MERSEYSIDE FIRE AND RESCUE AUTHORITY			
MEETING OF THE:	**COMMUNITY SAFETY AND PROTECTION COMMITTEE**		
DATE:	**4 SEPTEMBER 2018**	**REPORT NO:**	**CFO/058/18**
PRESENTING OFFICER	**[CHIEF FIRE OFFICER- PHIL GARRIGAN**		
RESPONSIBLE OFFICER:	**NICK MERNOCK**	**REPORT AUTHOR:**	**LYNN HUGHES**
OFFICERS CONSULTED:	**STRATEGIC LEADERSHIP TEAM- PEOPLE BOARD**		
TITLE OF REPORT:	**THE INTRODUCTION OF A PEOPLE STRATEGY AND IMLEMENTATION PLAN**		

APPENDICES:	**APPENDIX A:**	**PEOPLE STRATEGY 2017- 2020**
	APPENDIX B:	**IMPLEMENTATION PLAN 2017- 2020**

Purpose of Report

1. To request that members approve the People Strategy and Implementation Plan which sets out our strategic intent regarding how we deliver our services through our people

Recommendation

2. That Members approve the People Strategy and implementation plan

Introduction and Background

3. Merseyside Fire and Rescue Authority has developed a People Strategy in response to the national People Strategy produced by National Fire Chiefs Council (NFCC) .This sets out the direction of travel for the UK Fire and Rescue Service in terms of our workforce needs and requirements. It takes account of a number of key documents including Sir Ken Knight 'Facing the Future' Report and Adrian Thomas's independent Review of conditions for Service for Fire and Rescue staff in England. Above all it considers how we will deliver our Integrated Risk Management Plan (IRMP) through our people.

4. It has six key components:
   - Strengthen Leadership and Line Management to support organisation change and improved community outcomes
   - To provide excellent training and education to ensure continuous improvement of services to the public
   - Maximise the wellbeing of our staff to create a safe environment where people are fulfilled, productive and challenged
   - Developing cultural values and behaviours which make FRS a great place to work

- Improve our ability to provide good service by diversifying our workforce and creating a fair and equal place to work.
- Adopt ways of working that respond to service needs

5. This strategy reinforces our commitment to the public by delivering the best possible services to our community whilst harnessing the considerable talents of our staff. The strategy defines what we need from our people as well as what the service need to do enable them to make a real tangible difference in their community.

6. The development of the strategy and its strategic objectives have been achieved through extensive engagement with our workforce in line with our 'Think People' strategy. During the course of its implementation we will continue to seek the views of our staff.

7. The strategy explores the main drivers for change and the impact that these changes have on our people.

Equality and Diversity Implications

8. Equality and diversity is one of the key components examining how we continue to diversify our workforce and create a fair and equal place to work. It is important that staff at all levels reflect the communities we serve.

9. The strategic objectives include the continued development of a positive action strategy, increasing diversity in leadership positions and maximising opportunities to ensure fairness and inclusiveness.

Staff Implications

10. The people strategy has been developed through extensive engagement of our staff with their input informing the content and direction. It recognises the importance of staff feedback in shaping the service of the future.

Legal Implications

11. The strategy ensures that we adhere to our legal obligations in the way that we attract, recruit, develop and treat our workforce.

Financial Implications & Value for Money

12. The strategy recognises the contribution that our staff make in delivery of IRMP. Through engagement, communication, and good leadership it enhances the performance of our staff and in turn ensures efficiency and effectiveness in all we do.

Risk Management, Health & Safety, and Environmental Implications

13. The security, safety and wellbeing of our staff is paramount which informs a key component of the strategy. It mitigates risk by ensuring that people are treated fairly, have a clear set of standards and expectation and trained to a sufficient level to do their jobs.

Contribution to Our Mission: *Safer Stronger Communities – Safe Effective Firefighters*

The People Strategy ensures that we have the right people in place to achieve our mission, aims and values. It will make a significant contribution to our aim of Excellent People in developing and valuing our employees, respecting diversity, promoting opportunity for all. It also addresses our core value – our people are the best they can be.

BACKGROUND PAPERS

GLOSSARY OF TERMS