



NOTTINGHAMSHIRE AND CITY OF NOTTINGHAM FIRE AND RESCUE AUTHORITY

MINUTES

of meeting of the Authority held on **25 MAY 2012** at Fire and Rescue Service Headquarters, Bestwood Lodge, Nottingham from 10.30 am to 11.23 am

Membership

Councillor C Barnfather
Councillor S Carroll
Councillor J Collins
Councillor B Cooper
^ Councillor B Cross
Councillor S Fielding
Councillor B Grocock
Councillor J Hemsall
Councillor E Kerry
Councillor A Norris
Councillor D Pulk
Councillor K Rigby
Councillor D Smith
Councillor T Spencer
Councillor G Wheeler
Councillor M Wood
Councillor L Yates
Councillor J Zadrozny

Members absent are marked ^

1 APPOINTMENT OF CHAIR

RESOLVED that Councillor Pulk be appointed Chair of the Authority for the municipal year 2012/13.

2 APPOINTMENT OF VICE-CHAIR

RESOLVED that Councillor Grocock be appointed Vice-Chair of the Authority for the municipal year 2012/13.

3 APOLOGY FOR ABSENCE

An apology for absence was received from Councillor Cross.

4 DECLARATIONS OF INTERESTS

John Buckley, Assistant Chief Fire Officer declared a personal and financial interest in agenda item 9, 'Appointment of Deputy Chief Fire Officer,' (minute 9), and left the room when this item was discussed.

5 MINUTES

RESOLVED that the minutes of the meeting held on 24 February 2012, copies of which had been circulated, be confirmed and signed by the Chair.

6 CHAIR'S ANNOUNCEMENTS

The Chair reported on the following matters:

- (a) the Chair welcomed three new City Council members to the Fire and Rescue Authority: Councillor Collins, Councillor Norris and Councillor Wood;
- (b) the Chair agreed to write letters of thanks to Councillors Arnold, Morris and Packer as recognition of their hard work and contribution to the Fire and Rescue Authority over the previous municipal year;
- (c) the Chair agreed to write to Councillor Cross on behalf of the Fire and Rescue Authority wishing him a speedy recovery from his current illness;
- (d) on 17 April, the Mayor and Deputy Leader of Gedling Borough Council had visited Fire Authority HQ and toured various departments. They had been very impressed with both the premises and the staff. The Chair thanked John Mann for co-ordinating the visit. Gedling Borough Council would be holding an Away Day at HQ shortly. The Chair reminded members that the facility to hold Away Days was available to other organisations by prior arrangement;
- (e) the Chair had been on a visit to Mansfield Chad, where there had been considerable interest in the Fire and Rescue Authority's use of solar panels on its premises and its green credentials generally;
- (f) Andy Beale, Deputy Chief Fire Officer was due to retire on 27 May. Andy had joined the Fire Service in Essex in 1986. In September 2003, he had joined Nottinghamshire and City of Nottingham Fire and Rescue Service. In 2006, he had been promoted to Assistant Chief Fire Officer and in 2009 to Deputy Chief Fire Officer. The Chair wished him well in his retirement and presented him with a gift from colleagues. Councillor Wheeler wished Andy a long and happy retirement on behalf of the Conservative Group at the County Council.

7 MEMBERSHIP OF THE AUTHORITY, APPOINTMENTS TO COMMITTEE AND BOARDS AND THE DATES OF FUTURE MEETINGS

Consideration was given to a report of the Clerk and Monitoring Officer, copies of which had been circulated, noting the appointments to the Authority, requesting nominations to committees and boards, including Chairs and seeking confirmation of dates of meetings.

RESOLVED

- (1) that the membership of the Fire and Rescue Authority for the municipal year 2012/13 be noted as follows:

City Council appointments

**Councillor J Collins
Councillor B Grocock
Councillor A Norris
Councillor D Smith
Councillor T Spencer
Councillor M Wood**

County Council appointments:

**Councillor C Barnfather
Councillor S Carroll
Councillor B Cooper
Councillor B Cross
Councillor S Fielding
Councillor J Hemsall
Councillor E Kerry
Councillor D Pulk
Councillor K Rigby
Councillor G Wheeler
Councillor L Yates
Councillor J Zadrozny**

- (2) (a) that the following membership appointments to Committees and Boards, and the appointment of Chairs, be approved:-

Policy and Strategy Committee

**Councillor D Pulk (Chair)
Councillor J Collins
Councillor B Grocock
Councillor E Kerry
Councillor K Rigby
Councillor G Wheeler**

Performance Monitoring Committee

**Councillor T Spencer (Chair)
Councillor B Cooper
Councillor S Fielding**

Councillor A Norris
Councillor K Rigby

Human Resources Committee

Councillor D Smith (Chair)
Councillor J Collins
Councillor B Cooper
Councillor B Cross
Councillor L Yates

