

report

meeting	NOTTINGHAMSHIRE AND CITY OF NOTTINGHAM FIRE AND RESCUE AUTHORITY	
date	7 September 2007	agenda item number

REPORT OF THE CHAIR OF HUMAN RESOURCES COMMITTEE

HUMAN RESOURCES COMMITTEE OUTCOMES

1. PURPOSE OF REPORT

To report the business and actions of the Human Resources Committee meeting of 6 July 2007 to Members of the Fire and Rescue Authority.

2. 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 & Rescue Authority meeting 1 June 2007.

3. REPORT

- 3.1 The minutes of the meeting are attached to this report at Appendix A. The following summarises the main points of the papers discussed at the meeting.
- 3.2 Interim arrangements for the HR department were agreed with the departure of the Interim Head of HR being highlighted. The progress made to date was shown in the Action Plan also presented to Committee.
- 3.3 An increase in establishment for the Fire Extinguisher Maintenance (FEM) department, for the post of FEM Engineer was agreed, a result of increased demand for the services of this section. A job evaluation appeal outcome for District Administrators was presented, the regrade from Grade 3 to Grade 4 was resolved.
- 3.4 As part of the rank to role conversion for uniformed personnel being undertaken by Nottinghamshire Fire and Rescue Service, the Human Resources Committee was given an update on the process. Members understanding of the process, to include job sizing, was highlighted and the Chief Fire Officer gave a separate briefing to members of the Committee on 31 July 2007.

4. FINANCIAL IMPLICATIONS

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

5. PERSONNEL IMPLICATIONS

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

6. EQUALITY IMPACT ASSESSMENT

An equality impact assessment has not been specifically carried out in relation to this report. There are no additional implications for Members to consider as a result of this progress report.

7. 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.

8. RECOMMENDATIONS

That the minutes of all future meetings of the Human Resources Committee continue to be bought to Fire and Rescue Authority to ensure Members remain informed of key decisions made.

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

None.

Councillor Patrick Lally
CHAIR HUMAN RESOURCES COMMITTEE