



# Minutes

## Human Resources Committee

---

Date: 22 January 2021

Time: 10:30

Venue: Microsoft Teams

---

Present: Councillor A Wenham (in the Chair), C Anderson, T Austin, J Fenton-Glynn, R Hunt, D Jenkins, D Kirton, N Mohammed, M Pervaiz, F Shaheen and J Sunderland

In Attendance: None

Apologies: None

---

### **23 Minutes of meeting held on 9 October 2020**

#### **RESOLVED**

That the Minutes of the last meeting held on 9 October 2020 be signed by the Chair as a correct record.

### **24 Matters arising**

None.

### **25 Urgent items**

None.

### **26 Admission of the public**

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

## **27 Declarations of interest**

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

## **28 Appointment of Smarter Working Manager**

The Director of Service Support submitted a report which sought approval for an increase in the establishment of one post (Smarter Working Manager).

Members were advised that, as part of the Integrated Risk Management Plan process (IRMP), the role had been undertaken by a fixed-term post. A permanent appointment would allow the current work on a lean methodology approach across a number of departments to continue to be well-coordinated and help embed improved efficiency in all areas.

The cost of the permanent post would be £41,013 per annum (including oncosts) and would be funded by permanent transfer from contingencies. Redundancy costs would be payable should the current postholder be unsuccessful in an application to the established post.

In response to specific Member queries, the following was reported;

- Similar posts were to be found in some, but not all, Fire Authorities
- Business benefits would be reported to the Finance and Resources Committee as appropriate

### **RESOLVED**

That approval be given to an increase in the establishment of one post (Smarter Working Manager).

## **29 Extension of the Kirklees Fire Liaison role**

Consideration was given to a report of the Director of Service Delivery which sought approval for the extension of the Fire Liaison role for an additional year in Kirklees.

It was reported that the post had been seconded for an initial period of two years in 2017 and approval was given for a further two-year extension to 2020.

The primary outcomes of the post were to prevent and reduce the number of fatalities, dwelling fires, arson and associated injuries across Kirklees District in collaboration with Kirklees Council and other partners.

Members were advised that the cost of the role was shared on a 50/50 basis with Kirklees Council and West Yorkshire Fire and Rescue Service paid the oncosts. The maximum cost to the Authority would be £33,031 and had been included in the base budget.

In response to specific issues raised by Members it was reported that;

- The learning from the post would be rolled out across the whole of West Yorkshire
- Current partnerships operated in other District also along similar, but not the same, lines

## **RESOLVED**

That approval be given to the extension of the Kirklees Fire Liaison secondment for an additional year to March 2022.

### **30 Conversion of Youth Intervention Team posts**

Members received a report of the Director of Service Delivery which sought approval for the conversion of four fixed-term posts to established posts within the Youth Intervention Team with a view to continuing the high value and successful work with young people across the county who had been identified as either vulnerable or high risk, including the introduction of the Prince's Trust programme.

It was reported that an established team would offer the capacity to further develop partnerships and delivery of its services in currently the under-represented areas of Bradford and Calderdale.

The cost of the posts would be covered by income generation and it was anticipated that the permanent posts would allow the team to access additional external funding streams as it demonstrated itself to be a clearly viable programme.

Members were advised that, in spite of the programmes being successfully delivered by digital means during the COVID pandemic, a 50% reduction in income had been forecast for the current year. Early indications did show, however, that commissioning was up in the 2021 – 22 year.

## **RESOLVED**

That Members approve the increase of four posts on the permanent establishment of the Youth Intervention Team.

### **31 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 September 2020.

## **RESOLVED**

That the report be noted.

### **32 Exit pay cap reforms – public sector workers**

The Chief Employment Services Officer submitted a report which advised of the introduction of an Exit Pay Cap for public sector workers who were members of the Local Government Pension Scheme (LGPS) and its impact on future exits from the service.

It was further reported that until such time as amendments had been made to the LGPS pension regulations there would be a disparity between these and the new Exit Pay Cap with regard to redundancy payments. Similarly, the Authority currently had a Redundancy Policy which had both a statutory and enhanced discretionary payments. This may need to be reviewed in

consultation with the representative bodies should there be any future legal challenges to the reforms.

Members were advised that the Cap did not apply to other exits from the organisation, such as ill-health retirements and flexible retirements. It was further reported that retirees were given standard information about accessing their own advice from the Money and Pensions Advisory Service.

#### **RESOLVED**

That the report be noted.

### **33 Staff Network update**

Consideration was given to a report of the Chief Employment Services Officer which advised of the work of the diversity and inclusion staff networks within West Yorkshire Fire and Rescue Service.

The establishment of four specific and well-supported networks (gender, BAME, LGBT and disability) had been recognised in the HMICFRS (Her Majesty's inspectorate of constabulary and the fire service) as good practice and demonstrated further commitment of the organisation improvements in the areas of diversity and inclusion.

#### **RESOLVED**

That the report be noted.

### **34 Minutes of the Yorkshire and Humber Employers' Association**

#### **RESOLVED**

That the minutes of the Yorkshire and Humber Employers' Association (YHEA) at a meeting held on 15 October 2020 be noted.



Chair