



Resources and Development Project Board

January 2009



- Framework Paragraphs 3.13 (must), 3.20 and 4.3 (must)
- Project SRO: CFO Paul Hayden
- Project Lead Officer: Christine Walker



Overarching Objectives/Outcomes

1. Review and where appropriate, introduce regional and/or sub-regional personnel and human resource functions (activities).
2. Review and where appropriate, introduce regional and/or sub-regional training and development functions (activities).



Overarching Objectives/Outcomes

3. Raise awareness of the benefits of the retained duty system to both potential recruits and their employers
4. Implement para 5.5 of the FRS Equality and Diversity Strategy 2008-20189, including the development of a WMRMB Equality Impact Assessment process.



Review and where appropriate, introduce regional and/or sub-regional personnel and human resource functions (activities)

Progress to date:

- Established a structure of regional meetings in a number of key functional areas
- HR Practitioners were given a number of activities to undertake and report back to HR Exchange
- Introduced a Regional HR Strategy and action list which is in progress



Review and where appropriate, introduce regional and/or sub-regional training and development functions (activities).)

- Training & Development staff sit on various working groups across the region and nationally e.g. USAR
- Regional ADCs enhanced to include strategic level (supervisory and middle level previously in place)
- Regional ADC Co-ordinator appointed in May 2008 for 1 year (subsequent funding bid submitted)
- Sub-regional recruit training arrangements in place
- Regional BA training – a regional example has been drafted and under consultation



Raise awareness of the benefits of the retained duty system to both potential recruits and their employers

- Local work undertaken within FRS including development of employers packs.
- National tools being launched 11th Feb 2009
 - Shropshire contributed to this work and HR Exchange will review the recommendations in March 09 to form an action plan for implementation



Implement para 5.5 of the FRS Equality and Diversity Strategy 2008-20189, including the development of a WMRMB Equality Impact Assessment process

The FRS E&D Strategy states that RMBs can contribute to improved performance in many ways. Within West Midlands Region we have:

- Established an regional E&D strategy
- Established an E&D Practitioners Group
- Successfully bid for Capacity Building funding to support E&D activities (£140K)



Implement para 5.5 of the FRS Equality and Diversity Strategy 2008-20189, including the development of a WMRMB Equality Impact Assessment process

- 3 FRSs have attained ESLG Level 3 with a fourth due for assessment in March 09
- Regional Equality Impact Assessment template has been adopted
- Effective regional/sub-regional collaboration exists for training and development and progression
- Trained staff across the region to undertake peer review



Proposed Future Activity

- Review all regional strategies during 2009
- Develop a common policy framework for key HR policies
- Build HR capacity/network within the region through joint training activities
- Develop links with RBs and under-represented groups for future consultation



Proposed Future Activity

- Develop guidance on succession planning strategies for regional and local use
- Develop and promote elements within the employment package to support the fire and rescue service being an employer of choice
- Identify mechanisms to measure the effectiveness of HR
- Identify opportunities for regional collaboration in recruitment activities to reach the widest pool of talent



Proposed Future Activity

- Support the development and dissemination of good practice on community engagement and service delivery
- Review of regional ADC processes and tools in line with the outcome of the Cliff Sears report
- Develop a regional approach to in band selection processes (Watch Manager, Group Manager)



Questions Please

