

## report

meeting	<b>NOTTINGHAMSHIRE AND CITY OF NOTTINGHAM FIRE &amp; RESCUE AUTHORITY</b>	
	<b>HUMAN RESOURCES COMMITTEE</b>	
date	<b>7 April 2006</b>	agenda item number

### REPORT OF THE CHIEF FIRE OFFICER

#### KEY OBJECTIVES

##### 1. PURPOSE OF REPORT

To present Committee Members with a range of key objectives, including those drawn from the Community Safety Plan, for consideration. From that work it is proposed that the Committee will agree priorities for action and a means to determine Human Resources Committee business planning objectives and processes.

##### 2. BACKGROUND

- 2.1 The Committee has been established within the revised Governance arrangements to deal with Authority-level responsibilities for human resources issues. Terms of Reference have already been approved by the Authority and confirmed elsewhere in this agenda.
- 2.2 There are a number of national (ODPM), regional (RMB) and local HR priorities to be addressed by the Committee. Some of these priorities have performance targets associated with them.

##### 3. REPORT

- 3.1 The Authority has a number of key objectives as part of its responsibility as an employing authority. The HR Committee will be acting under the delegated authority of the Combined Fire Authority in consideration of matters relating to its employees.
- 3.2 There are a number of key areas of delivery linked to the Community Safety Plan which the Committee will incorporate into its business. The following list is not in a priority order :
  - Integrated Personal Development System (CSP 6.3) ;
  - Disability Discrimination Act (CSP 6.1) ;
  - Equalities and Fairness ;
  - Attendance Management (CSP 6.4) ;
  - Stress Management (CSP 6.5) ;
  - Multiple Working Patterns (CSP 6.7) ;
  - Retained Staffing/Support (CSP 6.8) ;
  - New Working Patterns (CSP 4.4) ;
  - Work-Life balance (CSP 6.6).
- 3.3 It will also be necessary to consider the relationship at Member level between this Committee and the RMB Integrated Common Services workstream, specifically the

Regional HR Project, as well as the HR issues associated with the introduction of the Regional Control Centre.

3.4 Beyond the Community Safety Plan, the HR Committee will examine progress under the modernisation agenda and the Government's stated expectations within the Framework document for change.

3.5 Internally the introduction of revised working arrangements within the Service will require ongoing development and review, particularly in ensuring that the Service becomes more representative of communities in underpinning the requirements of the IRMP.

#### **4. FINANCIAL IMPLICATIONS**

There are no financial implications arising from this report.

#### **5. PERSONNEL IMPLICATIONS**

There are no personnel implications arising from this report.

#### **6. EQUALITY IMPACT ASSESSMENT**

A full equality impact assessment has not been undertaken with regard to this report.

#### **7. RISK MANAGEMENT IMPLICATIONS**

There are no risk management implications arising from this report.

#### **8. RECOMMENDATIONS**

It is recommended that :

8.1 A Human Resources Committee Business Plan is produced, detailing objectives based on the delivery areas in Section 3 above ;

8.2 This report is forwarded to the Policy and Strategy Committee and presented to the Authority with the Business Plan.

#### **9. BACKGROUND PAPERS FOR INSPECTION**

- Community Safety Plan 2006-2009 ;
- Report to Fire Authority : 24 February 2006 – Implementation of Revised Governance Structures ;
- Report to Fire Authority : 21 October 2005 – Governance.

Paul Woods

**CHIEF FIRE OFFICER**

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