

## **HUMAN RESOURCES MANAGEMENT AND DEVELOPMENT COMMITTEE**

(Devon and Somerset Fire and Rescue Authority)

11 January 2013

### Present:-

Councillors Mrs. Bown (Chairman), Brooksbank, Burridge-Clayton, Mrs. Chugg, and J Smith

### Apologies:-

Councillor Knight

#### **\*HRMDC/16. Minutes**

**RESOLVED** that the Minutes of the meeting held on 15 November 2012 be signed as a correct record.

#### **\*HRMDC/17. Fitness Testing of Operational Staff**

The Committee received for information a presentation on firefighter fitness and the Fire-Fit Conference and covering, specifically:

- the Service approach to firefighter fitness and recent changes in fitness testing;
- The Fire-Fit Steering Group and research commissioned on behalf of this group into fitness testing, which the Service was able to benefit from;
- the importance of having legally defensible standards (e.g. role-specific tests), case law relating to this and factors that should be included in a fit-for purpose, legally-defensible Fitness Policy;
- proposals for further enhancements and refinements to the Service Fitness Policy to encompass fitness, wellbeing and lifestyle training and which would see fitness recognised as a core competency.

#### **\*HRMDC/18. Sickness Absence Management**

The Committee received for information a presentation from the Human Resources Manager on management actions being taken to mitigate against sickness absence within the organisation.

The Committee had previously resolved to receive a detailed, annual statistical report on absence management within the organisation, with a "light touch" six-monthly update report.

The presentation to this meeting focussed on the background and context to the Service's current sickness policy and included, amongst other things:

- information on the contractual entitlement to sick pay for both uniformed and support staff;
- the mechanism for reporting and recording sickness;
- the mechanisms for return to work (including use of a "return to work interview" in all cases);
- the inclusion of absence "trigger points" to prompt management actions;

- use of occupational health provision;
- proposals to enhance and refine the absence management policy (e.g. provision of easily-accessed, on-line sickness absence information for line managers; introduction of a capability policy and procedure).

**\*HRMDC/19. Exclusion of the Press and Public**

**RESOLVED** that, in accordance with Section 100A(4) of the Local Government Act 1972 the press and public were excluded from the meeting for the following item of business on the grounds that it involves the likely disclosure of exempt information as defined in Paragraph 5 of Part 1 of Schedule 12A (as amended) to the Act, namely information in respect of which a claim to legal professional privilege could be maintained in legal proceedings.

**\*HRMDC/20. Part Time Workers Pension Liabilities**

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

The Human Resources Manager briefed the Committee on legal advice currently being sought by the Service relating to liability for the payment of pension contribution costs arising from the successful test case on application of the Part-time Workers (Prevention of Less Favourable Treatment) Regulations 2000.

**RESOLVED** that the briefing be noted.

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

The meeting started at 10.00hours and finished at 11.32hours.