

AT A MEETING of the HAMPSHIRE FIRE AND RESCUE AUTHORITY HUMAN RESOURCES COMMITTEE held at Hampshire Fire and Rescue Service Headquarters, Eastleigh on 13 July, 2010

PRESENT:

Councillors: K. Chapman (Chairman), A. Evans; Mrs. J.K. Frankum; A. Fraser; R.J. Kimber; Sam Payne; M.J. Tucker.

42 APOLOGIES FOR ABSENCE

Apologies for absence were received from Councillors A.S. Carew; D. Fuller and J. Moulton.

43 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.

Councillor A. Fraser declared a personal interest in relation to Item 12 as a former Hampshire Fire and Rescue Service firefighter (Minute 53 refers).

44 MINUTES

The Minutes of the meeting of the Committee held on 29 March, 2010 were confirmed as a correct record and signed by the Chairman.

45 DEPUTATIONS

There were no deputations on this occasion.

46 PROJECT ENGAGE

The Committee received a presentation by the Chief Officer on Project Engage, an initiative to involve all staff in helping to shape the objectives in the Fire and Rescue Service Plan 2011-2014 and beyond (Item 5 in the Minute Book).

The presentation highlighted the 5 strategic challenges facing the Service over the coming years, staff involvement in discussing these and the Manager's Conference held on 29 March, 2010 at which 1600+ ideas were received from staff and appropriately grouped. Subsequently, 43 "strategic clusters" of similar ideas were being developed into possible draft objectives. Ideas and solutions not used this year would be stored for use in future years. The Committee thanked Mr. W. Parsons Investors Project Lead Officer for his interesting

presentation and looked forward to receiving an update on this item at a future meeting.

47 **WORKFORCE WELLBEING STRATEGY REVIEW**

The Committee considered the report of the Chief Officer (Item 6 in the Minute Book) about the Workforce Wellbeing Strategy. It had been developed to adopt a more holistic approach to improving employee wellbeing within HFRS as well as to capture the significant resources already invested in reducing absence and concentrating on health promotion within the Service.

RESOLVED:

- (a) That the Committee support the content of the report and members assist with the positive promotion of the wellbeing strategy by championing the principles and practice it contains, and encourage the further development of innovative concepts to be included in the strategy.
- (b) That through their work with HFRS, elected members help to install the holistic approach to wellbeing into normal management practice through its consideration of Authority policy.
- (c) That the wellbeing strategy be reviewed after 12 months.

48 **ESTABLISHMENT**

The Committee considered the report of the Chief Officer (Item 7 in the Minute Book) on the authorised and actual establishment as of 1 June, 2010.

RESOLVED:

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

49 **REVIEWING STAFF NUMBERS OBJECTIVE UPDATE**

The Committee considered the report of the Chief Officer (Item 8 in the Minute book) about the principles and approach to the Staffing Review Project which aims to ensure the right number of staff are employed to continue to deliver services efficiently and effectively.

RESOLVED:

That the Committee support the principles and approach to the Staffing Review Project as set out in the report.

50 **OUR JOURNEY TO "EXCELLENCE"**

The Committee considered the report of the Chief Officer (Item 9 in the Minute Book) on the methodology for seeking continuous improvement, year on year so

as to be in a position to claim "Excellent" status.

RESOLVED:

That the Committee endorse the contents of this report.

51 **RETAINED DUTY SYSTEM STRATEGY PROJECT**

The Committee considered the report of the Chief Officer (Item 10 in the Minute Book) about a strategy project to introduce agreed changes and improvements to maximise support and efficiency of the current Retained Duty System.

Members noted that the Service was currently negotiating a proposed new pay model with representative bodies and consulting with staff via staff briefings. Once agreed, virtual trials were to commence in September, 2010 and the results evaluated and presented to SMT in February, 2010.

RESOLVED:

- (a) That the Committee accept the contents of the report and the progress made regarding the Retained Duty System (RDS) Strategy Project.
- (b) That the Committee acknowledge the need to conduct a trial to support the proposed changes to the way the RDS could be rewarded in the future.
- (c) That a further report be made to the Committee once an evaluation of the trial is presented to SMT in February, 2011.

52 **REVIEW OF POST INCIDENT WELFARE PLAN**

The Committee considered the report of the Chief Officer (Item 11 in the Minute Book) about a review of the Post Incident Welfare Plan, following the Shirley Towers incident on 6 April, 2010. Members wished to place on record their appreciation to HFRS staff for the support they had provided to the families of firefighters James Shears and Alan Bannon who had tragically lost their lives that day.

RESOLVED:

- (a) That the Committee recognise the commitment to support staff through the Post Incident Welfare Plan.
- (b) That the Committee endorse the plan to develop the programme further to provide a standard approach for Hampshire Fire and Rescue Service to use in the event of any future traumatic event.

53 **LOCAL GOVERNMENT PENSION SCHEME – DISCRETIONARY POWERS**

The Committee considered the report of the Chief Officer (Item 12 in the Minute

Book) about discretionary powers in relation to the Local Government Pension Scheme.

RESOLVED:

- (a) That the Committee approve that the discretionary powers adopted by Hampshire Fire and Rescue Service be amended with immediate effect in accordance with changes to the Local Government Pension Scheme (LGPS).
- (b) That the Committee request the Human Resources Director to initiate a review of the discretionary powers Hampshire Fire and Rescue Service currently has for the LGPS.

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