

# **WEST YORKSHIRE FIRE AND RESCUE AUTHORITY**

## **MEETING OF THE HUMAN RESOURCES COMMITTEE HELD ON 27 JANUARY 2012 AT FIRE AND RESCUE SERVICE HEADQUARTERS, BIRKENSHAW,**

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

Apologies : Councillor J Dodds

### **20 MINUTES OF THE LAST MEETING**

#### **RESOLVED**

That the Minutes of the Committee at a meeting held on 11 November 2011 be signed by the Chair as a correct record.

### **21 URGENT ITEM**

None.

### **22 EXCLUSION OF THE PUBLIC – SECTION 100A LOCAL GOVERNMENT ACT 1972**

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

### **23 DISCLOSURES OF INTEREST**

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

### **24 PERSONNEL ACTIVITY REPORT**

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

#### **RESOLVED**

That the report be noted.

## **25 PUBLIC SECTOR EQUALITY DUTY - EVIDENCE**

Consideration was given to a report of the Director of Human Resources which informed Members how the Authority continued to comply with the Equality Duty by maintaining the Excellent Level of the Equality Framework.

Members were advised of the work and progress with the following community initiatives;

- MAGIC – tackled low level crime in Bradford
- Bikeability – cycling skills in Calderdale to help reduce road traffic collisions
- Hovingham project – working in partnership with schools and community to regenerate land in Harehills, Leeds and foster good relations
- Mental Health – improved mental health awareness for firefighters and Prevention teams

### **RESOLVED**

That the report be noted.

## **26 DUAL CREWING - STANNINGLEY**

The Director of Human Resources submitted a report which advised of the early implementation of the dual crewing system at Stanningley Fire Station as agreed at the June 2011 Fire Authority meeting (Min 20 (b) refers) as part of the Integrated Risk Management plan.

Members were advised that its introduction at Stanningley had resulted in a reduction in the establishment of four Crew Managers and eight firefighters at an annual saving of £448,000.

### **RESOLVED**

That the report be noted.

## **27 DAY OF INDUSTRIAL ACTION - FEEDBACK**

The Director of Human Resources submitted a report which provided Members with information regarding the effect on the Authority of industrial action taken on 30 November 2011.

### **RESOLVED**

That the report be noted.

## **28 LOCAL GOVERNMENT PENSION SCHEME – CONSULTATION RESPONSE**

Members considered a report of the Director of Human Resources which advised of the response submitted regarding Government proposals to achieve short term savings in the Local Government Pension Scheme by increased employee contribution rates and changes to accrual rates.

It was reported that progress had been made in discussions between the relevant trade unions and Government since the publication of the Committee report and Members were advised that a national working group had been established to examine the Local Government Pension Scheme (Green book staff). It was anticipated that there would be no increase in contributions to the scheme until 2014.

With regard to the Firefighters' Pension scheme, it was reported that detail of an agreement was due to be published on 8 February 2012.

### **RESOLVED**

- (i) That the report be noted; and
- (ii) That Members of the Human Resources Committee be advised at the earliest opportunity following publication of any pensions agreements.

## **29 SKILLS FOR JUSTICE – FUTURE FUNDING**

The Director of Human Resources submitted a report which advised of the Management Board decision to pay appropriate subscriptions to Skills for Justice (SfJ) following cessation of Communities and Local Government funding from March 2012.

It was reported that the central funding would cease for all English Fire and Rescue Services (FRS) in March 2012 and, in order to take advantage of SfJ services as detailed in the report now submitted, the cost to the Authority would be £3.50 per employee. The full cost of an annual subscription for 2012 / 13 would be approximately £7000.

Members were advised that there may not be a need to subscribe fully beyond 2012 / 13 following work by the Chief Fire Officers' Association (CFOA) that may lead to the replacement of the Integrated Personnel Development System (IPDS).

### **RESOLVED**

That the decision to pay appropriate subscriptions for 2012 / 13 to Skills for Justice, pending the current review of the Integrated Personnel Development System (IPDS), be noted.

### **30 FUNDAMENTAL ORGANISATIONAL REVIEW**

Consideration was given to a report of the Director of Human Resources which advised of the commencement of a fundamental review of the organisation's structure in order to deliver its key functions to the highest standard within the constraints of the budget.

The review was planned to be completed and implemented by 31 March 2013 and formed part of the process of identifying major efficiencies in service delivery in order to deliver required savings of over £4 m by the end of the 2013 / 14 financial year.

#### **RESOLVED**

- (i) That the report be noted; and
- (ii) That members of the Human Resources committee be kept fully up to date with progress on the fundamental organisational review.

Chair