

**HUMAN RESOURCES MANAGEMENT AND DEVELOPMENT COMMITTEE**  
(Devon and Somerset Fire and Rescue Authority)

18 March 2013

Present:

Councillors Bown (Chair), Brooksbank, Burrige-Clayton, Knight and J Smith.

Also in attendance in accordance with Standing Order 36:

Councillors Gribble and Radford.

Apologies:

Councillor Chugg.

**\*HRMDC/21. Minutes**

**RESOLVED** that the Minutes of the meeting held on 11 January 2013 be signed as a correct record.

**\*HRMDC/22. Firefighters Pensions Schemes**

The Committee received for information a presentation by the Human Resources Manager on firefighters pensions schemes. The presentation covered, amongst other things:

- different pension types (e.g. occupational; personal) and arrangements (e.g. money purchased; defined benefits);
- the main features (eligibility, benefits, contributions) of both the 1992 and 2006 Firefighters Pensions Schemes;
- definitions of pensionable and non-pensionable pay;
- proposals for and likely outcomes of the Firefighters Pensions Scheme 2015.

The Human Resources Manager stated that the Fire Brigades Union had raised concern over the proposals for the Firefighters Pensions Scheme 2015, specifically in relation to the proposed normal retirement age of 60 which, the Union felt, may prove unattainable for many firefighters given the physicality of the role.

**\*HRMDC/23. Devon & Somerset Fire & Rescue Service Equality and Diversity Recognition - Stonewall Top 100 Employer**

The Committee received for information a presentation by the Community and Workplace Equalities Manager on the achievement of the Devon & Somerset Fire & Rescue Service of securing a ranking of 91<sup>st</sup> in the Stonewall Top 100 Employers for 2013. Stonewall existed to support and promote equality for lesbian, gay, bisexual and transgender (LGBT) people. Stonewall produced, each year, an index of the top 100 employers in the UK based on evidence put forward by organisations on culture, processes, policies and training designed to impact positively on the work environment for LGBT staff, ensuring that people were protected and happy at work, able to be themselves and thereby achieve their full potential.

The Service was one of only five fire and rescue services to secure a ranking in the top 100 – other organisations in the top 100 being major, national or international concerns such as Tesco and Barclays Bank. The achievement meant that the Service had been recognised as promoting and demonstrating an inclusive working culture for staff, underlining its core values.

The presentation highlighted particular Service initiatives for this equality strand (such as the establishment of the Fire Pride network) and indicated that, going forward, the Service would be preparing an action plan based on feedback from Stonewall to contribute to its overall ambition to secure an excellent rating in its approach to equality and diversity by 2014.

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

The meeting started at 10.00hours and finished at 11.00hours