

# Public Document Pack



## **NOTTINGHAMSHIRE & CITY OF NOTTINGHAM FIRE & RESCUE AUTHORITY - POLICY & STRATEGY COMMITTEE**

**Date:** Friday, 13 March 2015      **Time:** 10.00 am

**Venue:** Fire and Rescue Services HQ, Bestwood Lodge, Arnold Nottingham NG5 8PD

**Members are requested to attend the above meeting to be held at the time, place and date mentioned to transact the following business**

A handwritten signature in black ink, appearing to read "M. W. Taylor". The signature is fluid and cursive.

**Clerk to the Nottinghamshire and City of Nottingham Fire and Rescue Authority**

### **AGENDA**

### **Pages**

- |          |  |        |
|----------|--|--------|
| <b>1</b> | <b>APOLOGIES FOR ABSENCE</b>   |        |
| <b>2</b> | <b>DECLARATIONS OF INTERESTS</b>   |        |
| <b>3</b> | <b>MINUTES</b><br>Of the meeting held on 6 February 2015 (for confirmation).   | 3 - 4  |
| <b>4</b> | <b>EXCLUSION OF THE PUBLIC</b><br>To consider excluding the public from the meeting during consideration of the remaining 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 outweighs the public interest in disclosing the information. |        |
| <b>5</b> | <b>STRATEGIC MANAGEMENT TEAM RE-STRUCTURE</b><br>Report of Chief Fire Officer  | 5 - 10 |

**ANY COUNCILLOR WHO IS UNABLE TO ATTEND THE MEETING AND WISHES TO SUBMIT APOLOGIES SHOULD DO SO VIA THE PERSONAL ASSISTANT TO THE CHIEF FIRE OFFICER AT FIRE SERVICES HEADQUARTERS ON 0115 967 0880**

**IF YOU NEED ANY ADVICE ON DECLARING AN INTEREST IN ANY ITEM ABOVE, PLEASE CONTACT THE CONSTITUTIONAL SERVICES OFFICER SHOWN ON THIS AGENDA, IF POSSIBLE BEFORE THE DAY OF THE MEETING.**

Constitutional Services Officer: *Catherine Ziane-Pryor*  
*0115 8764298*  
*catherine.pryor@nottinghamcity.gov.uk*

Agenda, reports and minutes for all public meetings can be viewed online at:-  
<http://committee.nottinghamcity.gov.uk/ieListMeetings.aspx?CommitteeId=219>



**NOTTINGHAMSHIRE & CITY OF NOTTINGHAM FIRE & RESCUE AUTHORITY -  
POLICY & STRATEGY COMMITTEE**

**MINUTES of the meeting held at Fire and Rescue HQ, Bestwood Lodge,  
Nottingham, NG5 8PD on 6 February 2015 from 10.00 am – 10.23 am.**

**Membership**

Present

Councillor Darrell Pulk (Chair)  
Councillor Chris Barnfather  
Councillor Gordon Wheeler  
Councillor John Wilmott

Absent

Councillor Brian Grocock  
Councillor Jon Collins

Councillor David Smith (substitute for Councillor Grocock)

**Colleagues, partners and others in attendance**

John Buckley	Chief Fire Officer
Craig Parkin	Assistant Chief Fire Officer
Peter Hurford	Treasurer to the Authority
Neil Timms	Strategic Director, Finance and Resources, Fire Authority
Malcolm Townroe	Clerk and Monitoring Officer to the Authority
Mark Leavesley	Governance Officer, Nottingham City Council

**19 APOLOGIES FOR ABSENCE**

Councillor Grocock ) other City Council business  
Councillor Collins )

**20 DECLARATIONS OF INTERESTS**

None.

**21 MINUTES**

The Committee confirmed the minutes of the meeting held on 7 November 2014 as a correct record and they were signed by the Chair.

## **22 PROTECTED PENSION AGE**

Further to minute 28 dated 31 January 2014, Neil Timms, Strategic Director of Finance and Resources, introduced the report which informed the Committee of the latest position in regard to the Authority's pension scheme.

The following points were highlighted for Members;

- following an audit, requested by this Committee, controls have been put in place that provide substantial assurance that risk has been mitigated following actions to address identified key risks;
- an action plan has been produced, which documents recommended actions or considerations, for identified low to medium risks;
- in relation to an identified medium risk issue (relating to the potential liability of the former Pensions Administrator for costs incurred from its failure to advise the Service of the loss of protected pension age for one of the pensioners, and whose continued employment was in contravention of the Her Majesty's Revenue and Customs rules), the Head of Finance and Resources is currently engaged with the Pensions Administrator in negotiating a resolution;
- in relation to the identified low risk issues, relating to further administrative procedures to ensure that employees fully understand the taxation position on re-employment following retirement, the majority of the Auditor's recommendations are completed or in the process of completion;
- as a result of the Auditor's recommendations, an amended draft Retirement Policy is currently out for consultation, and the letter sent to employees who are employed on dual contract arrangements, setting out the implications and conditions of re-employment on their protected pension age, has been amended.

During discussion, members stated that, while they were concerned with the Auditor's findings that the Authority was dealing with the process incorrectly (as were numerous other Fire Authorities), they were pleased that it has come to light and the processes were now being revised/amended as necessary.

**RESOLVED to note the report, including the Internal Auditor's Report, the action plan, to address the low to medium risks, and the draft amended Retirement Policy (Uniformed Employees).**

Document is Restricted

This page is intentionally left blank