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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 16<sup>th</sup> 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 30<sup>th</sup> 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 5<sup>th</sup> 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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