



**NOTTINGHAMSHIRE AND CITY OF NOTTINGHAM
FIRE AND RESCUE AUTHORITY**

HUMAN RESOURCES COMMITTEE

MINUTES

of the meeting of the held on **6 OCTOBER 2006** at Fire and Rescue Service Headquarters, Bestwood Lodge from 10.05 am to 11.34 am.

Membership

- Councillor B Charlesworth
- Councillor B Grocock
- ^ Councillor J Knight
- ^ Councillor T Pettengell
- Councillor T Spencer

Members absent are marked ^

13 APPOINTMENT OF CHAIR

RESOLVED that Councillor Charlesworth be appointed Chair for the municipal year 2006/07.

14 APOLOGIES FOR ABSENCE

An apology for absence was received from Councillor Pettengell.

15 DECLARATIONS OF INTEREST

No declarations of interests were made.

16 MINUTES

RESOLVED that the minutes of the last meeting held on 7 July 2006 be confirmed and signed by the Chair.

17 ANNOUNCEMENTS

Mr Dick Dawson was introduced to the Committee as interim Training and Development Manager.

18 HUMAN RESOURCE ANNUAL SERVICE PLAN

Further to minute 6 dated 7 July 2006, consideration was given to a report of the Chief Fire Officer, copies of which had been circulated, which included the following issues identified as priorities by the Committee:-

- Age Discrimination
- Rank to Role
- Attendance Management
- Disability Discrimination Act
- Changes to the Firefighter Pension Scheme
- Stress Management
- Fitness Review
- Equality Standards for Local Government
- Positive Action
- Cultural Audit
- Regional Equalities Strategy

In addition to the report, members were informed that an encouraging number of enquiries had been received as a result of the current firefighter recruitment drive.

RESOLVED that the report be noted.

19 SICKNESS ABSENCE REVIEW

Consideration was given to a report of the Chief Fire Officer, copies of which had been circulated, detailing a decline in the sickness absence rate of whole-time staff for the period January to June 2006, compared to the same period of the previous year.

RESOLVED that the report be noted.

20 CHANGES TO THE FIREFIGHTER PENSION SCHEME

Consideration was given to a report of the Chief Fire Officer, copies of which had been circulated, which informed members on the following points:-

- Firefighters' Pension Scheme (Amendment) (England) Order 2005
- Firefighters' Pension Scheme (Civil Partnerships Amendments) (England and Scotland) Order 2005
- Firefighter' Pension Scheme (Amendment) (England) Order 2006
- Amendment to the 1992 Scheme
- Firefighters' Pension Scheme 2006
- The Firefighters' Compensation Scheme Order 2006
- Circular FPSC 08/2006 (Re-employment and Abatement)

RESOLVED

- (1) that the contents of the report be noted;**
- (2) that the Fire and Rescue Authority be advised of new review arrangements under Rule K1 of the scheme;**
- (3) that the Fire and Rescue Authority be recommended to set the review period for ill- health pensions at five years;**
- (4) that the Fire and Rescue Authority be requested to consider recommendations to;**
 - (i) allow early release of pension benefits and immediate re-engagement as a Firefighter; and**
 - (ii) allow early release of pension benefits and re-engagement as a firefighter, and that an abatement be applied to pension payments to ensure that salary plus pension payment did not exceed previous salary;**
- (5) that future consideration be given to the management and administration of pension scheme arrangements to take account of the increased complexity and workload associated with the Firefighter Pension Scheme.**

21 ILL HEALTH RETIREMENTS

Consideration was given to a report of the Chief Fire Officer, copies of which had been circulated, which informed members of ill health retirements which could lead to enhanced pension payments. Details of the financial implications were circulated at the meeting.

RESOLVED

- (1) that the report be noted;**
- (2) that the Authority's redeployment policy be reviewed by this Committee at a future meeting.**

22 CHANGE OF MEETING DATE

RESOLVED that the meeting scheduled for 5 April 2007 be re-arranged to take place at 9.30 am on 4 April 2007.