

Report of the Monitoring Officer

11. Amendment to Scheme of Delegations to Officers

Purpose of report

1. To advise the Authority of a proposed change to the Scheme of Delegations to Officers.
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Recommendation

The Policy and Resources Committee recommend that the Scheme of Delegations to Officers be amended to authorise the Chief Fire Officer to approve early retirements, in consultation with the Chairman and Treasurer in the case of employees whose salary is less than £45,000 and where the pension costs do not exceed £45,000.

Introduction and Background

1. At its meeting on 4 September 2013 the Policy and Resources Committee considered a report on an urgent decision which concerned a request for voluntary early retirement.
2. When officers were dealing with the request it became apparent that there was an anomaly within the Scheme of Delegations to Officers.
3. In the current Scheme of Delegations the Chief Fire Officer has delegated authority to consider and decide requests for voluntary redundancy. However the pension cost arising from early retirement requires Member approval for voluntary redundancy.
4. This case highlighted a wider issue regarding the extent to which the Policy and Resources Committee needed to be involved in approving early retirement.
5. Whilst it is right and proper for Members to be involved in scrutinising proposals involving senior staff, it is suggested that the Scheme of Delegations to Officers be amended to allow the Chief Fire Officer, in consultation with the Chairman and Treasurer to determine early retirements where the salary costs are less than £45,000 and the pension costs do not exceed £45,000.

6. Conclusion/Summary

The suggested amendment to the Scheme of Delegations to Officers is considered to be prudent as it will ensure that the Policy and Resources Committee has an input regarding senior staff costs but is not required to consider unnecessarily every case of voluntary redundancy.

Corporate Considerations

Resource Implications (identify any financial, legal, property or human resources issues).	None.
Strategic Policy Links (identify how proposals link in with current priorities and policy framework and if they do not, identify any potential implications).	None.
Risk Management/Health & Safety (identify any risks, the proposed control measures and risk evaluation scores.	None
Consultation (identify any public or other consultation that has been carried out on this matter).	None.
Equalities (has an Equalities Impact Assessment been completed? If not, why not?)	None – not applicable.

Supporting Information

Background papers – The Scheme of Delegations to Officers
Policy and Resources Committee agenda papers and minutes – 4 September 2013

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