



**MINUTES OF THE MEETING OF THE STAFFING COMMITTEE held on Wednesday, 23 June 2021 at Lecture Theatre - Fire Service HQ, Winsford, Cheshire at 1.00 pm**

**PRESENT:** Councillors Bob Rudd (Chair), Stef Nelson, Michael Beanland, Mike Biggin, Karen Mundry, Stuart Parker and Peter Wheeler

**1 PROCEDURAL MATTERS**

**A Record of Meeting**

Members were reminded that this meeting would be audio recorded.

**B Apologies for Absence**

There were no apologies for absence.

**C Declaration of Members' Interests**

There were no declarations of Members' interest.

**D Minutes of the Staffing Committee**

**RESOLVED:**

**That the minutes of the Staffing Committee held on 22<sup>nd</sup> March 2021 be confirmed as a correct record.**

**2 RE-EMPLOYMENT AND PENSION ABATEMENT POLICY**

Consideration was given to a report of the Director of Transformation which sought approval of an amended Re-employment and Pension Abatement Policy.

Members were advised that the 'Re-employment and Pension Abatement Policy' was last reviewed in September 2019 when a report was considered by the Staffing Committee. In light of experience and following informal discussions with Members a revised Policy had been prepared and was attached at Appendix 1 to the report.

A Member made reference to the wording of paragraph 8.3 in Policy and asked if the paragraph could be re-wording to make it clearer for staff to understand.

**RESOLVED: That**

**[1] The revised Re-employment and Pension Abatement Policy be approved.**

### **3 AGILE WORKING POLICY**

Consideration was given to a report of the Director of Transformation which provided an overview of the Agile Working Policy that had been developed in anticipation of the Government lifting the current working from home restrictions. The Policy had been developed in direct response to the feedback and lessons learnt from how staff had worked during the Pandemic.

The Director of Transformation reported that in developing the Policy a number of principles had been incorporated to ensure that the Service was able to retain a level of control and ensure that all working from home arrangements remained flexible and did not constitute a permanent change to an individual's terms and conditions.

**RESOLVED: That**

**[1] The Agile Working Policy be noted and the new way of working be endorsed.**

### **4 SERVICE MANAGEMENT TEAM 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 Transition Plan.

Members had a discussion on extending the Principal Officer notice period from three months to six months. The Committee agreed to fix the Principal Officer Notice period at six months and acknowledged that it was likely to be subject to negotiation.

**RESOLVED: That**

**[1] The Service Management Team Review Implementation Plan (and supplemental Transition Plan) be noted;**

**[2] The Principle Officer notice period be extended to six months; and**

**[3] A further update be submitted to the next meeting of the Staffing Committee on 25<sup>th</sup> August 2021.**