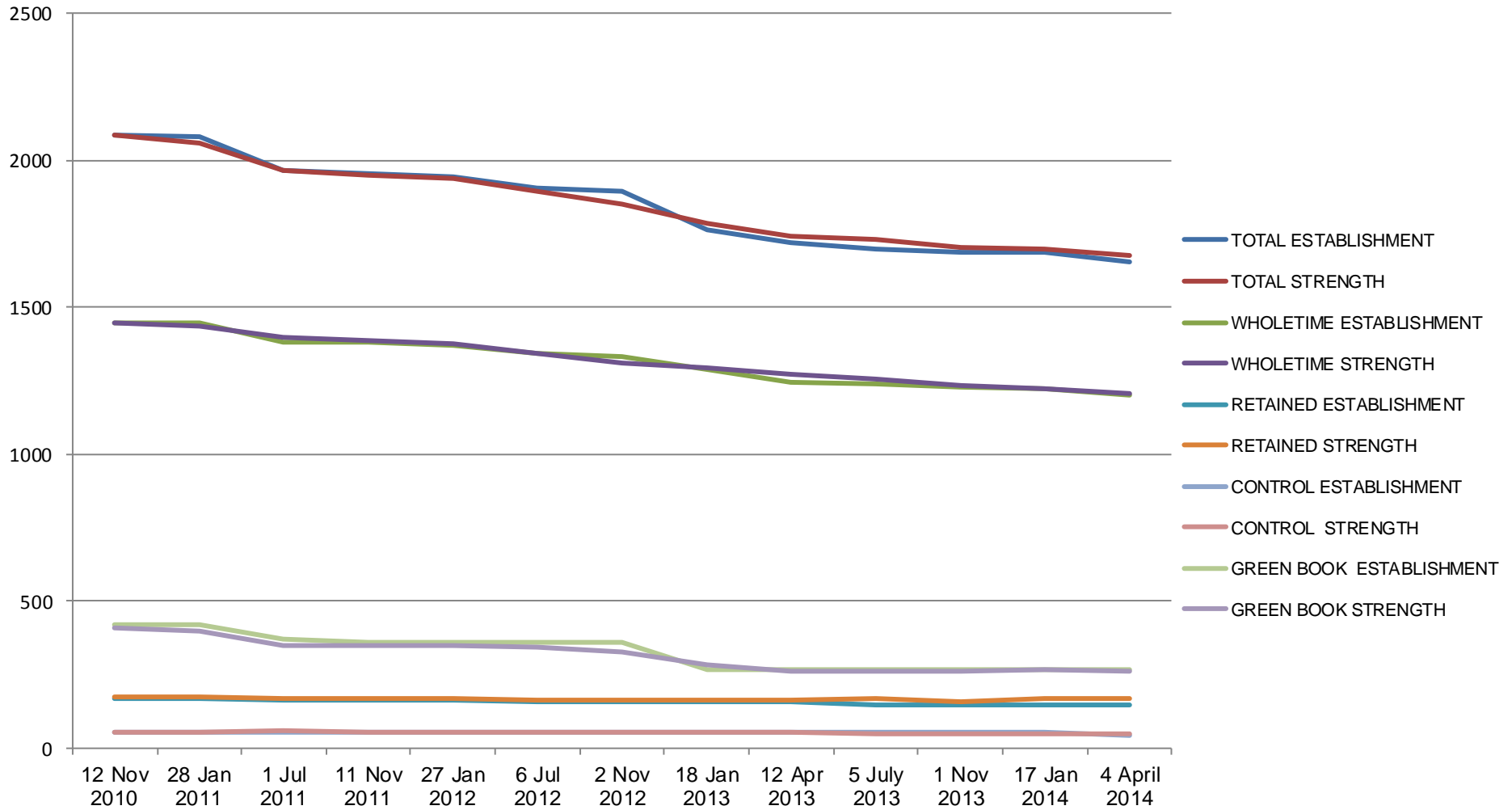
\* On 21 December 2012 the Fire Authority approved (as part of the Integrated Risk Management Plan) the following staffing changes:

(a) The introduction of the Day Crewing shift system at Morley fire station and the consequent reduction of 10 posts (2 Watch Managers, 2 Crew Managers and 6 Firefighters).

