

At a meeting of the HAMPSHIRE FIRE AND RESCUE AUTHORITY FINANCE AND GENERAL PURPOSES COMMITTEE held at Hampshire Fire and Rescue Service Headquarters, Eastleigh on 10 May 2016.

PRESENT:

Councillors:

p	John Bennison	p	Geoff Hockley
p	Graham Burgess (Vice Chairman)	p	Sharon Mintoff
p	Chris Carter	p	Roger Price
p	Roz Chadd	p	David Simpson
p	David Fuller	p	Luke Stubbs (Chairman)

*Councillor Burgess opened the meeting on behalf of Cllr Stubbs*

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 recordings for broadcasting purposes.

#### 143 APOLOGIES

There were no apologies received.

#### 144 DISCLOSURES 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 personal interests in any such matter that they might have wished to disclose.

There were no declarations of interest received for the meeting.

#### 145 MINUTES AND MATTERS ARISING

In relation to Minute 142, it was confirmed that "every effort . . ." should be amended to "**all reasonable efforts** would be made to ensure that posts would remain for people to return to their original roles after the process had been completed."

The Minutes from the meeting on the 23 March 2016 were then agreed to be correct and signed by the Chairman.

#### 146 DEPUTATIONS

There were no deputations received for the meeting.

## **147 CHAIRMAN'S ANNOUNCEMENTS**

There were no Chairman's Announcements.

## **148 DISCRETIONARY POLICIES**

The Committee considered a report from the Chief Officer regarding several discretionary policy related matters (Item 6 in the Minute Book). The report was introduced and it was explained that HFRA were seeking to review and formalise several of these policy related areas.

Questions relating to ill health retirement were raised, and it was confirmed that a draft policy would be developed to formalise guidelines relating to ill health retirement, and it was heard that HR would undertake any ill health reviews, and details of this would be set out in the draft policy.

The background to Continued Professional Development (CPD) payments was set out, and approval was sought from the Committee for CPD payments to continue as pensionable. Members noted that based on assumed 100% pay out of the CPD payments, the expected employer pension cost would be £58,023.23 on top of the £238,430.03 paid to members.

### **RESOLVED:**

The Finance and General Purposes Committee approved the following proposals:

- a) A draft Firefighters' Pension Scheme (FPS) Discretionary Policy be produced with reference to the Scheme Managers Discretions document as published by the Local Government Association (LGA) and be brought back to a future meeting of the Committee for approval.
- b) Continued Professional Development (CPD) payments to continue as pensionable payments.
- c) A HFRA FPS ill health retirement policy to be developed and brought back to a future meeting of the Committee for approval.
- d) A new re-engagement policy to be developed, which maintains the current position that staff will not be re-engaged following retirement, except in exceptional circumstances driven by business need. The policy is to comply with the set draft policy parameters as outlined in Appendix B, and should include any tax implications as a result of Protected Pension Age (PPA). The draft policy will be brought back to a future meeting of the Committee for approval.
- e) That pension payments are abated in the exceptional situation that an individual is re-employed where they are a member of the 1992/2006 FPS.
- f) Not to have a discretionary injury benefit scheme under the Local Government (Discretionary Payment) (Injury Allowances) Regulations 2011 at this time and to publish a written statement to this effect. This policy is to be reviewed periodically.

- g) To conduct injury award reviews for the Firefighters Pension Scheme Compensation (England) Order 2006, in conjunction with ill health retirement reviews, at the appropriate interval determined by the policy once established.

*Councillor Stubbs arrived at the meeting and took the Chair*

## **149 DEVELOPING A STRATEGIC ASSET MANAGEMENT PLAN**

The Committee considered a report from the Chief Officer regarding progress made on the development of a strategic asset management plan (Item 7 in the Minute Book).

The report was outlined to the Committee and it was heard that the plan would set out the principles and approach for the management of property assets, and allow for a more resilient, effective and sustainable use of assets. The final draft of the Strategic Asset Management Plan would be brought back to a future meeting of the Committee.

The appointment of a new Police and Crime Commissioner for Hampshire was highlighted and Members noted the forthcoming meeting with the Office of the Police and Crime Commissioner.

Members were taken through the Asset Management Principles, and each principle was highlighted to the Committee. The need for the estate to remain fit for the organisation's purpose was emphasised, as well as meeting requirements for the staff and service going forward, and following the Risk Review process. Members discussed and were supportive of the Asset Management Principles as detailed in section 4.2.1 to 4.2.6 of the report.

**RESOLVED:**

The Finance and General Purposes Committee agreed to:

- a) Note the significant progress made with the development of the Strategic Asset Management Plan.
- b) The principles for asset management as set out in section 4.2.1 to 4.2.6 of the report.
- c) Receive a copy of the final draft of the Strategic Asset Management Plan at a future meeting of the Finance and General Purposes Committee.