

WEST MIDLANDS FIRE AND RESCUE AUTHORITY

STANDARDS COMMITTEE

6 JUNE 2011

1. EMPLOYEES' INTERESTS

Joint Report of the Chief Fire Officer and the Clerk.

RECOMMENDED

- 1.1 THAT Members note the information contained within this report which identifies how the Authority records hospitality and employee declarations of interest.
- 1.2 THAT employees are reminded annually about their obligations in this regard.

2. PURPOSE OF REPORT

This report is submitted to Members at their request as an outcome of the Standards Committee which took place on 17 May 2010. The purpose of this report is to provide an update on the progress made in respect of the electronic database for the recording of hospitality and employee declarations of interest.

3. BACKGROUND

- 3.1 At the Standards Committee on 17 May 2010, Members received a report from the Monitoring Officer which outlined the Code of Conduct Standing Order No. 2/12 and which has references to avoiding conflict (please see Appendix 1 attached).
- 3.2 The Authority has registers in relation to gifts, membership and hospitality, outside and secondary employments and politically restricted posts. These records help in identifying and managing conflict.
- 3.3 However, the Authority has not had a single comprehensive employee's register for recording and reporting employee interests as proposed by government legislation.

- 3.4 The Service has recently undertaken a review of its Human Resource Management Systems (HRMS) and as a result of this membership to societies, outside and secondary employment and political restricted posts are now recorded on the HRMS system.
- 3.5 Gifts and hospitality are not currently recorded on the Services HRMS but are recorded electronically. The Standing Order for Employee Declaration of Interests 2/15 is currently being reviewed.
- 3.6 Should the Service decide to make further amendments to the HRMS system then consideration will be given to gifts and hospitality records being maintained on HRMS.

4. **EQUALITY IMPACT ASSESSMENT**

In preparing this report an initial Equality Impact Assessment is not required and has not been carried out.

5. **LEGAL IMPLICATIONS**

It is important for the Authority's ethical governance framework (based on law and good practice) to be kept under review and to be revised as appropriate.

7. **FINANCIAL IMPLICATIONS**

There are no direct financial implications arising from this report.

8. **BACKGROUND PAPERS**

Report to the Standards Committee – Employee Declarations 17 May 2010.

Code of Conduct Standing Order No. 2/12

VIJ RANDENIYA
CHIEF FIRE OFFICER

NEERAJ SHARMA
CLERK