



**Monday,
16 November 2020
3.00 pm**

**Meeting of
Staffing Committee
Remote Meeting**

Contact Officer:
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Cheshire Fire Authority

Notes for Members of the Public

Attendance at Meetings

The Cheshire Fire Authority welcomes and encourages members of the public to be at its meetings and Committees.

This meeting of the Fire Authority will be held by remote means, i.e. the meeting will not be taking place in person at Sadler Road, but will be hosted over the Internet, using Skype for Business, with participants located in a variety of places.

The Government introduced legislation, due to the Coronavirus pandemic, that enables remote meetings to take place and the Fire Authority has adopted rules that allow and govern the way that remote meetings will work. The rules can be accessed [here](#).

The meeting must be open to the public and press. However, as the public and press cannot attend in person the Fire Authority is arranging for the meeting to be broadcast. Final details about how to access the broadcast will be published on the website prior to the meeting.

Access to Information

Copies of the Agenda are available on the Service's website (www.cheshirefire.gov.uk). A copy can also be obtained from Democratic Services via DemocraticServices@cheshirefire.gov.uk.

The Agenda may be divided into two parts – a public session and a private session. As far as possible items will be included in the public session, with the reports published and the items considered whilst members of the public are able to access the meeting via Skype (with at least audio, but usually with audio and vision). Items dealt with in private session will be described on the Agenda, but the reports will not be published and the items will not be accessible to members of the public. The kind of items dealt with in private session could include information about individuals, or consider matters of a commercial nature.

This agenda is available in large print, Braille, audio CD or in community languages upon request by contacting; Telephone: 01606868414 or email: equalities@cheshirefire.gov.uk

Recording of Meetings

The Authority audio records its meetings. Please contact Democratic Services for a copy of the recording via DemocraticServices@cheshirefire.gov.uk.



**MEETING OF THE STAFFING COMMITTEE
MONDAY, 16 NOVEMBER 2020**

Time : 3.00 pm

Remote Meeting - Via Skype

AGENDA

Part 1 - Business to be discussed in public

1 PROCEDURAL MATTERS

1A Recording of Meeting

1B Apologies for Absence

1C Declaration of Members' Interests

Members are reminded that the Members' Code of Conduct requires the disclosure of Statutory Disclosable Pecuniary Interests, Non-Statutory Disclosable Pecuniary Interests and Disclosable Non-Pecuniary Interests.

1D Minutes of the Staffing Committee

To approve the minutes of the Staffing Committee held on 15th January 2020.

(Pages 1 - 2)

2 Presentation on the People Strategy

A People Strategy 2019-22 was approved by the Fire Authority in February 2019. The Strategy is contained within the Agenda Pack. Officers will present information about developments associated with the People Strategy.

(Pages 3 - 26)

3 Presentation on the Covid-19 Staff Survey Action Plan

A Covid-19 Staff Survey was carried out in June/July 2020. This led to the creation of an Action Plan. The Plan is contained in the Agenda Pack. Officers will present details of activities associated with the Action Plan.

(Pages 27 - 28)

4 Local Government Pension Scheme Discretion Policy

(Pages 29 - 36)

5 Workforce Planning Update

(Pages 37 - 46)

6 Discipline and Grievance Update

(Pages 47 - 54)

7 Exclusion of Press and Public

(Pages 55 - 56)

8 Service Management Team Review

(Verbal Report)

A review was commissioned by the Chief Fire Officer and Chief Executive and was carried out by RealWorldHR Limited. The review was concerned with the question: is the Service Management Team structure fit for purpose and sustainable? The initial findings from the review have been considered by the Chief Fire Office and Chief Executive and he has asked RealWorldHR Limited to make a presentation to the Committee. By its nature the Review and therefore the presentation will include information about individuals and this is the reason it will be considered in private session.