



**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).