

**Minutes of the Meeting of
Shropshire and Wrekin Fire Authority
Human Resources Committee
held at Brigade Headquarters, Shrewsbury
at 2.00 pm on Thursday, 7 June 2007**

Present

Councillors Drummond, Hartin, Mrs Holyoak (Chair) and Picken (Vice-Chair) (until 2.05 pm)

1 Apologies for Absence

Apologies for absence had been received from Councillor Davies.

2 Declarations of Interest

There were no declarations of interest.

3 Non-Exempt Minutes

Members received the non-exempt minutes of the Human Resources Committee meeting held on 1 March 2007.

Resolved that the non-exempt minutes of the Human Resources Committee meeting, held on 1 March 2007, be agreed and signed by the Chair as a correct record.

4 Local Government Pension Scheme Transfers and Appeals Policy

This report followed the decision of the Fire Authority at its meeting on 25 April 2007 in that one recommendation from the minutes of the Human Resources Committee on 1 March was not agreed. This was, therefore, brought back before the Human Resources Committee for consideration.

It was proposed by Councillor Hartin, seconded by Councillor Picken and

Resolved that the Human Resources Committee reconsider their decision in respect of the transference of benefits and confirm their original initial decision a):

That a transfer is permitted during the first 12 months of membership of the scheme only.



Committee Clerk's note

Councillor Picken left the meeting at this point (2.05 pm) thus making the meeting inquorate. As a result remaining Members were not able to make any decisions on the following items. It was considered worthwhile to continue with the meeting, however, as the majority of the items to be consideration were for information only.

5 Retained Firefighters and the Part-Time Workers (Prevention of Less Favourable Treatment) Regulations: Employment Tribunal 2007

The Committee received Fire and Rescue Services National Employers Circular EMP/3/07 regarding the Employment Tribunal 2007.

Councillor Holyoak asked if it was likely that a settlement would be reached at the tribunal in November. The Assistant Chief Officer reported that it is hoped that an agreement will be reached at this stage.

The remaining Members noted the contents of the circular.

6 Implementation of Arrangements for the New Firefighter Selection Process

The Committee received Communities and Local Government Circular 15/2007 regarding the new firefighter selection process.

The Assistant Chief Officer reported that Shropshire Fire and Rescue Service had used the New Firefighter Selection Process for recruitment in April last year. Feedback had been provided to Communities and Local Government and it is reported that some changes have been made to the application form as a result of the feedback from Fire and Rescue Services.

Councillor Holyoak asked if there was any discretion in the use of the new selection process. The Assistant Chief Officer explained that there was no discretion allowed in the use of the new selection process.

The remaining Members noted the contents of the circular.

7 Update regarding Implementation of the Continual Professional Development Scheme

This report updated Members of the Human Resources Committee on the implementation of the Continual Professional Development Scheme (CPD) Scheme.

The Assistant Chief Officer reported that it had been hoped that the issues which are outstanding nationally would be agreed by April 2007 but this has



not happened. Therefore, the letters that have gone out to individuals include a caveat about the national situation.

Councillor Holyoak asked if any back payments would be made to employees. The Assistant Chief Fire Officer explained that there are two interim payments, which were due in January and June 2007 to those people who were previously entitled to the Long Service Increment. These payments will be actioned once the situation regarding pensions is clarified nationally.

The remaining Members noted the contents of the report:

8 Lincolnshire Fire and Rescue Service Co-Responding Appeal

The Committee received an email from the Chief Fire Officers Association regarding the latest position on the co-responding appeal.

Councillor Hartin felt that this matter was now resolved and closed.

Councillor Holyoak asked if co-responding was voluntary. The Assistant Chief Officer explained that it is. As explained in the email, firefighters will be able to choose to volunteer as co-responders but it will not be regarded as part of their contractual duties. There will be remuneration for those who do wish to volunteer.

Councillor Drummond asked if firefighters acting as co-responders would cause confusion. Theoretically it could but not in Shropshire Fire and Rescue's case as although there are some co-responders on staff, they undertake this duty in their own time.

The remaining Members noted the contents of the email.

9 Progress against the Age Discrimination Legislation Plan

This report updated Members of the Human Resources Committee on activity against the action plan identified to prepare the organisation for the introduction of age discrimination legislation on 1 October 2006.

The Assistant Chief Officer reported that there are no outstanding actions from the action plan. There is an issue about fitness / health tests but fitness standards are being reviewed nationally and any changes will be made in light of national recommendations.

Councillor Drummond asked if many employees requested to remain in employment after retirement age. The Assistant Chief Officer explained that both wholetime and Retained Duty staff do apply for extensions to work past retirement age. Extensions are granted on a 12 month basis and have to be reapplied for annually. The issue of retirement re-employment is currently being reviewed and a report on this will be brought to the next meeting of the Human Resources Committee



The remaining Members noted the contents of the report.

10 Shropshire Partnership Equalities Forum

This report informed the Human Resources Committee of the progress to date on this group, as requested by the Fire Authority.

Councillor Holyoak felt that the progress so far by the Group was very satisfactory and asked that periodic reports on progress are brought to the Committee.

The remaining Members noted the contents of the report.

11 Telford Race, Equality and Diversity Partnership

This report updated Members of the Human Resources Committee on the activities of the Telford Race, Equality and Diversity Partnership (TREDP).

Councillor Holyoak asked who sits on the Partnership. The Human Resources Manager explained that a cross section of people are involved in the Partnership including representation from Telford & Wrekin Council. It was also explained that the TREDP covers a different geographical area to the Shropshire Partnership Equalities Forum. The TREDP was previously run as the Telford Race Equality Council but this was disbanded and restarted as TREDP which has a new wider focus.

The remaining Members noted the contents of the report.

12 Local Government Act 1972

Resolved that, under the Local Government Act 1972, the public be excluded for the following items on the grounds that they involved the likely disclosure of exempt information, as defined by the provisions of Part I of Schedule 12A to the Act, by virtue of paragraphs 1 and 2

13a Applications to undertake Outside Employment (Approved Provisionally) (Paragraphs 1 and 2)

This report informed Members of three applications from Fire Authority employees to undertake outside employment, which had been approved provisionally by the Chair and Vice-Chair of the Committee.

As the meeting was inquorate it was agreed that these applications would be deferred for consideration at the next meeting of the Human Resources Committee on 6 September 2007.



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

This report informed Members of one application from a Fire Authority employee to undertake outside employment.

As the meeting was inquorate it was agreed that this application would be sent to the Chair and Vice-Chair of the Committee for provisional approval and then deferred for consideration at the next meeting of the Human Resources Committee on 6 September 2007.

The meeting closed at 2.25 pm.

Chair.....

Date.....



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

**Part 1
Descriptions of Exempt Information: England**

Paragraph

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

