

**Minutes of the Meeting of  
Shropshire and Wrekin Fire Authority  
Human Resources Committee  
held at Brigade Headquarters, Shrewsbury  
on Thursday, 5 June 2008, at 2.00pm**

**Present**

Councillors Dr Drummond (Vice-Chair), Gibbon, Hartin, Mrs Holyoak (Chair), Hurst-Knight and Picken

Before business commenced, the Chair welcomed Councillor David Gibbon (Conservative, Shropshire County Council) to his first Human Resources Committee meeting. Councillor Gibbon has taken the late Councillor Davies' place on the Fire Authority.

**1 Apologies for Absence**

Apologies for absence had been received from Councillor Adrian Williams. Councillor Williams, (Independent, Telford & Wrekin Council) has replaced Councillor Groom, who has been elected Borough Mayor for 2008/09, on the Fire Authority.

**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 6 December 2008.

**Resolved** that the non-exempt minutes of the Human Resources Committee meeting, held on 6 December 2008, be agreed and signed by the Chair as a correct record.

Councillor Hurst-Knight arrived at this point (2.05 pm)

**4 Pensions and Retirement Policy for staff who are members of the Local Government Pension Scheme**

This report presented to the Human Resources Committee, the revised Pension and Retirement Policy for staff who are members of the Local Government Pension Scheme for consideration.

The Human Resources Manager explained that the augmentation, as referred to in the report, is the provision of extra years' pension by the employer.

Councillor Dr Drummond asked if people applying for jobs at age 65+ would require a medical. The Human Resources Manager confirmed that they would need to meet the medical / physical standards required for the role and that this would be assessed through an Occupational Health questionnaire. There are separate arrangements for people working under the Firefighters' Pension Scheme. There would also be restrictions on claiming benefits for anybody working on the Firefighters' Pension Scheme at age 65+.

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

**Resolved** that the Human Resources Committee

- a) recommend to the Fire Authority that the attached revised policies be adopted with effect from 1 April 2008;
- b) agree that Officers develop a redundancy policy for Shropshire Fire and Rescue Service as soon as possible in the usual manner;
- c) Agree that Officers develop an ill health retirements process for Shropshire Fire and Rescue Service as soon as possible in the usual manner; and
- d) agree that Officers develop a flexible working policy for Shropshire Fire and Rescue Service as soon as possible in the usual manner.

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

This report updated the Human Resources Committee on the recent resolution of the issue of Retained Duty System (RDS) firefighters working as Police Community Support Officers (PCSOs).

Councillor Holyoak reported that she was very pleased with this report.

The Assistant Chief Officer reported that the developments outlined in the report have been discussed with the Legal Department at Telford & Wrekin Council who have confirmed that the arrangements are satisfactory pending written confirmation from the Chief Constable of West Mercia Police.

The change in position means that staff have been retained within the Service. One employee had submitted their resignation because of this issue but this has now been withdrawn.

Councillor Drummond commented that it was very positive development and would enable links to be developed between the two services. She also asked how if firefighters would be able to respond to incidents that occur whilst they are on duty as PCSOs. The Assistant Chief Officer explained that the individuals concerned would be dually employed and would only be able to provide fire cover when not on duty as PCSOs.

Councillor Gibbon asked what numbers had been envisaged to resign because of the issue. The Assistant Chief Officer explained that there were only two individuals that the Service had known about but there will not be any future barriers to current RDS employees who may consider taking up a PCSO role in the future.

It was moved by Councillor Picken that the recommendations be agreed with the addition of 'pending written confirmation' in recommendation b). Councillor Drummond seconded this and it was

**Resolved** that the Human Resources Committee

- a) Note the updated position of West Mercia Police as described within the report;
- b) Recommend that the Fire Authority agrees to the employment of Retained Duty System firefighters as Police Community Support Officers and vice versa, pending written confirmation; and
- c) Agree that Officers further explore the opportunities for mutual practical support for Police Community Support Officers in rural Shropshire.

## **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, 2 and 4.

## **7 Exempt Minutes (Paragraphs 1 and 2)**

Members received the exempt minutes of the Human Resources Committee meeting held on 6 December 2007.

**Resolved** that the exempt minutes of the Human Resources Committee meeting, held on 6 December 2007, be agreed and signed by the Chair as a correct record.

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

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

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

**9 Retained Firefighters and the Part Time Workers (Prevention of Less Favourable Treatment) Regulations: Employment Tribunal (Paragraph 4)**

This report informed the Committee of the latest Employers' Circular on the subject, and outlined some of the issues that need to be resolved.

**Resolved** that the Committee note the current position, which will need to be taken into account in financial planning when closing the 2007/08 Accounts, and developing future revenue spending plans.

The meeting closed at 2.40 pm.

**Chair**.....

**Date**.....