

AT A MEETING of the HAMPSHIRE FIRE AND RESCUE AUTHORITY  
HUMAN RESOURCES COMMITTEE held at Hampshire Fire and Rescue Service  
Headquarters, Eastleigh on 15 April 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:

p	Ann Briggs	p	Chris Lagdon
p	Keith Chapman	a	Phil Smith
p	Mark Cooper	a	Sally Spicer
p	Liz Fairhurst (Chairman)	p	John Wall
p	Jonathan Glen (Vice Chairman)		

**79. APOLOGIES FOR ABSENCE**

Apologies were received from Councillor Phil Smith.

**80. 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.

**81. MINUTES OF LAST MEETING**

The Minutes from the meeting on the 28 January were agreed to be a correct record and signed by the Chairman.

**82. DEPUTATIONS**

There were no deputations on this occasion.

**83. CHAIRMAN'S ANNOUNCEMENTS**

The Chairman announced that she had recently seen draft plans for the redesign of the Headquarters building, to incorporate co-location with the Police and felt that it would be very impressive.

On behalf of the Committee, the Chairman congratulated Councillor Chapman on the formal collection of his MBE.

#### **84. ESTABLISHMENT**

The Committee received a report from the Chief Officer, which confirmed the authorised and actual establishment as of 1 March 2015.

It was noted that Lorraine Hearnden, who had prepared the Establishment report for many years would shortly retire from the Service. The Chairman expressed thanks for her contribution on behalf of the Committee.

The impact of partnership working on the establishment figures was questioned and it was explained that there had been a net reduction in staff as a result of transfers into the H3 Partnership. Further integration with other organisations may impact on the establishment in the future, but nothing specific was currently anticipated.

**RESOLVED:**

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

#### **85. PROFESSIONAL SERVICES REDESIGN**

The Committee considered a report from the Chief Officer regarding the Professional Services Redesign programme. The background of the programme, including the savings targets, the relationship with the Risk Review and context of partnership working were outlined. It was confirmed that the programme was scheduled to complete first, in order to provide stability for the later implementation of the outcomes of the Risk Review.

Members discussed the importance of maintaining staff morale during a period of change and it was confirmed that this was a management priority and a number of measures were in place to support both staff and managers.

Members were supportive of the programme and agreed to rephrase the recommendation to make this clearer in their resolution.

**RESOLVED:**

The HR Committee support the proposed changes to the Professional Services Department within the report, that are being made to support the Medium term Financial Plan under the Chief Officer's delegated powers.

#### **86 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.

**87. EXEMPT MINUTES**

The Exempt Minutes from the meeting on the 28 January were agreed to be a correct record and signed by the Chairman.