

SOUTH YORKSHIRE FIRE & RESCUE AUTHORITY

Meeting	FIRE & RESCUE AUTHORITY
Meeting Date	21 NOVEMBER 2022
Report of	CHIEF FIRE OFFICER AND CHIEF EXECUTIVE
Report Sponsor(s)	DEPUTY CHIEF FIRE OFFICER / CHIEF OPERATING OFFICER
Subject	WORKFORCE INVESTMENT & EFFICIENCY PLAN DECEMBER 2022 - MARCH 2024

EXECUTIVE SUMMARY

In order to ensure that the vision and objectives of the Service can be delivered in an effective and efficient manner we need to ensure that we plan the use of resources including staff. This will include planning the types of roles and numbers of staff we need now and in the future to deliver our services and how we will recruit and source the best people to deliver a quality service. This work will then link to how we then develop all staff to ensure that we are best placed to provide effective response and community services within South Yorkshire and ensure we have the right numbers of competent, safe and committed staff in the right areas.

The Service introduced a new workforce planning policy and process in 2020, which includes an annual planning cycle as well as a three to five year projection of our resourcing requirements. The annual planning cycle includes a workforce planning event in June each year, prior to which all function heads are invited to present a business case for either additional resources, where required, to help meet our current and future priorities and to support our Service Improvement work, or efficiencies in recognition of the challenging economic climate.

This report outlines the business cases that were approved in principle by the Senior Leadership Team at the workforce planning event in June 2022 and at a subsequent follow-up event in October 2022, for FRA Members to consider as an investment as part of the wider Service Improvement Plan.

RECOMMENDATION

Members are recommended to:

- a) Approve the business cases contained within this Workforce Investment Plan to support the Service's strategic objectives and Service Improvement Plan.
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CONTENTS:

Main Report

Appendix A – eLearning Team Business Case

Appendix B – Information, Communication & Technology Team Business Case

Appendix C – Occupational Health & Wellbeing Team Business Case

WORKFORCE PLANNING

1. The Service introduced a new Workforce Planning policy and process in 2020, which includes an annual planning cycle as well as a three to five year projection of our resourcing requirements. The annual planning cycle includes a workforce planning event in June, prior to which all function heads are invited to present a business case for additional resources, where required, to help meet our current and future priorities and to support our Service Improvement work.
2. Function Heads who presented a business case in June 2022 for additional resources for December 2022 - March 2024 were asked to provide the following information:
 - Internal/external context influences
 - Current and proposed arrangements
 - Financial implications
 - Contribution to SYFR Annual Plan (see Service Priorities 2022/23 over)
 - Risk and benefit analysis
 - Equality analysis
3. A summary of each of the business cases can be seen in appendices A to C.
4. We had also hoped to build into this plan, some national changes relating to the Business Fire Safety Team. Unfortunately, details of the proposals are not yet clarified nationally. What we anticipate will happen is that the service will have two new BFS posts (likely to be Inspecting Officers or Senior Inspecting Officers) that will be fully funded through Government's Business Safety Regulator funding.

TOTAL COST OF PROPOSED INVESTMENT IN CORPORATE TEAMS

5. In summary, the proposed investment in the corporate support teams in years 1-2 would be:

Team	22/23	23/24	24/25
eLearning Team	0	£34,895	£36,305
ICT Team	0	0	0
OH & Wellbeing Team	0	0	0
TOTAL	0	£34,895	£36,305

6. If the eLearning Team request is approved, this will be built into the department's budgets as part of the Medium Term Financial Plan (MTFP).

Service Annual Plan Priorities 2022/23:



CONTRIBUTION TO OUR ASPIRATIONS

- Be a great place to work-** we will create the right culture, values and behaviours to make this a brilliant place to work that is inclusive for all
- Put people first-** we will spend money carefully, use our resources wisely and collaborate with others to provide the best deal to the communities we serve
- Strive to be the best in everything we do-** we will work with others, make the most of technology and develop leaders to become the very best at what we can be

OPPORTUNITIES FOR COLLABORATION

- Yes
- No

If you have ticked 'Yes' please provide brief details in the box below and include the third party/parties it would involve:

CORPORATE RISK ASSESSMENT AND BUSINESS CONTINUITY IMPLICATIONS

7. Recruitment and retention of key roles is identified on the Corporate Risk Register. These proposals will mitigate some of these risks and support business continuity.

EQUALITY ANALYSIS COMPLETED

Yes

If you have ticked 'Yes' please complete the below comment boxes providing details as follows:

Recruitment and or restructuring processes will be carried out in line with agreed policy and process, all of which have relevant EA's completed. Each business case has an EA.

HEALTH AND SAFETY RISK ASSESSMENT COMPLETED

Yes

No

N/A

If you have ticked 'No' or 'N/A' please complete the comments box below providing details of why a Health and Safety Risk Assessment is not required/is outstanding:

There are no specific health and safety risks arising out of these proposals.

SCHEME OF DELEGATION

8. Under the South Yorkshire Fire and Rescue Authority [Scheme of Delegation](#) a decision *is required / *has been approved at Service level.

Delegated Power

Yes
 No

If yes, please complete the comments box indicating under which delegated power.

IMPLICATIONS

9. Consider whether this report has any of the following implications and if so, address them below:., Diversity, Financial, Asset Management, Environmental and Sustainability, Fleet, Communications, ICT, Health and Safety, Data Protection, Collaboration, Legal and Industrial Relations implications have been considered in compiling this report.

List of background documents		
Report Author:	Name:	Sue Kelsey, Head of People and Organisation Development
	e-mail:	skelsey@syfire.gov.uk
	Tel no:	0114 2532204