

**Report No:** RMB/14/07  
**Meeting Date:** 4 April 2007  
**Agenda Item No:** 8

## **REPORT TO THE SOUTH EAST FIRE AND RESCUE SERVICES REGIONAL MANAGEMENT BOARD**

### **THE SOUTH EAST REGIONAL HR STRATEGY**

4<sup>th</sup> April 2007

#### **KEY ISSUE/DECISION**

This report seeks the RMB's approval for a Regional Human Resources Strategy for the South East. This Strategy is necessary to focus regional human resource management efforts on the key HR issues in the South East where concerted action will 'add value' for each Fire and Rescue Service by enhancing capacity, avoiding duplication and addressing common challenges together. It also meets the Government's request set out in paragraph 5.13 of the Fire and Rescue National Framework, that Fire and Rescue Authorities, through RMBs, draw up a regional HR Strategy encompassing the full range of HR activities whilst ensuring the regional HR strategy is compatible with each Fire and Rescue Service's Integrated Risk Management Plan (IRMP).

#### **EXECUTIVE SUMMARY**

Developing and improving all aspects of the management of human resources is a key aspect of the current modernisation of the Fire and Rescue Service.

The South East Human Resources and Development Group (SE HR DG) has prepared attached strategy, which has been drafted to provide an overarching framework for developing HR issues collaboratively. The strategy is intended to be a high level document, avoiding detail but linking the national Fire Service HR agenda (as set out in CFOA's national UK Fire and Rescue Human Resources Strategy) with the Integrated Risk Management Plans of Fire and Rescue Services in the South East.

Where the strategy generates discrete regional projects these will be managed directly by the RMB through its established Performance Management process or by SE HR DG and its work streams (Employee Development, Equality and Diversity and the South East HR Partnership).

The Strategy proposes the following priorities for 2007/08:

- Recruitment and Retention
- National Firefighter Selection and Assessment and Development Centre Project
- Learning and Development
- Regional Control Centres
- Equality and Diversity
- Health, Safety and Well Being
- Retained Duty System
- Partnership Working
- Reward

## **CONSULTATION**

The draft South East Regional HR Strategy has been the subject of consultation with Fire and Rescue Service Trade Unions in the South East and members of CFA's Strategic HR Committee.

## **RECOMMENDATIONS**

To adopt the draft South East Regional Human Resources Strategy, subject to review in the autumn of 2008.

## **REASONS FOR RECOMMENDATIONS**

The proposed South East Regional Human Resources Strategy will add value by focussing the joint efforts of South East Fire and Rescue Services on the key Human Resource issues arising from the national HR modernisation agenda and the IRMP's of South East Fire and Rescue Services. It will also meet the Government's expectation that the South East RMB will draw up Regional HR Strategies for the South East.

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BACKGROUND PAPERS: The Fire and Rescue National Framework 2006-08

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