

# **WEST YORKSHIRE FIRE AND RESCUE AUTHORITY**

## **MEETING OF THE HUMAN RESOURCES COMMITTEE HELD ON 1 JULY 2011 AT FIRE AND RESCUE SERVICE HEADQUARTERS, BIRKENSHAW,**

Present: Councillors G Thornton (in the Chair); R Brown, A Castle, R Grahame (as substitute for Councillor J Dodds), S Hamilton, J Hughes, A Hussain, D Ridgway (as substitute for Councillor J Cole) and A Wallis

Apologies: Councillors J Cole, J Dodds and C Townsley

### **1 MINUTES OF THE LAST MEETING**

#### **RESOLVED**

That the Minutes of the Committee at a meeting held on 8 April 2011 be signed by the Chair as a correct record.

### **2 URGENT ITEMS**

None.

### **3 EXCLUSION OF THE PUBLIC – SECTION 100A LOCAL GOVERNMENT ACT 1972**

There were no items which required the exclusion of the public and press.

### **4 DISCLOSURES OF INTEREST**

Councillor Grahame declared a personal interest in agenda item 6 (Hutton report pensions review). No further declarations of interest were made in any matter under discussion at the meeting.

### **5 STATION OFFICER PROTECTED PAY**

Consideration was given to a report of the Director of Human Resources which informed members of the cessation of Protected pay for former Station Officers with effect from 30 June 2011.

It was reported that the protection had been agreed in 2008 as part of the rank to role changes to the pay structure and had affected 17 employees in this Authority. The cessation of the protection would result in full year financial savings of £45,000.

## **RESOLVED**

That the report be noted.

## **6 HUTTON REPORT PENSIONS REVIEW**

The Director of Human Resources submitted a report which informed Members of the recommendations of the Hutton report on public sector pensions and which provided an indication of the implications for this Authority.

It was reported that the final recommendations and changes to the scheme were expected to be implemented in early 2015 and the two current firefighters' pensions schemes were expected to be closed and replaced by a single alternative scheme.

Members discussed the likely effect on both employee and employer contributions and also on the Authority's base budget and sought confirmation that, as the matter progressed, employees would be kept up to date with the proposed changes through the intranet.

## **RESOLVED**

That the report be noted.

## **7 SAFEGUARDING AND ENHANCED CRB CHECKS**

Consideration was given to a report of the Director of Human Resources which informed Members of the implications on the service due to changes to the previously imposed national Vetting and Barring Scheme.

Members were advised of the posts which would require an Enhanced Check in line with the Government's new requirements. Existing employees requiring such a check would be financed by the Authority whilst evidence of the CRB and Enhanced Check would be a pre-employment requirement for those posts in the future.

## **RESOLVED**

That the report be noted.

## **8 PERSONNEL ACTIVITY REPORT**

Consideration was given to a report of the Director of Human Resources which advised of personnel activity to end March 2011.

It was reported that the recently implemented and robust sickness policy had had a positive effect on employee absences. Members were also provided with an update on the current position regarding retained officer recruitment and how a freeze on general recruitment would reflect on the Authority's BME and female recruitment figures.

## **RESOLVED**

That the report be noted.

## **9 FLEXIBLE RETIREMENT POLICY**

The Director of Human Resources submitted a report which sought approval for the revised Flexible Retirement Policy which was proposed to be extended to cover the shortage in skills and experience in a cost effective way for operational staff as currently existed for non-operational (green book) employees.

Members were advised that the employee's case would be considered on an individual basis in the light of the existing employee and risk profiles of the Authority. Any continuation in post whilst in receipt of pension would require a month career break and would be for a maximum period of two years fixed term contract.

## **RESOLVED**

- (i) That the revised Flexible Retirement Policy be approved; and
- (ii) That detail of those employees given approval to continue to work under the terms of the Policy be reported to a future meeting of this Committee.

Chair