

**At a meeting of the HAMPSHIRE FIRE AND RESCUE AUTHORITY HUMAN
RESOURCES COMMITTEE held at Hampshire Fire
and Rescue Service Headquarters, Eastleigh
on 22 November 2016**

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.

PRESENT:

Councillors:

p	Ann Briggs	a	Jonathan Glen
a	Roz Chadd	a	Andy Moore
a	Hannah Coombs	a	John Wall
p	Mark Cooper	a	Matthew Winnington
p	Liz Fairhurst		

151. APOLOGIES

Apologies were received from Councillors Chadd, Coombs, Glen, Moore, Wall and Winnington.

152. 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.

153. MINUTES AND MATTERS ARISING

The Minutes from the meeting on the 12 October 2016 were agreed to be correct and signed by the Chairman.

154. DEPUTATIONS

There were no deputations received for the meeting.

155. CHAIRMAN'S ANNOUNCEMENTS

None.

156. TEMPORARY PROMOTIONS

The Committee received a report from Chief Finance Officer regarding changes to the pension status of Temporary Promotions (Item 6 in the Minute Book).

The Chief Finance Officer introduced the report, explained the changes that had occurred to pension regulations and summarised the consequences of these.

The impacts of the changes were varied and so staff had been grouped into three Cohorts, depending on the effects on them personally.

It was explained to Members that there had historically never been a designated focus on pension issues from an employer perspective and this was how this regulation change had been missed, but that this had since been rectified, with the introduction of an employer pension group and the Fire Pension Board itself to ensure that such a change would not go overlooked in future.

It was explained that due to a potential negative impact on some members of staff, it was proposed that those in Cohort 2 were given the option to waive their right to treat their Temporary Promotion as substantive service. This was proposed by the Chairman, seconded by Cllr Cooper and agreed by the Committee as an additional recommendation to the report.

RESOLVED:

Subject to approval by the Full Authority of the maximum financial costs at d):

- a) Agreed that for all firefighters in Cohort 1 (as defined in paragraph 4.1 below), all service post July 2013 during which they were temporarily promoted will be treated as substantive service for the purposes of the calculation of their pension benefits only.
- b) Agreed that for all firefighters in Cohort 2 (as defined in paragraph 4.1 below), all service post July 2013 during which they were temporarily promoted will be treated as substantive service for the purposes of the calculation of their pension benefits only.
- c) Agreed that all firefighters in Cohort 3 (as defined in paragraph 4.1) will be treated under the new pension regulations and will earn benefits as an Additional Pension Benefit only for any qualifying periods of temporary promotion after July 2013.
- d) Agreed to **RECOMMEND** to the Full Authority that the maximum financial cost of £256,000 one-off and £35,600 recurring, that could arise as a result of the decisions made at a) and b) be approved and included in HFRA's budget.

- e) Agreed to delegate to the Chief Officer in consultation with the Chairman of the Authority and the Chief Financial Officer any future decisions in respect of Firefighters who are identified as meeting the principles for protection as set out in this report as long as they remain within the overall financial approvals set out in recommendation d).
- f) Agreed that individual Firefighter's in Cohort 2 should have the option to waive their right to treat their Temporary Promotion as substantive service for the purposes of the calculation of their pension benefits.