

Due to the current heightened security level at all our premises, Members are reminded to wear their identity badges whilst attending meetings. Any visitors must produce photographic identification at Reception.

SOUTH WALES FIRE & RESCUE AUTHORITY

COMMITTEE: HR & Equalities

DATE: Monday, 24 January 2022 at **1130 Hours**

VENUE: To be held on **StarLeaf - Access Code: 4343095891**
Please ensure you join the meeting 15 minutes prior to meeting time
Any issues please contact
01443 232000 and ask for Member Services

AGENDA

1. Apologies for Absence
2. Roll Call
3. Declaration of Interests

Members of the Fire & Rescue Authority are reminded of their personal responsibility to declare both orally and in writing any personal and/or prejudicial interest in respect of matters contained in this agenda in accordance with the provisions of the Local Government Act 2000, the Fire & Rescue Authority's Standing Orders and the Members Code of Conduct

4. Chairperson's Announcements
5. To receive the minutes of:

HR & Equalities Meeting held on Monday 01 November 2021 3

Reports for Decision

6. Annual Pay Policy Statement 2022/2023 7

7. Independent Pay Review – Principal Officers Remuneration 41

Reports for Information

8. South Wales Fire & Rescue Service People Plan – Annual Review of Progress Against Themes 57
9. Establishment Structure Update 75
10. Forward Work Programme for HR & Equalities Committee 2021/2022 79
11. To consider any items of business that the Chairperson deems urgent (Part 1 or 2) 87

Signature of Proper Officer:



Councillors:

D	Ali	Cardiff
M	Colbran	Merthyr Tydfil
P	Drake	Vale of Glamorgan
C	Elsbury	Caerphilly
S	Evans	Torfaen
W	Hodgins	Blaenau Gwent
G	Holmes	Rhondda Cynon Taff
A	Hussey	Caerphilly
H	Jarvie	Vale of Glamorgan
A	Lister	Cardiff
S	Malson	Torfaen
D	Naughton	Cardiff
A	Roberts	Rhondda Cynon Taff
R	Shaw	Bridgend
H	Thomas	Newport

