

report

meeting	NOTTINGHAMSHIRE AND CITY OF NOTTINGHAM FIRE & RESCUE AUTHORITY	
	HUMAN RESOURCES COMMITTEE	
date	6 July 2007	agenda item number

REPORT OF THE CHIEF FIRE OFFICER

HUMAN RESOURCES ACTION PLAN

1. PURPOSE OF REPORT

To brief Members on the activities of the appointed Interim Head of Human Resources and the Action Plan implementation.

2. BACKGROUND

The Interim Head of Human Resources for Nottinghamshire Fire & Rescue Service (NFRS) was appointed with the remit of actioning recommendations contained within a PricewaterhouseCoopers (PwC) report on the NFRS Human Resources function, delivered to Nottinghamshire and City of Nottingham Fire & Rescue Authority in November 2006.

3. REPORT

3.1 The Interim Head of Human Resources will conclude his formal engagement with the Service at the end of July following the completion of some specific tasks. The Head of Human Resources (Operations) will undertake the duties currently being dealt with by the Interim Head of Human Resources to continue to progress the implementation of the Human Resources Action Plan.

3.2 Following the establishment of the Human Resources Action Plan with designated project owners for each work stream, the focus has been and will continue to be, the implementation of the Action Plan, which is attached to this report as Appendix A. A number of elements in the plan have now been completed.

3.3 Due to job evaluation appeals, the proposed Human Resources structure has not been submitted for consideration by the July meeting of the Human Resources Committee, A fully costed proposed Human Resources structure will be submitted to the next Human Resources Committee for consideration.

4. FINANCIAL IMPLICATIONS

Each objective plan output will be subject to financial evaluation.

5. PERSONNEL IMPLICATIONS

Each objective plan output will be subject to specific personnel implications to be identified individually.

6. EQUALITY IMPACT ASSESSMENT

Each objective plan output will be subject to an Equality Impact Assessment.

7. RISK MANAGEMENT IMPLICATIONS

The risks associated with the HR function have been previously stated. This plan sets about mitigating those risks.

8. RECOMMENDATIONS

That Members endorse the report and the progress made to date, and agree to receive ongoing updates on progress through the Human Resources Committee structure.

9. BACKGROUND PAPERS FOR INSPECTION

None.

Frank Swann
CHIEF FIRE OFFICER

CONTACT OFFICER	
Name :	Chris Parkinson Interim Head of Human Resources
Tel. No :	0115 967 0880
E-mail :	chris.parkinson@notts-fire.gov.uk

I HAVE LEFT A MESSAGE ON YOUR VOICE MAIL ABOUT THIS APPENDIX – WE CAN'T ACCEPT IT IN THIS FORMAT!