



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

**HUMAN RESOURCES COMMITTEE**

**MINUTES**

Of the meeting held on **20 MARCH 2009** at Fire and Rescue Service Headquarters, Bestwood Lodge, Arnold, Nottingham, from 10.34 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 ^

**29 APOLOGY FOR ABSENCE**

An apology for absence was received from Councillor Spencer

**30 DECLARATIONS OF INTERESTS**

No declarations of interests were made.

**31 MINUTES**

**RESOLVED** that the minutes of the last meeting held on 9 January 2009, copies of which had been circulated, be confirmed and signed by the Chair.

**32 PROMOTION OF EQUALITY AT NOTTINGHAMSHIRE FIRE AND RESCUE SERVICE**

Consideration was given to a report of the Chief Fire Officer, copies of which had been circulated, seeking approval for an additional non-uniformed post within the Equality and Diversity Team.

**RESOLVED**

- (1) that one additional non-uniformed post within the Equality and Diversity Team be agreed;**
- (2) that flexibility in terms of uniformed support for equalities work, plus a budget (yet to be determined) for overtime to support this, be agreed.**

**33 PRINCIPAL OFFICER DISCIPLINARY PROCESS**

Consideration was given to a report of the Chief Fire Officer, copies of which had been circulated, presenting the proposal to adopt the draft Procedure and Guidance for Local Authorities' Chief Officer and Chief Executives for Strategic Directors/Brigade Managers employed by the Nottinghamshire Fire and Rescue Service.

**RESOLVED**

- (1) that the adoption of the Procedure and Guidance for Local Authorities' Chief Officers and Chief Executives for Strategic directors/Brigade Managers employed by the Nottinghamshire Fire and Rescue Service be approved;**
- (2) that the Clerk to the Fire and Rescue Authority be authorised to administer the process as required.**

**34 IMPLEMENTATION OF THE HUMAN RESOURCES STRATEGY**

Consideration was given to a report of the Chief Fire Officer, copies of which had been circulated, updating members on the implementation of the Human Resources Strategy.

**RESOLVED that the report be noted.**

**35 HUMAN RESOURCES UPDATE**

Consideration was given to a report of the Chief Fire Officer, copies of which had been circulated, updating members on progress over the last three months in implementing the Human Resources Action Plan.

**RESOLVED that the report be noted.**

**36 HUMAN RESOURCES TEAM**

The Committee requested that their thanks and appreciation to the Human Resources Team for their good work be recorded.

**37 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 to the financial and business affairs of particular 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.**

**38 REGRADING OF POSTS**

Consideration was given to a report of the Chief Fire Officer, copies of which had been circulated, updating members on applications considered by, and outcomes of, the Job Evaluation Panel in respect of changes to the permanent non-uniformed establishment, during the period October to December 2008 inclusive.

**RESOLVED that the report be noted.**