

# DEVON & SOMERSET FIRE & RESCUE AUTHORITY

29 June 2009

## Present:-

Councillors Hughes OBE (Chairman), Boyd, Burridge-Clayton, Cann, Dyke, Eastman, Foggin, Fry, Gribble, Healey, Horsfall, Leaves, Manning, Mills, Mrs. Nicholson, Radford, Randall-Johnson, Smith, Turner, Wallace, Woodman and Yeomans

## Apologies:-

Councillors Gordon, Viney and Way

### **DSFRA/109. Minutes**

**RESOLVED** that the Minutes of the meeting held on 27 May 2009 be signed as a correct record.

### **DSFRA/110. Declarations of Interest**

Members were asked to consider whether they had any **personal/personal and prejudicial interests** in items as set out on the agenda for this meeting and to declare any such interests at this time.

No such interests were declared at this time.

### **DSFRA/111. Statement of Accounts 2008/2009**

The Authority considered a report of the Treasurer (DSFRA/09/15), together with a presentation, on the Authority's draft Statement of Accounts for 2008/09. The Accounts and Audit Regulations 2003 (as amended) required the Authority to approve the draft accounts by 30 June 2009. The Accounts were intended to give stakeholders clear information about the Authority's financial position and the form and content of the Accounts was specified by the Chartered Institute of Public Finance Accountancy Code of Practice. The Accounts included core statements on:

- the Income and Expenditure Account detailing service expenditure analysis, details of any surplus/deficit as at 31 March 2009 and how the service was funded;
- the Balance Sheet recording assets and liabilities of the Authority as at 31 March 2009; and
- the Cash Flow Statement providing details of the sources and application of the Authority's funds during the year.

At the last meeting of the Authority it was reported that net spending against the revenue budget was £0.759m less than budgeted, primarily as a result of savings from staffing costs. This enabled a sum of £0.162m to be transferred to the Authority's General Fund. While the Income and Expenditure Account reflected a deficit rather than a surplus, this was as a result of the need to introduce certain non-cash entries (e.g. future pension liabilities). A reconciliation of the deficit, as shown in the Account, illustrated that the financial performance of the Authority had enabled the amount of £0.162m to be transferred to the General Reserve.

Similarly, while the Balance Sheet as at 31 March 2009 indicated that the liabilities of the Authority exceeded its assets this was again as a result of the need to record future pension liabilities the funding burden for which did not fall directly upon the Authority.

At this stage the Accounts were in draft form and would be subject to audit inspection during July and August following which the final accounts would need to be published, again in accordance with the Regulations, by 30 September 2009. The final Accounts would include an audit certificate signed by the Audit Commission.

The Chairman and Members of the Authority indicated that they would wish placed on record their thanks to the Treasurer and his team for all their efforts in producing the Accounts.

**RESOLVED** that, as required by the Account and Audit Regulations 2003 (as amended), the Authority's draft Statement of Accounts for 2008/09, as included with the agenda for the meeting, be approved and the Chairman authorised to sign them on behalf of the Authority.

***(SEE ALSO MINUTE DSFRA/112 BELOW)***

**DSFRA/112. Annual Governance Statement 2008/09**

The Authority considered a report of the Chief Fire Officer and the Treasurer to the Authority (DSFRA/09/16) setting out progress against those significant internal control issues identified in the 2007/08 Annual Governance Statement and outlining the current standing of the Authority's corporate governance processes.

Appended to the report was a draft Annual Governance Statement for 2008/09 prepared in accordance with guidance issued jointly by the Chartered Institute of Public Finance Accountancy and the Society of Local Authority Chief Executives. The Annual Governance Statement replaced the former Statement of Internal Control and was required to be produced to accompany the Statement of Accounts in accordance with the Accounts and Audit Regulations 2003 (as amended).

In considering the draft Annual Governance Statement for 2008/09 Members commented on the position in relation to the Authority's Partnership Framework. While it was accepted that the Partnership Framework had been approved following the reporting period covered by the Annual Governance Statement, it was nonetheless felt that the Statement should reflect the fact that work was in progress during the reporting period and that work for the forthcoming year would concentrate on implementation of and embedding the Framework.

**RESOLVED**

- (a) that, subject to incorporation of the amendment relating to the Partnership Framework as indicated above, the Annual Governance Statement required to accompany the 2008/09 final accounts, as set out in Appendix B to report DSFRA/09/16, be approved and the Chairman and Chief Fire Officer authorised to sign it on behalf of the Authority;
- (b) that the current position resulting from addressing the identified areas of required activity in the 2007/08 Annual Governance Statement, as set out in Appendix A to the report, be noted.

***(SEE ALSO MINUTE DSFRA/111ABOVE)***

**DSFRA/113. Job Evaluation - Non-Uniformed Pay Scale**

The Authority considered a report of the Head of Human Resources Management and Development (DSFRA/09/17) on the proposed pay scale to operate under the new job evaluation scheme for non-uniformed staff. While it was still intended to use for the new scheme the local government pay scale applying to non-uniformed professional and administrative staff, this scale ended at spinal column point 49.

The pay points currently in use for the Service extended to spinal column point 55 and were based on the old Senior Manager scale formerly used by Devon County Council. These points would, however, fit well as part of the new pay and grading structure. Additionally, there were also some staff on uniformed staff equivalent pay scales.

The new scheme, however, was intended to cover the full range of salaries currently paid to non-uniformed staff in the organisation other than those on the Senior Management Board. To do so, it would be necessary to extend the payscale to spinal column point 61, with new points between 56 and 61 inclusive having been developed by analysing the differential between the existing spinal column points and applying a differential of 1.020 (2%) to the new points.

There were no additional resource implications associated with this proposal, the costs already having been factored in to the job evaluation scheme pay and grading structure previously approved by the Authority (Minute DSFRA/83 of the meeting held on 16 February 2009 refers).

**RESOLVED**

- (a) that the points on the non-uniformed pay scale above those published by the Local Government Employers be determined on the following basis:
  - (i) that points 50 to 55 be determined by using pay points currently in use within the organisation (based on the Senior Management scale formerly used by Devon County Council);
  - (ii) that points 56 to 61 be determined by applying a differential factor of 1.020 (2%) between each point;
- (b) that, consequent to (i) and (ii) above, the pay scale as detailed in Appendix A to report DSFRA/09/17 be adopted; and
- (c) that any points beyond point 61 that may be required in future be determined by applying a differential factor of 1.020 between each point.

The meeting started at 10.00hours and finished at 11.27hours.