Community Safety Committee

Councillor S Fielding (Chair)
Councillor B Grocock
Councillor J Hemsall
Councillor L Yates
Councillor J Zadrozny

Finance and Resources Committee

Councillor S Carroll (Chair)
Councillor C Barnfather
Councillor B Cross
Councillor E Kerry
Councillor M Wood

Personnel Committee

Councillor C Barnfather
Councillor S Carroll
Councillor B Grocock
Councillor J Hemsall
Councillor E Kerry
Councillor D Smith

Appointments Committee

Councillor B Grocock
Councillor E Kerry
Councillor D Pulk
Councillor K Rigby
Councillor D Smith
Councillor G Wheeler

Standards Committee

Independent Chair – Mrs B Denby
Independent member – Mr A Street
Councillor S Carroll
Councillor B Cooper
Councillor B Cross
Councillor J Zadrozny

Strategic Equalities Board

Councillor C Barnfather
Councillor E Kerry
Councillor A Norris
Councillor D Pulk
Councillor J Zadrozny

(b) that the following dates of Committees be approved:

Nottinghamshire and City of Nottingham Fire and Rescue Authority (10.30 am)

29 June 2012
21 September 2012
14 December 2012
22 February 2013
24 May 2013 AGM

Policy and Strategy Committee (10.00 am)

3 August 2012
2 November 2012
1 February 2013
27 April 2013

Performance Monitoring Committee (10.00 am)

6 July 2012
5 October 2012
4 January 2013
22 March 2013

Human Resources Committee (10.00 am)

27 July 2012
26 October 2012
25 January 2013
19 April 2013

Community Safety Committee (10.00 am)

20 July 2012
19 October 2012
18 January 2013

12 April 2013

Finance and Resources Committee (10.00 am)

13 July 2012

12 October 2012

11 January 2013

5 April 2013

The Personnel Committee was to meet as required;

The Standards Committee was to meet as required;

The Appointments Committee was to meet as required;

The Best Value Review Board was to meet as required;

The Strategic Equalities Board was to meet quarterly.

- (c) that Ms Beverley Denby be re-appointed as an independent member and Chair of the Standards Committee;**
- (d) that the Chair and Vice Chair of the Authority be appointed as permanent members of the Best Value Review Board with other members being invited as required depending on the best value review being undertaken.**

Councillor Wood requested the Clerk to provide a c.v for Mrs Beverley Denby.

Councillor Wheeler requested that his dissatisfaction with the process and outcome of the appointment of Labour members as Chairs of the various Committees be noted.

8 HUMAN RESOURCES COMMITTEE OUTCOME - ORGANISATIONAL RESTRUCTURE

Consideration was given to a report of the Chief Fire Officer, copies of which had been circulated, informing members of the decisions made by the Human Resources Committee held on 20 April 2012, with regard to the organisational restructure and subsequent deletion of posts and creation of new roles and seeking ratification of those decisions.

RESOLVED that the decisions of the Human Resources Committee with regard to deletions from the establishment and the creation of additional posts be ratified and how this related to overall establishment when including their previous decisions regarding the reduction of uniform posts as agreed within the Fire Cover Review be noted.

Deletions	
Brigade Manager	1
Area Manager	2
Group Manager	1
Station Manager	7
Station Manager (Control)	2

Watch Manager	16
Head of Community Safety	1
CFRMIS Co-ordinator	1
FP Administrator	1
Payroll Assistant	0.5
IT Project Manager	1
Training Co-ordinator	1
Communications Technician	1
Retained Duty Staff	34.5
Total	70

Additions	
Advocate Manager	
Fire Protection – Fire Investigators	3
District Administrator	1
Fire Protection Support Officer	1
Corporate Analyst	1
Project Manager	1
Commissioning Officer	1
Princes Trust Team Leader	1
Princes Trust Team Support	2
Control Operators	1.5
Total	12.5

John Buckley, Assistant Chief Fire Officer left the room prior to the consideration of this item.

9 APPOINTMENT OF DEPUTY CHIEF FIRE OFFICER

Consideration was given to a report of the Clerk to the Fire Authority, copies of which had been circulated, seeking approval for the recommendation from the Appointments Committee with regard to the appointment of Assistant Chief Fire Officer John Buckley to Deputy Chief Fire Officer on a permanent basis.

Councillor Wheeler sought, on behalf of the Conservative and Liberal Democrat members, to amend the recommendation to appoint to the position on a permanent basis, on the basis that appointment to the post should be market tested as it was such an important role. He pointed out that the Conservative and Liberal Democrat members of the Appointments Committee had decided not to attend the meeting following the decision of the Policy and Strategy Committee to make the appointment a permanent one, on the basis that those members favoured a temporary appointment on a 12 month rolling basis.

