

AT A MEETING of the HAMPSHIRE FIRE AND RESCUE AUTHORITY
HUMAN RESOURCES COMMITTEE held at Hampshire Fire and Rescue Service
Headquarters, Eastleigh on 16 January 2014

PRESENT:

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

At the invitation of the Chairman: Cllr Royston Smith GM; Cllr Roz Chadd; and Chief Officer John Bonney were in attendance.

20. APOLOGIES FOR ABSENCE

These were received from Cllr Lagdon.

21. 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.

22. MINUTES

The Minutes of the meeting of the Committee held on 21 November 2013 were confirmed as a correct record and signed by the Chairman.

23. DEPUTATIONS

There were no deputations on this occasion.

24. CHAIRMAN'S ANNOUNCEMENTS

The Chairman announced the death of Cllr John West on 1 January, a Member of the County Council and of this Committee.

Chairman announced her intention to bring forward the Contractual Issue (Item 10) before that of Member Development (Item 6).

25. EXCLUSION OF PRESS AND PUBLIC

Members RESOLVED:

That in relation to the following item the public be excluded from the meeting, as it was 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 item there would be disclosure to them of exempt information within Paragraph 1 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

26. CONTRACTUAL ISSUE

(Summary of an Exempt Minute)

27. RESUMPTION OF PUBLIC BUSINESS

Members RESOLVED:

That in relation to the remaining items of business, the exclusion of the press and public (Minute 26 refers) was not applicable and that the restrictions agreed regarding public access to the meeting be lifted.

28. MEMBER DEVELOPMENT

Chairman invited Cllr Chadd to outline the work of the Member Development Group (Item 6 in the Minute Book). Cllr David Harrison and Cllr Sharon Mintoff had joined the Group to achieve cross-party support. The Authority was expected to achieve accreditation by South East Employers for the Members Charter Mark in June 2014. Members endorsed the Group's proposed questionnaire to the Authority membership on their training needs.

Members discussed and agreed, for the time being, to trial future Member Awareness sessions to comprise one topic during the lunchtime recession followed by the meeting of the Members Development Group.

29. ESTABLISHMENT

Members received the Report of the Chief Officer (Item 7 in the Minute Book) in respect of the authorised and actual establishment as of 1 November 2013.

The report was introduced by the Director of HR who summarised the Service's composition and development to meet the staff review target. Members were told the Retained Service continued to be well-populated given many stations were in rural areas.

RESOLVED:

To accept the changes to the Establishment contained within the report made under the Chief Officer's delegated powers.

30. PAY POLICY STATEMENT 2014

Members received a report of the Director of Human Resources (Item 8 in the Minute Book) regarding the Pay Policy Statement for the financial year 2013/2014 for approval by the Authority prior to publication.

RESOLVED:

The HR Committee recommends the Hampshire Fire and Rescue Service (HFRS) Pay Policy Statement to the Hampshire Fire & Rescue Authority for approval.

Further, the Committee delegates authority to the HR Director, HFRS, to update the Pay Policy Statement to reflect any material changes that may occur during the year to ensure on going accuracy in line with the requirements of the Localism Act 2011, such changes being advised to the Committee at the closest available meeting to the changes to the Statement.

31. PRINCIPAL OFFICERS PAY REVIEW PANEL

Members received a report of the Director of Human Resources (Item 9 in the Minute Book) regarding the commissioning of the Principal Officers Pay Review Group to complete the annual review of Principal Officers Pay and to produce a report for consideration by the Committee at its meeting in July.

RESOLVED:

The HR Committee formally commission the Principal Officers Pay Review Group to meet and complete the annual review of Principal Officers Pay and produce a report for consideration by the HR Committee in July 2014.