



# Minutes

## Executive Committee

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Date: 24 January 2022

Time: 15:00

Venue: Function Room FSHQ

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Present: Cllrs D O'Donovan (in the chair), P Harrand, K Renshaw, F Shaheen, J Sunderland and S Tulley.

In Attendance: None

Apologies: Cllrs J Sunderland and S Tulley.

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### **7 Minutes of the last meeting held on 17 September 2021**

#### **RESOLVED**

That the Minutes of the last meeting held on 17 September 2021 be signed by the Chair as a correct record.

### **8 Matters arising**

None

### **9 Urgent items**

None

### **10 Admission of the public**

#### **RESOLVED**

That the public and press be excluded from the meeting during consideration of the item of business specified below as it is likely, in view of the nature of the business to be transacted or

the nature of the proceedings, that if members of the public were present during this item, there would be disclosure to them of exempt information of the descriptions specified.

<b>AGENDA ITEM NO.</b>	<b>TITLE OF REPORT</b>	<b>MINUTE NUMBER (to be added)</b>	<b>Description of exempt information by reference to the paragraph number in Schedule 12a of the Local Government Act 1972</b>
E6	Immediate Detriment	12	Paragraph 5 – legal privilege
E7	Trustee Request	13	Paragraph 1 – Information relating to an individual.
E8	Corporate Services and Governance	14	Paragraph 1 – Information relating to an individual. Paragraph 2 – Information identifying an individual Paragraph 5 – legal privilege
E9	Management Board Review	15	Paragraph 1 – Information relating to an individual. Paragraph 2 – Information identifying an individual Paragraph 4 - Labour relations, consultations or negotiations

## **11 Declarations of interest**

There were no declarations of disclosable pecuniary interest made in any matter under consideration at the meeting.

## **12 Immediate Detriment**

(This item was considered exempt information under Schedule 12A (1) of the Local Government Act 1972 – legal privilege)

Consideration was given to a report of the Chief Employment Services Officer which gave an update on the governments current position and advice on the processing of immediate

detriment cases. The options open to the WYFRA were documented and it was recommended that option 3 is adopted.

Members noted that this option significantly reduces the immediate financial risk on the Authority and carries the least financial burden.

## **RESOLVED**

That option 3 be adopted

### **13 Trustee Request**

(This item was considered exempt information under Schedule 12A (1) of the Local Government Act 1972 – relating to an individual)

Members considered a report submitted by the Chief Fire Officer requesting to become a trustee of a homeless charity based in Sheffield.

## **RESOLVED**

That no objections are made, and the request be approved.

### **14 Corporate Services and Governance**

(This item was considered exempt information under Schedule 12A (1) of the Local Government Act 1972 – relating to an individual, identifying an individual and legal privilege)

Members considered a report submitted by the Chief Fire Officer requesting members to consider introducing a new post of Director of Corporate Services and requesting approval for the Chief Employment Services Officer to continue with his current working arrangements of 5 working days per week.

Members sought further clarification of the responsibilities of the role

## **RESOLVED**

- a) That the post of Director of Corporate Services is approved
- b) That the Chief Employment Services Officer maintains his current full-time working pattern.

### **15 Management Board Review**

(This item was considered exempt information under Schedule 12A (1) of the Local Government Act 1972 – relating to an individual, identifying an individual and labour relations)

Consideration was given to a report of the Chief Fire Officer detailing a review of senior manager pay and requesting members to determine if any adjustments should be made.

Members discussed the need to maintain gender pay equality, the changes in the responsibilities of roles over the years and therefore the requirement to re-evaluate the roles of the Chief Employment Services Officer and the Chief Finance and Procurement Officer using the Hay

Method of Job Evaluation. Members also noted that WYFRS is the fourth largest Fire and Rescue Service in England and that any pay award should be back dated to the date of the Committee. Clarification of the information in table 2.6 of the report was sought and sections 137 – 142 of the RealWorldHR report at annex A were noted.

## **RESOLVED**

- a) That sections 135.1, 135.2 and 135.3 of the RealWorldHR Report should be adopted, and that the outcome of the Job evaluations should be brought back to Members. It was also resolved, that following Job Evaluation other executive officer roles would be geared to the Chief Fire Officer role.
- b) That the minimum differential of 50% between the Area Managers' salary and that of the Chief Fire Officer be maintained, this was approved noting that the twin-track approach is not normally used or reviewed within WYFRA.

Chair