

AT A MEETING of the HAMPSHIRE FIRE AND RESCUE AUTHORITY HUMAN RESOURCES COMMITTEE held at Hampshire Fire and Rescue Service Headquarters, Eastleigh on 19 January, 2011.

**PRESENT:**

Councillors: A. Evans (Chairman); A.S. Carew; K. Chapman; Sam Darragh; L. Fairhurst; A. Fraser; D. Fuller; R.J. Kimber; E. Neal; J.K. West.

**64 APOLOGIES FOR ABSENCE**

Apologies for absence were received from Councillors Mrs. J.K. Frankum and M.J. Tucker.

**65 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.

**66 MINUTES**

The Minutes of the meeting of the Committee held on 9 November, 2010 were confirmed as a correct record and signed by the Chairman, subject to Councillor Mrs. J.K. Frankum being added to the apologies for absence.

**67 DEPUTATIONS**

There were no deputations on this occasion.

**68 INVESTORS IN PEOPLE – PRESENTATION**

Mr. Wayne Parsons, Investors in People (IiP) Watch Manager, Hampshire Fire and Rescue Service gave a PowerPoint presentation to the Committee on the development of IiP within the Service. It covered the period from 2007 when the organisation first met the necessary requirements, through to the present day. The presentation appears as Item 5 in the Minute Book.

The Committee congratulated those involved in facilitating the significant improvements in the IiP culture within the Service and most recently in achieving IiP Silver status recognition. This puts HFRS in the top 5% of over 35,000 UK IiP recognised organisations. Members unanimously supported the proposal to undertake a top-up review in 2011 to try and achieve the next and highest IiP Gold status.

RESOLVED:

That Mr. Wayne Parsons be thanked for his excellent and informative presentation.

**69 ESTABLISHMENT**

The Committee considered the report of the Chief Officer (Item 6 in the Minute Book) on the authorised and actual establishment as of 1 December, 2010.

RESOLVED:

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

**70 POLITICALLY RESTRICTED POSTS**

The Committee considered the report of the Chief Officer (Item 7 in the Minute Book) seeking approval to the revised list of politically restricted posts within Hampshire Fire and Rescue Service.

RESOLVED:

That the Committee agree the revised list of politically restricted posts within Hampshire Fire and Rescue Service as set out in Appendix A to the report.

**71 RE-EMPLOYMENT OF GREY AND GREEN BOOK EMPLOYEES IN THE LOCAL GOVERNMENT PENSION SCHEME FOLLOWING RETIREMENT**

The Committee considered the report of the Chief Officer (Item 8 in the Minute Book) on the re-employment of grey and green book employees in the local government pension scheme following retirement. After a detailed discussion, Members supported the proposed adjustment to the existing policy which would offer re-employment to eligible staff for a limited fixed contract period and agreed that the policy should continue to be reviewed on an annual basis.

RESOLVED:

- (a) That Hampshire Fire and Rescue Service continues to offer re-employment to eligible employees but with additional terms and conditions within the policy which will take effect immediately.
- (b) That re-employment will be permitted for eligible employees who will be employed for a period of 11 months on a fixed term basis.
- (c) That employees who are re-employed on a fixed term basis may request to continue working in the same capacity by the end of the fixed term contract. Where HFRS agrees to this, the individual will be required to take a further break in employment of at least four calendar weeks then a

new fixed term contract may commence for a period of 11 months.

- (d) That this policy continues to be reviewed on an annual basis or earlier as may be needed to support the delivery of the Staff Review and/or Efficient and Flexible Crewing Project requirements.

## **72 REVIEW OF HFRS COMPULSORY RETIREMENT POLICY DECISION**

The Committee considered the report of the Chief Officer (Item 9 in the Minute Book) on a review of HFRS's compulsory retirement policy decision.

RESOLVED:

- (a) That HFRS maintains the existing policy decision to allow continued employment beyond the age of 65 years.
- (b) That no further review of this policy decision are required, unless there is a significant change in the Government's proposals.

## **73 STAFF REVIEW UPDATE**

The Committee considered the report of the Chief Officer (Item 10 in the Minute Book) about the ongoing work in relation to the Staff Review.

RESOLVED:

That the Committee continues to support the ongoing work of the Staff Review and endorses the progress made in the review of staff numbers as part of the Service Plan objective.

## **74 RETAINED DUTY SYSTEM STRATEGY PROJECT PROGRESS REPORT**

The Committee considered the report of the Chief Officer (Item 11 in the Minute Book) giving an update on progress in relation to the Retained Duty System Strategy Project. The Chief Officer was asked to include in a future report on this item details about those who have changed to the new banded retaining fee form of contract.

RESOLVED:

That the Committee support the continued delivery of the Retained Duty System Strategy Project and receive a further progress report in due course.

## **75 LOCAL GOVERNMENT PENSION SCHEME – DISCRETIONARY POWERS**

The Committee considered the report of the Chief Officer (Item 12 in the Minute Book) about further changes required to fully comply with the Local Government Pension Scheme (LGPS) discretionary powers.

## RESOLVED:

- (a) That the Committee approve the proposed amendments to the LGPS discretionary powers policy to be taken forward through the Service's consultation as referred to in Appendix A to the report.
- (b) That the Committee agree that the target date for the revised policy to become effective will be from 31 March, 2011.
- (c) That the Committee approve the amendment to the posts responsible for HFRS's discretions under the LGPS; those will be Chief Officer and all Directors in conjunction with the Service's Treasurer.
- (d) That the Committee agrees that the existing policy is withdrawn immediately as it is ultra vires. In the likely event that the policy must be referred to prior to 31 March, 2011, the existing policy may be used provided the specific discretion appropriate to the issue is not prohibited.

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