

For Publication

Bedfordshire Fire and Rescue Authority  
Human Resources Policy and Challenge Group  
18 March 2019  
Item No. 7

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**REPORT AUTHOR:** CHIEF FIRE OFFICER

**SUBJECT:** PROPOSED HUMAN RESOURCES AND ORGANISATIONAL DEVELOPMENT INDICATORS AND TARGETS FOR 2019/20

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Background Papers: None

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Implications (tick ✓):

LEGAL			FINANCIAL	✓
HUMAN RESOURCES			EQUALITY IMPACT	
ENVIRONMENTAL			POLICY	✓
CORPORATE RISK	Known	✓	OTHER (please specify)	
	New			

*Any implications affecting this report are noted at the end of the report.*

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**PURPOSE:**

To advise Members of the proposed suite of Human Resources performance indicators and associated targets for 2019/20 and to seek the Group's endorsement to incorporate these into the Service's performance management framework.

## **RECOMMENDATION:**

That Members consider the proposed suite of Human Resources performance indicators and targets for 2019/20 and endorse or require adjustment as appropriate.

That members acknowledge it was not possible to report on performance against targets for 17/18 OH1 and OH2 for the reasons explained later in the report.

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### 1. Introduction

- a. In line with its Terms of Reference, the Human Resources Policy and Challenge Group is responsible for monitoring the performance of those areas of the Service's work falling within its scope. In order to facilitate this, the Group receives quarterly summary performance reports at each of its meetings.
- b. The Human Resources Policy and Challenge Group is involved in the process of agreeing the suite of indicators and of setting the associated targets and that this should take place, as far as practicable, alongside the annual budget-setting, medium-term financial planning and strategic project planning processes. The Group's Work Programme for the current financial year therefore included this as an item for its meeting in March 2019.
- c. This report advises the Human Resources Policy and Challenge Group of the proposed measures and targets for 2019/20. Members are requested to consider and endorse the proposed targets for 2019/20 as per Appendix A attached.
- d. Members are reminded that fitness testing during 2017/18 was delayed owing to the introduction of new national fitness requirements and the associated negotiation with the recognised trade unions. As a consequence it was agreed to carry forward the targets set in 2017/18 into 2018/19 and not report on performance for 2017/18.
- e. The targets have been set taking account of Service plans, projects and budgetary allocations 2019/20. The key considerations relevant to each area are outlined in the additional comments in the table and link the measure to Service objectives.

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