(b) The introduction of the Day Crewing shift system at Garforth fire station and the consequent reduction of 10 posts (2 Watch Managers, 2 Crew Managers and 6 Firefighters).

\*\* The establishment for Control has been restructured to meet future operational requirements with the following staffing changes: A reduction of 4 Watch Manager posts, an increase of 4 Crew Manager posts and a reduction of 8 Firefighter posts.

## 2.1 CHANGES IN ESTABLISHMENT AND STRENGTH IN PAST THREE YEARS





	TOTAL ESTABLISHMENT	TOTAL STRENGTH	WHOLETIME ESTABLISHMENT	WHOLETIME STRENGTH	RETAINED ESTABLISHMENT	RETAINED STRENGTH	CONTROL ESTABLISHMENT	CONTROL STRENGTH	GREEN BOOK ESTABLISHMENT	GREEN BOOK STRENGTH
12 Nov 2010	2087	2085	1448	1449	165	174	53	54	421	408
28 Jan 2011	2083	2061	1447	1437	165	171	53	54	418	399
1 Jul 2011	1968	1966	1383	1396	161	168	52	55	372	347
11 Nov 2011	1954	1951	1381	1388	161	166	51	51	361	346
27 Jan 2012	1943	1940	1370	1377	161	167	51	51	361	345
6 Jul 2012	1907	1895	1343	1341	156	164	51	50	357	340
2 Nov 2012	1893	1851	1330	1310	156	163	51	53	356	325
18 Jan 2013	1763	1788	1288	1295	156	159	51	50	268	284
12 Apr 2013	1719	1740	1244	1272	156	160	51	50	268	258
5 July 2013	1699	1730	1236	1256	144	166	51	49	268	259
1 Nov 2013	1689	1702	1226	1235	144	158	51	49	268	260
17 Jan 2014	1685	1698	1222	1220	144	169	51	46	268	263
4 April 2014	1657	1678	1202	1204	144	167	43	47	268	260
Reduction 2010-2014	430	407	246	245	21	7	10	7	153	148

