

SOUTH YORKSHIRE FIRE & RESCUE AUTHORITY

Meeting	FIRE & RESCUE AUTHORITY
Meeting Date	20 FEBRUARY 2023
Report of	CHIEF FIRE OFFICER & CHIEF EXECUTIVE
Report Sponsor(s)	DEPUTY CHIEF FIRE OFFICER / DIRECTOR OF SERVICE DELIVERY
Subject	PEOPLE BOARD UPDATE

EXECUTIVE SUMMARY

This report provides a summary of the items raised and discussed at the People Board in Quarter 3 2022/23. One meeting was held during this period on 6 December 2022.

The People Board provides a strategic and critical role as a guardian of the South Yorkshire Fire and Rescue (SYFR) People Strategy, in safeguarding and promoting a positive culture and ensuring a modern, sustainable and healthy working environment for our staff and volunteers.

RECOMMENDATION

Members are recommended to:-

- a) Note the contents of the report and provide further scrutiny and support to enable continuing effective management of people issues.

CONTENTS

Main Report

BACKGROUND

1. The People Board is an internal meeting that monitors progress of the SYFR People Strategy, culture change and the health and wellbeing of all our employees. The People Strategy is aligned to the National Fire Chiefs Council (NFCC) national People Strategy and also determines and oversees delivery of requirements at a local level. The People Board has committed to provide quarterly updates to the South Yorkshire Fire and Rescue Authority (SYFRA).
2. SYFR's People Board meets quarterly to monthly to monitor progress of the People Strategy and to scrutinise information from the four SYFR committees that report to the People Board:
 - Equality, Diversity & Inclusion (EDI) Committee
 - Workforce Planning Committee
 - Health, Safety & Wellbeing (HSW) Committee
 - Workforce Development Committee

PEOPLE STRATEGY UPDATE

3. The current SYFR People Strategy is for the period 2018 to 2022. The Service has progressed very well against the strategic objectives. The FRA have received an evaluation of progress each year.
4. Work is underway on the development of the next People Strategy for the period 2023 to 2026. This will be a consultative process, engaging with key stakeholders and the content will reflect local, regional and national priorities.

DECEMBER MEETING UPDATE

5. The Board received verbal reports from all four committee meetings in Q3, which are summarised below.
6. At the Health, Safety & Wellbeing committee, it was noted that the current priority is planning for industrial action, particularly risk management related to emergency response and different incident types. Working with Securitas to provide relevant risk information and safe systems of work, familiarisation training, information on operational preparedness, deployment plans etc. Almost every CM & WM now trained in IOSH. The Committee received an update on fire contaminants work being undertaken in SYFR.
7. The EDI committee received the quarterly update on EDI progress across the Service and specific updates on actions from Emergency Response and the People Function. The schedule of department reports for 2023 were agreed and the committee scrutinised performance against the EDI Local Performance Indicators (LPI's).
8. The Workforce Planning committee reviewed the operational and corporate establishment profile and projections for the next 10 years. A deeper dive was undertaken into the workforce plans for Governance, Projects & Collaboration team, Community Safety team and ICT team.

9. The Workforce Development committee scrutinised the current operational training statistics and noted there were no issues of concern as the majority were within tolerances. Training frameworks and delivery plans for HazMat, operational assurance and power boats were agreed and recommended to the Board for approval. Updates were received on the Middle Manager Maintenance of Competence project and the National Operational Guidance project.
10. Casework (grievances & discipline) statistics and trends were presented and discussed. It was agreed that statistics relating to Occupational Health referrals, etc, should also be a standing item at the Board, when the new OH & Wellbeing Manager is in post and able to provide this information.
11. The Board noted the risks to the national fire and rescue sector from the recent LFB culture report and agreed this would be a standing item at future People Board meetings.
12. The Board approved the Project Initiation Document for the Leadership Programme, the FF Maintenance of Competence project and the revised Business Case for the Middle Manager Maintenance of Competence project.
13. The Board received three closedown reports from the On Call Programme and agreed to the closing of these elements of the Programme.
14. An update was provided on the roll-out of the new campaign for corporate staff recruitment and future reports will provide an evaluation of the impact.

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:

SYFR will work closely with fire and rescue services and other organisations to continuously benchmark against the recommendations and inspection criteria.

CORPORATE RISK ASSESSMENT AND BUSINESS CONTINUITY IMPLICATIONS

15. SYFR need to ensure they have the capacity and capability to implement any recommendations in the SYFR inspection report and continuously improve. There also needs to be the capacity to ensure all the inspection work is completed.

EQUALITY ANALYSIS COMPLETED

☐ Yes

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

Summary of any Adverse Impacts Identified:	Key Mitigating Actions Proposed and Agreed:

☐ No

☒ N/A

If you have ticked 'No' or 'N/A' please complete the comments box below providing details of why an EA is not required/is outstanding:

If required, an equality assessment has been/will be completed for the agreed recommendations.

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:

If required, a Health and Safety risk assessment has been/will be completed for the agreed recommendations.

SCHEME OF DELEGATION

16. 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

17. 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.

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