



**MINUTES OF THE STAFFING COMMITTEE held on 9 December 2014 at Fire Service HQ, Winsford.**

**PRESENT:** Councillor J Joyce (Chair)  
Councillor E Johnson  
Councillor S Nelson  
Councillor B Rudd

**PROCEDURAL MATTERS**

**A Apologies for Absence**

There were no apologies for absence received.

**B Declaration of Members Interests**

There were no declarations of interest.

**C Minutes of the meeting of the Staffing Committee**

**RESOLVED: THAT**

**the minutes of the meeting of the Staffing Committee held on 14 July 2014 be approved.**

**ITEMS REQUIRING DISCUSSION/DECISION**

**2 Industrial Action Recognition Payments**

The Chief Fire Officer introduced this report which sought Members endorsement for further industrial action recognition payments to be made to employees that had worked during periods of industrial action since July 2014.

He reminded Members that it was agreed at the last meeting of the Staffing Committee, that for the industrial action recognition payments to be fair, the amount of cover provided by each individual should be the determinative factor when calculating the sums payable. He referred Members to the report which detailed the proposed approach. Members were being asked to approve a further set of industrial action recognition payments covering 20.50 periods of strike action (July to November 2014).

The Chief Fire Officer stated that he felt the agreed approach was fair and measured. However, if the industrial action was to continue for a prolonged period, Members might need to consider the future impact and the potential sensitivity of making such payments.

Members discussed the costs to the Service detailed in the report and queried how long the Service could realistically provide the existing approach to cover if the industrial action continued for a prolonged period. The Chief Fire Officer pointed out that account would need to be taken of the personal impact on officers who were currently providing cover.

The Chief Fire Officer assured Members that he was confident that officers would continue to provide the agreed levels of cover and if longer periods of strike action were announced, it would be possible to manage them but with fewer appliances being available.

Members commented that the Authority had a duty of care to residents to provide cover and continued to support the approach detailed in the report and wished to pass on their sincere thanks to the officers that had provided/supported critical resilience arrangements during periods of strike.

**RESOLVED: That**

- [1] the Chief Fire Officer be authorised to make further industrial action recognition payments for Area Managers and below in accordance with the approach outlined in the report.**

**3 Exclusion of the Press and Public**

Any matters brought forward under this item which involve the disclosure of exempt information will be considered in Part 2 of the meeting at the end of the business to be transacted.

**Recommended:**

That under Section 100(A) (4) of the Local Government Act 1972, as amended by the Local Government (Access to Information) Order 2006, the press and public be excluded from the meeting for the items of business listed below on the grounds that they involve the likely disclosure of exempt information as defined in Schedule 12 A to the Act in the paragraphs indicated:

**Item**

**Item 4**

Report on the Loss of Protected Pension Age

**Paragraph**

(1) Information relating to any individual

(3) Information relating to the financial or the business affairs of any particular person (including the authority holding that information)

#### **4 Report on the loss of Protected Pension Age**

The Head of Legal and Democratic Services went through the main issues set out in the report. He reminded Members about the requirements associated with Protected Pension Age; explained what had happened since Members were briefed in June 2013; and sought guidance in relation to the potential options available to the Authority.

**RESOLVED: That**

- [1] Members noted the report and provided officers with guidance about their preferred option to resolve the situation**