

AT A MEETING of the HAMPSHIRE FIRE AND RESCUE AUTHORITY HUMAN RESOURCES COMMITTEE held at Hampshire Fire and Rescue Service Headquarters, Eastleigh on 12 July, 2011.

**PRESENT:**

Councillors: Mrs M. J Tucker (Vice-Chairman in the Chair); Cllr A.S Carew; Cllr K. Chapman; Cllr S. Darragh,; L. Fairhurst; E. Neal (Item 9 only); J.K. West.

**86 APOLOGIES FOR ABSENCE**

Apologies for absence were received from Councillors A. Evans; Cllr D. Fuller; Mrs J. Hancock and Cllr K. Morrell

**87 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.

**88 MINUTES**

The Minutes of the meeting of the Committee held on 28 April, 2011 were confirmed as a correct record and signed by the Vice-Chairman.

**89 DEPUTATIONS**

There were no deputations on this occasion.

**90 ESTABLISHMENT**

The Committee considered the report of the Chief Officer (Item 5 in the Minute Book) on the authorised and actual establishment as of 1 June, 2011.

It was highlighted to Members that with the discounted figures the authority currently had just under seven fire fighter posts above establishment. It was anticipated that the required reduction would be achieved through natural turn over by the end of the year. It was also confirmed that the '\*' beside the five Area Manager posts quoted in the table in 4.2 related to the fact that six posts had been authorised, but only five were being used.

**RESOLVED:**

That the HR Committee accepts the changes to the establishment made under

the Chief Officer's delegated powers contained within the report.

**91 RDS STRATEGY PROJECT PROGRESS REPORT**

The Committee considered the report of the Chief Officer (Item 6 in the Minute Book) summarising the progress to date within the Retained Duty System (RDS) Strategy Project.

It was confirmed that two revised contracts will be issued, covering 100% cover and 75% cover requirements. There was also an additional contract which allowed for a post share arrangement for the 100% cover which would require people to provide between 35-82 hours of cover per week (on average). The Fire Brigade Union (FBU) had been advised by their regional and national officers to not enter into a local agreement, although in spite of requests from the Service, no detailed response had been received confirming the reasons for this. The Chief Officer confirmed that the proposals did not run counter to national terms and conditions.

RESOLVED:

That the HR Committee continue to support the work of the Service to introduce new and more flexible contracts for RDS Firefighters.

**92 STAFF REVIEW UPDATE**

Cllr Carew stepped out for this item.

The Committee considered the report of the Chief Officer (Item 7 in the Minute Book) about headline proposals put forward by each of the three directorates.

It was confirmed that the individual consultations were due to be completed in mid August

RESOLVED:

- (a) That the HFRA HR Committee continue to support the progress made with the Staff Review.
- (b) That the HFRA HR Committee agree to continue to monitor the people impacts of the staff review and receive further updates at future meetings.

**93 EQUALITY ACT 2010 (SPECIFIC DUTIES), REGULATIONS 2011 AND THE ANNUAL STATEMENTS OF EQUALITY 2011-12**

The Committee considered the report of the Chief Officer (Item 8 in the Minute Book) introducing the revised public sector duties of the Equality Act 2010 and a copy of the Annual Statement of Equality 2011-12.

It was confirmed that there had been changes to the Equality Legislation, as highlighted in paragraphs 3.4 and 4.2 in the report.

RESOLVED:

- (a) That the general and specific duties laid out within the Equality Act 2010 and the Equality Act 2010 (specific duties) Regulations 2011 respectively, be considered within the future scrutiny role of the HR Committee and more widely within the HFRA.
- (b) That the Annual Statement of Equality is endorsed by the HR Committee

94 **RE-EMPLOYMENT OF GREY BOOK EMPLOYEES IN THE FIREFIGHTERS PENSION SCHEME (FPS) / NEW FIREFIGHTERS PENSION SCHEME (NFPS) AND GREEN BOOK EMPLOYEES IN THE LOCAL GOVERNMENT PENSION SCHEME (LGPS) FOLLOWING RETIREMENT**

The Committee considered the report of the Chief Officer (Item 9 in the Minute Book) detailing plans as a result of the Comprehensive Spending Review (CSR).

It was highlighted that a review of the policy would be required, taking into account budget and staff numbers and an immediate freeze was necessary whilst this review took place.

Findings and recommendations from this review would return to the HR Committee in November 2011.

RESOLVED:

- (a) That the HR Committee commissions a review of the current policy on re-employment
- (b) That the HR Committee instigates an immediate temporary freeze on all re-employment applications for eligible individuals whilst conducting a review as detailed in recommendation 2.1 above.