

COMMISSIONERS FOR SOUTH WALES FIRE AND RESCUE SERVICE

MINUTES OF THE PEOPLE COMMITTEE HELD ON FRIDAY 7 FEBRUARY 2025 AT 1000 HRS IN MEETING ROOM 08 AND REMOTELY VIA TEAMS

COMMISSIONERS PRESENT:

Chairperson - Mr V Randeniya

PRESENT:

Assistant Chief Officer A Reed – Director of People Services, Assistant Chief Fire Officer D Loader – Director of Service Delivery, Assistant Chief Fire Officer C Hadfield – Director of Corporate Support, D Mika – Director of Strategic Change and Transformation, G Greathead – Interim Monitoring Officer, L Shroll – Head of People Services, W Thomas – Head of Corporate Support, J Wells – People Services Manager, H Goodchild – People Services Manager, M Collins – Business Partner of Diversity, Inclusion, Cohesion and Equity, N Howell – Business Partner of Wellbeing and Welfare

1. APOLOGIES FOR ABSENCE

Chief Fire Officer F Monahan, Assistant Chief Fire Officer Brian Thompson – Director of Technical Services

2. DECLARATIONS OF INTEREST

There were no declarations of interest.

3. CHAIRPERSONS ANNOUNCEMENTS

The Pioneer Programme launched on 20 January 2025 which is aimed current or aspirational strategic leaders which provides learning, reflection and development of key areas and themes for effective leadership. The programme will run over the next 6 months. There are 9 individuals from South Wales Fire and Rescue Service on the All-Wales programme.

The Fire Cadet Branch Manager and Instructor pay award increase of 2.5% agreed in December will be paid in February salaries.

The South Wales Fire and Rescue Service reward and recognition awards ceremony was held on 20 November 2024.

There are a number of recruit course pass out parades upcoming. Last year, there were 6 courses held and there are 6 courses scheduled for 2025.

4. TO RECEIVE THE MINUTES OF; PEOPLE COMMITTEE HELD ON 28 NOVEMBER 2024

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

5. UPDATE ON OUTSTANDING ACTIONS

There were no outstanding actions.

6. GENDER PAY GAP (GPG) 2024

Under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 (the public sector Regulations), all public authorities are required to publish Gender Pay Gap (GPG) information by reporting the percentage differences in pay between their male and female employees.

In Wales, public bodies, including Fire and Rescue Services, must comply with the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011.

These regulations set broader equality duties, which include a focus on gender pay gap reporting as part of advancing equality and fostering good relations.

The deadline for publication is 31 March 2025.

The report presented by People Services Manager Jemma Wells also referenced specific aspects of the Morris report into the culture of South Wales Fire and Rescue Service and how this is likely to impact the GPG in future years.

RESOLVED THAT

- 6.1 The Commissioner approved the 2024 Gender Pay Gap (GPG) report at Appendix 1 to be published by 31 March 2025.

7. REPORT ON SICKNESS ABSENCE AND WELLBEING OVERVIEW

The report presented by Business Partner Natalie Howell provided information on the Service's sickness absence statistics for the period 1 April 2023 to 31 March 2024. Where appropriate, it also stated relevant comparisons against previous year's performance.

RESOLVED THAT

- 7.1 The Commissioner noted the content of the report. Discussion was held around the future work and challenges set out in the

report. A further report being presented to the March People Committee drawing on wider research to inform the Wellbeing Strategy was agreed.

8. FORMALISATION OF A TALENT MANAGEMENT PROGRAMME

The report presented by Head of People Services Lisa Shroll provided an overview of a Talent Management Programme. This is critical to ensure that South Wales Fire and Rescue Service (SWFRS) attracts, develops and retains skilled personnel to deliver its core mission: protecting lives, property and the environment. A strategy is being developed as part of the Service Change and Transformation 'Step Forward – Talent Management' project. The Executive Sponsor is ACO People Services – Alison Reed and the Project Executive is Head of People Services – Lisa Shroll.

The purpose of the project is to develop a strategic approach to managing talent (ref appendix 09), ensuring that the workforce stays aligned with our vision, mission and objectives via healthy culture and employee engagement, building a resilient, diverse and high-performing workforce capable of meeting current and future challenges.

Talent management means implementing processes to attract, identify, develop, engage and retain valuable talented individuals. To be effective, these processes need to align with the Service's strategic objectives.

The report highlighted some of the Service gaps relative to these areas, some for information and awareness, and some recommend 'initiatives' to facilitate diversity, strategic succession planning, talent management, and structured employee development to further progress SWFRS in achieving its ambition to become a leading Fire and Rescue Service in the UK, recognised as an employer of choice, fostering high performing workplaces.

RESOLVED THAT

- 8.1 The Commissioner noted the content of the report for information and awareness purposes. It was acknowledged that whilst some initiatives are in their infancy, there will be a requirement for further consideration and wider consultation. The Commissioner agreed to the content within the report.

REPORTS FOR INFORMATION

9. RECRUITMENT AND PROMOTION OVERVIEW 2024-2025

The report presented by People Services Manager Hannah Goodchild provided an overview of the Service's Operational recruitment campaigns for 2024, the Operational recruitment plans for 2025 (including Promotions) and the Current Corporate and pipeline campaigns.

RESOLVED THAT

- 9.1 The Commissioner noted the content of the report and took assurance that continuous improvement is being undertaken to ensure fair and transparent recruitment and promotion processes. Efficiency opportunities are being maximized, whilst prioritising actions to ensure the Service recruits the right people and supports their long-term career progression.

10. DIVERSITY, INCLUSION, COHESION AND EQUITY OVERVIEW

The report presented by Business Partner Matthew Collins provided an overview of all Diversity, Inclusion, Cohesion and Equity (DICE) advancements that South Wales Fire and Rescue Service have made. Specific reference was made within the report to the Inclusive Action Plan and the Morris Review recommendations following mapping of such in June 2024.

RESOLVED THAT

- 10.1 The Commissioner noted the content of the report.

11. FORWARD WORK PROGRAMME FOR PEOPLE COMMITTEE 2024/2025

The Commissioner requested that the Gender Pay Gap (GPG) be presented to the Board of Commissioners in March 2025.

The Commissioner would like to see 'Reflections of the Meeting' added to the agenda going forward.

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

There were no items of urgent business to discuss.