



# HRM Thematic Project Board

Summary of Performance:

*March 07 – June 07*



# Project Board

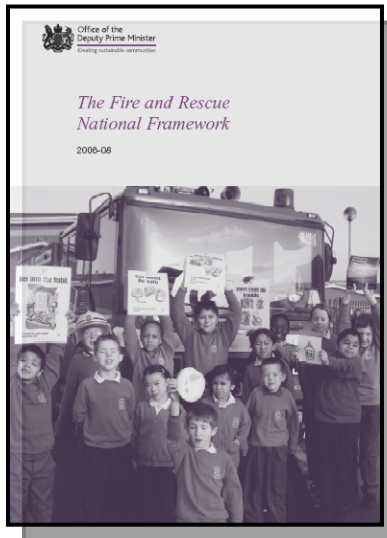
Name	Role	Authority
	SRO	Shropshire FRA
Christine Walker	Lead Officer	Staffs FRA
Mike Redfern	Board Member	H&WFRA
Ann Davies	Board Member	WMFRA
Louise McKenzie	Board Member	Shrops FRA
Alison Symmers	Board Member	Warks FRA



# Project Managers

Name	Role	Authority
Lisa Vickers	Project Manager - Resourcing	Shropshire FRS
Sue Croughan	Project Manager – HR Management	Staffs FRS
Mary Smith	Project Manager – Sickness/III Health	WMFS
Zahoor Ahmad	Project Manager – Improving Opportunities	H&W FRS
Keith Richards	Project Manager – Workforce Development and Leadership	WMFS

# Framework 2006-08 Objectives



Paragraph	Subject	Should/Must/Suggestion
5.13	Regional HR Strategy	Should
5.19	Regional Equality Strategy	Should
5.37	Occupational Health	Should
6.11	Workforce Development	Should
6.11	Resourcing	Should



## WMRMB Objective 2

Paragraph	Subject	Time	Outcome(s)	Progress
5.19	Regional Equality Strategy	30th Sept 2006	<ol style="list-style-type: none"> <li>1. Model for equality and diversity training;</li> <li>2. Unified approach to Equality Standard for Local Government.</li> <li>3. Good practice framework for Race Equality Schemes.</li> <li>4. Framework for equality and diversity policies and procedures.</li> </ol>	<p>Equality &amp; Diversity Strategy agreed.</p> <p>Action plan implemented.</p> <p>Objective completed</p>



## WMRMB Objective 3

Paragraph	Subject	Time	Outcome(s)	Progress
6.11	Learning and development in accordance with the principles set out in LDS	March 2008	Common policy for IPDR. Common policy for ADCs.	Completed Completed
	Learning and development forms part of regional HR strategies		Common policies for:- 1. FF development. 2. Supervisory Manager development. 3. Middle Manager development. 4. Workplace assessment.	Completed Completed Completed Completed



# WMRMB Objective 4

Paragraph	Subject	Time	Outcome(s)	Progress
5.13	Regional HR Strategy encompassing Resourcing.	30 <sup>th</sup> Sept 2006	1.Regional resourcing strategy and good practices in workforce planning. 2.National processes for recruitment and progression of operational and control staff.	Completed in objective 1  Completed encompassed in ADC process
	National processes for the recruitment of firefighters and progression of operational and control staff.	31 <sup>st</sup> Dec 2006	3.Community Outreach Network	In Action plan of Objective 1
		31 <sup>st</sup> Dec 2008	4. National targets for under represented groups met	Not on course – awaiting national guidance



## WMRMB Objective 5

Paragraph	Subject	Time	Outcome(s)	Progress
5.37	Consider the cost and benefits of operating occupational health on a regional basis.	March 2007	<ol style="list-style-type: none"> <li>1. Efficient and effective occupational health service and sickness/ill health management.</li> <li>2. Potential for shared occupational health services.</li> <li>3. Common health advice provision.</li> <li>4. Reduced sickness absence.</li> </ol>	<p>Not on course.</p> <p>Strategy developed</p> <p>Progress report in September</p>



# Issues & Risks

Issue/ Risk	Description	Action
	<i>None Recorded</i>	



# Activities

- Meeting taken place with Representative Bodies.



# *Questions Please*

