



**Wednesday,
7 December 2016
12.30 pm**

**Meeting of
Staffing Committee
Fire Service HQ
Winsford**

Contact Officer:
Joanne Smith
Democratic Services

Fire Service Headquarters, Sadler Road, Winsford, Cheshire, CW7 2FQ

Tel: 01606 868804
E-mail: joanne.smith@cheshirefire.gov.uk

Cheshire Fire Authority

Notes for Members of the Public

Attendance at Meetings

The Cheshire Fire Authority welcomes and encourages members of the public to be at its meetings and Committees. You are requested to remain quiet whilst the meeting is taking place and to enter and leave the meeting room as quickly and quietly as possible.

All meetings of the Authority are held at Fire Service Headquarters in Winsford. If you plan to attend please report first to the Reception Desk where you will be asked to sign in and will be given a visitors pass. You should return your pass to the Reception Desk when you leave the building. There are some car parking spaces available on site for visitors at the front of the Headquarters Building. Please do not park in spaces reserved for Fire Service personnel.

If you feel there might be particular problems with access to the building or car parking please contact the Reception Desk at Fire Service Headquarters on Winsford (01606) 868700.

Questions by Electors

An elector in the Fire Service area can ask the Chair of the Authority a question if it is sent to the Monitoring Officer at Fire Service HQ to arrive at least five clear working days before the meeting. The contact officer named on the front of the Agenda will be happy to advise you on this procedure.

Access to Information

Copies of the Agenda will be available at the meeting. A copy can also be obtained from the contact officer named on the front of the Agenda. Alternatively, individual reports are available on the Authority's website (www.cheshirefire.gov.uk)

The Agenda is usually divided into two parts. Members of the public are allowed to stay for the first part. When the Authority is ready to deal with the second part you will be asked to leave the meeting room, because the business to be discussed will be of a confidential nature, for example, dealing with individual people and contracts.

This agenda is available in large print, Braille, audio CD or in community languages upon request by contacting; Telephone: 01606868414 or email: equalities@cheshirefire.gov.uk

Recording of Meetings

Anyone attending the meeting should be aware the Authority audio-records its meetings. There is a protocol on reporting at meetings which provides further information. Copies are available on the Service's website www.cheshirefire.gov.uk or alternatively contact Democratic Services for details

Fire Evacuation

If the Fire Alarm sounds you should make your way to the nearest exit as quickly as possible and leave the building. Please follow any instructions from staff about evacuation routes.



MEETING OF THE STAFFING COMMITTEE

WEDNESDAY, 7 DECEMBER 2016

Time : On rise of Fire Authority meeting

Meeting Room 1 - Fire Service Headquarters, Winsford, Cheshire

AGENDA

1 PROCEDURAL MATTERS

1A Apologies for Absence

1B Declaration of Members' Interests

Members are reminded that the Members' Code of Conduct requires the disclosure of Statutory Disclosable Pecuniary Interests, Non-Statutory Disclosable Pecuniary Interests and Disclosable Non-Pecuniary Interests.

1C Minutes of the last meeting

To approve the minutes of the Staffing Committee held on 28th June 2016.

(Pages 1 - 4)

2 Exclusion of Press and Public

(Pages 5 - 6)

Part 2 - Business to be discussed in Private

3 Re-employment - Technical Fire Safety Officer

(Pages 7 - 10)

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MINUTES OF THE MEETING OF THE STAFFING COMMITTEE held on Tuesday, 28 June 2016 at Fire Service Headquarters, Winsford, Cheshire at 10.00 am

PRESENT: Councillors S Nelson, D Flude, E Johnson and S Parker

1 PROCEDURAL MATTERS

A Apologies for Absence

No apologies were received for this meeting.

B Declaration of Members' Interests

There were no declarations of Members' interests.

C Minutes of the last meeting

RESOLVED: That

The minutes of the meeting of the Staffing Committee held on 16th March 2016 be approved as a correct record.

2 REVIEW OF COLLABORATION ARRANGEMENTS WITH CUMBRIA FIRE AND RESCUE SERVICE

The Chief Fire Officer and Chief Executive (CFO) gave a verbal update to Members in respect of the collaboration arrangement with Cumbria Fire and Rescue Service whereby he would act as their Chief on a part-time basis. This arrangement had been agreed at the Fire Authority meeting on 30th March 2016 when it was also agreed that regular monitoring and review of the arrangement would be facilitated by the Staffing Committee.

