

HUMAN RESOURCES MANAGEMENT & DEVELOPMENT COMMITTEE
(Devon & Somerset Fire & Rescue Authority)

23 June 2017

Present:-

Councillors Bown (Chair), Best, Burridge-Clayton, Chugg (Vice-Chair), Hannaford, Peart and Thomas

* **HRMDC/1**

Election of Chair

RESOLVED that Councillor Bown be elected Chair of the Committee until the Annual General Meeting of the Authority in 2018.

* **HRMDC/2**

Minutes

RESOLVED that the Minutes of the meeting held on 24 March 2017 be signed as a correct record.

* **HRMDC/3**

Election of Vice Chair

RESOLVED that Councillor Chugg be elected Vice Chair of the Committee until the Annual General Meeting of the Authority in 2018.

* **HRMDC/4**

Retirement & Re-employment

The Committee considered a report of the Assistant Chief Fire Officer – Service Improvement (HRMDC/17/6) that set out details of two applications that had been received for retirement and/or re-employment for approval in accordance with the Authority's Pay Policy Statement in 2017/18.

The Human Resources Manager also reported receipt of a further request for retirement and re-employment from a uniformed staff member of staff and approval was sought for this additional application.

Councillor Burridge-Clayton **MOVED** (seconded by Councillor Thomas):

“that the additional application for retirement and re-employment for a uniformed member of staff as reported at the meeting be approved for an initial period of one year”.

This was **CARRIED** unanimously.

RESOLVED

- (a) that the requests for retirement & re-employment as identified in paragraph 2.5 of report HRMDC/17/6 be approved: and,
- (b) that the additional application for retirement & re-employment as reported at the meeting be approved for an initial period of one year.

* **HRMDC/5** **Appointments to the Internal Disputes Resolution Procedure Panel (IDRP)**

The Committee considered a report of the Assistant |Chief Fire Officer – Service Improvement (HRMDC/17/7) that set out the requirement for the Committee to appoint a Panel of three of its members with delegated authority to consider and determine complaints made by individuals under stage 2 of the Firefighters’ Pension Scheme Internal Disputes Resolution Procedure.

It was noted that the previous representation had been Councillors Bown, Burridge-Clayton and Knight, however, Councillor Knight was no longer a member of the Authority.

RESOLVED that Councillors Bown, Burridge Clayton and Hannaford be appointed to service as members of the Internal Disputes resolution Procedure (IDRP) Panel until the first meeting after the Annual Meeting of the Authority in May 2017.

* **HRMDC/6** **Absence Management & Health of the Organisation**

The Committee considered a report of the Assistant Chief Fire Officer – Service Improvement (HRMDC/17/8) that set out the performance in respect of absence management within the organisation for the year ending 31 March 2017.

The key point highlighted was that sickness absence in 2016/17 was 8.66 days per person as opposed to 9.23 days in 2015/16. This was a 6.2% improvement on the previous year but the Service was not complacent. The next report to the Committee would include further information in respect of the measures being taken by the Service to improve wellbeing.

Attention was drawn to the following points:

- that the data set out within paragraph 2.5 of the report in respect of the average number of days lost due to sickness on a rolling 12 month basis was difficult to interpret and the data needed to be presented in a clearer way, such as a line chart;
- that a presentation be organised for the benefit of new members on the sickness absence dashboard at the next meeting so that the Committee could see the sickness absence position in real time as well as the historic data;
- the benchmarking information that provided comparisons between 36 fire services that had contributed to the national Fire & Rescue Service Occupational Health Performance Report was reproduced in Part 2 of the agenda for this meeting;
- there was a need to differentiate in future reports between operational staff injuries and sickness absence for non-operational staff in future;
- it had been recognised that sickness absence amongst fire control staff seemed to be higher and that work was being focussed in this area to address this.

RESOLVED

- (a) That the Service continues to progress with developing a working environment that is conducive to a high-performing, motivated and healthy workforce;

- (b) That the Service completes the new absence management policy and introduces the policy and guidance with a communications and training plan; and
- (c) Subject to (a) and (b) above, the report be noted.

* **HRMDC/7** **Exclusion of the Press and Public**

RESOLVED that, in accordance with Section 100A(4) of the Local Government Act 1972, the press and public be excluded from the meeting for the following item of business on the grounds that it may involve the likely disclosure of exempt information as defined in Paragraph 1 (information likely to reveal the identity of an individual) of Part 1 of Schedule 12A (as amended) of the Act.

* **HRMDC/8** **National Fire & Rescue Service Occupational Health Performance Report April 2016 to March 2017**

(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 Committee received for information the National Fire & Rescue Occupational Health Performance Report for April 2016 to March 2017.

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

The Meeting started at 10.00 am and finished at 11.15 am