

WILTSHIRE & SWINDON FIRE AUTHORITY

MINUTES OF A MEETING OF THE STAFFING COMMITTEE HELD AT WILTSHIRE FRS HQ, MANOR HOUSE, POTTERNE, DEVIZES ON FRIDAY 31 JANUARY 2014

Present : Cllrs J Knight, N Martin and B Wayman.

1. Membership.

The Clerk announced that the Authority had appointed Cllrs Knight, Martin and Wayman to be members of the Committee. It was also announced that Cllrs Bennett and Perkins had been appointed deputies to enable one of them to stand in for Cllr Martin if he was unable to attend a meeting.

2. Appointment of Chairman

Cllr N Martin was elected as Chairman

3. Minutes of Last Meeting

The minutes of the meeting of the Committee held on 24 January 2013 were confirmed and signed.

4. Welcome and Apologies

The Chairman welcomed everyone to the meeting and noted that there were no apologies.

5. Members' Interests

Members were reminded of the need to declare any interests which the Authority's Code of Conduct required to be disclosed, or dispensations granted by the Clerk to the Authority or the Ethics Committee.

6. Draft Pay Policy Statement 2013/14

The Committee considered a paper by the Brigade Manager, People & Development.

Resolved:

a) To request officers to update the Pay Policy as necessary, prior to it being presented to the Fire Authority.

b) To forward the proposed pay policy statement for 2014/15 (as annexed to the paper presented) to the Authority for consideration at the Authority's meeting on 13 February 2014 with a recommendation that it be approved.

7. Local Government Pensions Scheme: Discretions Policy

The Committee considered a paper by the Brigade Manager, People & Development on the LGPS Discretions Policy.

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Resolved:

- a) *To agree the two new discretions recommended by the Brigade Manager, People & Development.*
- b) *To recommend the revised LGPS Discretions Policy to the Fire Authority.*
- c) *To request officers present the Discretions Policy for review by the Staffing Committee before January 2017.*

8. Firefighters' Pension Schemes Discretions Policy

The Committee considered a paper by the Brigade Manager, People & Development on the Firefighters' Pension Schemes Discretions Policy.

Resolved:

- a) *To recommend the Discretions Policy for the Firefighters' Pension Scheme and the New Firefighters' Pension Scheme to the Fire Authority*
- b) *To request officers to update the Discretions Policy once further information is received from the DCLG and to present a revised policy to the Staffing Committee.*
- c) *To request officers monitor the national situation with regard to the pensionability of temporary allowances and emoluments and also to assess the administrative impact of maintaining temporary promotion as pensionable and to report back to the Staffing Committee within 12 months.*
- d) *Request officers update the Service Orders as appropriate.*

9. Dates of Future Meetings

It was announced that the next Staffing Committee meeting was scheduled for 8 May at 11:30 am at Potterne.

10. Urgent Business

There was no urgent business.

11. Exclusion of the Public

Resolved:

In accordance with Section 100A(4) of the Local Government Act 1972, to exclude the public for the business specified in minute no. 5 below because it is likely that if members of the public were present there would be disclosure to them of exempt information as defined in paragraphs 1 & 4 of Part I of Schedule 12A to the Act.

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12. Brigade Managers' Annual Review 2013.

The Committee received a paper by the Personnel Adviser to the Authority on the Chief Fire Officer's and Brigade Managers' salaries and terms and conditions of service.

Resolved:

- a) *To accept the recommendation for the Chief Fire Officers' remuneration.*
- b) *To accept a 4 spinal point phased increase in the Deputy Chief Fire Officers' remuneration to bring it up to 85% of the Chief Fire Officers' revised salary to reflect the increase in responsibilities*
- c) *To accept a 4 spinal point phased increase in the Brigade Managers' remuneration (People & Development and Governance & Assurance) to bring them up to 65% of the Chief Fire Officers' revised salary to reflect the increase in responsibilities.*
- d) *To increase the notice period for the Brigade Managers' (People & Development and Governance & Assurance).*

[Duration of meeting: 10:05 a.m. to 11:15am]