



Hereford & Worcester Fire Authority

Policy and Resources Committee

Monday, 14 September 2015, 10:30

## Minutes

**Members Present:** Mr R C Adams, Mr C B Taylor, Mr P A Tuthill, Mr A Fry, Mr R M Udall, Mr J L V Kenyon, Mr B A Baker, Mrs E Eyre, Mr J W R Thomas, Mr R J Phillips

**Substitutes:** none

**Apologies for Absence:** Mr D W Prodger MBE, Ms R E Jenkins, Mrs F M Oborski MBE

### 21 Declarations of Interest (if any)

Interests declared at Minute no. 26 and 28

### 22 Confirmation of Minutes

**RESOLVED** that the minutes of the Policy and Resources Committee held on 25 March 2015 be confirmed as a correct record and signed by the Chairman.

### 23 2015/16 Budget Monitoring – 1st Quarter

Members were informed of the current position on budgets and expenditure for 2015/16.

An ensuing discussion on the recent Government paper 'Enabling closer working between the Emergency Services' took place. Key aspects of the paper were covered. The Chief Fire Officer agreed to bring a report to the Fire Authority meeting on 8 October along with a draft response to be prepared by Group Leaders.

**RESOLVED** that the forecast revenue underspend of £0.2m (0.6%) be noted.

**24 Quarter 1 Performance Report 2015-16**

No Minutes Taken

**25 Firefighters' Pension Scheme 2015 Discretions**

Members were informed of the various discretions exercisable by the Fire Authority in relation to the Firefighters' Pension Scheme 2015 and recommended to adopt policies in relation to these that were consistent with existing policies in relation to the firefighters Pension Scheme 1992 and 2006.

**RESOLVED that:**

**(i) approval be granted for the discretions detailed in the Statement of Policy (attached at Appendix 1 to these minutes) for:**

- a. active membership**
- b. pensionable pay**
- c. contributions during absence from work due to illness, injury, trade dispute or authorised absence**

**(ii) the Chief Fire Officer be delegated the discretions detailed in Appendix 2 to these minutes.**

**26 Local Government Pension Scheme Injury Awards**

Cllr Phillips declared a non pecuniary interest in this item as Chairman of the LG Pension Committee and Member of the Shadow Advisory Board.

Members were informed of the requirement to agree and publish a policy statement on Injury Awards in accordance with Regulation 14 of the Local Government (Discretionary Payments) (Injury Allowances) Regulations 2011.

**RESOLVED that the Committee:**

**(i) approve the discretions detailed in the Statement of Policy for Injury Awards, attached at Appendix 3 to these minutes; and**

**(ii) delegate to the Chief Fire Officer the discretions detailed in Appendix 3 to these minutes.**

**Employment Monitoring Data 2014 – 2015**

Members were asked to note the contents of this report, prior to publication of the Employment Monitoring Data 2014/2015 on the Service's website. With regard to the desire to attract a diverse workforce it was agreed that the Chief Fire Officer would provide all Members with a suitable message for possible inclusion in community newsletters and magazines.

**RESOLVED that:**

**The Committee note the key areas highlighted in the Employment Monitoring Data Report 2014/2015 (Appendix 1) prior to publication on the Service's website and note that:**

- **The Exit Interview process and form has been reviewed in order to collate quality data in relation to the reasons for staff leaving the Service.**
- **The "Open for All group" (previously known as the Positive Action Sub Group) is currently exploring ways to develop links with the local community and has established links with publications such as the 'Here for All' magazine within the Polish community.**
- **The Ethical Framework was reviewed in October 2014 and refresher training was delivered during this period. We are currently exploring ways to further embed the Ethical Framework across the Service.**

**Proposed New Hereford Fire Station**

Cllr Baker declared an interest in this item. He informed the Committee that he sits on the Planning Committee at Herefordshire Council. Cllr Baker chose to remain in the room.

Members were informed of the progress regarding the provision of a new joint fire and police station in Edgar Street, Hereford and obtain authorisation to further develop this project.

[12:04 Cllr Udall left the room]

**RESOLVED that:**

- i) Officers of the Service be authorised to enter into further**

**negotiations between Herefordshire Council, West Mercia and Warwickshire Police and the Fire Authority to provide a new fire station in Hereford at a proposed site on Edgar Street; and**

**ii) the Chief Fire Officer in consultation with the Chairman of the Authority and the Treasurer be authorised to spend up to £75,000 on further work to take the project to planning approval stage;**

**iii) a further paper, including a detailed cost feasibility be brought to Policy and Resources Committee for final approval before entering into a contract for the acquisition of the site and any disposal of land.**

## **29 Update from the Health and Safety Committee**

Members were updated on the activities and items of significance from the Service's Health and Safety Committee.

**RESOLVED that the following issues, in particular, be noted:**

**(i) the involvement of the Service in a number of Health and Safety initiatives at national level;**

**(ii) the review of asbestos management within the Service prompted by the new national agreement with the Health and Safety Executive (HSE); and**

**(iii) Health and Safety performance for Quarter 4 of year 2014 - 15 (Jan – Mar 2015)**

## **30 Update from the Joint Consultative Committee**

[12:14 Cllr Udall re-entered the room]

Members were informed of the activities of the Joint Consultative Committee (JCC) since March 2015.

**RESOLVED that the following items currently under discussion by the Joint Consultative Committee be noted:**

**(i) Policy on financial assistance for medical treatment**

**(ii) Project Arrow Update**

**(iii) Staff Moves (e.g. to Hindlip)**

- (iv) Voluntary Redundancy
- (v) Place Partnership Limited (PPL)
- (vi) Logging of Pre-Arranged Overtime
- (vii) Asbestos (Medicals)
- (viii) Pensions Board
- (ix) Parking

**31 Update from the Equality and Diversity Committee**

No Minutes Taken

The Meeting ended at: 12:25

Signed:.....

Date:.....

Chairman