



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

HUMAN RESOURCES COMMITTEE

MINUTES

of meeting held on **23 OCTOBER 2009** at Fire and Rescue Service Headquarters,
Bestwood Lodge, from 10.05 am to 10.45 am

Membership

Councillor A Foster (Chair)
Councillor B Grocock
Councillor K Rostance
Councillor G Wheeler
Councillor M Wright

Members absent are marked ^

10 DECLARATIONS OF INTERESTS

No declarations of interests were made.

11 MINUTES

RESOLVED that, subject in minute 1 to the apology for absence from Councillor Grocock noting that he was on other City Council business, the minutes of the last meeting held on 24 July 2009, copies of which had been circulated, be confirmed and signed by the Chair.

12 HUMAN RESOURCES UPDATE

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

The following points were discussed:

- the reduction in sickness levels since the last quarterly report had continued and the reasons for this were outlined;

- there had been a significant fall in the number of disciplinary cases and grievances in the last 2 years; the reasons for this were outlined and included a more proactive Human Resources Section which held regular discussions with staff thus dealing with many issues before they reached a formal stage;
- a meeting with a reporter from Nottingham Evening Post on the establishment of the Authority.

RESOLVED

- (1) **that the report be endorsed and the progress regarding Human Resources issues noted;**
- (2) **that the staff, management and the Fire Brigades Union be thanked and congratulated on the continued improvements with sickness, disciplinary cases and grievances.**

13 RESOURCING THE RETAINED REVIEW

Consideration was given to the report of the Chief Fire Officer, copies of which had been circulated, presenting the Service's response to three of the recommendations within the Retained Review.

RESOLVED

- (1) **that approval be given to the establishment of 3 Watch Manager posts to undertake the role of Retained Liaison Managers and the disestablishment of the 7 posts previously approved;**
- (2) **that the establishment of 2 Home Risk Assessment Operatives to undertake home safety visits with retained areas be approved;**
- (3) **that the revision to the budget to accommodate the above amendments to the establishment from the existing budget provision be approved.**

14 REGRAIDING OF POSTS

Consideration was given to the report of the Chief Fire Officer, copies of which had been circulated, updating members on the applications considered by, and outcomes of, the Job Evaluation Panel in respect of changes to the permanent non-uniformed establishment during the period January – June 2009 (inclusive).

RESOLVED that the report be noted.