

SOUTH YORKSHIRE FIRE AND RESCUE AUTHORITY

15 DECEMBER 2014

PRESENT: Councillor J Andrews (Chair)
Councillor A Atkin (Vice-Chair)
Councillors: A Cave, T Fox, S Phillips, C Ross, S M Richards
and J Satur

R Bywater, M McCarthy, L Noble and M McCoole (South
Yorkshire Joint Secretariat)

J Courtney, M Shaw, B Sandy, J Roberts and M Topham
(South Yorkshire Fire & Rescue Service)

F Foster (BMBC)

Apologies for absence were received from Councillors
A Bosmans, A Buckley, I Hussain and C Ransome

1 **APOLOGIES**

Apologies for absence were noted as above.

2 **ANNOUNCEMENTS**

None.

3 **URGENT ITEMS**

None.

4 **ITEMS TO BE CONSIDERED IN THE ABSENCE OF THE PUBLIC AND PRESS**

RESOLVED – That agenda item 9 entitled ‘Support Staff Review – Early Voluntary
Release Proposals’ be considered in the absence of the public and press.

5 **DECLARATIONS OF INTEREST BY INDIVIDUAL MEMBERS IN RELATION TO
ANY ITEM OF BUSINESS ON THE AGENDA**

None.

6 **REPORTS BY MEMBERS**

None.

7 **RECEIPT OF PETITIONS**

None.

8 TO RECEIVE ANY QUESTIONS OR COMMUNICATIONS FROM THE PUBLIC

None.

9 EXCLUSION OF THE PUBLIC AND PRESS

RESOLVED – That under Section 100(A) of the Local Government Act 1972, the public be excluded from the meeting for the following items of business on the grounds that they involve the likely disclosure of exempt information as defined in paragraph 3 of Part 1 of Schedule 12A of the Act and the public interest not to disclose information outweighs the public interest in disclosing it.

10 SUPPORT STAFF REVIEW - EARLY VOLUNTARY RELEASE PROPOSALS

A report of the Chief Fire Officer and Chief Executive was submitted in relation to a policy position, previously agreed by Members, that facilitated the early voluntary release (EVR) of Support and Control Staff via a voluntary redundancy mechanism.

A discussion arose around the EVR of Control and Support Staff. Members agreed that Control Staff would be taken out of EVR process at this time, and that the downsizing of Control Staff would be discussed with Control and Rep Bodies. Any vacant posts would be filled from internal applicants.

Members noted that Support Staff leaving on EVR would be released in phases over the next 18 to 24 months, to facilitate for the loss of knowledge and experience.

Members gave consideration to the gender balance within the organisation and the organisation's workforce profile after EVR.

M Shaw commented that individuals had considered their circumstances and made conscious decisions for EVR. In terms of applications for EVR, M Topham said the gender profile was evenly balanced with a 50/50 split.

The Treasurer confirmed that provision had been made within the budget to meet these costs.

RESOLVED – That Members agreed:-

- i) To fund the early voluntary release proposals as set out and according to the figures reported from the transition reserve established to manage this process.
- ii) The Control Staff would not form part of the early voluntary release proposals at this time, subject to further consultation with staff affected and relevant workforce representatives.

CHAIR