The CFO informed Members that the shared role between the two services had commenced on 5th April 2016 following the Fire Authority approval. He also informed Members that he would not be relinquishing his current duties as the President of the Chief Fire Officers Association (CFOA) until the CFOA annual meeting in September. However some of the CFOA duties had been passed over to other members of the CFOA presidential team in preparation for the official handover in September.

The CFO provided a brief summary of his role at Cumbria Fire and Rescue Service and the development of its service plans. Members sought reassurance from the CFO that the arrangement was working and that he was able to manage the two roles effectively. The CFO reassured Members that as the arrangements were becoming more established he was able to re-arrange his work load to spend two consecutive days in Cumbria whenever possible. This reduced the travelling times

as he could stay in Cumbria overnight on these occasions. It also assisted both Services with business planning arrangements. Further updates would be scheduled for the Staffing Committee in September and November to facilitate the regular monitoring and review of the arrangement.

RESOLVED: That

[1] the update be noted; and

[2] further updates be provided for Staffing Committee in September and November.

3 EXCLUSION OF PRESS AND PUBLIC

RESOLVED:

That under Section 100(A) (4) of the Local Government Act 1972, as amended by the Local Government (Access to Information) Order 2006, the press and public be excluded from the meeting for the items of business listed below on the grounds that they involve the likely disclosure of exempt information as defined in Schedule 12A to the Act in the paragraphs indicated.

Business to be discussed in private:

Item

Item 4: Loss of Protected pension Age

Item 5: Employment Tribunal Claim

Item 6: Re-Employment – Community Resource Coordinator – Fixed Term Contract

Paragraph

(1) Information relating to any individual

(2) Information that is likely to reveal the identity of an individual

4 LOSS OF PROTECTED PENSION AGE

The Head of Finance introduced this report which provided Members with an update in relation to the loss of Protected Pension Age. He explained the latest position and what had taken place since Members received the previous report and also summarised the next steps to be taken by officers. He confirmed that a HMRC settlement had been agreed.

The Head of Finance concluded by summarising the financial and legal implications to the Authority. Members discussed the report and agreed that they were satisfied that the matter was reaching a resolution.

RESOLVED: That

[1] the report be noted.

5 EMPLOYMENT TRIBUNAL CLAIM

The Head of Legal and Democratic Services introduced the report and provided Members with details of an employment tribunal claim against the Fire Authority. He explained the purpose of the report to Members and advised them of the recommendations that had been put forward to allow the Authority to determine the most appropriate action to take.

Members discussed the report and agreed that officers should pursue the matter to a conclusion.

RESOLVED: That Members

[1] Noted the content of the report; and

[2] Agreed that Officers should seek to conclude the matter on the terms outlined in the report.

6 RE-EMPLOYMENT - COMMUNITY RESOURCE COORDINATOR - FIXED TERM CONTRACT

The Head of People and Development introduced this report which sought approval to appoint an individual to a Community Resource Co-ordinator position following the individuals' retirement from Cheshire Fire and Rescue Service.

The Head of People and Development provided Members with a summary of the recruitment and selection process that had taken place and the business case in support of the appointment.

Members discussed the appointment and asked officers for re-assurance as to the Authority's position in relation to re-employment of the retiring individual. Members were satisfied that officers had provided assurance that the requirements of the Re-Employment and Pension Abatement Policy in respect of re-engagement had been met and agreed that the appointment should be approved.

RESOLVED: That

[1] the appointment to the role of Community Resource Coordinator on a fixed term contract be approved.

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CHESHIRE FIRE AUTHORITY

MEETING OF : STAFFING COMMITTEE
DATE : 7th DECEMBER 2016
REPORT OF : DEMOCRATIC SERVICES MANAGER
AUTHOR : JOANNE SMITH

SUBJECT : EXCLUSION OF THE PRESS AND PUBLIC

Exclusion of the Press and Public

Recommended:

That under Section 100(A) (4) of the Local Government Act 1972, as amended by the Local Government (Access to Information) Order 2006, the press and public be excluded from the meeting for the items of business listed below on the grounds that they involve the likely disclosure of exempt information as defined in Schedule 12 A to the Act in the paragraphs indicated:

Item 3: Re-employment – Technical Fire Safety Officer

Paragraphs

- (1) Information relating to any individual
- (2) Information that is likely to reveal the identity of an individual

CONTACT OFFICER: JOANNE SMITH, FIRE SERVICE HQ, WINSFORD
TEL: [01606] 868804

BACKGROUND DOCUMENTS: NONE

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By virtue of paragraph(s) 1, 2 of Part 1 of Schedule 12A
of the Local Government Act 1972.

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