



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

MINUTES

of the meeting of the Personnel Committee held on **14 JANUARY 2005**
at The Council House, Old Market Square, Nottingham from 11.45 am to 12.24 pm.

Membership

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

Members absent are marked ^

17 APOLOGIES FOR ABSENCE

An apology for absence was received from Councillor Bosnjak, on County Council Business.

18 MINUTES

RESOLVED that the minutes of the last meeting held on 6 December 2004, copies of which had been circulated, be confirmed and signed by the Chairman.

19 DECLARATIONS OF INTEREST

No declarations of interest were made.

20 SERVICE SICKNESS LEVELS

Consideration was given to a report of the Chief Fire Officer, copies of which had been circulated, proposing revisions to sickness absence monitoring and procedures.

RESOLVED

- (1) that, subject to submission to all members of the Authority of a copy of the revised document, the Chief Fire Officer be authorised to complete and implement a revised Absence Monitoring Policy at the earliest opportunity;**

- (2) that membership of the Westfield Health Scheme be funded, onsite physiotherapy/rehabilitation services be provided and a further report be submitted on the resource implications;**
- (3) that the concept of a centralised notification, recording and monitoring system for absence, supported by a robust IT system and resources dedicated to managing sickness, be approved;**
- (4) that self-certification be no longer accepted if the reason for sickness absence was not disclosed and individuals be required to produce a certificate from their GP regardless of the number of days absent;**
- (5) that the Chief Fire Officer be authorised to determine and implement conditions and restrictions on secondary employment where considered appropriate and;**
- (6) that the policy review be extended to cover absenteeism amongst non-uniformed staff.**

21 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.

22 SPECIAL INJURY AWARD – LOCAL DISCRETION

Consideration was given to a report of the Chief Fire Officer, copies of which had been circulated.

RESOLVED

- (1) that where part-time working may have an impact on individual cases in assessing the degree of disablement under rules A10 and B4 of the firefighters' pension scheme, cases be brought to the Personnel Committee to be endorsed;**
- (2) that the Special Injury award granted to retired Sub-Officer 01/05 be revised as detailed in the report on the condition that he attend regular medical assessments to establish whether there had been any change in the medical prognosis and, if deemed able to extend his working hours, the award be re-adjusted.**