

AT A MEETING of the HAMPSHIRE FIRE AND RESCUE AUTHORITY
HUMAN RESOURCES COMMITTEE held at Hampshire Fire and Rescue Service
Headquarters, Eastleigh on 9 July 2014

PRESENT:

Councillors: Liz Fairhurst (Chairman), Jonathan Glen (Vice-Chairman), A. Briggs; Keith Chapman and J. Wall

The meeting was opened by the Vice Chairman; Councillor Jonathan Glen

39. APOLOGIES FOR ABSENCE

Apologies were received from Cllr Cooper, Cllr Lagdon, Cllr Smith and Cllr Spicer

40. 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.

41. MINUTES

The Minutes of the meeting of the Committee held on 7 May 2014 were confirmed as a correct record and signed by the Chairman.

42. DEPUTATIONS

There were no deputations on this occasion.

43. CHAIRMAN'S ANNOUNCEMENTS

There were no Chairman's announcements on this occasion.

44. CHIEF OFFICER RECRUITMENT

Members received the Report of the Chief Officer (Item 6 in the Minute Book) in respect of the processes involved in recruiting a new Chief Officer, which fell as part of the responsibility of the HR Committee.

It was confirmed that a selection panel would be put together, who would put a recommended candidate forward to the HR Committee following the interview and assessment process. It was anticipated that the new Chief Officer would be in place early December, to allow a two-week handover period with the current Chief before his departure on the 31 December.

RESOLVED:

The process for recruiting the new Chief Officer, as set out in paragraph 4 to the report, was endorsed.

45. ESTABLISHMENT

Members received a report of the Chief Officer (Item 7 in the Minute Book), which provided an update on authorised and actual Establishment, as of 1 May 2014.

The report was introduced by Lorraine Hearnden, HR Manager, who summarised the report to Members. It was confirmed that there had been a 19 full-time employee (FTE) decrease due to Grey Book staff moving to become Green Book and other posts being removed. There had also been a reduction due to some externally funded posts coming to and end, in the case of 3 FTE.

Paragraph 4.7 detailed how there were 42 temporary agency staff within the Service, which was a decrease from 51 since the last Establishment report.

It was confirmed that future reports would be a lot shorter and succinct, with many of the lists and tables being consolidated.

RESOLVED:

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

46. EXCLUSION OF PRESS AND PUBLIC

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 3 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

47. PRINCIPAL OFFICER PAY REVIEW

The Committee received the report of the Chief Officer (Item 9 in the Minute Book), regarding a pay review for Principal Officers [SEE EXEMPT MINUTE].