

AT A MEETING of the HAMPSHIRE FIRE AND RESCUE AUTHORITY HUMAN RESOURCES COMMITTEE held at Hampshire Fire and Rescue Service Headquarters, Eastleigh on 9 November, 2010.

PRESENT:

Councillors: A. Evans (Chairman); A.S. Carew; K. Chapman; Sam Darragh; L. Fairhurst; A. Fraser; R.J. Kimber; M.J. Tucker; J.K. West.

54 APOLOGIES FOR ABSENCE

Apologies for absence were received from Councillor E. Neal.

55 DECLARATIONS OF INTEREST

Members were mindful that, where they believed they had a personal or personal prejudicial interest in any matter to be considered at the meeting, they should normally, at the time of the debate, declare their interest and having regard to the circumstances described in paragraphs 9, 10, 11 and 12 of the Fire Authority's Code of Conduct consider whether to leave the meeting whilst the matter was discussed, save for exercising any right to speak in accordance with Paragraph 12 of the Code.

There were no declarations of interest made by Members under this item.

56 MINUTES

The Minutes of the meeting of the Committee held on 13 July, 2010 were confirmed as a correct record and signed by the Chairman.

57 CHAIRMAN'S COMMUNICATIONS

The new Chairman welcomed Councillor L. Fairhurst to her first meeting . Mitch Quick was also welcomed as an independent member of the Standards Committee who was attending as an observer. He thanked Councillor K. Chapman , the former Chairman, for his much appreciated and valuable role and contributions over the past six years and for agreeing to continue as Vice-Chairman of the Committee.

58 DEPUTATIONS

There were no deputations on this occasion.

59 ESTABLISHMENT

The Committee considered the report of the Chief Officer (Item 5 in the Minute Book) on the authorised an actual establishment as of 1 October, 2010.

RESOLVED:

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

60 **SOUTH EAST CHARTER FOR MEMBER DEVELOPMENT**

The Committee considered the report of the Chief Officer (Item 6 in the Minute Book) giving an update on progress towards achieving this Charter. Councillor Sam Darragh as Chairman of the Member Development Steering Group reported the very latest position on member development initiatives. She reminded those Members who had not so far completed the self assessment action plan to do so as successful achievement of the Charter was dependent upon this. The Committee were advised that the planned date for the Charter assessment was 19 January, 2011.

- (a) That progress on the South East Charter for Member Development Plan be accepted.
- (b) That Hampshire Fire and Rescue Authority undergoes assessment for the South East Charter for Member Development in January, 2011.

61 **STAFF REVIEW UPDATE**

The Committee considered the report of the Chief Officer (Item 7 in the Minute Book) on steps being taken to review staff numbers as part of the Service Plan objectives. Members supported the way forward being proposed in the report and it was

RESOLVED:

That the Human Resources Committee endorses the steps being taken to review staff numbers as part of the Service Plan objectives.

62 **EXCLUSION OF PRESS AND PUBLIC**

That the press and public be excluded from the meeting during the following item of business, 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 this item there would be disclosure to them of exempt information to them within Paragraph 3 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 report.

63 **PRINCIPAL OFFICER PAY REVIEW**

The Committee considered and approved the exempt report by Councillor K. Chapman the former Chairman of the Principal Officer Pay Review Group (Item 9 in the Minute Book) on their recommendations in relation to this item.

[SUMMARY OF AN EXEMPT MINUTE]

4gM1641110

THE FOLLOWING ITEM WAS EXEMPT AND THE PRESS AND PUBLIC WERE NOT ENTITLED TO BE PRESENT

63 PRINCIPAL OFFICER PAY REVIEW GROUP

The Committee considered the exempt report by Councillor K. Chapman the former Chairman of the Principal Officer Pay Review Group (Item 9 in the Minute Book) on their recommendations in relation to this item. It was reported that although paragraph 10 of the exempt report mentioned SMT that this only applies the Chief Officer, Deputy Chief, Director of Corporate Services, Director of HR and Assistant Chief Officers' posts only.

RESOLVED:

That the recommendations of the Principal Officer Local Pay Review Group be approved as follows:-

- (a) A 0% local pay award for the period 1 January – 31 December, 2011.
- (b) The 2010 performance achievements be “banked” for consideration by the Principal Officer Pay Group in the future.

4gM1641110