

**To: All Members of the Scrutiny Committee - Rapid Review
(and any other Members who may wish to attend)**



**J. Henshaw
LLB (Hons)
Clerk to the Authority**

Tel: 0151 296 4000
Extn: 4113 Kelly Kellaway

Your ref:

Our ref HP/DM

Date: 9th January 2019

Dear Sir/Madam,

You are invited to attend a meeting of the **SCRUTINY COMMITTEE - RAPID REVIEW** to be held at **11.00 am** on **THURSDAY, 17TH JANUARY, 2019** in the Members Room - Fire Service Headquarters.

Yours faithfully,

Clerk to the Authority

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MERSEYSIDE FIRE AND RESCUE AUTHORITY

SCRUTINY COMMITTEE - RAPID REVIEW

17 JANUARY 2019

AGENDA

Members

Cllr Anthony Boyle, Independent Person
Peter Brennan
Sharon Connor, Liverpool City Council
Roy Gladden
Janet Grace, Sefton
Andrew Makinson
Steff O'Keeffe
Lisa Preston
Lesley Rennie
Paul Tweed – Lead Member Operational Preparedness
Anthony Boyle – Independent Person

1. People Scrutiny Review - Staff Retention and Succession Planning

To consider a presentation by the Director of People & Organisational Development concerning the following:

“How does MFRA ensure current and future retention of staff and effective succession planning to avoid other employers recruiting the excellent staff from MFRA?”

Further questions to be covered within the presentation, as requested by Members, are:

1. How does MFRA currently go about staff retention and succession planning?
2. What are the trends in staff being recruited by other organisations – how many, over what timescale, costs of training lost?
3. Do we have any evidence of difficulties in recruiting any particular groups of staff and do we know why?
4. What can we offer MFRA staff to ensure retention of good staff and effective succession planning?
5. Can we have a breakdown of retention rates and promotion of all those in underrepresented groups in MFRA?
6. Is there any information from FRA's of a similar size in terms of how we compare on these issues?

If any Members have queries, comments or require additional information relating to any item on the agenda please contact Committee Services and we will endeavour to provide the information you require for the meeting. Of course this does not affect the right of any Member to raise questions in the meeting itself but it may assist Members in their consideration of an item if additional information is available.

Refreshments

Any Members attending on Authority business straight from work or for long periods of time, and require a sandwich, please contact Democratic Services, prior to your arrival, for arrangements to be made.