

**Minutes of the Meeting of
Shropshire and Wrekin Fire Authority
Human Resources Committee
held at Brigade Headquarters, Shrewsbury
at 10.00 am on Wednesday, 12 July 2006**

Present: Councillors Davies, Dr Drummond, Mrs Holyoak, and Picken (Vice-Chair)

As Councillor Lloyd, the Chair of the Committee, was unable to attend the meeting due to ill health, Councillor Picken, Vice-Chair of the Committee, chaired the meeting.

1 Apologies for Absence

Apologies for absence had been received from Councillors Hartin, Lloyd and Mrs Swift.

2 Declarations of Interest

There were no declarations of interest at this point. Councillor Holyoak subsequently declared a personal interest at Item 16 in that she knew one of the firefighters who had applied for approval for outside employment.

3 Minutes

Members received the non-exempt minutes of the Human Resources Committee held on 21 February 2006.

Resolved: *that the non-exempt minutes of the Human Resources Committee meeting, held on 21 June 2006, be agreed and signed by the Chair as a correct record.*

4 West Midlands Regional Management Board Resources Project Overview

This report updated Members on the West Midlands Regional Management Board Human Resources project overview, following changes to the National Framework Document, and included detail of the involvement of Shropshire Fire and Rescue Service officers.

Resolved: *that the report be noted.*

5 Introduction of Continual Professional Development Payments

Members received the National Joint Council for Local Authority Fire and Rescue Services Circular NJC/2/06, which advised them of the current position on the introduction of continual professional development payments.



The National Joint Council for Local Authority Fire and Rescue Services Circular NJC/5/06, which provides an update to Circular NJC/5/06, was tabled to the Committee (a copy of which is attached to the signed minutes).

The Assistant Chief Officer explained that long service payments were to be phased out and replaced by Continual Professional Development (CPD) payments. The phasing out was to start on 1 July 2006, however work on the process would not be completed by the agreed date and the start date had been deferred to 1 October 2006.

Councillor Davies asked how the phasing out period would be structured. The Assistant Chief Officer explained that payments would be reduced by 50% from 1 October 2006 to 30 June 2007. After this date, they should then be reduced to 0%.

Councillor Drummond asked if professional development was mandatory for firefighters. The Assistant Chief Officer explained that in the past, professional development had been mandatory but that recent changes encouraged a more rounded approach and took into account extra responsibilities and work that firefighters may undertake. It had also been recognised that long service payments could be discriminatory to female employees, whose service could be affected by issues such as childcare. The CPD payments provide equal access to all employees.

Members asked what guidelines there were relating to the CPD payments. As yet, no guidelines have been published but the National Joint Council's working party is working on them.

Resolved: *that the circular be noted*

6 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.*

7 Exempt Minutes

(Paragraphs 1 and 2 – Information relating to any individual and information which is likely to reveal the identity of an individual)

Members received the exempt minutes of the Human Resources Committee meeting held on 21 February 2006

Resolved: *that the exempt minutes of the Human Resources Committee meeting, held on 21 February 2006, be signed by the Chair as a correct record.*

8 Head of Resources' Remuneration

(Paragraphs 1 and 2 – Information relating to any individual and information which is likely to reveal the identity of an individual)

This report provided Members with information regarding the proposed change to the grading and remuneration of the post of Head of Resources.



Resolved: *that the Fire Authority be recommended to agree the recommendations in the report.*

9 Redeployment of Operational Leading Firefighter
(Paragraphs 1 and 2 – Information relating to any individual and information which is likely to reveal the identity of an individual)

This report provided Members with information regarding the first redeployment and pay protection arrangements for an operational Leading Firefighter on medical grounds and the associated savings achieved.

Resolved: *that Members note the report*

10a Applications to Undertake Outside Employment (Approved Provisionally)
(Paragraphs 1 and 2 – Information relating to any individual and information which is likely to reveal the identity of an individual)

Councillor Holyoak declared a personal interest in this item as she knew one of the firefighters concerned.

This report informed Members of 13 applications from Fire Authority employees to undertake outside employment, which had been approved provisionally by the Chair and Vice-Chair of the Committee.

Resolved: *that Members confirm the provisional approval given by the Chair and Vice-Chair of the Committee.*

10b Applications to Undertake Outside Employment
(Paragraphs 1 and 2 – Information relating to any individual and information which is likely to reveal the identity of an individual)

This report informed Members of two applications to undertake outside employment.

Resolved: *that Members approve the applications made for outside employment.*

The meeting closed at 10.45 am.

Chair:.....

Date:.....

