



BEDFORDSHIRE FIRE AND RESCUE AUTHORITY

Members of Human Resources Policy and Challenge Group.

Bedford Borough Councillors: C Atkins and J Mingay

Central Bedfordshire Councillors: P Downing

Luton Borough Councillors: R Saleem, T Khan and Y Waheed

A meeting of **Human Resources Policy and Challenge Group** will be held at **Conference Room, Fire and Rescue Service Headquarters, Kempston, Bedford MK42 7NR** on **Thursday, 11 January 2018** starting at **10.00 am**.

Nicky Upton
Democratic and Regulatory and Services Supervisor

A G E N D A

Item	Subject	Lead	Purpose of Discussion
1.	Apologies	Chair	
2.	Declarations of Disclosable Pecuniary and Other Interests	Chair	Members are requested to disclose the existence and nature of any disclosable pecuniary interest and any other interests as required by the Fire Authority's Code of Conduct (see note below).
3.	Communications	Chair	
4.	Minutes	Chair	To confirm the minutes of the meeting held on 20 September 2017 (Pages 1 - 6)
5.	Human Resources Programme and Performance 2017/18 Quarter 2	ACO	To consider a report (Pages 7 - 20)
6.	Audit and Governance Action Plans Monitoring Report	ACO	To consider a report (Pages 21 - 28)

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7.	Equality Duty Report	DivAd	To consider a report (Pages 29 - 64)
8.	Single Equality Scheme Review	DivAd	To consider a report (Pages 65 - 72)
9.	Positive Action Report	HSP	To consider a report (Pages 73 - 86)
10.	Staff Opinion Survey Report	HSP	To consider a report (Pages 87 - 108)
11.	Review of the Human Resources Policy and Challenge Group's Effectiveness	ACO	To consider a report (Pages 109 - 114)
12.	Corporate Risk Register	HOA	To consider a report (Pages 115 - 118)
13.	Annual Appraisal Process	ACO	To consider a report (Pages 119 - 144)
14.	Firefighter Pension - 2017 Regulation Amendments	HHR	To consider a report (Pages 145 - 146)
15.	Review of Work Programme 2017/18	Chair	To consider a report (Pages 147 - 152)
	Next Meeting		10.00 am on 20 March 2018 at Conference Room, Fire and Rescue Service Headquarters, Kempston, Bedford MK42 7NR

DECLARATIONS OF INTEREST

From 1 July 2012 new regulations were introduced on Disclosable Pecuniary Interests (DPIs). The interests are set out in the Schedule to the Code of Conduct adopted by the Fire Authority on 28 June 2012. Members are statutorily required to notify the Monitoring Officer (MO) of any such interest which they, or a spouse or civil partner or a person they live with as such, have where they know of the interest.

A Member must make a verbal declaration of the existence and nature of any Disclosable Pecuniary Interest and any other interest as defined in paragraph 7 of the Fire Authority's Code of Conduct at any meeting of the Fire Authority, a Committee (or Sub-Committee) at which the Member is present and, in the case of a DPI, withdraw from participating in the meeting where an item of business which affects or relates to the subject matter of that interest is under consideration, at or before the consideration of the item of business or as soon as the interest becomes apparent.