



Minutes

Human Resources Committee

Date: 09 October 2020

Time: 10:30

Venue: Microsoft Teams

Present: Councillor A Wenham (in the Chair), M Akhtar, C Anderson, J Fenton-Glynn, D Jenkins, D Kirton, N Mohammed, F Shaheen and S Tulley.

In Attendance: None

Apologies: Councillors J Sunderland and R Hunt.

11 Minutes of meeting held on 10 July 2020

RESOLVED

That the Minutes of the last meeting held on 10 July 2020 be signed by the Chair as a correct record.

12 Matters arising

None.

13 Urgent items

None.

14 Admission of the public

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

15 Declarations of interest

There were no declarations of disclosable pecuniary interest made in any matter under consideration at the meeting.

16 Treasury Management Accountant

The Chief Finance and Procurement Officer submitted a report which requested members approve the appointment of a Treasury Management Accountant in the Finance Department. Members were advised that currently Treasury Management is provided by Kirklees District Council and it was recommended that this be brought in house.

RESOLVED

That approval be given to appoint a Treasury Management Accountant.

17 Service Support ESN Assurance Partner

The Director of Service Support submitted a report which requested members to approve the recruitment of 4 fixed term establishment posts to support the delivery of the Emergency Services Network (ESN) Assurance Partner Objectives, following WYFRS successful appointment as an Assurance Partner for the ESN. Members were advised there will be 3 Grey Book (non-operational) personnel and 1 Green Book personnel (operational) on fixed term 18-month contracts, who will deliver the objectives of the programme.

Members were assured that the posts are fully funded by the Home Office and members of staff will be seconded onto the roles from within WYFRS and that the posts may be extended should the need arise.

RESOLVED

That Members approve the recruitment of 3 Grey Book and 1 Green Book personnel.

18 New Control Project – Delivery Team

The Director of Service Delivery submitted a report which requested members approve the creation of a project team to research and develop a business case for WYFRS future mobilising options. These will be 5 temporary posts to begin delivery of the New Control Project.

RESOLVED

That Members approve the establishment of the Control Project Delivery Team.

19 Human Resources Activity Report

The Chief Employment Services Officer submitted a report which advised of the establishment and strength of West Yorkshire Fire and Rescue Service together with directorate / departmental sickness absence and personnel activity to the end of June 2020. The Corporate HR Manager explained that absence due to COVID19 was not included in the report but that there had been 1213 days absence due to self-isolation and 368 days absence due to COVID19. Members raised the following points:

- That staff do not suffer any pay detriment or detrimental effect on their sick leave record due to taking time off due to COVID19.
- That the Authority is working closely with Public Health England
- That the FBU has been consulted

- That the additional Government Funding/Grant of £2.1M has covered all additional financial expenses incurred as a result of COVID19.

RESOLVED

That the report be noted.

20 Accident Analysis

The Chief Employment Services Officer submitted a report which identified the long-term accident trends and also highlighted any patterns in activity and/or cause, to assist in identifying any possible ways to reduce similar accidents in the future. The report analysed all accidents which occurred between April 2019 and March 2020 and reports the lowest number of reported accidents since records began.

RESOLVED

That the report be noted.

21 Equality Data Monitoring Report

The Chief Employment Services Officer submitted a report which presented the annual Equality Data Monitoring Report. The report provided a succinct overview of the gender, ethnicity, age, religion, sexual orientation and disability data within the staff profile and included data on sexual orientation and religion for the first time. It also provided information of the work in progress to improve the diversity of WYFRS workforce and the plans for 2020/2021.

RESOLVED

That the report be noted.

22 Equality Framework Action Plan Update

The Chief Employment Services Officer submitted a report which presented an update on progress made across WYFRS in diversity and inclusion and an update of the Equality Framework Action plan together with an overview of the ongoing work of the Diversity and Inclusion Team. The report contained details of the outcome of the survey run by the National Centre for Diversity, which indicated that WYFRS leaders were rated eighth in the country and WYFRS was placed within the top 100 employers in the 'National Centre for Diversity Top 100 Index' for the first time.

Members noted the excellent work done by the Diversity and Inclusion Team.

RESOLVED

That the report be noted.