

**Shropshire and Wrekin Fire Authority**  
**Human Resources Committee Meeting**  
**at Brigade Headquarters, Shrewsbury**  
**on Thursday, 6 December 2007 at 2.00 pm**

**Agenda**

**At the start of the meeting there will be a minute's silence as a mark of respect for the four firefighters, who lost their lives in Warwickshire.**

**1 Apologies for Absence**

Apologies for absence have been received from Councillor Davies.

**2 Declarations of Interest**

Members are reminded that they should declare any personal and/or prejudicial interests at this point and that they should leave the meeting before any item, in which they have a prejudicial interest, is discussed.

**3 Non-Exempt Minutes**

Members are asked to agree the non-exempt minutes of the Human Resources Committee meeting, held on 6 September 2007, and that they be signed by the Chair as a correct record. Attached marked **3. For decision**

**4 Update on Progress against the People Strategy**

This report informs Members about progress against the People Strategy approved by the Committee at its meeting on 21 November 2006. Attached marked **4. For information**

**5 Cultural Audit Benchmarking Results**

This report informs the Human Resources Committee about the recently received benchmarking report from Opinion Research Services. Attached marked **5. For information**

**6 Proposed Introduction of Physiotherapy Services**

This report provides the Human Resources Committee with information in order that it may consider whether to approve the provision of Physiotherapy Services for employees for a one-year trial. Attached marked **6 For decision**

**7 Ill-health Retirement and the Firefighter Pension Schemes**

This report informs the Human Resources Committee about the current situation regarding ill-health retirement under the Firefighter Pensions Schemes and the request received from the national Fire Brigades Union. Attached marked **7. For decision**



**8 Employment of Firefighters on the Retained Duty System as Police Community Support Officers**

This report asks Members to decide whether they wish to allow firefighters on the retained duty system also to be employed as Police Community Support Officers. Attached marked **8. For decision**

**9 Retained Firefighters and the Part Time Workers (Prevention of Less Favourable Treatment) Regulations**

Circular EMP/11/07 from the Fire & Rescue Services National Employers provides an update on the latest position regarding the five-day Employment Tribunal hearing, which commenced on 12 November 2007. Attached marked **9. For information**

**10 Member Development Plan 2007/08**

This report seeks formal approval by the Human Resources Committee of the attached Member Development Plan. Attached marked **10. For decision**

**11 Local Government Act 1972**

Members are asked to consider a resolution under the Local Government Act 1972 that the public be excluded for items 12 and 13 on the grounds that they involve the likely disclosure of exempt information, as defined by the provisions of Part I of Schedule 12A to the Act, by virtue of the paragraphs 1 and 2.

**12 Exempt Minutes (Paragraphs 1 and 2)**

Members are asked to agree the exempt minutes of the Human Resources Committee meeting, held on 6 September 2007, and that they be signed by the Chair as a correct record. Attached marked **12. For decision**

**13 Applications to Undertake Outside Employment (Paragraphs 1 and 2)**

This report informs Members of three applications to undertake outside employment. Attached marked **13. For decision**



# Definitions of Exempt Information Local Government Act 1972 – Schedule 12A

## Part 1 Descriptions of Exempt Information: England

### Paragraph 1

Information relating to any individual

### Paragraph 2

Information which is likely to reveal the identity of an individual

### Paragraph 3

Information relating to the financial or business affairs of any particular person (including the authority holding the information)

### 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 office holders under, the authority

### Paragraph 5

Information in respect of which a claim to legal professional privilege could be maintained in legal proceedings

### Paragraph 6

Information which reveals that the authority proposes:

- (a) to give under any enactment a notice under or by virtue of which requirements are imposed on a person; or
- (b) to make an order or direction under any enactment.

### Paragraph 7

Information relating to any action taken or to be taken in connection with the prevention, investigation or prosecution of crime

