

AGENDA ITEM 3: MINUTES

MINUTES OF A MEETING OF THE ROYAL BERKSHIRE FIRE AUTHORITY'S EXECUTIVE COMMITTEE HELD AT BRIGADE HEADQUARTERS ON MONDAY 29 NOVEMBER 2004 COMMENCING AT 6.30PM AND CONCLUDED AT 9.04PM

Present: Mike Adams, Christine Borgars, James Mole, Barrie Patman

Apologies: Terry Mills (Chairman), Jeff Brooks (Vice-Chairman)

7.01/04 ELECTION OF CHAIRMAN FOR THE MEETING

Members were advised that as both the Chairman and Vice-Chairman were unable to attend the meeting it would be necessary to elect a Chairman for the meeting. It was therefore **RESOLVED: That Councillor Christine Borgars be elected Chairman for the meeting.**

(Councillor Christine Borgars in the Chair)

7.02/04 DECLARATIONS OF INTEREST

Having been reminded that in accordance with the Fire Authority's Code of Conduct, Members are required to declare interests, which are Personal or Personal and Prejudicial, where appropriate, it was noted that on this occasion there were no such declarations to be made.

7.03/04 TRANSFER OF PART II ITEMS INTO THE PART I AGENDA

In response to a request from the Director of Human Resources/Chief Fire Officer it was **RESOLVED: That Agenda items 23 (Home Computing Initiative) and 28 (Consultation on Proposed Changes to the Fire-Fighters Pension Scheme) be transferred from the Part II Agenda and considered in the Part I Agenda**

7.04/04 PART I MINUTES: 21 SEPTEMBER 2004

The Part I Minutes of the last meeting held on Tuesday 21 September 2004, having been previously circulated, were taken as read and signed by the Chairman as a correct record.

7.05/04 DATES FOR EXECUTIVE COMMITTEE MEETINGS IN 2005

The Committee's approval was sought (Agenda item 4 – not reproduced) to the list of proposed dates for meetings of the Executive Committee in 2005, which includes, in

response to a request from the Authority Treasurer, a date for an additional meeting of the Committee in early January 2005.

RESOLVED: That meetings of the Executive Committee be held on the following dates in 2005 at Brigade Headquarters, commencing at 6.30:

**Monday 10 January (additional meeting), Monday 24 January,
Monday 14 March, Monday 16 May, Monday 18 July,
Tuesday 20 September, Monday 28 November**

7 06/04 AUDIT COMMISSION – ANNUAL AUDIT LETTER TO MEMBERS

The Committee was informed (Agenda item 14 – not reproduced) of the receipt of the Audit Commission’s Annual Letter to Members in respect of the 2003/2004 Audit.

Members were advised that the Audit Commission has completed the Audit of Accounts for 2003/2004 as approved by the Executive Committee at its meeting in June 2004.

Each year the Audit Commission produces an Annual Audit Letter to Members based on the previous year’s Audit and a copy was presented as Appendix C (not reproduced)

The Authority Treasurer introduced Mick West, District Auditor and Hassan Rohimum, Audit Manager, who were attending the meeting to present the Audit Letter and answer any questions that Members may have. In presenting the Audit Letter, Mr West wished to place on record his thanks to all those Officers in the Brigade who had helped him in the completion of the Audit. Following the presentation of the Annual Audit letter Members were given the opportunity to ask questions.

A query was raised regarding the reference to omissions from the Employee’s Handbook identified in the section dealing with Systems of internal financial control. It was agreed that the Chief Fire Officer would liaise with Mr Rohimum to clarify this point and the letter would be amended accordingly.

In thanking both Mr West and Mr Rohimum for attending the meeting the Chairman referred to the fact that this was to be Hassan’s last meeting and therefore wished to place on record the Fire Authority’s thanks for the contribution that he has made to the Audit of the Authority’s Accounts over the past few years and to wish him good luck in the future. Mr Rohimum thanked the Chairman for her good wishes.