Councillor Wheeler stated that it was the view of the Conservative and Liberal Democrat members that such an important appointment should be market tested and reviewed every 2 years. There was no objection to the appointment of John Buckley per se; indeed the members had full confidence in his ability to undertake the role.

The Clerk advised the meeting that it was the function of the meeting to ratify or not to ratify the appointment on a permanent basis but not to seek to change the terms of the appointment. If the meeting voted against ratifying the decision of the Appointments

Committee, the matter would be referred back to the Appointments Committee for further consideration.

RESOLVED that Assistant Chief Fire Officer John Buckley be appointed Deputy Chief Fire Officer with effect from 28 May 2012 in accordance with the recommendation of the Appointments Committee.

Councillors Carroll, Collins, Fielding, Grocock, Norris, Pulk, Smith, Spencer and Wood voted in favour of the recommendation and Councillors Barnfather, Cooper, Hemsall, Kerry, Rigby, Wheeler, Yates and Zadrozny abstained from the vote.

John Buckley rejoined the meeting and the Chair congratulated him on his appointment.

10 FEDERATION OF THE EUROPEAN UNION FIRE OFFICER ASSOCIATIONS (FEU) CONFERENCE 2013

Consideration was given to a report of the Chief Fire Officer, seeking approval of the Fire Authority for Nottinghamshire Fire and Rescue Service to host the 2013 Federation of European Fire Officer Associations (FEU). The Chief Fire Officer explained that this was an organisation designed to enhance fire safety and provide expertise to European Bodies in matters concerning the development of fire brigades and fire safety in Europe. The FEU met twice yearly on a rotational basis. In 2013, the UK was scheduled to host the Spring FEU conference. The opportunity had arisen for Nottinghamshire Fire and Rescue Service to host the event. It would be an opportunity to promote both the Service and Nottinghamshire to the delegates. It was anticipated that the cost would be in the region of £7,500, but it was hoped that if members agreed to host the event, potential sponsors would be forthcoming with sponsorship monies, effectively reducing the cost.

Councillor Rigby appreciated the kudos which could be gained from hosting the event but thought it inappropriate to be spending public monies on such an event at a time when staff had been made redundant.

RESOLVED that Nottinghamshire Fire and Rescue Service host the FEU Conference in Spring 2012 within the budget parameters identified.

11 RETAINED FIRE-FIGHTER PENSIONS

Consideration was given to a report of the Chief Fire Officer, copies of which had been circulated, bringing to the attention of members, the potential human resources and financial implications of the outcome of the Retained Fire-fighters Employment Tribunal which granted retrospective access to the Fire-fighters Pensions Scheme.

The report was introduced by the Chief Fire Officer who explained that this had arisen due to the Fire Brigade's Union (FBU), bringing a claim through the Employment Tribunal system under the Part-time Worker (Prevention of Less Favourable Treatment) Regulations 2000 against their Local Government employers and the Secretary of State for Department of Communities and Local Government (DCLG). An agreement had been reached on the terms and condition claim but the claim granting retrospective access to the Fire-fighters Pension Scheme had not been settled. There would financial implications for the Authority if retained fire-fighters opted to buy-back their service through an amendment order. Liabilities should begin to emerge in the 2013/14 financial year.

On behalf of Fire and Rescue Authorities, the Local Government Association was seeking legal advice on the Government's liability for the balance of the scheme liability and on whether it had been appropriate to exclude employers from the settlement agreement discussions in the event that the conclusion was to pass on the additional costs to Fire and Rescue Authorities.

Councillor Kerry pointed out that whilst the implications were noted by members, they were not necessarily accepted and the first recommendation needed to be amended accordingly.

As soon as the ramifications were known, they should be considered first by the Finance and Resources Committee and then put before the full Authority for ratification.

RESOLVED:

- (1) that the potential implications of the outcome of current negotiations on the settlement negotiations between DCLG and the FBU be noted;**
- (2) that the Finance and Resources Committee be tasked with allocating an earmarked reserve to address the potential liabilities within the 2013/14 budget process if greater clarity was available by that time.**

12 COMMITTEE OUTCOMES FOR NOTING

Consideration was given to reports of the Chairs of the following committees, copies of which, including minutes of those meetings, had been circulated:

- (a) Policy and Strategy Committee 27 April 2012;
- (b) Performance Monitoring Committee 23 March 2012;
- (c) Finance and Resources Committee 30 March 2012;
- (d) Community Safety Committee 13 April 2012;
- (e) Human Resources Committee 20 April 2012.

RESOLVED that the reports and the business undertaken by the Committees be noted.