

AT A MEETING of the HAMPSHIRE FIRE AND RESCUE AUTHORITY
HUMAN RESOURCES COMMITTEE held at Hampshire Fire and Rescue Service
Headquarters, Eastleigh on 28 January 2015

PRESENT:

The Chairman announced that the press and members of the public were permitted to film and broadcast the meeting. Those remaining at the meeting were consenting to being filmed and recorded, and to the possible use of those images and recording for broadcasting purposes.

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

70. APOLOGIES FOR ABSENCE

Apologies were received from Councillors Fairhurst and Cooper.

71. 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.

72. MINUTES OF LAST MEETING

The Minutes from the meetings on the 5 November and 18 December were approved.

73. DEPUTATIONS

There were no deputations on this occasion.

74. CHAIRMAN'S ANNOUNCEMENTS

The Chairman thanked Caroline Wayment for her contributions to Fire and wished her well for the future on behalf of the Committee.

It was proposed that an informal sub group be put together in order to feed into two national reviews. After discussion it was agreed that the item be put on a future agenda so the Committee could receive more details of the reviews and decide whether the best approach would be to form a sub group, or for the whole Committee to feed into the reviews collectively.

75. ESTABLISHMENT

The Committee received a report from the Chief Officer, which confirmed the authorised and actual establishment as of 1 December 2014. It was highlighted that there were 9.20 FTE posts that were proposed to be deleted in 2014/15 as

part of the final year of the staff Review savings, and that the reductions were on track to be removed by 31 March 2015.

RESOLVED:

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

76 PRINCIPAL OFFICERS PAY REVIEW

The Committee considered a report from the Chief Officer regarding the Principal Officer Pay Review (POPR). It was agreed that a Pay Review Group would be established as in 2013 and that Councillors Chapman and Lagdon would remain on the group. Due to Cllr Fazackarley no longer being on the Fire Authority, it was proposed and agreed that Cllr Cooper would take his place. Cllr Spicer also volunteered to be on the Review Group as a fourth member.

It was confirmed that H3 would be involved in the benchmarking and consolidating information as opposed to it being undertaken by a consultancy as done previously. There would be no conflict of interest in this approach as there was no direct employment between HR and HFRA.

RESOLVED:

a) The HR Committee agreed that the POPR Group consist of Cllrs Chapman, Cooper, Lagdon and Spicer, who will produce a pay review report for consideration by the HR Committee in July 2015 in accordance with the POPR Policy.

b) That the terminology in the POPR methodology in Appendix 1 to the report be amended to reflect four Members on the POPR Group (Procedure) and also the fact that an external HR consultancy would not be used (Phases 5 and 7).

77 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.

78. GREEN BOOK ENHANCED VOLUNTARY REDUNDANCY SCHEME

The Committee received an exempt report from the Chief Officer regarding the enhanced voluntary redundancy scheme [EXEMPT MINUTE].