



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

HUMAN RESOURCES COMMITTEE

MINUTES

of the meeting held on **4 JANUARY 2008** at The Council House, Old Market Square, Nottingham from 10.30 am to 11.25 am and 11.35 am to 11.40 am.

Membership

- Councillor P Lally (Chair)
Councillor H James
^ Councillor J Knight
Councillor T Pettengell
^ Councillor T Spencer

Members absent are marked ^

21 APOLOGY FOR ABSENCE

An apology for absence was received from Councillor Spencer.

22 DECLARATIONS OF INTERESTS

No declarations of interests were made.

23 MINUTES

RESOLVED that the minutes of the last meeting held on 5 October 2007, copies of which had been circulated, be confirmed and signed by the Chair.

24 UPDATED HUMAN RESOURCES STRATEGY

Consideration was given to the report of the Chief Fire Officer, copies of which had been circulated, which presented to members the updated Human Resources Strategy including timescales for achieving targets.

RESOLVED

- (1) that, subject to the amendment of some minor typing errors and to making it clear that the strategy referred to all service staff, the updated Human Resources Strategy be endorsed and submitted to the next full Fire and Rescue Authority meeting with this Committee's recommendation for approval;**
- (2) that, subject to approval of the Human Resources Strategy by the full Fire and Rescue Authority, the Chief Fire Officer submit a report to this Committee on at least an annual basis, regarding the progress made in achieving the targets as detailed in the report.**

25 HUMAN RESOURCES UPDATE

Further to minute 14 dated 5 October 2007, consideration was given to the report of the Chief Fire Officer, copies of which had been circulated, updating members on progress in implementing the Human Resources Action Plan. Compared to last year's figures, sickness levels had fallen and the number of grievances lodged was down. Members were also informed that appointments had been made to the posts of Equalities Advisor and Performance Manager.

RESOLVED that the progress made on implementation of the Human Resources Action Plan, as set out in the report, be endorsed and further progress reports be submitted by the Chief Fire Officer to future meetings.

26 REGIONAL CONTROL CENTRE TRANSFER - UPDATE

Further to minute 12 of the Fire and Rescue Authority dated 1 June 2007, consideration was given to a report of the Chief Fire Officer, copies of which had been circulated, outlining the Regional Management Board's ongoing work to establish a Regional Control Centre.

RESOLVED

- (1) that the report be noted;**
- (2) that, in line with the view of the Local Authority Control Company, this Committee accepted that any unavoidable redundancies, post-transfer of staff to the Regional Control Centre, be the responsibility of the East Midlands Regional Control Centre Ltd and that a report be submitted to the Fire and Rescue Authority for approval.**

27 CONVERSION OF POSTS

Consideration was given to the report of the Chief Fire Officer, copies of which had been circulated, informing members that there had not been any conversion of posts in the period January to December 2007.

RESOLVED that the report be noted.

28 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 item as it contained information relating to an individual and to the financial and business affairs of a particular individual 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.

29 CHANGE TO SALARY GRADE

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

The Committee adjourned for ten minutes to allow officers to seek legal advice.

RESOLVED

- (1) that, as detailed in the report, the re-grading from Grade 7 to Grade 8 be backdated to the date of the re-grading application;**
- (2) that, as per the grading process, the salary point within the grade (43) be established by the Head of Service;**
- (3) that the job description, grade and scale be reviewed should there be a material change in duties to those detailed in 1 to 19 of the job description.**