

WEST MIDLANDS FIRE AND RESCUE AUTHORITY

MATTERS OF URGENCY

4 OCTOBER 2021

1. **DECISION TAKEN UNDER 'MATTERS OF URGENCY' –
RETENTION OF RETIRED EMPLOYEES**

Report of the Chief Fire Officer.

RECOMMENDED

- 1.1 THAT Members note the decision taken and approved under 'Matters of Urgency', whereby the new Retention Policy be adopted.

2. **PURPOSE OF REPORT**

- 2.1 This report is submitted to confirm retrospectively the decision taken and approved under 'Matters of Urgency'.

3. **BACKGROUND**

- 3.1 The Constitution of West Midlands Fire and Rescue Authority (WMFRA) makes provision for required decisions that cannot be postponed being considered under Standing Order 17.1 'Arrangements to Act in Matters of Urgency'. This order provides the Chief Fire Officer (CFO) with the delegation to make urgent decisions in consultation with the Chair and Vice Chair.

4. **Retention of Retired Employees**

- 4.1 The report submitted proposed a new Retention Policy is introduced to provide an additional workforce planning tool and form part of the re-organisation, redeployment, redundancy policy. The policy will enhance the management of corporate risk by retaining key knowledge, skills and experience through the use of temporary or fixed term contracts where appropriate. In addition, it

will enable and support WMFRA to improve its talent management succession planning processes. It may also support financial efficiencies in support of the Community Risk Management Plan (CRMP).

4.2 It was RECOMMENDED:

That the Chief Fire Officer adopt a new Retention Policy for employees who express a desire to remain employed by WMFRA following retirement and satisfy the criteria set out in the Retention Policy as per Appendix 2.

That the Chief Fire Officer makes this decision in consultation with the Chair, Vice Chair, Clerk and Monitoring Officer.

That the resolution is reported to the next ordinary meeting of the Fire Authority.

The decision was made in accordance with Standing Orders by the Chief Fire Officer in consultation with the Chair, Vice Chair, Opposition Leader and Clerk to the Authority. It was resolved that the decision be reported to the next ordinary meeting of the Fire Authority.

The report outlining the recommendation and decision is available within the Retention of Retired Employees Report.

5. **EQUALITY IMPACT ASSESSMENT**

5.1 In preparing this report a full Equality Impact Assessment has not been undertaken.

6. **LEGAL IMPLICATIONS**

6.1 There are no legal implications arising from this report. Legal implications for the decision are outlined within the Retention of Retired Employees Report.

7. **FINANCIAL IMPLICATIONS**

7.1 There are no direct implications arising from this report. Any financial implications for the decision are outlined within the Retention of Retired Employees Report.

8. **ENVIRONMENTAL IMPLICATIONS**

8.1 There are no environmental implications arising from this report. Environmental implications for the decision are outlined within the Retention of Retired Employees Report.

9. **BACKGROUND PAPERS**

9.1 The West Midlands Fire and Rescue Constitution, June 2021.

The contact name for this report is Karen Gowreesunker, Clerk to the Authority, Strategic Enabler - Strategy, telephone number 0121 380 6678.

PHIL LOACH
CHIEF FIRE OFFICER