



Minutes

Human Resources Committee

Date: 15 March 2024

Time: 10:30

Venue: FSHQ

Present: Cllr F Shaheen (in the chair), Cllrs C Anderson, J Garvani, C Keith, M Pollard, U Sutcliffe, R Wood and H Zaman

In Attendance:

Apologies: Cllrs Z Hussain, D Kirton, N Mohammed

35 Minutes of meeting held on 19 January 2024

RESOLVED

That the Minutes of the last meeting held on 19 January be signed by the Chair as a correct record.

36 Matters arising

There were no matters arising.

37 Urgent items

There were no urgent items.

38 Admission of the public

There were no items requiring the exclusion of the public and press.

39 Declarations of interest

There were no declarations of interest.

40 Human Resources Activity Report

The Director of Human Resources submitted a report which advised Members of the key HR metrics for the reporting period ending 31 December 2023, including establishment strength, sickness absence data and high-level discipline and grievance figures.

Members were requested to approve the establishment changes detailed in the report now submitted, which have been approved as part of the budget setting process.

Members challenged the report author on the background of the grading for the new Wellbeing Coordinator post and it was noted that it was mainly an administration support role. Members also received clarification of the whole-time head count and Full Time Equivalent (FTE) figures.

Members challenged the disappointing ethnicity statistics and requested that more work is done in this area to redress the figures. Members received a summary of the ongoing work already in place within this area, including analysis of staff leaving data, analysis of the recruitment process, the IGNITE programme (aimed at giving young girls and women from minority ethnic backgrounds the skills and knowledge to choose a career in the fire service and be successful) and the Positive Action Strategy 2023/25.

RESOLVED

- a) That the report be noted.
- b) That the establishment changes be approved

41 Gender Pay Gap Report

Members considered a report of the Director of Human Resources giving details of the Gender Pay Gap for the year ending 31 March 2023.

Members were disappointed to note that WYFRA has a pay gap of 8.3% which is an increase on the 2022 pay gap which was 2%, but still below the national pay gap of 14.3% and the regional pay gap for Yorkshire and the Humber of 10.5% as published by the Office for National Statistics (ONS) in November 2023.

Members challenged the report author on the reasons for this increase and were asked to note that the percentage is a snapshot of the data taken on one day so trends are difficult to monitor and predict.

RESOLVED

That the report be noted.

42 Operational Staffing Project Update

Members received a presentation from Richard Hawley the Operational Staffing Project Group Manager.

Chair