



MINUTES OF THE MEETING OF THE STAFFING COMMITTEE held on Wednesday, 29 June 2022 at Fire Conference Room - Fire Service HQ, Clemonds Hey, Winsford, Cheshire, CW7 2UA at 10.00 am

PRESENT: Councillors Bob Rudd (Chair), Stef Nelson, Michael Beanland, Karen Mundry, Denis Murphy and Stuart Parker

1 PROCEDURAL MATTERS

A Recording of Meeting

Members were reminded that this meeting would be audio recorded.

B Apologies for Absence

Apologies for absence were received from Councillor Peter Wheeler.

C Declaration of Members' Interests

There were no declarations of Members' interests.

D Minutes of the Staffing Committee

RESOLVED:

That the minutes of the Staffing Committee held on 27th April 2022 be confirmed as a correct record.

2 SERVICE MANAGEMENT TEAM REVIEW UPDATE AND ACTION PLAN

Consideration was given to a report of the Director of Transformation which provided an update on the Service Management Team Structural Review. The report included an Implementation Plan (and supplementary Transition Plan).

The Service Management Team Review and Action Plan detailed a number of recommendation that were now complete and were business as usual.

The progress reports on the delivery of the Service Management Team review action plan were provided to the Staffing Committee twice a year. The Director of Transformation advised that in future updates would be included in the People Strategy Update that was considered by the Staffing Committee at its meeting in November.

RESOLVED: That

[1] the Service Management Team Review Implementation Plan (and supplementary Transition Plan) and progress to date be noted; and

- [2] the Service Management Team Review and Action Plan be included in the People Strategy Update going forward.

3 EXCLUSION OF PRESS AND PUBLIC

RESOLVED: That:

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:

Item 4 - Blue Light Collaboration - Review of Arrangements

Paragraph

- (3) Information relating to the financial or business affairs of any particular person (including the authority holding that information)
- (4) Information relating to any consultations or negotiations, or contemplated consultations or negotiations, in connection with any labour relations matter arising between the authority or a Minister of the Crown and employees of, or officer holders under, the authority

Item 5 – Sargeant/McCloud Pensions Discrimination – Immediate Detriment

Paragraph

- (4) Information relating to any consultations or negotiations, or contemplated consultations or negotiations, in connection with any labour relations matter arising between the authority or a Minister of the Crown and employees of, or officer holders under, the authority

4 BLUE LIGHT COLLABORATION - REVIEW OF ARRANGEMENTS

Consideration was given to a report of the Chief Fire Officer and Chief Executive that provided information about a proposal to create an in-house Human Resources Department.

RESOLVED: That

- [1] the report be noted;
- [2] the proposal as detailed in the report be confirmed; and
- [3] the recruitment of a Head of Service be delegated to the Chief Fire Officer and Chief Executive and the Director of Transformation in consultation with the Chair of the Authority

5 SARGEANT/MCCLLOUD PENSION DISCRIMINATION - IMMEDIATE DETRIMENT

Consideration was given to a report of the Director of Transformation that provided details of the current position and risks relating to Immediate Detriment (ID) cases following the withdrawal of the Home Office Immediate Detriment Guidance (issued in August 2020 and revised in June 2021).

RESOLVED: That

[1] the Service's approach to Immediate Detriment cases and decision to pause immediate detriment payments be noted.