### 3. NUMBER AND DISTRIBUTION OF POSTS AS AT 28 FEBRUARY 2014

SERVICE DELIVERY				SERVICE SUPPORT				STRATEGIC DEVELOPMENT				CORPORATE RESOURCES				FSHQ				TOTALS			
Grade	Previous Estab	Approval Sought	New Estab	Grade	Previous Estab	Approval Sought	New Estab	Grade	Previous Estab	Approval Sought	New Estab	Grade	Previous Estab	Approval Sought	New Estab	Grade	Previous Estab	Approval Sought	New Estab	Grade	Previous Estab	Approval Sought	New Estab
ACO	1		1	ACO	1		1	DCFO	1		1	ACO	0		0	Chief	1		1	Prin Off	4		4
AM	3		3	AM	1		1	AM	0		0	AM	0		0	AM	0		0	AM	4		4
GM	8		8	GM	3		3	GM	2		2	GM	0		0	GM	0		0	GM	13		13
SM	39		39	SM	6		6	SM	5		5	SM	0		0	SM	0		0	SM	50		50
WM	152	-4	148	WM	39		39	WM	2		2	WM	0		0	WM	0		0	WM	193	-4	189
CM	185	-4	181	CM	27		27	CM	0		0	CM	0		0	CM	0		0	CM	212	-4	208
FF	714	-12	702	FF	32		32	FF	0		0	FF	0		0	FF	0		0	FF	746	-12	734
<b>WT</b>	<b>1102</b>	<b>-20</b>	<b>1082</b>	<b>WT</b>	<b>109</b>	<b>0</b>	<b>109</b>	<b>WT</b>	<b>10</b>	<b>0</b>	<b>10</b>	<b>WT</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>WT</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>WT</b>	<b>1222</b>	<b>-20</b>	<b>1202</b>
Prin Off	0		0	Prin Off	0		0	Prin Off	0		0	Prin Off	1		1	Prin Off	1		1	Prin Off	2		2
EO	0		0	EO	0		0	EO	0		0	EO	2		2	EO	1		1	EO	3		3
G14	2		2	G14	2		2	G14	0		0	G14	4		4	G14	0		0	G14	8		8
G13	0		0	G13	0		0	G13	0		0	G13	0		0	G13	0		0	G13	0		0
G12	0		0	G12	0		0	G12	0		0	G12	2		2	G12	0		0	G12	2		2
G11	3		3	G11	1		1	G11	0		0	G11	2		2	G11	0		0	G11	6		6
G10	11		11	G10	1		1	G10	0		0	G10	10		10	G10	0		0	G10	22		22
G9	0		0	G9	6		6	G9	0		0	G9	1		1	G9	3		3	G9	10		10
G8	19		19	G8	2		2	G8	0		0	G8	9		9	G8	0		0	G8	30		30
G7	7		7	G7	4		4	G7	0		0	G7	25		25	G7	1		1	G7	37		37
G6	2		2	G6	12		12	G6	0		0	G6	8		8	G6	1		1	G6	23		23
G5	22		22	G5	3		3	G5	0		0	G5	11		11	G5	3		3	G5	39		39
G4	0		0	G4	2		2	G4	0		0	G4	4		4	G4	4		4	G4	10		10
G3	44		44	G3	11		11	G3	0		0	G3	12		12	G3	0		0	G3	67		67
G2	1		1	G2	0		0	G2	0		0	G2	7		7	G2	0		0	G2	8		8
G1	0		0	G1	0		0	G1	0		0	G1	0		0	G1	0		0	G1	0		0
APP	0		0	APP	0		0	APP	0		0	APP	1		1	APP	0		0	APP	1		1
<b>Green</b>	<b>111</b>	<b>0</b>	<b>111</b>	<b>Green</b>	<b>44</b>	<b>0</b>	<b>44</b>	<b>Green</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>Green</b>	<b>99</b>	<b>0</b>	<b>99</b>	<b>Green</b>	<b>14</b>	<b>0</b>	<b>14</b>	<b>Green</b>	<b>268</b>	<b>0</b>	<b>268</b>
WM®	12		12																	WM®	12		12
CM®	24		24																	CM®	24		24
FF®	108		108																	FF®	108		108
<b>Retained</b>	<b>144</b>	<b>0</b>	<b>144</b>																	<b>Retained</b>	<b>144</b>	<b>0</b>	<b>144</b>
GM(Con)	1		1																	GM(Con)	1		1
WM(Con)	10	-4	6																	WM(Con)	10	-4	6
CM(Con)	8	4	12																	CM(Con)	8	4	12
FF(Con)	32	-8	24																	FF(Con)	32	-8	24
<b>MACC</b>	<b>51</b>	<b>-8</b>	<b>43</b>																	<b>MACC</b>	<b>51</b>	<b>-8</b>	<b>43</b>
<b>Total</b>	<b>1408</b>	<b>-28</b>	<b>1380</b>	<b>Total</b>	<b>153</b>	<b>0</b>	<b>153</b>	<b>Total</b>	<b>10</b>	<b>0</b>	<b>10</b>	<b>Total</b>	<b>99</b>	<b>0</b>	<b>99</b>	<b>Total</b>	<b>15</b>	<b>0</b>	<b>15</b>	<b>Total</b>	<b>1685</b>	<b>-28</b>	<b>1657</b>

**4. ENROLMENTS AND LEAVERS/RESIGNATIONS  
1 DECEMBER 2013 – 28 FEBRUARY 2014**

<b>Staff Group</b>	<b>Enrolments</b>	<b>Leavers and Retirees</b>
<b>Whole Time</b>	Nil	16
<b>Grey Book Re-Engagement</b>	Nil	Nil
<b>Retained</b>	Nil	4
<b>MACC (Mobilising and Communications Centre)</b>	4 #	5
<b>Green Book (Non-Operational) Personnel</b>	5*	5

# All four of the MACC enrolments are temporary.

\* Three of the five Green Book enrolments are permanent and the other two are temporary.

