

AT A MEETING of the HAMPSHIRE FIRE AND RESCUE AUTHORITY
HUMAN RESOURCES COMMITTEE held at Hampshire Fire and Rescue Service
Headquarters, Eastleigh on 5 November 2014

PRESENT:

Councillors: Liz Fairhurst (Chairman), Jonathan Glen (Vice-Chairman), Ann Briggs;
Keith Chapman, Chris Lagdon, Phil Smith, Sally Spicer and John Wall.

54. APOLOGIES FOR ABSENCE

Apologies were received from Cllr Mark Cooper.

55. 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.

56. MINUTES OF LAST MEETING

The Minutes of the meetings held on the 9 July and 4 September 2014 were approved and signed by the Chairman.

57. DEPUTATIONS

There were no deputations on this occasion.

58. CHAIRMAN'S ANNOUNCEMENTS

The Chairman confirmed that there would be a special meeting of the HR Committee to appoint to new Deputy Chief Fire Officer, and that this would most likely take place on the 18 December.

59. ESTABLISHMENT

The Committee received the report of the Chief Officer (Item 6 in the Minute Book), which confirmed the authorised and actual establishment as of 1 September 2014.

It was highlighted that the number of Wholetime positions had reduced by 4 FTE (full time employees) overall, but showed as +3.4 FTE due to fixed term contracts over the summer put in place to cover long term sick and maternity leave. It was also confirmed that Green Book establishment had also reduced and that there were not plans to recruit at the moment.

RESOLVED:

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

60. INDEPENDENT REVIEW OF CONDITIONS OF SERVICE FOR ALL FIRE AND RESCUE STAFF

The Committee considered a report from the Head of HR and Workforce Development (Item 7 in the Minute Book) regarding an upcoming independent review.

It was confirmed that following a review done in 2013, conditions of service were being looked at for all staff, which was likely to conclude next year following engagement with staff. Questionnaires were currently being completed and it was confirmed that the process had been started as part of the Sounding Board Working Group.

RESOLVED:

The Committee noted the approach being taken by government to review conditions of service for all Fire and Rescue staff.

61. SENIOR PAY POLICY STATEMENT

The Committee considered a report of the Chief Officer (Item 8 in the Minute Book) regarding the Pay Policy Statements.

It was confirmed that this was a requirement of the Localism Act 2011 (openness and accountability in local pay) and would be published on the website.

RESOLVED:

The Committee agreed to **RECOMMEND** to the Hampshire Fire and Rescue Full Authority, the Senior Pay Policy Statement for approval.

62. 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

63. EXEMPT MINUTES

The Minutes of the meetings held on the 9 July and 4 September 2014 were approved and signed by the Chairman.