In noting the positive comments made in the report the Committee were advised that an unqualified audit opinion would be issued on the annual accounts for 2003/2004.

NOTED

7.07/04 INTERNAL AUDIT REPORT: COMPLIANCE WITH STANDING ORDERS

The Committee was informed (Agenda item 15 – not reproduced) of the outcome of an internal audit report into compliance with Standing Orders, which had been commissioned by the Authority Treasurer from Reading Borough Council, the Authority's internal auditors, as part of the 2004/2005 Internal Audit Plan.

On the invitation of the Chairman, Kevin Parker from Reading Borough Council provided the Committee with an overview of the report, a copy of which was presented as Appendix D (not reproduced). It was noted that the Brigade accepts the Auditor's recommendations that the Standing Orders Relating to Contracts require revision, and that staff dealing with contracts require further training.

The chairman thanked Kevin for attending the meeting and presenting the report.

NOTED

7.08/04 REGIONAL MANAGEMENT BOARD FOR THE SOUTH-EAST: RECOMMENDATIONS FROM THE OVERVIEW AND SCRUTINY COMMITTEE

The Executive Committee was advised (Agenda item 5 – not reproduced) of the concerns expressed by the Overview and Scrutiny Committee (OSC) on the establishment of the Regional Management Board (RMB) together with the financial implications for the Authority and were requested to consider whether the matter should be referred to the Fire Authority to determine if a response to the ODPM and/or the South East Regional Management Board is required.

At its meeting on Monday 20 September the OSC received a presentation from the Fire Authority Chairman, Councillor Terry Mills, on his attendance at, and experience of the recently established Regional Management Board for the South East.

Having received a brief summary of the background to the establishment of RMB's the OSC were provided with an overview of the six key themes as set out in paragraph 8 of the report (not reproduced). The six key themes all had a lead Principle Officer from the nine Brigades, with the majority of the work being done by CFOA Workgroups with Royal Berkshire leading on training.

Whilst the principles of the South East RMB are to maximise effectiveness and minimise costs the administrative costs are borne in turn by the host Authority, which for year 1 is Surrey. The cost of Officers attending the Working Groups based on the six key themes could be quite significant in terms of Officers time and associated salaries. One particular problem for this and probably other Fire Authorities is that the RMB was established after the Budget was set for 2004/2005, which has resulted in no specific budget line being identified within the approved Budget. If no additional funding is forthcoming from the ODPM to establish RMB's this Authority will have to find the additional funding from within its existing approved Budget.

In noting the OSC's main areas of concern as set out in paragraph 14 of the report (not reproduced) the Committee was advised that the OSC had Resolved that:

1. Based on the Committee's concerns a report be presented to the Executive Committee for consideration and, if necessary, referral on to the Fire Authority to determine whether the Fire Authority Chairman, in his capacity as RMB Representative, is steered to make comment and/or ask questions at RMB level or alternatively to develop a response to the ODPM and/or the South East RMB.
2. When further information is available on the establishment of 'Firebuy' a report be presented to a future OSC meeting for consideration and possible referral to the Executive Committee or Fire Authority.

Members were advised that the subject of Regional Control Rooms was to be the subject of a detailed report and/or presentation, including an input for the FBU, at the Fire Authority Meeting in February 2005. In view of this the Clerk and Monitoring Officer (CMO) suggested that the three Political Groups, at their Briefing Meetings prior to the Authority meeting in December, give some consideration to the concerns raised by the OSC and consider whether to table a Motion on the establishment of RMB's to the February Fire Authority Meeting. The Chief Fire Officer agreed to circulate a copy of Motions approved by other Authorities.

Having given some further consideration to the report it was agreed that in view of the suggestion put forward by the CMO the report be noted and whilst sympathetic with the concerns expressed by the OSC were also mindful of the fact that the Authority has not yet made its position clear on whether it supports the establishment of a RMB for the South-East. It was also agreed that Mr Mills be asked to take note of the report from the OSC for possible use in the future.

