

WEST MIDLANDS FIRE AND RESCUE AUTHORITY

SCRUTINY COMMITTEE

16 SEPTEMBER 2013

1. **WORKFORCE PROFILE INDICATORS 2012/2013**

Report of the Chief Fire Officer.

RECOMMENDED

THAT the Committee notes the reasons for the changes in performance against the workforce profile indicators which were reported to the Scrutiny Committee at its meeting on 22 July 2013.

2. **PURPOSE OF REPORT**

At its meeting held on 22 July 2013, the Scrutiny Committee requested that a report be submitted to its next meeting on the reasons for the deterioration of performance for the percentage of women firefighters (PI 20), the percentage of uniformed staff from ethnic minority communities (PI 21), the percentage of non-uniformed and Fire Control employees from ethnic minority communities (PI 22) and the number of all staff from ethnic minority communities (PI 23).

3. **BACKGROUND**

- 3.1 An analysis of progress of corporate performance against 'The Plan' for quarter four 2012/2013 was submitted to the Scrutiny Committee on 22 July 2013. Within that report, details of performance against the Human Resources Performance Indicators were set out.

- 3.2 The performance summary stated that Performance is below target for: the percentage of women firefighters (PI 20), the percentage of uniformed staff from ethnic minority communities (PI 21), the percentage of non-uniformed and Fire Control employees from ethnic minority communities (PI 22) and the number of all staff from ethnic minority communities (PI 23).

3.3 The Percentage of Women Firefighters (PI 20)

The report submitted to Scrutiny Committee on 22 July 2013 contained a typographical error on page 25. It stated that there are 7 women firefighters. The report should in fact have stated the figure 70. The percentages stated in the report regarding this indicator were however correct. The 2012/2013 target percentage for women firefighters was 4.5%. The actual out turn was 4.3%. This however did not represent a deterioration in performance. The way this indicator is defined has changed; the female Fire Control staff who are in uniformed posts are no longer recorded as uniformed. The actual number of women firefighters has not changed since April 2012.

3.3.1 The Percentage of Uniformed Staff from Ethnic Minority Communities (PI 21)

The way that the indicator of staff from ethnic minority communities is defined has changed. Those who have not specified their ethnicity are no longer included in the count of those who are from black or ethnic minority backgrounds. This change has the obvious effect of reducing the reported percentage of uniformed staff from black and ethnic minority communities. In actual fact there are 201 uniformed staff from black or ethnic minority communities. Using the updated definition, in April 2012 there were 209. Eight of the 80 uniformed staff who left the Brigade were of black or ethnic Minority, six of whom retired. This analysis provides reassurance that there are no underlying adverse trends with regard to this performance indicator.

3.3.2 The Percentage of Non-uniformed and Fire Control Employees from Ethnic Minority Communities (PI 22)

It is again important to note that as in 3.3.1 above, the way that the indicator is defined has changed. When analysing actual performance, the position is that there are 88 non-uniformed and Fire Control staff from black or ethnic minority communities. Applying the updated definition to the workforce as it stood in April 2012, the figure was 89 employees. This analysis again provides reassurance that there are no underlying adverse trends with regard to this performance indicator.

3.3.3 The Number of all Staff from Ethnic Minority Communities (PI 23)

Performance against this indicator is obviously taken from PIs 21 and 22 above. Therefore whilst there appears to have been a reduction in performance, the slight reductions in the reported percentages were due to changes in the definition used to calculate the percentages. Like for like comparisons using a consistent definition do not raise issues of concern.

- 3.4 Members of the Scrutiny Committee will be aware that the Service has been conducting a limited recruitment campaign for firefighters over the last couple of months. Once the process has been completed it is the intention to submit a detailed report to the Committee on the outcomes from the recruitment and selection process. This will support the Committee's work programme in undertaking its review of the recruitment process – ensuring that the process was correct and identifying any areas for improvement for the next recruitment exercise.

4. EQUALITY IMPACT ASSESSMENT

In preparing this report an initial Equality Impact Assessment is not required and has not been carried out. The matters contained in this report will not lead to a policy change.

The subsequent review of the recruitment process to be undertaken by the Scrutiny Committee may identify Equality considerations to be addressed by the Service.

5. LEGAL IMPLICATIONS

The course of action recommended in this report does not raise issues which should be drawn to the attention of the Authority's Monitoring Officer.

6. FINANCIAL IMPLICATIONS

There are no financial implications arising from this report

7. BACKGROUND PAPERS

Report to Scrutiny Committee 22 July 2013 - An analysis of progress of Corporate Performance against 'The Plan' – Quarter Four 2012/2013.

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CHIEF FIRE OFFICER