MERSEYSIDE FIRE AND RESCUE AUTHORITY			
MEETING OF THE:	**SCRUTINY COMMITTEE**		
DATE:	**8 SEPTEMBER 2022**	**REPORT NO:**	**CFO/043/022**
PRESENTING OFFICER	**DEPUTY CHIEF FIRE OFFICER SEARLE**		
RESPONSIBLE OFFICER:	**NICK MERNOCK**	**REPORT AUTHOR:**	**NICK MERNOCK**
OFFICERS CONSULTED:			
TITLE OF REPORT:	**PEOPLE PLAN ACTIONS UPDATE**		

APPENDICES:	

Purpose of Report

1. To advise Members of the implementation of the People Plan and the planned next stages

Recommendation

2. It is recommended that Members note the contents of the report and accompanying presentation

Introduction and Background

3. Members will recall the People Plan was approved at the Authority meeting on 30th June 2021

4. The plan captures our key people priorities, and was developed in conjunction with our workforce in order to deliver the best possible services to our community through the professionalism and capabilities of our people.

5. The feedback from our staff focus groups and forums advised and recommended the language that should be used and greater clarity as to what we are doing.

6. The work streams have been constructed in conjunction with organisational managers and been prioritised by the Strategic Leadership Team.

7. The People Plan 2021-2024 replaces the former People strategy. Its intent is to inclusively ensure all employees play their role in making Merseyside Fire and Rescue Service a good and successful place to work.

8. The presentation will provide members with a view and update of the initial work streams , and the future challenges

Equality and Diversity Implications

9. The People plan and associated leadership message has been produced including employee focus groups and the staff networks as well as having the associated Equality Impact Assessment completed

Staff Implications

10. The People plan recognises the significant contribution our people make in achieving our vision, purpose and aims through a commitment to our organisational values and behaviours

Legal Implications

11. There are no direct legal implications arising from this report.

Financial Implications & Value for Money

12. There are no direct financial implications arising from this report.

Risk Management, Health & Safety, and Environmental Implications

13. The People Plan is designed to invest in our staff and the Plan will in turn address risks of recruitment and retention as well as ensuring the well being of our staff which is paramount.

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.*

14. The People Plan replaces the former People strategy with a vision and purpose more befitting of a modern Fire and Rescue Service.

BACKGROUND PAPERS

CFO/04 1/21

GLOSSARY OF TERMS