



NOTTINGHAMSHIRE
Fire & Rescue Service
Creating Safer Communities

Nottinghamshire and City of Nottingham
Fire and Rescue Authority

HUMAN RESOURCES COMMITTEE OUTCOMES

Report of the Chair of the Human Resources Committee

Agenda No:

Date: 19 February 2010

Purpose of Report:

To report to Members the business and actions of the Human Resources Committee meeting of Friday 22 January 2010.

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1. BACKGROUND

As part of the revised Governance arrangements the Authority have delegated key responsibilities for Human Resources (HR) to the Human Resources Committee. As part of those delegated responsibilities the Chair of the Human Resources Committee and the Management lead report to the Authority on its business and actions as agreed at Fire and Rescue Authority meeting 1 June 2007.

2. REPORT

- 2.1 The minutes of the Human Resources Committee held on Friday 22 January 2010 are attached to this report at Appendix A. The following summarises the main points of the papers discussed at the meeting.
- 2.2 The Committee were firstly in receipt of a report which updated Members on human resources issues within Nottinghamshire Fire and Rescue Service. The report provided detail around human resources metrics (sickness absence); discipline and grievance; staffing numbers; and the future of the Human Resources Department. As part of this update Members were provided with detail of the outcomes of the review of human resources undertaken by PricewaterhouseCoopers. Members endorsed the progress regarding human resources issues and the review undertaken by PricewaterhouseCoopers was noted.
- 2.3 An update on the transfer to the Regional Control Centre (RCC) was the subject of a further report to Members, and advised them of the current position in relation to the transfer. This was noted and it was further resolved that the Chief Fire Officer arrange a visit to the RCC for Fire Authority Members, to coincide with a Members' Seminar.
- 2.4 Finally, Members were asked to consider exclusion of the public for the final item, pursuant to Section 100A(4) of the Local Government Act 1972. This was agreed and the Committee went on to consider a report on the regarding of posts, which was noted.

3. FINANCIAL IMPLICATIONS

All financial implications were considered as part of the original reports submitted to the Human Resources Committee.

4. HUMAN RESOURCES AND LEARNING AND DEVELOPMENT IMPLICATIONS

All human resources and learning and development implications were considered as part of the original reports submitted to the Human Resources Committee.

5. EQUALITY IMPACT ASSESSMENT

An initial equality impact assessment has identified no specific aspects relating to a disproportionate effect in respect of the key equality strands.

6. CRIME AND DISORDER IMPLICATIONS

There are no crime and disorder implications arising from this report.

7. LEGAL IMPLICATIONS

There are no legal implications arising from this report.

8. RISK MANAGEMENT IMPLICATIONS

A correctly functioning HR department and policies are key to the delivery of an effective service. Failure to achieve this may result in a poor service and poor results through Comprehensive Performance Assessment and other audit processes.

9. RECOMMENDATIONS

That Members note the contents of this report and the business undertaken by the Human Resources Committee.

10. BACKGROUND PAPERS FOR INSPECTION (OTHER THAN PUBLISHED DOCUMENTS)

None.

Councillor Alex Foster
CHAIR OF HUMAN RESOURCES COMMITTEE



**NOTTINGHAMSHIRE AND CITY OF NOTTINGHAM
FIRE AND RESCUE AUTHORITY**

HUMAN RESOURCES COMMITTEE

MINUTES

of meeting held on **22 JANUARY 2010** at Fire and Rescue Service Headquarters,
Bestwood Lodge, from 10.05 am to 10.55 am

Membership

- Councillor Foster (Chair)
- ^ Councillor Cross
- Councillor Griggs (substitute for Councillor Grocock)
- ^ Councillor Grocock
- Councillor Rostance
- Councillor Wheeler

Members absent are marked ^

Councillor Cooper attended the meeting as an observer.

15 APOLOGIES FOR ABSENCE

Apologies for absence were received from Councillor Cross and from Councillor Grocock, on other City Council business.

16 DECLARATIONS OF INTERESTS

Councillor Griggs declared a personal interest in agenda item 5 (minute 19) – Update on the transfer to the Regional Control Centre – as she was a Director of the Centre, which did not preclude her from speaking or voting.

17 MINUTES

RESOLVED that the minutes of the last meeting held on 23 October 2009, copies of which had been circulated, be confirmed and signed by the Chair.

18 HUMAN RESOURCES (HR) UPDATE

Consideration was given to a report of the Chief Fire Officer, copies of which had been circulated. It was expected that even though the quarter 2 sickness absence figures had increased from quarter 1, the trend was still downwards and the quarter 3 absence figures should decrease. It would be necessary to review the figures for 12 months in order to obtain a true reflection but, even with the disappointing figures for quarter 2, the 12 month target would be achieved. The Human Resources and Occupational Health Teams were doing all they could to improve the figures and identify trends but none appeared to exist. They were continuing to work with the long term sick and of the 38 employees who had been off for more than a month, 30 had now returned to work.

RESOLVED that the report be endorsed and the progress regarding Human Resources issues and the review undertaken by PricewaterhouseCoopers of the HR function be noted.

19 UPDATE ON THE TRANSFER TO THE REGIONAL CONTROL CENTRE (RCC)

Consideration was given to a report of the Chief Fire Officer, copies of which had been circulated. The Deputy Chief Fire Officer, Andrew Beale reminded councillors that the Department for Communities and Local Government had announced in July 2009 that there would be 10 months delay in the transfer of functionality to the RCC and Derbyshire Fire Authority would now not move until May 2011, followed by Nottinghamshire in November 2011. The process of moving Control Room employees from 5 Fire Authorities who all had different terms and conditions into one regional centre was extremely complicated. Current progress was reported and it was reiterated that communication with the staff involved was vital, there were regular briefings at the centre and an employee forum existed. In Nottinghamshire everything was being done to support staff and this included providing a workshop on interview techniques. The RCC had started to undertake role matching and the selection process for the new structure and two staff from the Authority had already been successful. It was anticipated that by the Autumn of 2010, Control Room employees would be clear about their role in the RCC or would have been provided with estimated redundancy figures should they be outside of the reasonableness criteria or have been unsuccessful in the slotting in/selection process. The Local Authority Controlled Company, as the new employer, would be effecting the redundancies and not the Fire and Rescue Authority.

RESOLVED

- **that the current position in relation to the transfer of Control Room employees to the Regional Control Centre be noted;**
- **that the Chief Fire Officer arrange a visit to the RCC for Fire Authority councillors, to coincide with a councillors' seminar.**

20 EXCLUSION OF PUBLIC

RESOLVED that, pursuant to section 100A(4) of the Local Government Act 1972, the public be excluded from the meeting during consideration of the remaining item as it contained information relating to individuals and was likely to reveal the identity of those individuals and having regard to all the circumstances, the public interest in

maintaining the exemption outweighed the public interest in disclosing the information, as defined in paragraphs 1 and 3 of Schedule 12A to the Local Government Act 1972 (as amended).

21 REGRAIDING OF POSTS

Consideration was given to a report of the Chief Fire Officer, copies of which had been circulated.

RESOLVED that the applications considered by, and outcomes of, the Job Evaluation Panel in respect of changes to the permanent non-uniformed establishment during the period July to December 2009 (inclusive) be noted.