



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

**MINUTES**

of the meeting of the Personnel Committee held on **6 DECEMBER 2004**  
at The Guildhall, Burton Street, Nottingham from 9.30am to 1.30pm.

**Membership**

- Councillor Charlesworth (Chairman)
- ^ Councillor Pulk (Vice-Chairman)
- Councillor Bennett
- Councillor Bosnjak
- ^ Councillor Jackson
- ^ Councillor Pepper

**Members absent are marked ^**

**12 APOLOGIES FOR ABSENCE**

Apologies for absence were received from Councillors Jackson and Pulk.

**13 MINUTES**

**RESOLVED** that the minutes of the last meeting, held on 23 July 2004, copies of which had been circulated, be confirmed and signed by the Chairman.

**14 DECLARATIONS OF INTEREST**

No declarations of interest were made.

**15 EXCLUSION OF 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 involved the likely disclosure of exempt information as defined in paragraph 1 of Part 1 of schedule 12A to the Act.

## **16 GRIEVANCE APPEALS**

Consideration was given to the appellants' statements of case and the management's submission, copies of which had been circulated.

The three appellants were accompanied by Mr R Dunton, Assistant National General Secretary of the Retained Firefighters Union

Mr F Swan, Assistant Chief Fire Officer, presented the management's case and was accompanied by Ms G Turner, Head of Human Resources, and Mr D Horton, Divisional Officer.

After Mr Dunton and Mr Swan had made their final submissions they, together with the appellants and management representatives withdrew from the meeting during the Committee's deliberations.

### **RESOLVED**

- (1) That, having considered the written and oral submissions from the parties the Committee considered that the issues raised in each case did not constitute grievances within the terms of the Authority's grievance procedure as they did not relate to the appellants' conditions of service within the Brigade;**
- (2) that the Committee noted that it was not in a position to effect solutions to these issues which were properly the responsibility of management, but was concerned to see a swift resolution so that the appellants could return to work as soon as possible;**
- (3) that a solution should be effected quickly by senior management working at local level at Southwell, necessitating open dialogue and a spirit of co-operation;**
- (4) that all parties be requested to adopt a sensitive approach;**
- (5) that the Fire and Rescue Authority be recommended to review the harassment procedure in consultation with appropriate parties;**
- (6) that it be placed on record that all members of the Brigade, whole time and retained, were valued by the Authority.**