NOTED

7.09/04 SINGLE TENDER ACTION: REMOVAL OF ASBESTOS FIBRE AND ENVIRONMENTAL CLEANS OF BRIGADE PREMISES

The Executive Committee's approval was sought (Agenda item 6 – not reproduced) to permit the Procurement and Facilities Manager (PFM), under delegated powers, to award a contract under single tender action to Slough Thermal to undertake the removal or environmental cleaning of asbestos residue from the Authority's premises, without the need to seek Authority approval for each event.

In speaking to the report the ACFO advised Members that there were a number of reports presented in the Part II Agenda that had been based on this report and advice from the Clerk and Monitoring Officer. Therefore if Members are minded to approve the proposed course of action set out in this report it may negate the need to consider Agenda items 19 to 21 in the Part II Agenda.

West London Estates, the Brigades Surveyors, have used Slough Thermal for a number of years to remove asbestos from premises under their control, including Fire Authority premises. During one such removal at Wokingham Road Fire Station the HSE carried out a spot check of the works being undertaken and were satisfied that all the requirements and equipment used were in order. The costs of removal vary according to the size of the area and type of removal/clean required but a typical cost will be between £3,000 and £10,000 per visit. The PFM therefore recommends that Slough Thermal be awarded the contract to undertake this work which in turn will allow budgets to be managed in line with best value and to ensure that the Authority do not incur additional costs due to delays in works proceeding.

Whilst supporting the proposal put forward Members were of the opinion that the contract should be awarded for a period of one year and that the PFM be asked to present a report in a year's time seeking a further extension. Members also asked the ACFO/PFM to ensure that the award of this type of contract is within the European Limits, bearing in mind the rules on aggregated contracts.

RESOLVED: That:

- 1 In accordance with the Authority's Standing Orders Relating to Contracts Numbers 10a and 10f, the Contract be awarded to Slough Thermal under single tender action for a period of one year and that a report seeking a further extension to the contract be presented to the Committee in a year's time.**
- 2 In view of the Committee's decision set out in Resolution 1 above the need to consider the Part II Agenda items 19 to 21 is negated and they therefore be withdrawn from the Agenda.**

7.10/04 AMBULANCE SHARING FIRE SERVICE FACILITIES

The Executive Committee's approval was sought (Agenda item 7 – not reproduced) to an opportunity for the Brigade to share Langley Fire Station (Station 18) with the Royal Berkshire Ambulance Trust (RBAT).

In introducing the report the ACFO (Service Delivery) advised Members that RBAT had contacted the Brigade to enquire if we had any premises facilities at the eastern end of the County that could be utilised to deploy emergency ambulances. The area identified was Station 18, as RBAT currently rent commercial premises in the vicinity which are not ideal and they would prefer to utilise public sector premises that undertake similar activities to their own.

There are four bays at Station 18 currently occupied by one Fire Appliance and one Fire Service personnel carrier with the remaining bays being used as a station gym and locker storage. RBAT therefore wish to occupy the end bay within which they would house an ambulance and construct a rest area for ambulance crews, the costs of which would be met in full by RBAT.

In addition RBAT are willing to pay rent for the use of the facilities and have suggested a figure in the region of £4,000 per annum. Members were advised that the figure is not derived from any specific methodology and a commercial rental assessment can be provided should Members so wish.

The Brigade has consulted fully with both the workforce at Station 18 and the FBU and a summary of the responses received was presented in Appendices A and B respectively (not reproduced). Although the FBU had some reservations, overall they were not considered as sufficient reasons for not allowing the sharing of facilities at the station.

There are some potential barriers to this initiative with regard to available bay space as the Brigade, over the next eighteen months, will be expanding its fleet with additional New Dimension vehicles. As it has not yet been confirmed how many, what type and where they are to be located there are a number of stations with vacant bays at this time which could house the new vehicles as set out in Appendix C (not reproduced).

