



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

**POLICY AND STRATEGY COMMITTEE**

**MINUTES**

of meeting held on **3 FEBRUARY 2012** at Fire and Rescue Service Headquarters, Bestwood Lodge from 10.02 am to 11.35 am.

**Membership**

Councillor D Pulk (Chair)  
^ Councillor S Fielding  
Councillor E Kerry  
Councillor K Rigby  
Councillor D Smith  
Councillor G Wheeler

Members absent are marked ^

**20 APOLOGY FOR ABSENCE**

An apology for absence was received from Councillor Fielding.

**21 DECLARATIONS OF INTERESTS**

The Chief Fire Officer and the Head of Finance and Resources both declared a personal and prejudicial interest in agenda item 4, 'Principal Officers' Pay Review,' (minute 23) and both left the room when this item was discussed.

**22 MINUTES**

**RESOLVED** that the minutes of the meeting held on 28 October 2011, copies of which had been circulated, be confirmed and signed by the Chair.

**23 PRINCIPAL OFFICERS PAY REVIEW**

Consideration was given to a joint report of the Clerk and Treasurer to the Fire Authority copies of which had been circulated, presenting to the Committee the outcomes of the biennial principal officers' pay review.

## **RESOLVED**

- (1) that it be reported to the Fire Authority that the principal officers' pay review had been undertaken as per contractual arrangements;**
- (2) that it be recommended to the Fire Authority that principal officers' salary locally would remain at the levels established in January 2010 subject to any national uplifts agreed by the National Joint Council;**
- (3) that it be recommended to the Fire Authority that the next review be undertaken in line with contractual arrangements for January 2014.**

## **24 VOLUNTARY REDUNDANCIES**

Consideration was given to a report of the Chief Fire Officer, copies of which had been circulated, seeking the approval of the Committee to progress the process for voluntary redundancy.

The Chief Fire Officer reported that the Service had recently written to all non-uniformed staff to establish interest in applying for voluntary redundancy. The Service had received a number of expressions of interest and was in the process of confirming estimated redundancy and pension payments to individuals to enable them to consider whether they wished to apply for redundancy. An appropriate Head of Service would consider each request and any supported by a business case would be submitted to the Discretionary Payments Compensation Board (DPCB) for approval.

The report recommended that in the case of voluntary redundancies, the decisions were delegated to Officers and then reported to the Human Resources Committee as part of normal reporting arrangements. This would mean that the process of effecting voluntary redundancies could be expedited in a shorter timeframe and alleviate uncertainty for employees. The potential delay between meetings could affect calculations for voluntary redundancy payments. The Fire Authority would then be notified at the next available meeting of the changes to the establishment in accordance with the governance arrangements.

However, Members felt that the agreement of the Human Resources Committee should be obtained before reporting back the permanent changes to the establishment to the Fire Authority

**RESOLVED that the responsibility for effecting the voluntary redundancy process be delegated to the Chief Fire Officer and that the Chief Fire Officer be charged with obtaining the agreement of the Human Resources Committee before reporting the permanent changes to the establishment to the Fire Authority.**

## **25 FIRE AND RESCUE FRAMEWORK FOR ENGLAND-CONSULTATION**

Consideration was given to a report of the Chief Fire Officer, copies of which had been circulated, advising the Committee of the current consultation process with regard to the national framework.

The Chief Fire Officer advised the meeting that, under the provisions of the Fire and Rescue Services Act 2004, the National Framework for England allowed the Government to set out its priorities for Fire and Rescue Authorities. The consultation on the proposals within the Framework began on 13 December 2011 and was due to conclude on 19 March 2012.

The obligations which the consultation document intended to place on the Authority were set out in the report.

The Chief Fire Officer was in the process of formulating a response to the consultation document.

## **RESOLVED**

- (1) that the current consultation process on the proposed National Framework be noted;**
- (2) that the Chief Fire Officer be tasked with producing a formal response on behalf of the Authority to be circulated to members of the Committee for final agreement before submission.**

## **26 THE LOCALISM ACT 2011**

Consideration was given to a report of the Chief Fire Officer, copies of which had been circulated, updating the Committee on the Localism Act 2011 and its implications for Fire and Rescue Services.

The Chief Fire Officer advised the meeting that the key areas for noting were:

- new general powers for Fire and Rescue Authorities providing broad general powers to do anything related to their purpose i.e. anything they considered appropriate for purposes linked to their statutory duty to help to deliver a more innovative and personalised service to the community;
- the introduction of broader charging criteria, for example, the ability to charge for mobilisation to non-domestic premises where there were consistent reported false alarms due to 'malfunctioning' or 'misinstalled' equipment;
- the enablement of voluntary and community groups and staff of relevant authorities to express an interest in running existing relevant authority services where they believed that they could do so differently and better;
- the right for community bodies and voluntary groups to be able to nominate land and buildings to be listed as 'assets of community value';
- the setting of the senior pay framework of the senior managers of the organisation to be clear and accountable. A paper relating to the pay policy was due to be presented to the Fire Authority to consider for adoption at its full meeting on 24 February 2012;
- provision for local communities to veto or agree Council Tax rises.

**RESOLVED**

- (1) that the contents of the Localism Act 2011 and the potential implications for the Service be noted;**
- (2) that the Chief Fire Officer be instructed to report on the specific elements and options relating to them as part of the next integrated risk management planning process.**

**27 EXCLUSION OF PUBLIC**

**RESOLVED that the public be excluded from the meeting during consideration of the remaining item in accordance with Section 100A (4) of the Local Government Act 1972 on the basis that, 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 Part 1 of Schedule 12A to the Act.**

**28 STRATEGIC MANAGEMENT TEAM RE-STRUCTURE**

Consideration was given to a report of the Chief Fire Officer, copies of which had been circulated, outlining the proposals for the Strategic Management Team re-structure in accordance with the adopted recommendations of the Fire Cover Review

**RESOLVED that the Chief Fire Officer be tasked with negotiating the reduction of uniform Brigade Managers from four to three, and to report back to this Committee on the outcome of those negotiations at the earliest opportunity.**

**29 MINUTES**

**RESOLVED that the exempt minutes of the meeting held on 28 October 2011, copies of which had been circulated, be confirmed and signed by the Chair.**