



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

HUMAN RESOURCES COMMITTEE

MINUTES

of the meeting of the held on **5 JANUARY 2007** at Fire and Rescue Service Headquarters, Bestwood Lodge from 10 am to 11.15 am.

Membership

Councillor B Charlesworth (Chair)
Councillor B Grocock
Councillor J Knight
Councillor T Pettengell
^ Councillor T Spencer

Members absent are marked ^

23 APPOLOGY FOR ABSENCE

An apology was received from Councillor Spencer.

24 DECLARATIONS OF INTERESTS

No declarations of interests were made.

25 MINUTES

RESOLVED that the minutes of the meeting held on 6 October 2006, copies of which had been circulated, be confirmed and signed by the Chair.

26 HUMAN RESOURCES ANNUAL SERVICE PLAN

Consideration was given to a report of the Chief Fire Officer, copies of which had been circulated, which updated members on the progress on the high priority items for the Learning and Development Section with expected achievement target dates.

RESOLVED

- (1) that the progress made by the Learning and Development section be noted and continued development be supported;**
- (2) that the Chief Fire Officer:-**
 - (a) submit an inventory of policies to the next meeting;**
 - (b) inform Members of the latest outcome of the Audit Commissions' assessment of the 'people' element of the Comprehensive Performance Assessment;**
- (3) that it be noted that the Assessment and Development Centre process had been identified as 'best practice' by the National Workforce Development Team.**

27 LOCAL GOVERNMENT EARLY TERMINATION OF EMPLOYMENT DISCRETIONARY COMPENSATION REGULATIONS

Consideration was given to a report of the Chief Fire Officer, copies of which had been circulated, which informed Members of the recent changes in regulations which could affect members of staff who were eligible to join the Local Government Pension Scheme.

RESOLVED

- (1) that Management's decision to apply the provisions of the 2000 regulations in considering severance arrangements where employment was terminated before 31 March 2007, be endorsed and that legal advice be sought in all cases to ensure compliance with legislation;**
- (2) that the above decision be referred to the next meeting of the Fire and Rescue Authority for ratification;**
- (3) that, on completion of negotiations with representative bodies, this Committee consider the amended Discretionary Payment Policy to be adopted by Nottinghamshire County Council, together with policies from Nottingham City Council and other Fire & Rescue Services;**
- (4) that, subject to any decisions regarding the application of a revised policy, the Authority give consideration to the method by which it will decide upon the severance payment, or pension augmentation, in each individual case.**

28 POLICY ON RE-ENGAGEMENT

Consideration was given to a report of the Chief Fire Officer, copies of which had been circulated.

RESOLVED that, with a view to implementing a final policy on 1 April 2007, appropriate representative bodies be consulted on the draft policy on re-engagement.

29 CONVERSION OF POSTS

Consideration was given to a report of the Chief Fire Officer, copies of which had been circulated, which identified the re-designated posts during 2006.

RESOLVED that the report be noted.

30 EXCLUSION OF THE PUBLIC

RESOLVED that, pursuant to section 100A(4) of the Local Government Act 1972, the public be excluded from the meeting during consideration of the remaining items as they contained information relating to individuals and were likely to reveal the identity of those individuals and, having regard to all the circumstances, the public interest in maintaining the exemption outweighed the public interest in disclosing the information, as defined in paragraphs 1 and 3 of Schedule 12A to the Act.

31 CHANGE TO SALARY GRADE

Consideration was given to a report of the Chief Fire Officer, copies of which had been circulated, which informed Members of the proposed change to salary grade following a recent job evaluation.

RESOLVED

(1) that the following be supported:-

- (a) the proposed salary upgrade, in line with the Special Responsibility Allowance, as detailed in the report;**
- (b) the proposal for the scale point within the salary grade to be set by the Head of Service;**

(2) that the Chief Fire Officer submit the proposals, as detailed above, to the Fire and Rescue Authority with a recommendation from this Committee for approval.

32 EMPLOYMENT TRIBUNALS

RESOLVED that the brief presentation in regard to employment tribunals be noted.