



## Notice of Meeting

*Meeting* **HAMPSHIRE FIRE AND RESCUE AUTHORITY  
HUMAN RESOURCES COMMITTEE**

*Date and Time* **WEDNESDAY 27 JANUARY 2016 at 14:00**

*Place* **HARLAND ROOM,  
HAMPSHIRE FIRE AND POLICE HQ, LEIGH  
ROAD, EASTLEIGH, SO50 9SJ  
(023 80 644 000)**

*Directions* <http://www.hantsfire.gov.uk/about-us/contact-us/directions-to-our-headquarters/>

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## Agenda

The press and members of the public are permitted to film and broadcast this meeting. By remaining at the meeting you are consenting to being filmed and recorded, and to the possible use of those images and recording for broadcasting purposes.

Councillors: L Fairhurst (Chairman); A. Briggs; K. Chapman; M. Cooper; H Hockaday; C Lagdon; P Smith; S. Spicer; J Wall

### 1 **APOLOGIES FOR ABSENCE**

To receive any apologies for absence.

### 2 **DECLARATIONS OF INTEREST**

To enable Members to disclose to the meeting any disclosable pecuniary interest they may have in any matter on the agenda for the meeting, where that interest is not already entered in the Authority's register of interests, and any other pecuniary or non-pecuniary interests in any such matter that Members may wish to disclose.

### 3 **MINUTES OF LAST MEETING AND MATTERS ARISING**

To confirm the non-exempt Minutes of the meeting of the Committee on the 28 October 2015.

4 **DEPUTATIONS**

Pursuant to Standing Order 19, to receive any deputations to this meeting.

5 **CHAIRMAN'S ANNOUNCEMENTS**

To receive any announcements the Chairman may wish to make.

6 **HFRS PAY POLICY STATEMENT (2016/17), INTRODUCTION OF THE NATIONAL LIVING WAGE AND THE £95,000 CAP ON EXIT PAYMENTS**

To consider a report from the Lead HR Business Partner regarding the 2016/17 Pay Policy Statement, national living wage and exit payments.

7 **ESTABLISHMENT**

To consider a report from the Chief Officer, which updates the Committee on the authorised and actual establishment, as of 1 December 2015

8 **ANALYSIS OF SICKNESS DATA**

To consider a report from the Lead HR Business Partner regarding sickness data and the Absence Improvement Plan.

9 **STRATEGIC WORKFORCE PLAN - PRESENTATION**

To receive a presentation from the Lead HR Business Partner regarding the Strategic Workforce Plan

**ABOUT THIS AGENDA**

This agenda is available on the Hampshire Fire and Rescue Service website ([www.hantsfire.gov.uk](http://www.hantsfire.gov.uk)) and can be provided, on request by telephone number/e-mail address quoted at the head of this agenda, in alternative versions (such as large print, Braille or audio) and in alternative languages.

**ABOUT THIS MEETING**

The press and public are welcome to attend the public sessions of the meeting. If you have any particular requirements, for example if you require wheelchair access, please call the telephone number/use the e-mail address at the head of this agenda in advance of the meeting so that we can help.