

WEST YORKSHIRE FIRE AND RESCUE AUTHORITY

MEETING OF THE PERSONNEL AND TRAINING COMMITTEE HELD ON 28 JANUARY 2011 AT FIRE AND RESCUE SERVICE HEADQUARTERS, BIRKENSRAW,

Present: Councillors C Townsley (in the Chair); M Akhtar , T Austin, A Hussain, V Binney, P Booth, D Firth, J Jarosz, A Manifold, R Pryke, D Ridgway (as substitute for Councillor D Gray),B Smith and D O'Neill (as substitute for Councillor R Pryke)

Apologies: Councillor D Gray and R Pryke

31 MINUTES OF THE LAST MEETING

RESOLVED

That the Minutes of the Committee at a meeting held on 12 November 2010 be signed by the Chair as a correct record.

32 URGENT ITEMS

None.

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

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

34 DISCLOSURES OF INTEREST

No disclosures of interest in any matter under consideration were made.

35 CORPORATE RESTRUCTURE

Consideration was given to a report of the Director of Human Resources which sought approval for the restructure of support staff posts within the Authority following Directorate meetings on restructuring proposals.

Members were informed that this was an interim structure and that it would continue to downsize over the next 4 to 5 years. A total of 151 posts will be removed from the establishment; 85 operational posts, 61 Green book (to include cooks, voluntary severance and vacant posts), 4 Retained Duty System and 1 from the Mobilising and

Control Centre. The plan for the future being that when a vacancy does arise it will be advertised internally only, the successful applicant's post being withdrawn.

Questions arose around the general review of Directorate structures posts which have been identified as being appropriate for disestablishment on the basis that work in a particular department has diminished. This was clarified to Members by the example of, departments affected were due to the recruitment freeze.

RESOLVED

- (i) That members approve the restructure proposals contained within the report.

36 FLEXIBLE DUTY SYSTEM POLICY – WEEKEND WORKING

The Director of Human Resources submitted a report which informed Members of the new flexible duty system (FDS) which is designed to ensure the resilience of the FDS rota.

FDS officers are currently working a 5 week rota and the current establishment for Station Managers is 60. With the introduction of this policy it will be possible to reduce the Station Manager establishment to 45 and still maintain operations cover at 12 Station Managers available 24 hours 7 days a week. This would mean giving the option of extra weekend paid overtime and greater flexibility. Based on the current retirement profile it will take approximately 3 years to fully implement this change.

Questions arose with regards to additional weekend working. It was explained to Members that officers with specialist skills would be responsible for covering their designated rostered weekends, but can swap all or part of the weekend with a colleague irrespective of qualifications.

RESOLVED

- (i) That members approve the flexible duty system, additional working and resilience policy.

37 DIVERSITY PEER CHALLENGE REPORT

The Equality and Diversity Manager presented a report on Diversity Peer Challenge executive summary and key findings carried out on 6th – 8th October 2010, which concluded that “West Yorkshire Fire and Rescue Service is currently performing at the ‘Excellent’ Level of the Fire and Rescue Framework”.

RESOLVED

- (i) That the report be noted.

38 EQUALITY ACT UPDATE

Members were updated by the Equality and Diversity Manager on the provision of the Equality Act 2010, whereby the Government stated that it would review some of the provisions of the Act including positive action in recruitment, gender pay reporting and the socio-economic duty and provided clear guidance on the implementation of the Public Sector Equality Duties.

RESOLVED

- (i) That the report be noted.

39 PERSONNEL ACITIVITY REPORT

The Director of Human Resources submitted a report which informed Members of the Authority's key areas relating to Human Resources in the third quarter of the 2010/11 fiscal year.

Sickness absence has increased slightly but the flu virus has been a contributing factor.

RESOLVED

- (i) That the report be noted.

Chair