

SUBJECT: HUMAN RESOURCES STRATEGY

JOINT REPORT OF THE CHIEF FIRE OFFICER AND THE PERSONNEL ADVISOR

1 INTRODUCTION

- 1.1 The Authority's Human Resource (HR) Strategy is a key part of the strategic planning process and is focused at all staff in the organisation with responsibility for human resources. The Human Resource Strategy provides a framework within which the Authority can manage its most important asset – its people.
- 1.2 The HR Strategy and action plan has now been in place for a number of years and the purpose of this report is to provide members with an update as to the progress made.

2. THE HUMAN RESOURCES STRATEGY

- 2.1 The HR Strategy is designed to deliver outcomes in accordance with the action plan and progress has been made in many areas:
- Develop employees in accordance with the Authority's strategic plan incorporating our shared vision, aims and core values and build a culture that respects and values personal development;
 - Promote diversity with a clear focus of dignity and respect for all;
 - Provide employees with an understanding of where they fit into the organisation and to create an environment where all feel proud to work for the Authority;
 - Define and embed the standards of leadership expected at all levels, providing appropriate individual development in accordance with the principles of IPDS;
 - Clearly identify and define the roles and responsibilities in managing human resources within the Authority and the various functions which contribute to this;
 - Ensure that the HR services provided to all employees fulfil their needs and are delivered in an efficient and effective manner in line with value for money principles;
- 2.2 The Chief Fire Officer is pleased to report a continuous improvement in HR service delivery driven by the Strategic Plan and annual action plans previously developed.
- 2.3 The revised HR Strategy and Action Plan are attached at Appendix A for consideration and approval by Members.

3. FINANCIAL IMPLICATIONS

- 3.1 The costs for implementing the strategy are not envisaged to be significant and can be met from within existing budget headings for this financial year.

4. EQUALITY AND FAIRNESS IMPLICATIONS

- 4.1 Central to the HR Strategy is the continual mainstreaming of equality and diversity within the Service. To that end, the HR Strategy is underpinned by a comprehensive Equality Strategy 2012-16 which was previously approved by Members and will be subject to a further updates as necessary.

5. HEALTH AND SAFETY IMPLICATIONS

- 5.1 There are no health and safety implications in respect of this report.

6. RECOMMENDATIONS

- 6.1 Members are requested to:-
- (a) Endorse the action taken by the Chief Fire Officer;
 - (b) Approve the revised HR Strategy; and
 - (c) Receive further reports as appropriate.

BACKGROUND PAPERS

- Equality Strategy 2012-16
- CFOA HR Strategy
- Strategic Plan