

SOUTH WALES FIRE & RESCUE AUTHORITY
MINUTES OF THE HR & EQUALITIES MEETING
HELD ON MONDAY, 7 NOVEMBER, 2022

HELD IN MEETING ROOM 8 OR REMOTELY VIA TEAMS

8. PRESENT:

Councillor	Left	Authority
A Roberts (Chair)		Rhondda Cynon Taff
D Ali (Deputy Chair)		Cardiff
K Carr		Cardiff
G Holmes		Rhondda Cynon Taff
A Hussey		Caerphilly
S McConnel		Monmouthshire
D Naughton		Cardiff

APOLOGIES:

C Elsbury		Caerphilly
P Ford		Bridgend
T Watkins		Newport
ACO A Reed		Director of People Services
AM D Loader		Head of Training

ABSENT:

Vacant		Torfaen
S Melbourne		Cardiff

OFFICERS PRESENT:- Mr A Jones – Head of HR, Mrs S Watkins – Deputy Monitoring Officer & Head of Corporate Support, GM S Jenkins – Group Manager Training

9. DECLARATIONS OF INTEREST

Each Member declared a personal non-prejudicial interest in each agenda item which affected their Authority.

10. CHAIR'S ANNOUNCEMENTS

There were no Chair's announcements to report.

11. MINUTES OF PREVIOUS MEETING

The minutes of the previous HR & Equalities meeting held on 18 July, 2022, were received and accepted as a true record of proceedings.

12. REPORTS FOR INFORMATION

12.1. FIREFIGHTERS PENSION SCHEMES – WALES GOVERNMENT CIRCULARS 2022/2023

The Head of HR informed Members that under the terms of the Public Services Pension Act 2013, the Fire & Rescue Authority was the recognised Scheme Manager for Firefighters Pension Schemes.

The Welsh Government issued regular communications to all Chief Fire Officers, Chairs and Clerks of Fire & Rescue Authorities, electronically in a standard circular template. These emails and circulars could cover a variety of areas, including all aspects of Firefighters Pension Schemes, and had to be noted or actioned as appropriate.

However, since the last report to the HR & Equalities Committee meeting in July, there had been no further circulars received. The report, therefore, was a duplication of that presented to the Committee in July.

RESOLVED THAT

- 12.1.1 Members agreed to accept the Welsh Government's Firefighters' Pension Scheme Circulars and emails that had been received in the year 2022/2023.
- 12.1.2 Members agreed to note the actions that had been implemented for each of the circulars.

12.2 REVIEW OF TRAINING & DEVELOPMENT 2021/2022

Group Manager Jenkins provided Members with an overview of the Training & Development department's performance during 2021/2022, including the new structure that had been implemented since August 2021, and some detail on how the Management team at Cardiff Gate had improved the way training had been delivered to provide value for money as the 'Private Finance Initiative' (PFI) intended.

Following a question and answer session on the reason for the decrease in attendance on courses, the Group Manager informed Members that due to the change in legislation of Section 19 of the Road Traffic Act, it had been agreed to carry out a trial on a more targeted approach of driver training, with one to one delivery.

RESOLVED THAT

Members agreed to note the content of the report.

12.3 UPDATE ON PATHWAYS

The Head of HR presented a report which outlined the newly created Pathways for South Wales Fire & Rescue Service which was due to be launched in early 2023.

The Pathways project looked to embed the development of skills, knowledge, and capabilities for all staff across the organisation. It outlined leadership development for all levels within the Service and across all functions.

The report outlined the background to Pathways, the work that had taken place, and the proposed benefits to the organisation and wider communities from the launch of the project.

RESOLVED THAT

Following a question and answer session on mentoring and coaching opportunities, as well as developing individuals in-house, Members agreed to note the content of the report.

12.4 STRATEGIC EQUALITY PLAN UPDATE 2020-2025 – ANNUAL REVIEW (YEAR TWO)

The Head of HR provided Members with an update on the year two review of the Service's Strategic Equality Plan for 2020-2025, which showed how the Service was moving towards meeting its Strategic Equality Plan outcomes.

RESOLVED THAT

Members agreed to note the content of the report and the review attached as Appendix 1.

13. FORWARD WORK PROGRAMME 2022/2023

The Deputy Monitoring Officer provided Members with the Forward Work Programme for 2022/2023.

RESOLVED THAT

Members agreed the content of the Forward Work Programme for 2022/2023.

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

There were no items of urgent business to discuss.

- **THANK YOU MESSAGE**

The Chair closed the meeting by wishing to congratulate all local Fire Stations for the exceptional Firework Displays they had put on for members of the public, especially Gilfach Goch and Treorchy Fire Stations as their event was well attended by over 4,000 people.