



## BEDFORDSHIRE FIRE AND RESCUE AUTHORITY

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Members of Human Resources Policy and Challenge Group.

Bedford Borough Councillors: C Atkins and J Mingay

Central Bedfordshire Councillors:

Luton Borough Councillors: D Franks, T Khan, R Saleem 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, 20 September 2018** starting at **10.00 am**.

Nicky Upton  
Democratic and Regulatory and Services Supervisor

### AGENDA

Item	Subject	Lead	Purpose of Discussion
1.	Apologies	Chair	

<b>Item</b>	<b>Subject</b>	<b>Lead</b>	<b>Purpose of Discussion</b>
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 28 June 2018 (Pages 5 - 14)
5.	Human Resources Programme and Performance Report, Quarter 1 2018/19	ACO	To consider a report (Pages 15 - 26)
6.	Audit and Governance Action Plans Monitoring Report	ACO	To consider a report (Pages 27 - 34)
7.	Health and Safety Annual Report	HRes	To consider a report (Pages 35 - 60)
8.	Positive Action Report	HSDA	To consider a report (Pages 61 - 70)
9.	People Strategy 2018-2022	ACO	To consider a report (Pages 71 - 104)
10.	Corporate Risk Register	ACO	To consider a report (Pages 105 - 108)
11.	Review of Work Programme 2018/19	Chair	To consider a report (Pages 109 - 114)

Next Meeting

10.00 am on 10 January 2019 at Conference Room, Fire and Rescue Service Headquarters, Kempston, Bedford MK42 7NR

**Item**

**Subject**

**Lead**

**Purpose of Discussion**

### **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.