



BEDFORDSHIRE FIRE AND RESCUE AUTHORITY

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 **Community Meeting Room, Fire and Rescue Service Headquarters, Kempston, Bedford MK42 7NR** on **Monday, 18 March 2019** 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). |

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| 3. | Communications | Chair | |
| 4. | Minutes | Chair | To confirm the minutes of the meeting held on 10 January 2019 (Pages 5 - 12) |
| 5. | Human Resources Performance Report Quarter 3 2018/19 | CFO | To consider a report (Pages 13 - 22) |
| 6. | Human Resources Programmes to date Quarter 3 2018/19 | CFO | To consider a report (Pages 23 - 26) |
| 7. | Proposed Human Resources and Organisational Development Indicators and Targets for 2019/20 | CFO | To consider a report (Pages 27 - 38) |
| 8. | Corporate Health and Safety Objectives | CFO | To consider a report (Pages 39 - 44) |
| 9. | Audit and Governance Action Plans Monitoring Report | CFO | To consider a report (Pages 45 - 50) |
| 10. | Corporate Risk Register | CFO | To consider a report (Pages 51 - 54) |
| 11. | Review of Work Programme 2018/19 | Chair | To consider a report (Pages 55 - 60) |

Next Meeting

10.00 am on 25 June 2019 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.