

COMMISSIONERS FOR SOUTH WALES FIRE AND RESCUE SERVICE

MINUTES OF THE PEOPLE COMMITTEE HELD ON THURSDAY 28 NOVEMBER 2024 AT 1000 HRS IN MEETING ROOM 08 AND REMOTELY VIA TEAMS

COMMISSIONERS PRESENT:

Mr V Randeniya

OFFICERS PRESENT:

Assistant Chief Officer A Reed – Director of People Services, D Mika – Director of Strategic Change and Transformation, T/Assistant Chief Fire Officer B Thompson – Director of Technical Services, T/Assistant Chief Fire Officer C Hadfield – Director of Corporate Services, G Greathead – Interim Monitoring Officer, Head of People Services – L Shroll, Head of Corporate Services – W Thomas, People Services Manager – J Wells, People Services Manager -S Ford,

1. APOLOGIES FOR ABSENCE

Chief Fire Officer F Monahan, T/Assistant Chief Fire Officer – D Loader, T/Treasurer and Head of Finance, Property and Procurement – L Mullan

2. DECLARATIONS OF INTEREST

There were no declarations of interest.

3. CHAIRPERSONS ANNOUNCEMENTS

The Commissioner Vij Randeniya had no announcements.

REPORTS FOR INFORMATION

4. TO RECEIVE THE MINUTES OF; PEOPLE COMMITTEE HELD ON 25 JULY 2024

The minutes were received as a true and accurate record of the Committee meeting.

5. UPDATE ON OUTSTANDING ACTIONS

There were no outstanding actions.

6. ANNUAL REVIEW OF TRAINING, LEARNING AND DEVELOPMENT 2023/2024

The report presented by the T/Assistant Chief Fire Officer Brian Thompson provided an overview of the Training and Development departments performance during 2023/2024, which included highlights from each of the training lead areas that are delivered by Cardiff Gate Training and Development Centre (CGTDC).

The report also highlighted activity, development and advancements for the Service's Learning and Development team within 2023/2024.

Discussions were held around the Hydra 10KV Event. Vij Randeniya showed interest to this event.

RESOLVED THAT

6.1 The Commissioner noted the content of the report.

7. ANNUAL REVIEW FOR RECRUITMENT 2023/2024

The report presented by People Services Manager Serena Ford provided an overview of the activity of the Services recruitment and function within 2023/2024. This included attraction, engagement and recruitment and selection activities.

The Commissioner Vij Randeniya suggested raising awareness at career events around other careers within the Fire and Rescue Service, other than a role of a Firefighter and marketing the Service in a way applicable to all.

The Assistant Chief Officer of People Services shared that the Service has faced significant challenge in recruiting for roles in Health and Safety and Finance so are looking at other ways to support in terms of remuneration. A paper will be shared at December's Board of Commissioners presenting options for discussion around this.

It was also shared by the Assistant Chief Officer of People Services that the Service have recently reviewed recruitment processes for whole time employees – the discussion was had at Senior Leadership level. Further discussions are needed under the new Chief Fire Officer.

From a People Services aspect, the department are aware that there is still a lot of change and advancements that are required in terms of the Service's recruitment, but assured the Commissioner that work is ongoing.

RESOLVED THAT

7.1 The Commissioner noted the content of the report.

8. JOB EVALUATION AT SOUTH WALES FIRE AND RESCUE SERVICE

The Service undertook a job evaluation exercise between 2020 and 2022. Following this, the Service introduced a period of 12 months whereby no further job evaluations were to be undertaken unless there were no posts or where a department had undertaken a formal restructure.

The report presented by People Services Manager Jemma Wells updated the Commissioner on the outcomes of the original evaluation and forward plans for the scheme.

In terms of comparison externally, the Assistant Chief Officer of People Services advised that the Service are pay negotiated centrally for grey book and green book and follow the NJC pay scale approach. The Service are looking at how we compare and sit in the market with roles in both public and private sector organisations.

RESOLVED THAT

8.1 The Commissioner noted the content of the report.

9. FORWARD WORK PROGRAMME

The Commissioner would like to see changes made within the People Committee Forward Work Programme for a more tangible approach with regards to the scheduling. He wanted to avoid long periods before items are brought back for discussion/update from a performance management point of view. He would like to see RAG ratings on each upcoming item.

The Commissioner would like to see comparative data in reports.

The Commissioner requested that 'any items to report back to Board of Commissioners' is added to the agenda following 'To consider any items of business that the Chairperson deems urgent' to ensure that information/requests are fed through to Board of Commissioners.

10. TO CONSIDER ANY ITEMS OF BUSINESS THAT THE CHAIRPERSON DEEMS URGENT (PART 1 OR 2)

There were no items of urgent business to discuss.