In noting the FBU's views as set out in the Appendix the Chairman, with the approval of Members, invited the FBU representative to comment on the proposal. The FBU were of the opinion that if Members were minded to approve the use of a bay at Station 18 then the full business rates should apply and a door put in to ensure that ambulance personnel did not walk across the Station floor area.

Members were of the opinion that the Brigade need to talk to the crews involved, list any concerns and try to address them to the best of our ability. They therefore asked Officers to undertake a comprehensive assessment of the space available with a report on the outcome of that assessment being circulated to Committee Members.

The Clerk and Monitoring Officer reminded Members that in addition to entering into a legal agreement regarding a minimum notice period etc the Authority would also need to enter into a Business Lease with the RBAT being asked to pay the legal fees. In view of this Members suggested that the initial Agreement be for a period of three years and then renewable on an annual basis.

RESOLVED: That:

- 1 Subject to Royal Berkshire Ambulance Service entering into a Legal Agreement and Business Lease at their cost the sharing of the Brigade's facilities at Station 18, Langley, with the RBAT be approved for a period of three years and then renewable on an annual basis.**
- 2 Officers to undertake a comprehensive assessment of the space available with a report on the outcome of that assessment being circulated to Committee Members.**

7.11/04 30 AND 40 ST MARK'S ROAD, WINDSOR

The Executive Committee's approval was sought (Agenda item 8 – not reproduced) to a course of delegated authority to the Clerk and Monitoring Officer (CMO) and Procurement and Facilities Manager (PFM) in respect of two houses located at 38 and 40, St Mark's Road, Windsor.

The purpose of this request is to allow the CMO to negotiate the terms and conditions of a Deed of Release in respect of the restrictive covenants relating to the properties to permit the building of four new houses on the site and for the PFM to instruct a Chartered Surveyor to advise on the value, if any, of the existing right of way across number 38, St Mark's Road and if necessary to negotiate the terms and conditions for the relinquishment of that right of way.

RESOLVED: That the:

- 1 Clerk and Monitoring Officer be given delegated authority to negotiate the terms and conditions of a Deed of Release in respect of the restrictive covenants relating to the properties at 38 and 40 St Mark's Road, Windsor in accordance with the matters set out in the report and permitting the building of four new houses on the sites as shown on the plans presented with the report (not reproduced).**
- 2 Clerk and Monitoring Officer be given delegated authority to execute the deed of release and charge a reasonable fee for the Authority's legal fees.**
- 3 Procurement and Facilities Manager be given delegated authority to instruct a Chartered Surveyor to advise on the value, if any, of the existing right of way across number 38, St Mark's Road and if necessary to negotiate the terms and conditions for the relinquishment of that right of way.**
- 4 Clerk and Monitoring Officer be given delegated authority to execute the deed of release of the right of way once appropriate terms have been agreed with the Developer.**

7.12/04 FIREMAN'S PENSION SCHEME INTERNAL DISPUTE RESOLUTION PROCEDURE

The Executive Committee's approval was sought (Agenda item 9 – not reproduced) to the adoption of an Internal Dispute Resolution Procedure for the Fireman's Pension Scheme and to recommend to the Fire Authority that the Chief Fire Officers Delegated Powers and Terms of Reference for the Authority's Disciplinary, Appeals and Grievance Committee be amended accordingly.

The Fire Authority currently runs the Fireman's Pension Scheme and under Section 50 of the Pension Act 1995 the Authority should have a procedure in place for considering and determining complaints under this scheme through the introduction of a formal Internal Disputes Resolution Procedure.

A suggested procedure for dealing with complaints received is set out in Fire Service Circular 2/1997, a copy of which was circulated with the Agenda for the meeting (not reproduced).

