

Minutes of the meeting of the EXECUTIVE COMMITTEE of the BUCKINGHAMSHIRE AND MILTON KEYNES FIRE AUTHORITY held on WEDNESDAY 15 MARCH 2017 at 10.00 am

**Present:** Councillors Busby (Chairman), Carroll, Gomm, Marland, McDonald, Reed and Schofield

**Officers:** J Thelwell (Chief Fire Officer), G Britten (Director of Legal and Governance), L Swift (Director of People and Organisational Development), D Sutherland (Director of Finance and Assets), M Hemming (Deputy Director of Finance and Assets), K McCafferty (Head of Human Resources), N Boustred (Head of Service Delivery), P Holland (Head of Service Transformation), J Parsons (Head of Service Development), K Nellist (Democratic Services Officer) and P Steinmetz (Watch Commander)

**Apologies:** Councillor Lambert

**EX37 MINUTES**

RESOLVED -

That the Minutes of the meeting of the Executive Committee held on Wednesday 8 February 2017, be approved and signed by the Chairman as a correct record.

**EX38 EXEMPT MINUTES**

RESOLVED -

That the Exempt Minutes of the meeting of the Executive Committee held on Wednesday 8 February 2017, be approved and signed by the Chairman as a correct record.

**EX39 UPFRONT PAYMENT OF LOCAL GOVERNMENT PENSION SCHEME (LGPS) EMPLOYER CONTRIBUTIONS**

The Director of Finance and Assets advised that as Members would be aware, the Local Government Pension Scheme (LGPS) was revalued every three years and what this report sets out was the most recent valuation, which showed the Authority had a very modest surplus on its share of the fund and the funding level was at 101%.

The Director of Finance and Assets advised Members that if the Authority were to pay three years' worth of employer contributions on 1 April 2017, there was an opportunity to reduce the total amount payable. The total cost over three years, if employer contributions were to be paid monthly, was £1.407m. If all employer contributions due for the three years were paid on 1 April 2017, the cost would be £1.301m. This would reduce the total cash payment by £106k over the three years. The Authority will forgo interest of £15k over the three years by paying the full amount upfront. The proposal is therefore projected to deliver a net saving of £91k over the three year period.

RESOLVED –

That the upfront payment of three years' employer contributions due in respect of the LGPS be approved.

**EX40**

**GOVERNMENT CONSULTATION: RE-ENGAGEMENT OF SENIOR FIRE OFFICERS POST-RETIREMENT**

The Head of Human Resources advised Members that on 21 February 2017 the Home Office released this consultation on the re-engagement of senior fire officers following retirement. Senior fire officers were classed as Area Managers, or equivalent, and above and re-engagement was in the same or very similar role. The consultation proposed that an addendum to the National Framework be added to explicitly discourage this practice. The consultation seeks responses by 4 April 2017.

The Head of Human Resources advised Members that the Authority already had a very well established position on re-engagement in line with that already being proposed and details were available in the Authority's Pay Policy Statement, the most recent of which was approved in February 2017. The Authority's opinion was that routine re-engagement was not acceptable, it stifled succession plans and career development and limits diversity across the Service and it would only seek to do so in very exceptional circumstances. Members would be aware that the Authority had robust succession plans in place and these were regularly reviewed as part of business continuity and resilience.

A Members asked what the decision making process would be for exceptional circumstances and was advised that it would be a Member decision in the same way as senior appointments.

RESOLVED –

1. That the Authority's position on re-engagement of senior officers be noted;
2. That the draft response (Appendix 2) to the consultation be noted; and
3. That the Chief Fire Officer be delegated authority to finalise and submit the response on behalf of the Authority in consultation with the Lead Member for Human Resources and Equality and Diversity.

**EX41**

**DATE OF NEXT MEETING**

The Committee noted that the Executive Committee meeting on Wednesday 10 May 2017 was cancelled due to the Buckinghamshire County Council elections on 4 May 2017.

THE CHAIRMAN CLOSED THE MEETING AT 10.09AM.