

MERSEYSIDE FIRE AND RESCUE AUTHORITY			
MEETING OF THE:	COMMUNITY SAFETY AND PROTECTION COMMITTEE		
DATE:	4 APRIL 2024	REPORT NO:	CFO/20/24
PRESENTING OFFICER	CHIEF FIRE OFFICER, PHIL GARRIGAN		
RESPONSIBLE OFFICER:	NICK MERNOCK	REPORT AUTHOR:	NICK MERNOCK
OFFICERS CONSULTED:	JOHN PRICE KELLY PATTERSON MIKE CUMMINS MIKE PILKINGTON		
TITLE OF REPORT:	PEOPLE PLAN		

APPENDICES:	APPENDIX A:	DRAFT PEOPLE PLAN
	APPENDIX B:	EQUALITY IMPACT ASSESSMENT

Purpose of Report

1. To inform Members that the draft People Plan for 2024-27 has been produced and that this will now be subject to consultation with stakeholders, colleagues and the representative bodies.

Recommendation

2. It is recommended that Members;
 - a) note the contents of the draft People Plan; and,
 - b) note that the draft Plan will now be subject to 6 weeks consultation with key stakeholders, including our staff networks and our representative bodies.

Introduction and Background

3. The People Plan, the Community Risk Management Plan (CRMP) and the Medium-Term Financial Plan (MTFP) sit alongside each other and provide the key strategic building blocks that allow us to achieve our organisational purpose; to protect our communities and keep them safe. Together these three plans detail how, in the medium term, we will achieve our strategic ambitions and how we will measure our progress and success.
4. The People Plan sets out to improve the working lives and experiences of all our people as a foundation for securing and improving the safety of our community. Our people are pivotal in all that we set out to do and it is only by investing in them that we can be successful in keeping our community safe whilst allowing all colleagues to reach their full potential and pursue their own career ambitions.

5. The People Plan is built upon five key but linked themes. These are, **attract and retain the best people, develop exceptional people and leaders, promote a holistic approach to health and wellbeing, deliver sector leading organisational performance and embed equality, diversity and inclusion as part of strong positive culture.**
6. The People Plan fully embraces the organisational commitment to promoting equality, diversity and inclusion to ensure that the workplace is fair and diverse in all aspects. It is essential that all our colleagues feel included, valued and able to speak freely. A key ambition of the plan is to maintain a professional culture that will allow our people to provide a safe and effective service to the public and make Merseyside Fire and Rescue Service an employer of choice.
7. The People Plan recognises that we are an organisation that must be driven and inspired by a shared set of values and a common culture. The plan will therefore enable us to further embed our values and a healthy culture, which in turn will support us in meeting the aspirations and delivering the outcomes set out in the plan.
8. It is of the utmost importance to recognise that we are an organisation that must be driven and inspired by a shared set of values and a common culture. This plan will enable us to further embed our values and a healthy culture, which in turn will support us in meeting the aspirations and delivering the outcomes set out in the plan.
9. In relation to the People Plan themes, the plan places clear responsibilities on the Service and the people who work within it, to deliver the key actions and the organisational and individual benefits that the plan outlines.
10. The People Plan takes full account of the recommendation made by HMICFRS in the most recent 2023 Inspection and accounts for the Fire Standard requirements placed on the Authority.
11. Progress in delivering The People Plan will be reviewed by People Board and reported to members on a quarterly basis.

Equality and Diversity Implications

12. The final version of the People Plan will be informed by the consultation outcomes and Equality Impact Assessment. An Equality Impact Assessment has been attached to this report as Appendix B.

Staff Implications

13. Our people are pivotal in all that we set out to do and it is only by investing in our people that we can be successful in both keeping our community safe whilst allowing all staff to reach their full potential and pursue their own career ambitions.

14. Consultation with stakeholders, colleagues and the representative bodies will take place prior to bring back to members a final version for approval.

Legal Implications

15. There are no legal implications directly arising out of this report

Financial Implications & Value for Money

16. There are no financial implications arising out of this report. Any necessary growth arising out of actions contained within the People Plan will follow extant service processes.

Risk Management and Health & Implications

17. There are no risk management or health and safety implications arising out of this report.

Environmental Implications

18. There are no environmental implications associated with this report.

Contribution to Our Vision: *To be the best Fire & Rescue Service in the UK.*

Our Purpose: *Here to serve, Here to protect, Here to keep you safe.*

19. The successful adoption and implementation of the People Plan is key in allowing MFRA to achieve its vision.

BACKGROUND PAPERS

NONE

GLOSSARY OF TERMS

MFRA	M erseyside F ire and R escue A uthority
MFRS	M erseyside F ire and R escue S ervice
HMICFRS	H is M ajesty's I nspectorate of C onstabulary and F ire & R escue S ervices
CRMP	C ommunity R isk M anagement P lan