

LANCASHIRE COMBINED FIRE AUTHORITY RESOURCES COMMITTEE

Meeting to be held on 1 December 2021

LFRS PEOPLE STRATEGY - 2021-2024 (Appendix 1 refers)

Contact for further information:

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Table 1 Executive Summary and Recommendations

Executive Summary

Attached as Appendix 1 is the People Strategy for LFRS for the period 2021-2024.

Recommendation(s)

The Resources Committee is asked to endorse the report.

Information

The People Strategy document provides the basis and thrust for our people activity. The delivery of the strategy is by separate plans and initiatives that are identified in section 6. These plans are live documents, especially as they will have to be changed to reflect alterations in the detailed circumstances or as a result of new issues arising, to enable the Service to respond effectively within the parameters of the People Strategy.

Business Risk

The Fire Authority's mission to make Lancashire safer, requires the provision of appropriately skilled staff in the numbers required. This strategy enables the HR inputs to be relevant to the delivery of our services and legislative requirements

Environmental Impact

The nature of the evolving incidents we encounter due to climate change response could result in an impact, but this will be reflected in separate policy changes.

Equality and Diversity Implications

The Authority includes EDI considerations in developing its future strategies and plans

HR Implications

This is the overarching document with a suite of underpinning documents informing and guiding the Combined Fire Authority's Human resource plans.

Financial Implications

None directly from this report. The cost of employing individuals is a significant element in the overall provision of our services. Efficient and effective activity in this area minimises the impact on the overall cost envelope.

Local Government (Access to Information) Act 1985

List of Background Papers

Table 2 Details of any background papers

Paper:	
Date:	
Contact:	
Reason for inclusion in Part 2 if appropriate:	