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(Devon and Somerset Fire and Rescue Authority)

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Present:-

Councillors Cann (Chair), Bown, Boyd, Burridge-Clayton, Healey (vice Mrs Turner) and Leaves (vice Mrs Nicholson).

Apologies:-

Councillors Manning, Mrs. Nicholson and Mrs Turner

HRMDC/26 Redundancy Compensation for Compulsory & Voluntary Redundancies

(An item taken in accordance with Section 100A(4) of the Local Government Act 1972 during consideration of which the press and public were excluded from the meeting).

The Committee considered a report of the Director of People and Organisational Development (HRMDC/11/2) that set out information to assist the Committee in recommending a redundancy multipliers to be utilised where the Service may be in a position of having to instigate either compulsory or voluntary redundancy.

The question of the position for existing staff such as the Temporary Staff Pool (TSP) for the Regional Control Centre (RCC), other regional staff employed by the Devon and Somerset Fire and Rescue Service and the Project Team for the RCC was also considered whereupon it was suggested that a multiplier of 2.5 could be adopted for these staff but on a time limited basis to 31 March 2011. In order to be fair and equitable, it was considered that this should also be applied to any staff given notice up to 31 March 2011.

Following a lengthy discussion, Councillor Cann proposed (and Councillor Boyd seconded):

“that the recommendations set out in report HRMDC/11/2 be approved and that a multiplier of 2 be recommended for adoption by the Devon and Somerset Fire and Rescue Authority for both compulsory and voluntary redundancy based on actual pay with a multiplier of 2.5 for the “at risk” staff in the TSP, other regional staff employed by the Devon and Somerset Fire and Rescue Service, Project Team for the RCC and any other staff given notice up to 31 March 2011”.

Upon a vote, this was carried unanimously.

RESOLVED

- (a) That a multiplier of 2 be adopted in principle for the purposes of consultation with Representative Bodies and that, pending the outcome of these consultations, the Devon & Somerset Fire & Rescue Authority be recommended to adopt this multiplier for use in calculating redundancy payments arising from:
- (i) compulsory redundancies; and
 - (ii) voluntary redundancies
- with a view to applying this multiplier in relation to staff eligible to join the Local Government Pension Scheme i.e, non-uniformed and Control staff plus operational staff at Station Manager or above who have retired and been re-employed but excluding those staff referred to at (b) below;
- (b) that a multiplier of 2.5 be adopted in principle for the purposes of consultation with Representative Bodies and that, pending the outcome of these consultations, the Devon & Somerset Fire & Rescue Authority be recommended to adopt this multiplier for use in calculating redundancy payments arising from:
- (i) compulsory redundancies; and
 - (ii) voluntary redundancies
- for those "at risk" staff in the Temporary Staff Pool arising from the Regional Control Centre (RCC), other regional staff employed by Devon and Somerset Fire and Rescue Service, appropriate RCC Project Team staff and other staff given notice up to 31 March 2011;
- (c) that it be noted at this stage that, on the basis of advice received to date, it would appear that other uniformed staff not conditioned to the Local Government Pension Scheme had no entitlement to an enhanced redundancy payment;
- (d) that a further report be submitted to the full Authority meeting to be held on 14 February 2011 including the views of the Representative Bodies to enable a final decision to be made on the redundancy multiplier(s);
- (e) That, once the redundancy multiplier(s) is finally determined, it should be reviewed at least annually to take into account budgetary and financial issues and the organisational planning needs of the Service.

*** DENOTES DELEGATED MATTER WITH POWER TO ACT**

The meeting held without press or public in attendance (Part 2) started at 14.35hours and finished at 15.15hours