



Minutes

Human Resources Committee

Date: 07 October 2022

Time: 10:30

Venue: FSHQ

Present: Cllr Shaheen (in the chair), Cllrs Anderson, Harrand, Hussain, Keith, Kirton, Midgley, Mohammed, Pervaiz, Wood

In Attendance: [Click here to enter text.](#)

Apologies: Cllr Hall

11 Minutes of meeting held on 5 August 2022

RESOLVED

That the Minutes of the last meeting held on 5 August 2022 be signed by the Chair as a correct record.

12 Matters arising

13 Urgent items

There were no urgent items.

14 Admission of the public

That the public and press be excluded from the meeting during consideration of the items of business specified below as it was likely, in view of the nature of the business to be transacted or the nature of the proceedings, that if members of the public were present during these items, there would be disclosure to them of exempt information of the description specified.

AGENDA ITEM NO.	TITLE OF REPORT	MINUTE NUMBER	Description of exempt information by reference to the paragraph number in Schedule 12A of the Local Government Act 1972
E9	Improving the Flexibility, Resilience and Efficiency of Staffing on Wholetime Fire Stations	19	Paragraph 4 – information relating to labour relations, consultations, negotiations

15 Declarations of interest

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

16 Human Resources Activity Report

The Chief Employment Services Officer submitted a report which advised Members of the key HR metrics for the reporting period ending 30 June 2022, including establishment strength, sickness absence data and high-level discipline and grievance figures.

Members were provided with a supplementary report giving Sickness Absence Data up to 7 October 2022.

Members requested clarification of the sickness data and the outstanding disciplinary cases.

Members were advised that as Covid cases are on the rise, appropriate reminders would be given to all staff, and it was noted that Fire Service Staff are non priority and eligible staff will need to get their vaccinations from the NHS in the usual way.

It was emphasised that today's report is a quarterly review provided to members for scrutiny and did not provide the up to date figures, which are available to the Management Team.

Members were also informed that substantial work is ongoing relating to the staff profile and clarification of the "not known" element. It was further acknowledged that whilst the latest training course included 35% females and 25% minority ethnic, colleagues working in Control are not as diverse and positive action work is ongoing to try to address is for the current vacancies.

RESOLVED

That the report be noted.

17 Local Pension Board Annual Report 2021 - 22

The Monitoring Officer submitted a report which invited Members to review and ratify the Local Pension Board Annual Report 2021 – 22.

Clarification was provided to members regarding the ongoing pensions remedy cases and confirmed all cases had been successful and there was no financial risk to Firefighter pensions.

RESOLVED

That it be confirmed the Local Pension Board had acted within its Terms of Reference and in accordance with good governance principles during the 2021 – 22 municipal year

18 Minutes of the Yorkshire and Humberside Employers' Association

RESOLVED

That the Minutes of the Yorkshire and Humber Employers' Association meeting held on 7 July 2022 be noted.

19 Improving the Flexibility, Resilience and Efficiency of Staffing on Wholetime Fire Stations

(This item was considered exempt information under Schedule 12A (4) of the Local Government Act 1972 – Information relating to any consultations or negotiations, or contemplated consultations or negotiations)

At the meeting of the Full Authority in June 2022 it was agreed that WYFRS would enter into an 8 week consultation and negotiation period to remove the Operational Resource Pool Duty System and that the outcome of these negotiations would be reported to this committee.

Members were pleased to note the transparency of the negotiations and thanked officers for their robust report. Members noted that individuals within the organisation were well looked after and acknowledged WYFRS as a responsible employer.

RESOLVED

That the report be noted.

Chair