

AT A MEETING of the HAMPSHIRE FIRE AND RESCUE AUTHORITY
HUMAN RESOURCES COMMITTEE held at Hampshire Fire and Rescue Service
Headquarters, Eastleigh on 7 May 2014

PRESENT:

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

32. APOLOGIES FOR ABSENCE

Apologies were received from Cllr Fazackarley, Cllr Lagdon and Cllr Smith.

33. 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.

34. MINUTES

The Minutes of the meeting of the Committee held on 16 January 2014 were confirmed as a correct record and signed by the Chairman.

35. DEPUTATIONS

There were no deputations on this occasion.

36. CHAIRMAN'S ANNOUNCEMENTS

There were no Chairman's announcements on this occasion.

37. ESTABLISHMENT

Members received the Report of the Chief Officer (Item 6 in the Minute Book) in respect of the authorised and actual establishment as of 1 March 2014.

The report was introduced by Lorraine Hearnden, HR Manager, who highlighted the TUPE changes on page 19 of the report, which meant that the overall establishment had reduced.

RESOLVED:

The HR Committee accepted the changes to the Establishment contained within the report made under the Chief Officer's delegated powers.

38. PROFESSIONAL SERVICES DIRECTORATE (PSD)

Members received a report of the Director of Human Resources (Item 7 in the Minute Book), which provided an update on the creation of the new directorate and an overview of the redesign project that will ensure professional Services Directorate (PSD) delivers its services in the most effective and efficient manner in the future.

It was confirmed that the change to the Directorate structure and reduction in the number of Director posts not only meant reduction in staffing costs, but was also supported the organisational change programme which aims to give staff at all levels greater empowerment to make decisions and take control at their own level. Detailed restructuring within the two remaining Directorates would be done once full reviews had been conducted with the initial internal reports due at the end of the year.

RESOLVED:

The HR Committee noted the establishment of the PSD and supported the future review of PSD to meet the needs of the service.