

**SOUTH WALES FIRE & RESCUE AUTHORITY**  
**MINUTES OF THE HR & EQUALITIES MEETING**  
**HELD ON MONDAY 11 APRIL 2011 AT**  
**SOUTH WALES FIRE & RESCUE SERVICE HEADQUARTERS**

**64. PRESENT:**

<b>Councillor</b>	<b>Left</b>	<b>Authority</b>
R McKerlich (Chairman)		Cardiff
J Daniel		Rhondda Cynon Taff
D T Davies		Caerphilly
C James		Bridgend
S Jones		Rhondda Cynon Taff
G Price		Merthyr Tydfil
V E Smith		Monmouthshire
G Stacey		Rhondda Cynon Taff
E T Williams		Vale of Glamorgan

**APOLOGIES:**

S Bradwick		Rhondda Cynon Taff
L Ford (Vice-Chairman)		Cardiff
R J W Greenland		Monmouthshire
K Hyde		Cardiff
P Seabourne		Torfaen

**ABSENT:**

D Hando		Newport
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**OFFICERS PRESENT:-** ACO P Haynes – Director of People Services, Mr C Powell – Head of Business Support, Group Manager G Davies – Head of Training and Development, Mr A Peploe – HR Manager

**65. DECLARATIONS OF INTEREST**

Each Member declared a personal non-prejudicial interest in each agenda item which affected their Authority.

## **66. MINUTES OF PREVIOUS MEETING**

The minutes of the HR & Equality meeting held on 31 January 2011 were received and accepted as a true record of proceedings, subject to the following amendment:-

Item 59 – Delete ‘gender equality objectives’, and replace with ‘equality objectives’.

## **67. REPORT ON MEMBER CHARTER AND UPDATE ON PROGRESS**

The HR Manager outlined to Members the progress made following the achievement and presentation of first level charter status to South Wales Fire & Rescue Service (SWFRS) November 2010.

### **RESOLVED THAT**

Members unanimously agreed that:-

67.1 Fire & Rescue Service Authority Members continue commitment and support to the implementation of the Charter.

67.2 Fire & Rescue Authority Members commit to accessing support and development opportunities as identified during the support and expectation process.

67.3 Fire & Rescue Authority Members agree to the formalisation of the Institute of Leadership and Management Endorsed Award process.

## **68. REPORT ON FIRE AND RESCUE SERVICE OF WALES COLLABORATION – ESTABLISHING AN ALL WALES FIRE AND RESCUE SERVICE ORGANISATIONAL DEVELOPMENT STRATEGY**

The HR Manager informed Members collaboration has taken place between the three Fire & Rescue Services in Wales to produce an All Wales Organisational Development Strategy.

The recommendation to establish an All Wales Strategy was made at the People and Organisational Development Group (PODG) in March 2010. The group consists of members from each of the Fire & Rescue Services in Wales, Skills for Justice, and the Welsh Assembly Government. The planned introduction of the Strategy is April 2011.

The adoption of the Organisational Development Strategy would ensure at strategic level there is consistency in the approach to People Development and Support across the three Fire & Rescue Services. The Strategy provides a framework for continued collaboration and partnership in the field of Firefighter and Support staff, technical, managerial and people skill development.

## **RESOLVED THAT**

68.1 Members unanimously agreed to support the introduction and implementation of the All Wales Organisation Development Strategy.

68.2 Members agreed for formal commitment to be obtained from Authority Members for the adoption by South Wales Fire & Rescue Service of the All Wales FRS Organisational Development Strategy.

## **69. REPORT ON DISCIPLINARY DISMISSAL APPEALS**

The ACO People Services reminded Members that under the existing Discipline Policy and Procedures of the Service, following dismissal from the Service all employees have the right of appeal to the Disciplinary Appeals Committee of the Fire & Rescue Authority.

The Finance, Audit and Performance Management Committee received an auditor's report which recommended that disciplinary appeals against dismissal should fall within the ambit of the Principal Officers' roles and responsibilities.

Currently when an employee is dismissed from the Service and they subsequently appeal the dismissal to the Disciplinary Appeals Panel that they remain on full pay until the appeal is heard.

## **RESOLVED THAT**

Following lengthy discussion, Members agreed for the report to be referred to the Fire and Rescue Authority for resolution.

### **70. SUMMARY OF THE OUTCOMES FROM THE REVIEW OF PUBLIC SERVICE PENSIONS**

The ACO People Services informed Members that in June 2010 the Government appointed Lord Hutton of Furness to chair the Independent Public Service Pensions Commission to undertake a fundamental structural review of public service pension provision.

The Commission published an interim report on 7 October 2010 and a Final Report on 10 March 2011.

The Final Report's recommendations to the Government on pension arrangements focuses on long term sustainability and affordability, fairness to both the public service workforce and the taxpayer, and consistency with the fiscal challenges ahead, while protecting accrued rights. The recommendations have yet to be accepted by the Government.

## **RESOLVED THAT**

70.1 Members noted the content of the report.

70.2 Members requested a Members Seminar is organised to discuss the Review of Public Service Pensions in greater detail.

### **71. DRAFT ANNUAL REPORT ON THE WORK OF THE HR AND EQUALITIES COMMITTEE**

The ACO People Services introduced Members to a draft annual report on the work of the HR & Equalities Committee to be presented to the Fire & Rescue Authority at its meeting on 9 May 2011.

## **RESOLVED THAT**

Members agreed for the draft report to be submitted to the Fire & Rescue Authority in May 2011.

## **72. FORWARD WORK PROGRAMME**

The ACO People Services presented the Forward Work Programme.

### **RESOLVED THAT**

Members accepted the Forward Work Programme for the HR & Equalities Committee 2010/11.