

AT A MEETING of the HAMPSHIRE FIRE AND RESCUE AUTHORITY HUMAN RESOURCES COMMITTEE held at Hampshire Fire and Rescue Service Headquarters, Eastleigh on 26 April, 2012.

PRESENT:

Councillors: A. Evans (Chairman), Mrs M. J Tucker (Vice-Chairman), Cllr K. Chapman, S. Darragh, R. Kimber, E. Neal and J.K. West.

110 APOLOGIES FOR ABSENCE

Apologies for absence were received from Councillors: K. Morrell, A.S Carew and L. Fairhurst

111 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.

112 MINUTES

The Minutes of the meeting of the Committee held on 17 January, 2012 were confirmed as a correct record and signed by the Chairman.

113 DEPUTATIONS

There were no deputations on this occasion.

114 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 March, 2012.

The Chief Officer presented the report and highlighted several of the key figures in relation to the establishment. Members questioned the use of agency workers and it was reported that these provided necessary flexibility, that their use was closely monitored and was expected to reduce. The number of staff on secondment with other organisations was discussed and Members were informed that secondment opportunities were of value both to individuals and to the organisation.

The level of detail and the format of the report was discussed and it was agreed that this be given consideration by officers prior to the next meeting.

RESOLVED:

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

115 NATIONAL SETTLEMENT OF CLAIMS UNDER THE PART-TIME WORKERS (PREVENTION OF LESS FAVOURABLE TREATMENT) REGULATIONS

The Committee considered the report of the Chief Officer (Item 6 in the Minute Book) regarding the national settlement.

The background to the requirement for a settlement was explained and it was confirmed that the compromise that had been reached and the compensation package agreed was part of a national deal. The potential tax liability arising from the compensation payment was outlined to Members. The Committee was keen to challenge the tax liability and several options for doing so were discussed.

RESOLVED:

That the HR Committee note the contents of the report and the potential for additional costs relating the settlement of this matter. That opportunities to challenge the additional costs continue to be pursued.

116 RETAINED DUTY SYSTEM STRATEGY PROJECT PROGRESS REPORT

The Committee considered the report of the Chief Officer (Item 7 in the Minute Book) regarding the Retained Duty System (RDS) Strategy Project.

The Chief Officer outlined the local agreement that had been reached with the Retained Firefighters Union (RFU) and explained that this was not supported by the Fire Brigades Union (FBU) at a regional level. Details of the new contracts were outlined and it was noted that monitoring mechanisms for the levels of cover provided were in place to assist retained officers to remain in the service.

RESOLVED:

That the HR Committee supports the work to provide additional flexibility for Retained Firefighters to help improve appliance availability across the county.

117 WORKFORCE WELLBEING PRIORITY PROPOSALS FOR 2012 - 2013

The Committee considered the report of the Chief Officer (Item 8 in the Minute Book) regarding initiatives proposed by the Workforce Wellbeing Strategy Group (WWSG).

Five key areas identified to improve employee wellbeing were detailed and the respective initiatives and the way in which they would help to improve wellbeing were explained to the Committee. Members supported the initiatives and were

keen that the proposal to improve catering facilities for firefighters on training activities at HQ should be given particular priority.

RESOLVED:

That the HR Committee support the five initiatives outlined in section 6 of the report, to be progressed in 2012/2013 and that the catering initiative become a particular priority.

That the HR Committee recognise the reduction in absence levels as detailed in the overview provided in section 7 of the report.

That through their work with HFRS, elected Members help to instil the Service's approach to wellbeing into normal management practice via Authority policy.