

Minutes of the Executive Committee

7 November, 2011 at 10.00am
at Fire Service Headquarters, Vauxhall Road, Birmingham

Present: Councillor Edwards (Chair);
Councillor Eustace (Vice-Chair);
Councillors Chambers, Clinton, Davis, Douglas-Maul,
Foster, O'Neill, Ryder and Singh.

Apologies: Councillors Alden and Idrees.

Observers: Councillors Andrew, Davies, Griffiths, Hogarth, Spence
and Turner.
Mr Topliss.

28/11 **Declaration of Interests**

Councillors Edwards and O'Neill declared a personal interest in the matter referred to at minute no. 31/11 (Firefighters' Pension Scheme) on the basis that they were members of the Firefighters' pension scheme.

29/11 **Lead Member Reports**

The Committee received verbal reports from lead members on the work they had been involved in since the last meeting:-

Equality and Diversity

The Fire Service had won a national award for change management at the Chartered Institute for Personnel Development's People Management Awards in recognition of its excellent work on equality and diversity issues. The Service had competed against a range of large private sector organisations to win the award and members congratulated officers for their hard work.

In October the lead member had attended a Chief Fire Officers' Association (CFOA) event entitled "*What would an excellent fire service look like?*" which had provided an opportunity to network with members

Executive Committee
7 November, 2011

of other fire services on equality and diversity issues.

A visit would be taking place to Avon Fire and Rescue Service to share good practice in equality and diversity issues.

The results of the Employee Opinion Survey had now been published and the lead member would be meeting with the Director Human Resources to discuss the equality and diversity results.

Human Resources

The revised Employee Relations Framework would be presented to the Authority in January 2012.

Training on conducting fair hearings would be offered to Members in December, date still to be agreed.

Councillor Chambers would be meeting with the Director Human Resources to discuss the outcome of the Employee Opinion Survey and any necessary actions.

The Authority was pursuing the Investors in People Award and Councillor Chambers would be chairing a working group which would lead on the process.

The Fire Control Project Board had held its inaugural meeting on 3rd November, 2011. The minutes would be submitted to the Authority.

Member Development

Members had undertaken a visit to Safeside on 24 October, 2011 which they had found interesting and recommended that all Members visit the facility.

A visit to the Academy was taking place on 8 December, 2011 and Members were reminded to confirm their attendance.

On 12 December, 2011, Members would receive a presentation on their responsibilities under health and safety legislation.

Members would receive a presentation at the Policy Planning Forum on 9 January, 2012 on risk management. Councillor Foster encouraged Members to contact him if they had any suggested issues that could be discussed at Policy Planning Forum.

Executive Committee
7 November, 2011

The Localism Bill proposed changes to the standards regime that applied to elected members. Members would be briefed on the changes and implications as necessary.

Performance Management

Performance results for quarter two would be reported to the Audit and Performance Management Committee on 28 November, 2011.

A Corporate Performance Review meeting had taken place on 27 October, 2011. Performance remained satisfactory and variations from targets would be discussed in detail at the Audit and Performance Management Committee.

Asset Management

Councillor Davies reported that contracts had now been exchanged with regards to the sale of Sedgley Fire Station.

Chief Fire Officer Announcements

Officers from Technical Rescue had recently attended an international training event in Texas, USA. The facilities there were rated as the best disaster training facilities in the world. West Midlands' team had performed well and the Chief Fire Officer expressed his pride that other teams had sought advice from his officers.

The Chief Fire Officer had attended an event on 5 November, 2011 in aid of the Help for Heroes Foundation. The Fire Service's Pipe Band had played at the event, which had been attended by many inspirational and influential people, which had promoted the work of West Midlands Fire Service.

The Chief Fire Officer had attended the Chief Fire Officers Association (CFOA) annual charity event. The event had also been attended by the Fire Minister.

On 11 November, 2011 the Chief Fire Officer would be attending the memorial event at the Cenotaph. As part of his role with CFOA he would be leading the salute in 2012. It was anticipated that the role would bring benefits for West Midlands Fire Service in terms of raising the profile of the organisation and its excellent work.

Executive Committee
7 November, 2011

30/11 **Post of Deputy Chief Fire Officer**

Approval was sought to commence the recruitment and selection process for the post of Deputy Chief Fire Officer.

The Chief Fire Officer was in the process of undertaking a review of the principal officer team and the interim arrangements that had been put in place pending the outcome of the review had been reported to the Committee on 10 October, 2011 (Minute No. 24/11 refers). However, he had determined that, given the size of West Midlands Fire Service, it was necessary to continue to have a Deputy Chief Fire Officer to support the Chief Fire Officer and the effective running of the service.

Members received the job description, person specification and terms and conditions for the post. It was noted that the terms and conditions of the post were currently under review and the advert would be qualified as such. It was also noted that the salary of the post was a spot salary and would not increase. The post-holder would be subject to regular performance management.

Resolved

- (1) that approval is given to commence the recruitment and selection process for the post of Deputy Chief Fire Officer;
- (2) that approval be given to the job description, person specification and the terms and conditions for the post and that it be noted that the terms and conditions are currently under review;
- (3) that the Chief Fire Officer submit a report to the Authority on the future size and structure of the principal officer team.

31/11 **Firefighters' Pension Scheme**

The Committee was asked to approve the Authority's proposed response to the consultation from the Department for Communities and Local Government on changes to the Firefighters' Pension Scheme 1992 and the New Firefighters' Pension Scheme 2006.

Executive Committee
7 November, 2011

The consultation proposed increases in contributions with effect from 1 April, 2012.

Resolved that approval be given to the Authority's response to the Department for Communities and Local Government's consultation on changes to the Firefighters' Pension Scheme 1992 and the New Firefighters' Pension Scheme 2006.

(Meeting ended at 10.58 am)

<p style="text-align: center;"><i>Contact Officer: Stephnie Hancock Democratic Services Unit Sandwell Metropolitan Borough Council 0121 569 3189</i></p>
--