



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

**POLICY AND STRATEGY COMMITTEE**

**MINUTES** of the meeting held on **2 AUGUST 2013** at Fire and Rescue Service Headquarters, Bestwood Lodge, Arnold, Nottingham NG5 8PD from 10.00 am to 11.37 am

**Membership**

	Councillor Darrell Pulk	(Chair)
^	Councillor Chris Barnfather	
^	Councillor Jon Collins	
	Councillor Brian Grocock	
	Councillor Michael Payne	
^	Councillor Gordon Wheeler	
	Councillor Tony Roberts	(as substitute for Councillor Chris Barnfather)
	Councillor Liz Yates	(as substitute for Councillor Gordon Wheeler)
	Councillor Malcolm Wood	(as substitute for Councillor Jon Collins)

Members absent are marked ^

**1 APOLOGIES FOR ABSENCE**

Councillor Chris Barnfather (annual leave)  
Councillor Jon Collins (annual leave)  
Councillor Gordon Wheeler (annual leave)

**2 DECLARATIONS OF INTERESTS**

None.

**3 MINUTES**

**The Committee confirmed the minutes of the meeting held on 1 February 2013 as a correct record and they were signed by the Chair.**

#### **4 PRINCIPAL OFFICER PAY STRUCTURE**

Frank Swann, the Chief Fire Officer, presented his report, recommending to the Committee the application of a 3 point pay scale for the roles of Chief Fire Officer, Deputy Chief Fire Officer and Assistant Chief Fire Officer on appointment. This will build in some flexibility to the current single salary point arrangement. The Chief Fire Officer recommended that a 3 point salary structure should be established based upon completed years in post. The maximum pay point will be reached, subject to agreement, once the post-holder has been in post for three years. Agreement to progress the post-holder to the next salary point will be undertaken on the anniversary of the appointment. The review process will need to be set out within the respective contracts of employment to ensure transparency. Any decision to apply, or to withhold salary progression will need to form part of a documented process which will include review meetings to highlight any shortfalls in performance.

The Chief Fire Officer suggested that, to ensure that the Authority retains its competitiveness in the market, the Appointments Committee maintain a discretion to appoint to any point in the salary range to take account of the experience or previous salary of a candidate, in order to effect a successful appointment.

#### **RESOLVED**

- (1) to approve the proposed salary structure for appointments to future Principal Officer roles;**
- (2) that the Appointments Committee maintain discretion to appoint to an appropriate salary within the salary range for the role, in order to effect a successful appointment.**

#### **5 STRATEGIC MANAGEMENT TEAM REVIEW**

Frank Swann, the Chief Fire Officer, presented his report, seeking the Committee's approval to undertake a further review of strategic management within the Nottinghamshire and City of Nottingham Fire and Rescue Service. With the Service facing difficult decisions with regard to future budgets and with an eye on succession planning it is incumbent on the Service to look at savings potential at all levels of the organisation. The Chief Fire Officer proposes to do this and to report back to the next meeting of the Committee on 1 November 2013.

**RESOLVED to approve the review of the management team and to task the Chief Fire Officer with reporting back to the next meeting of this Committee on 1 November 2013 with options and recommendations.**

#### **6 SUBMISSION IN RESPONSE TO THE REVIEW INTO FIRE AND RESCUE AUTHORITIES BY SIR KEN KNIGHT**

Frank Swann, the Chief Fire Officer, presented his report proposing a submission from the Nottinghamshire and City of Nottingham Fire and Rescue Service in response to the review into efficiencies and operations in fire and rescue authorities in England by Sir Ken Knight. The Chief Fire Officer advised members that the response appended to his report was meant to be both challenging and in some aspects, parochial.

Members agreed that the response proposed by the Chief Fire Officer was a measured, though robust, response, expressing the correct sentiments. A number of minor grammatical changes were agreed to the response.

**RESOLVED to task the Chief Fire Officer with submitting the response to Sir Ken Knight's Review subject to the amendments agreed by the Committee and that a copy of the final response should be provided to all members of the Fire Authority.**

## **7 RETAINED FIREFIGHTERS PENSION SETTLEMENT**

Frank Swann, the Chief Fire Officer, presented his report on the consultation regarding a settlement to the retained fire fighters pension claim. The consultation is running from 23 July 2013 to 3 September 2013 and poses a number of questions for comment. The Chief Fire Officer advised members that at this stage it is impossible to state what the impact on Nottinghamshire and City of Nottingham Fire and Rescue Service would be as this would not be known until such time as the pension scheme deficit is established, which will not be known until 2016. The intention is that the issue will form part of the Service's risk register until such time as the full impact is known.

### **RESOLVED**

- (1) to note the consultation and its contents;**
- (2) to agree that the risk register is amended to include the potential financial impact from 2016 onwards;**
- (3) to task the Chief Fire Officer with submitting a response on behalf of the Fire Authority.**

## **8 EXCLUSION OF THE PUBLIC**

**The Committee decided to exclude the public from the meeting during consideration of the remaining agenda items 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.**

## **9 RETFORD FIRE STATION DEVELOPMENT**

Frank Swann, the Chief Fire Officer, presented his report providing information regarding the current New Retford Fire Station Project and the costs and risks associated with building a new combined fire, police and ambulance station on the New Street Car Park Retford, as proposed by the local MP.

**RESOLVED to agree the recommendation set out in the report.**

## **10 RESILIENCE PLANNING**

Frank Swann, the Chief Fire Officer, presented his report, identifying the current plans to address the potential fire fighters strike and to raise awareness of actions being taken elsewhere.

**RESOLVED to agree the recommendations set out in the report.**