

AT A MEETING of the HAMPSHIRE FIRE AND RESCUE AUTHORITY HUMAN RESOURCES COMMITTEE held at Hampshire Fire and Rescue Service Headquarters, Eastleigh on 17 January, 2012

PRESENT:

Councillors: A. Evans (Chairman); A.S. Carew; K. Chapman; Sam Darragh; R.J. Kimber; K. Morrell; M.J. Tucker; J.K. West.

102 APOLOGIES

Apologies for absence were received from Councillor L. Fairhurst.

103 DECLARATIONS OF INTEREST

Members were mindful that, where they believed they had a personal or personal prejudicial interest in any matter to be considered at the meeting, they should normally, at the time of the debate, declare their interest and having regard to the circumstances described in paragraphs 9, 10, 11 and 12 of the Fire Authority's Code of Conduct consider whether to leave the meeting whilst the matter was discussed, save for exercising any right to speak in accordance with Paragraph 12 of the Code.

There were no declarations of interest made by Members under this item.

104 MINUTES

The Minutes of the meeting of the Committee held on 10 November, 2011 were confirmed as a correct record and signed by the Chairman.

105 DEPUTATIONS

There were no deputations on this occasion.

106 CHAIRMAN'S ANNOUNCEMENTS

The Chairman was attending his first meeting of the Committee after a number of months of absence due to ill-health. He thanked his Vice-Chairman, the Members and Officers for their support over what had been a very difficult time. The Chairman updated the Committee on his present medical condition and Members welcomed his return to meetings .

The Chief Officer introduced Caroline Wayment who had recently been appointed as Head of Services – HR and Training. She was taking over from Mark Rayner who would be involved in a new role , particularly in relation to the new joint working arrangements. The Chairman thanked Mark for his valuable contributions to the work of the Human Resources Committee.

107 ESTABLISHMENT

The Committee considered the report of the Chief Officer (Item 5 in the Minute Book) on the authorised and actual establishment as of 1 December, 2011.

The Chief Officer presented the report and highlighted some of the key figures in relation to the authorised establishment, the Retained Duty System establishment and the Grey and Green Book establishments. Members welcomed the news that the predicted efficiency savings were being achieved and utilised where appropriate.

RESOLVED:

That the Human Resources Committee accepts the changes to the establishment made under the Chief Officer's delegated powers contained within the report.

108 PAY POLICY STATEMENT

The Committee considered the report of the Chief Officer (Item 6 in the Minute Book) on the proposed draft pay policy statement as required by the Localism Act 2011 (openness and accountability) on local pay. The Treasurer reported that it would need to be incorporated into the budget report for the first time this year.

The Chief Officer introduced the report and draft pay policy statement. It included a range of issues relating to the pay of the HFRS workforce, particularly its senior staff, the Chief Officer and its lowest paid employees. Members were advised that the draft pay policy statement before them would need to be updated so as to incorporate some minor changes in presentation etc ,prior to being reported to the next meeting of the Authority for approval. The Committee welcomed the document which had to be published on the HFRS website for each financial year , beginning with 2012/13. Accordingly, it was

RESOLVED:

That it be a RECOMMENDATION to the Authority:

That, subject to some minor amendments by the Director of Human Resources , the HFRS draft pay policy statement be approved and published on the HFRS website.

109 MODERN APPRENTICESHIPS

The Committee considered the report of the Chief Officer (Item 7 in the Minute Book) providing an overview of the Modern Apprenticeship Scheme. It was reported that the Government provided a level of funding (maximum £2862 per apprentice) to encourage organisations such as HFRS to support the scheme . However, it was still an organisation's responsibility to pay the salary and on - costs for each person on the scheme. Members fully supported the way in which

the Service was currently engaged with, and working towards, using the scheme and looked forward to a report back in due course. It would be important, at the appropriate time, to give publicity to both the existing and planned future apprenticeship positions. The Committee wished to invite an individual(s) on the HFRS apprenticeship scheme to attend a future meeting to talk about their experiences. The Chief Officer agreed to seek to arrange this.

RESOLVED:

- (a) That the Human Resources Committee recognise the opportunity and costs of the Modern Apprenticeship Scheme and agree that the service continues to pilot the scheme as outlined in the report.
- (b) That the Human Resources Committee receive a report on the evaluation of the pilot of apprenticeships when complete.