



MINUTES OF THE POLICY COMMITTEE held on Friday 29th April 2016 at Fire Service Headquarters, Winsford at 2.30pm.

PRESENT: Councillors J Joyce (Chair), M Biggin, P Booher, S Edgar, S Nelson, B Rudd, T Sherlock and J Weatherill.

PART 1 – MATTERS CONSIDERED IN PUBLIC

1 PROCEDURAL MATTERS

A RECORDING OF MEETING

Members were reminded that the meeting would be audio-recorded.

B APOLOGIES FOR ABSENCE

Apologies for absence were received from Councillor P Carey and S Parker.

C DECLARATION OF MEMBERS INTERESTS

There were no declarations of Members interests.

D MINUTES OF THE POLICY COMMITTEE MEETING

RESOLVED: That

The Minutes of the meeting of the Policy Committee held on 27th January 2016 be confirmed as a correct record.

E NOTES OF THE RISK MANAGEMENT BOARD

RESOLVED: That

The notes of the Risk Management Board meeting held on 15th March 2016 be received, for information.

2 BLUE LIGHT COLLABORATION – DRAFT PEOPLE STRATEGY

The Head of Legal and Democratic Services presented the report to Members which included the draft Blue Light Collaboration (BLC) People Strategy for Members consideration to allow them to make recommendations to the Fire Authority in respect of the approval of the Strategy.

He explained that the People Strategy was a key document in relation to BLC and had been the subject of protracted discussions between fire and police staff. The key principles of the Strategy were outlined in the report and the

Head of Legal and Democratic Services provided an overview of the information contained in the document.

Members raised a number of queries in relation to consultation periods, TUPE transfer timelines and pension protections. The Head of Legal and Democratic Services explained that the consultation periods would be for a minimum period of 30 days but could be extended if necessary. TUPE transfer dates were highlighted in the transition schedule and each tranche had a proposed date identified. Staff transferring to the employment of the Chief Constable would continue to be members of the Local Government Pension Scheme and work was currently being undertaken to review any differences in the pension discretion policies of the two organisations. He added that the Unions would be consulted as part of the review of relevant HR policies.

A Member queried whether Heads of Department would be transferring over with the departments identified as in scope. He added that this was a key issue for the Fire Authority as it was important that Members had access to officers at a strategic level. The Head of Legal and Democratic Services explained the Chief Fire Officer and Chief Executive had a view that the Service Management Team should be retained with a number of Heads of Department retained to deliver statutory and strategic functions for the Fire Authority.

RESOLVED: That

- [1] the draft People Strategy be recommended to the Fire Authority for approval.**