

Hampshire Fire and Rescue Authority

Human Resources Committee

Item: 11

28 October 2015

Leadership and Our People Priority (Statement and Priority Delivery Plan)

Report by the Chief Officer

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1 Summary

- 1.1 This report asks the Committee to consider the Leadership and People Priority of the Hampshire Fire and Rescue Service, Service Plan 2015-2020.

2 Recommendation(s)

- 2.1 That the Human Resources Committee note the content of the People and Leadership summary and the delivery plan attached as appendices to this report.

3 Introduction and background

- 3.1 At its meeting of 9 September 2015, the Hampshire Fire and Rescue Authority approved a revised Service Plan for the period 2015-2020, comprising three safer and six stronger objectives that went alongside key priorities. In relation to the Human Resources Committee, the key priority is "Leadership and Our People".
- 3.2 At the September 2015 meeting of the Fire Authority, it was announced that Councillors Fairhurst and Fuller would take on the informal positions of efficiency and effectiveness champions. Through these positions, and in consultation with other Members, officers and stakeholders, the efficiency and effectiveness of the Fire Authority will be reviewed. The aim is to ensure that the Authority is in the best position to lead the Service in its delivery of excellent quality services to Hampshire and to remain resilient and responsive to change and challenges in the future. The outcomes of this review are as yet unknown, however it is likely that the revised Service Plan and its application by the Authority will be taken into account as part of it.
- 3.3 In light of the new Service Plan and the ongoing review of Fire Authority governance, it is timely for the Human Resources Committee to receive and consider the updated summary and delivery plan behind the Leadership and Our People priority.

4 Supporting our corporate aims and objectives

- 4.1 The Service Plan underpins the role of the Fire and Rescue Service and is integral

to management of its strategic direction by the Fire Authority

5 People Impact Assessment

- 5.1 The proposals in this report are considered compatible with the provisions of the equality and human rights legislation.

6 Environmental and Sustainability impact assessment

- 6.1 No direct impact resulting from this report

7 Resource implications

- 7.1 No direct impact as a result of this report

8 Background papers

- 8.1 The following documents disclose the facts or matters on which this report, or an important part of it, is based and has been relied upon to a material extent in the preparation of the report:

“None”

Note: The list excludes: (1) published works; and (2) documents that disclose exempt or confidential information defined in the Act.