**5. NUMBER OF ILL HEALTH RETIREMENTS  
1 DECEMBER 2013 – 28 FEBRUARY 2014**

Two of the retirements above were due to medical reasons – one Whole Time and one Retained.

**6. DIVERSITY PROFILE OF WORKFORCE**

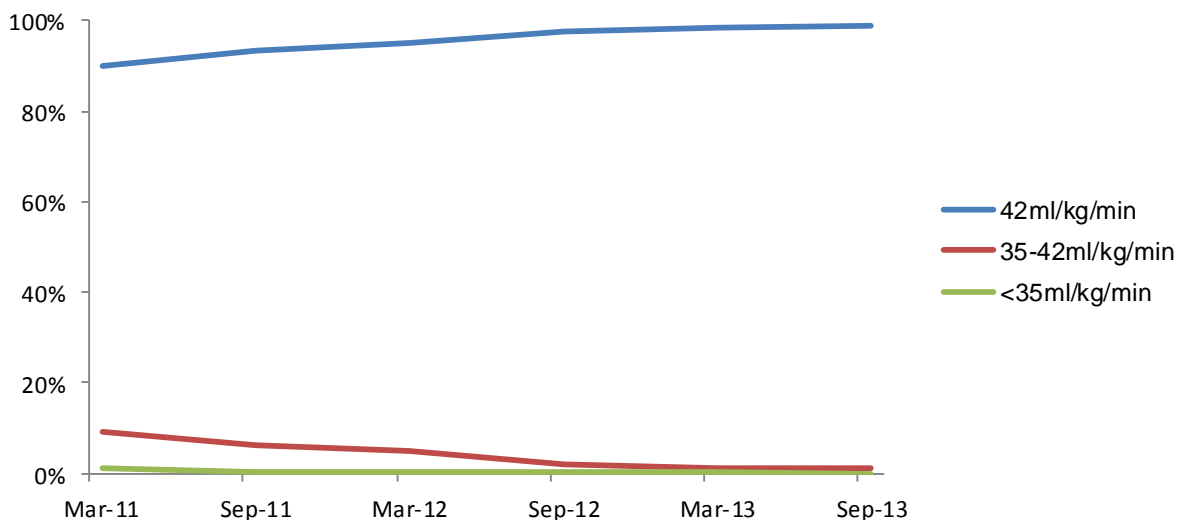
*Included at year end after the full out-turn figures for the year have been collated.*

**7. AGE PROFILE OF WHOLE TIME WORKFORCE**

*Included at year end after the full out-turn figures for the year have been collated.*

## 8. RESULTS OF FIREFIGHTER AEROBIC TESTS

Comparison of VO2 Max Results to Previous 6-Monthly Assessments  
(Operational - WC and below, Wholetime and RDS)



	42ml/kg/min	35-42ml/kg/min	<35ml/kg/min
March 2011	90%	9%	1%
September 2011	93.5%	6.3%	0.2%
March 2012	95%	4.9%	0.1%
September 2012	(1221) 97.6%	(26) 2.1%	(4) 0.3%
March 2012	(1271) 98.5%	(16) 1.24%	(3) 0.2%
September 2013	(1116) 98.76%	(14) 1.24%	(0) 0%

Number of personnel tested in brackets, includes all operational personnel up to and including rank of Watch Commander

The minimum standard to stay operational is 35ml/kg/min, personnel failing to reach the optimum 42ml/kg/min are given assistance to improve their fitness levels

### Breakdown by age

Age 30-39 - Number tested - 365		
Vo2 Max	Number	%
42	365	100
35-41	0	0
<35	0	0

Age 40-49 - Number tested - 503		
Vo2 Max	Number	%
42	494	98.2
35-41	9	1.8
<35	0	0

<b>Age 50-55 - Number tested - 144</b>		
<b>Vo2 Max</b>	<b>Number</b>	<b>%</b>
42	141	97.9
35-41	3	2.1
<35	0	0

(25 are retained)

<b>Age 56-60 - Number tested - 14</b>		
<b>Vo2 Max</b>	<b>Number</b>	<b>%</b>
42	13	92.9
35-41	1	7.1
<35	0	0

(8 are retained)