



**Monday,  
8 November 2021  
12.00 pm**

**Meeting of  
Staffing Committee  
Sadler Road  
Winsford  
CW7 2FQ**

Contact Officer:  
Donna Linton  
Democratic Services

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## **Cheshire Fire Authority**

### **Notes for Members of the Public**

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#### **Attendance at Meetings**

The Cheshire Fire Authority welcomes and encourages members of the public to be at its meetings and Committees. You are requested to remain quiet whilst the meeting is taking place and to enter and leave the meeting room as quickly and quietly as possible.

All meetings of the Authority are held at the Training Centre, Sadler Road, Winsford. If you plan to attend please report first to the Reception Desk where you will be asked to sign in and will be given a visitors pass. You should return your pass to the Reception Desk when you leave the building. There are some car parking spaces available on site for visitors at the front of the building. Please do not park in spaces reserved for Fire Service personnel.

If you feel there might be particular problems with access to the building or car parking please contact the Reception Desk at Sadler Road Winsford Tel (01606) 868700.

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#### **Access to Information**

Copies of the Agenda will be available at the meeting. A copy can also be obtained from the contact officer named on the front of the Agenda. Alternatively, the Agenda and individual reports are available on the Authority's website ([www.cheshirefire.gov.uk](http://www.cheshirefire.gov.uk))

The Agenda is usually divided into two parts. Most business is dealt with in the first part which is open to the public. On some occasions some business may need to be considered in the second part of the agenda, in private session. There are limited reasons which allow this to take place, e.g. as confidential information is being considered about an individual, or commercial information is being discussed.

**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](mailto: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](mailto:DemocraticServices@cheshirefire.gov.uk). The recordings are not kept indefinitely.

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#### **Fire Evacuation**

If the Fire Alarm sounds you should make your way to the nearest exit as quickly as possible and leave the building. Please follow any instructions from staff about evacuation routes.



## MEETING OF THE STAFFING COMMITTEE

MONDAY, 8 NOVEMBER 2021

Time : 12.00 pm

Lecture Theatre - Training Centre, Sadler Road, Winsford, Cheshire CW7 2FQ

### 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

(Pages 1 - 2)

To approve the minutes of the Staffing Committee held on 23<sup>rd</sup> June 2021

##### 1E Notes of the Informal Meeting of members of the Staffing Committee

(Pages 3 - 4)

To note the notes of the Informal Meeting of the Staffing Committee held on 25<sup>th</sup> August 2021

##### 2 Sargeant/McCloud Pension Discrimination - Immediate Detriment

(Pages 5 - 10)

##### 3 Workforce Planning Update

(Pages 11 - 22)

##### 4 Discipline and Grievance Update

(Pages 23 - 30)

##### 5 Service Management Team Review Update and Action Plan

(Pages 31 - 46)

##### 6 Presentation on the People Strategy

(Pages 47 - 70)

The 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.

- 7 Presentation on the National Code of Ethics Standards** (Verbal Report)  
The National Code of Ethics has been developed by the NFCC with the expectation that all FRS will adopt the principles. Officers will present an overview of the Code of Ethics and outline how these will be mapped across to the existing Core Values

**Part 2 - Business to be discussed in Private**

**NONE**