



NOTTINGHAMSHIRE
Fire & Rescue Service
Creating Safer Communities

Nottinghamshire and City of Nottingham
Fire and Rescue Authority
Human Resources Committee

HUMAN RESOURCES UPDATE

Report of the Chief Fire Officer

Date: 05 April 2019

Purpose of Report:

To update Members on key human resources metrics for the period 1 January 2019 to 31 March 2019.

CONTACT OFFICER

Name :	Craig Parkin Deputy Chief Fire Officer
Tel :	0115 967 0880
Email :	craig.parkin@notts-fire.gov.uk
Media Enquiries Contact :	Therese Easom (0115) 967 0880 therese.easom@notts-fire.gov.uk

1. BACKGROUND

- 1.1 As part of its remit, the Human Resources Committee of Nottinghamshire and City of Nottingham Fire and Rescue Authority receives regular updates on Human Resources (HR) issues within the Service. This includes issues such as sickness absence, formal discipline, grievance, employment tribunal cases and staffing numbers. These issues are collectively referred to as HR metrics.
- 1.2 Reports are on a quarterly basis and allow the Human Resources Committee to keep informed of ongoing issues and to offer their guidance and scrutiny.

2. REPORT

HR METRICS - SICKNESS ABSENCE

- 2.1 Due to the timing of the review period, it has not been possible to provide an analysis of absence figures for Quarter 4 (1 Jan to 31 March). A report will therefore be submitted to the next Committee.

NATIONAL TRENDS

- 2.2 The Service contributes to the National Fire Chiefs Council (NFCC) sickness absence survey, which is undertaken quarterly and allows for comparison between contributing Fire and Rescue Services. Appendix A reflects the national absence trends for 2018-19 (Quarters 1 - 3 combined). The two charts reflect Whole-time and Control (12i) and whole workforce figures (12ii).
- 2.3 For Whole-time and Control (12i) the chart show that the Service ranked 11th of the 30 Services at 5.38 days per employee, and was below the sector sickness average of 6.01 days per employee. The lowest average was 2.34 days and the highest 9.71 days.
- 2.4 For whole workforce (12ii) the tables show that the Service, ranked 15th of the 29 Services at 5.82 days per employee, and was below the sector sickness average of 5.93 days per employee. The lowest average was 1.9 days and the highest 10.72 days.

DISCIPLINE, GRIEVANCES ETC

- 2.5 Over the period 1 January 2019– 31 March 2019:
 - Disciplinary: 0
 - Grievances: 1
 - Harassment and Bullying: 0
 - Formal Management Sickness Absence Policy: 0

- Dismissals including ill health retirements: 0
- Redundancy: 0
- Redeployment: 0
- Employment Tribunal cases: 1
- IDRP appeals: 1
- Performance and capability: 0

STAFFING NUMBERS

2.6 Establishment levels at 31 March 2019 are highlighted below:

	Approved	Actual	Variance
Wholetime	455 (455 FTE)	457 (455.08 FTE)	+2 (+0.8)
On-Call	192 units	265 persons (139 units) (Includes 64 dual contracts)	-53 units
Support	158 (150.24)	157 (148.90 FTE)	-1 (-1.34)
Fire Control	25 (24.5 FTE)	26 (25.75 FTE)	+1 (+0.75FTE)

- 2.7 There have been 22 leavers and 13 starters since the last report, which has resulted in an actual workforce figure of 905 (this includes 64 dual contractors). Leavers are broken down as follows: 10 Wholetime, 7 On-Call, 1 Control, and 4 Support roles
- 2.8 During the period the Service has appointed to 1 support role, and 12 Whole-time roles.

3. FINANCIAL IMPLICATIONS

The Authority's pay budgets cover the cost of the workforce, and these include budgets for overtime to cover sickness absence where operational cover is affected. The actual numbers of employees in post compared to the establishment can cause

budgetary variances and these are reported to the Finance and Resources Committee.

4. HUMAN RESOURCES AND LEARNING AND DEVELOPMENT IMPLICATIONS

The human resources and learning and development implications are set out in the report.

5. EQUALITIES IMPLICATIONS

As this review does not impact upon policy or service delivery, no equality impact has been undertaken. However, workforce equality monitoring information is undertaken and reported separately to this report.

