

AT A MEETING of the HAMPSHIRE FIRE AND RESCUE AUTHORITY  
HUMAN RESOURCES COMMITTEE held at Hampshire Fire and Rescue Service  
Headquarters, Eastleigh on 21 November 2013

**PRESENT:**

Councillors: Liz Fairhurst (Chairman), Jonathan Glen (Vice-Chairman), Jason Fazackarley, Chris Lagdon, Sharon Mintoff, Phil Smith, and John Wall

**10. APOLOGIES FOR ABSENCE**

Apologies for absence were received from Councillor Keith Chapman.

**11. DECLARATIONS OF INTEREST**

Members were mindful of their duty to disclose at the meeting any disclosable pecuniary interest they had in any matter on the agenda for the meeting, where that interest was not already entered in the Authority's register of interests, and their ability to disclose any other pecuniary or non-pecuniary interests in any such matter that they might have wished to disclose.

**12. MINUTES**

The Minutes of the meeting of the Committee held on 10 July 2013 were confirmed as a correct record and signed by the Chairman.

Members noted that Sub-Committees would be known as Working Groups, in line with the agreement of HFRA.

**13. DEPUTATIONS**

There were no deputations on this occasion.

**14. CHAIRMAN'S ANNOUNCEMENTS**

There were no announcements by the Chairman.

**15. ESTABLISHMENT**

The Committee considered the report of the Chief Officer regarding the Service's establishment as of 1 October 2013 (Item 5 in the Minute Book).

The Director of Human Resources introduced the report highlighting sections on the planned level of reduction and the anticipated recruitment programme into the Whole-time Firefighter service that attracted applications from Retained Firefighter service personnel. Members were told about the integrity of the selection procedure that weighed skills and performance levels in candidate assessment.

RESOLVED

That the HR Committee accept the changes to the establishment contained within the report made under the Chief Officer's delegated powers.

**16. REVIEW OF RE-ENGAGEMENT POLICY**

The Committee considered the report of the Chief Officer regarding the Service's Re-employment policy (Item 6 in the Minute Book).

The Director of Human Resources outlined the background of the report to Members referring to the national picture and how re-introduction of the policy could affect Service recruitment and skill-levels in the immediate and longer term. Members noted the recommendation included provision for earlier review if it was felt necessary.

RESOLVED

That the HR Committee agrees, on the basis of information and risks identified, that the re-employment policy is not re-instated and that unless a significant event requires earlier review, the policy is not reviewed for a minimum period of 24 months.

**17. FIREFIGHTERS FITNESS STANDARDS AND ASSESSMENTS: KEY PRINCIPLES**

The Committee considered the report of the Chief Officer regarding the Consultation issued by the Fire Minister on 1 November 2013 (Item 7 in the Minute Book)

The Consultation's timeframe was due to close on 6 December and the HR Director sought Members views as to the response content in the context of the current national industrial dispute and the Service's workforce.

RESOLVED

The HR Committee delegates to the Human Resources Director (HFRS) the responsibility to respond to the Consultation on Firefighters Fitness Standards and Assessments: Key Principles.

**18. EXCLUSION OF THE PRESS AND PUBLIC**

RESOLVED:

That in relation to the following items the public be excluded from the meeting, as it is likely, in view of the nature of the business to be transacted or the nature of the proceedings, that if members of the public were present during the items there would be disclosure to them of exempt information within Paragraph 4 of Part 1 of Schedule 12A to the Local Government Act 1972, and further that in all

the circumstances of the case, the public interest in maintaining the exemption outweighs the public interest in disclosing the information, for the reasons set out in the reports.

Officers not concerned with the following item of business left the meeting.

## **19. CHIEF OFFICER'S DELEGATED AUTHORITY**

The Committee considered the report of the Clerk in relation to the Chief Officer's Delegated Authority (item 9 in the Minute Book).

The Chief Officer had received notice from the Fire Brigades Union of a ballot for a decision to take industrial action short of strike (known as Action Short of Strike or ASOS) as part of the continuing dispute between the Union and Central Government. The Chief Officer wished to have the scope of his delegated authority confirmed in anticipation of a ballot decision in favour of ASOS and the called-for action by the Union.

Members were told that the local relationship between the Service and the FBU was constructive and the ballot for ASOS evidenced the relative position of the FBU and Central Government, and were the ballot outcome to be in favour of ASOS then it could heighten the risk to the community.

The Service's business continuity management plans had worked to good effect during the current industrial action. Following a ballot outcome in favour of ASOS, the Service would be given seven clear days notice of the intended Action and Officers would work up the required response. Aspects such as training could be degraded as a result but caught up later. However, were ASOS to impact on emergency response, then the Service's position regarding an acceptance of partial performance might be different.

A vote was held and it was RESOLVED:

That the Chief Officer exercise his delegated authority in relation to determining issues of partial performance; and that

The above resolution be specifically brought to the attention of Members at the next meeting of the Authority.