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 regular reporting system on the management of human resources ensures that the Service and the Authority are aware of any developing workforce issues.

9. COLLABORATION IMPLICATIONS

There are no collaboration implications arising from this report.

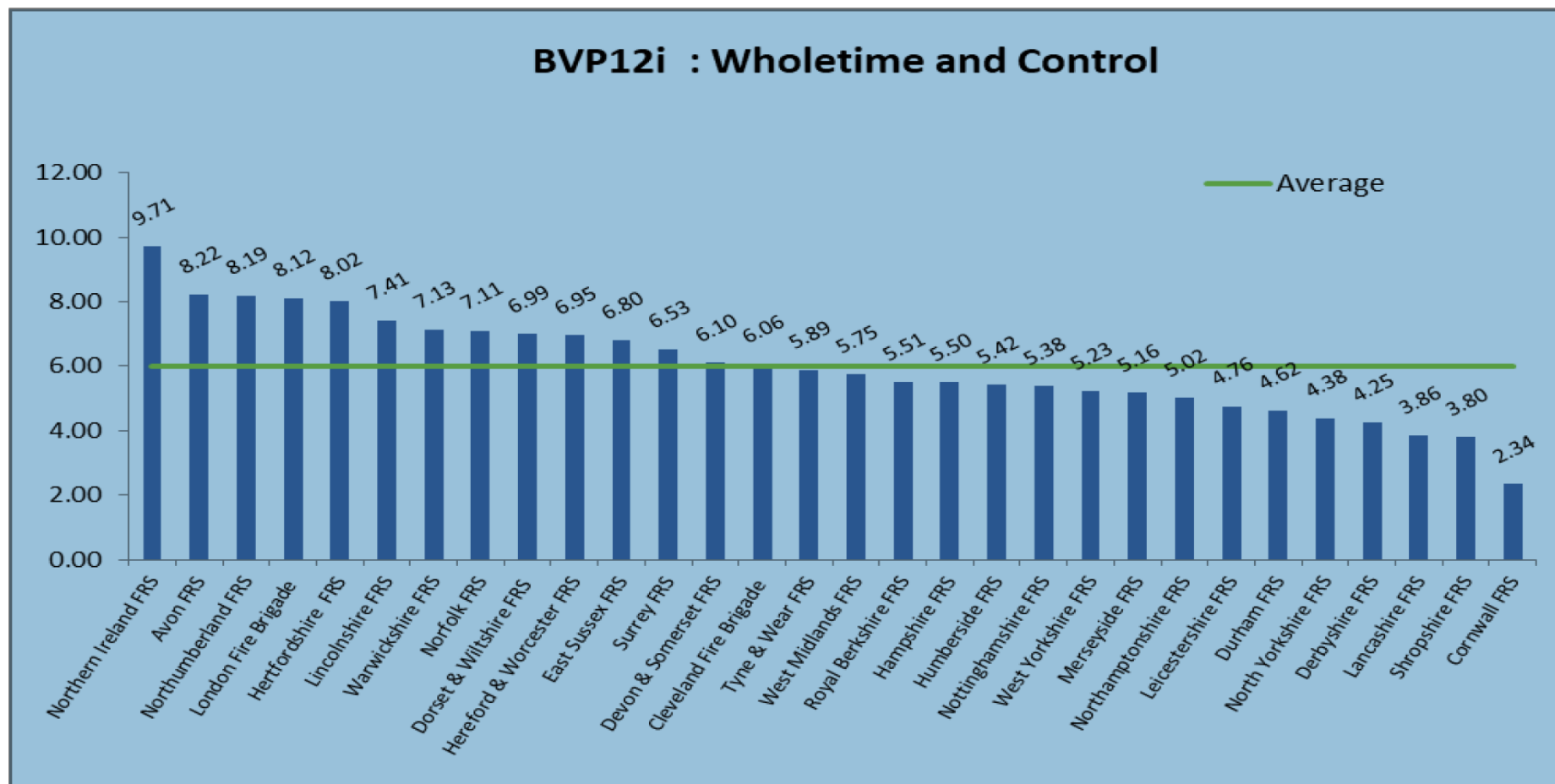
10. RECOMMENDATIONS

That Members note the contents of this report.

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

None.

John Buckley
CHIEF FIRE OFFICER



BVP12ii Wholetime, Control and Green Book