RESOLVED: That the:

- 1 Adoption of an Internal Disputes Resolution Procedure for the Fireman's Pension Scheme based on the guidance contained in Fire Service Circular 2/1997, with the following two stages, be approved and adopted:**
 - (i) Stage One – the initial application shall be considered and determined by the Chief Fire Officer or in his absence his authorised Deputy.**
 - (ii) Stage Two – the application shall be considered by the Fire Authority's Disciplinary, Appeals and Grievance Committee.**
- 2 Amendments to the Chief Fire Officers Delegated Powers and Terms of Reference for the Authority's Disciplinary, Appeals and Grievance Committee to include responsibility for the determination of such complaints be endorsed and referred to the Fire Authority with a recommendation that it be approved.**

7.13/04 WOKINGHAM FIRE STATION UPDATE

The Executive Committee received an update (Agenda item 10 – not reproduced) on the crewing situation at Wokingham Fire Station and were requested to consider the options available and determine whether any further action is required by the Brigade.

Members were reminded that the Fire Authority had established a Working Party to address the issue of crewing arrangements at Wokingham Fire Station (Station 10) and its recommendations were presented to and approved by the Authority at its meeting in July 2004. A copy of the Resolution was reproduced in paragraph 2 of the report (not reproduced).

The ACFO (Service Delivery) reported that in accordance with the Authority's decision the Brigade had advertised the vacancies in Routine Orders, a copy of which was presented as Appendix A (not reproduced) but no applications or transfer were received from the existing workforce. A copy of the national advertisement was presented as Appendix B (not reproduced) and whilst recruitment packs were sent out to two individuals the Brigade has not received any applications for the vacant posts.

As Wokingham Fire Station is not included in the Year 2 IRMP, it will not be possible to determine the medium to long term crewing arrangements for Station 10 until a review is undertaken. Members attention was therefore drawn to paragraph 8 which set out the following three options:

- 1 Continue to deploy supernumerary on duty resources to the Station on a daily basis, which has been the case for some time.

- 2 Implement short term crewing arrangements until IRMP can identify the permanent crewing appropriate to the Station risks.
- 3 Other direction as considered appropriate by the Authority.

Having considered the options, Members were minded to support Option 2, subject to further discussions and negotiations taking place with the FBU.

RESOLVED: That, subject to further discussions and negotiations taking place with the FBU, Option 2 (Implement short term crewing arrangements until IRMP can identify the permanent crewing appropriate to the Station risks) be approved and adopted.

7.14/04 HOME COMPUTING INITIATIVE

The Executive Committee was informed (Agenda item 23 – not reproduced) of the concept of the Home Computing Initiative (HCI) and were requested to agree, in principle, its implementation in Royal Berkshire Fire and Rescue Service, subject to the satisfactory resolution of outstanding issues.

In order to encourage home computing the Government included in the 1999 Finance Act a £500 annual tax exemption from the taxable benefit on loaned computer equipment, which enables employers to implement a tax-exempt computer loan scheme for their employees.

One of the simplest ways of achieving this is for the employer to lease the equipment from a supplier and then pass it on to their staff through individual hire agreements with employers collecting the monthly lease charge from their employee's salary and passing it back to the lease company. The lease is for a period of thirty-six months and at the end of that period the employee can make a final payment to purchase the PC or return it.

Having evaluated the risks to the Fire Authority, the Chief Officers are satisfied that such a scheme can be effectively managed and having advised staff that such a scheme is being considered a significant number have indicated an interest in participating. The scheme can be seen as being advantageous to the Fire Authority for the reasons set out in paragraph 7 of the report (not reproduced).

If the Committee agrees in principle to RBFRS participation in the HCI, it will be necessary to prepare an authoritative statement of the implications for individuals of participating in the scheme. This will require that the current differences of opinion are resolved and may delay implementation. In response to a question the Director of Human Resources confirmed that RBFRS would only deliver a scheme when we are satisfied that it will not have any serious adverse financial implications for staff.

RESOLVED: That the implementation of the Home Computing Initiative in Royal Berkshire Fire and Rescue Service be approved in principle.

7.15/04 COMMUNICATIONS STRATEGY

The Executive Committee was informed (Agenda item 11 – not reproduced) of the revised Corporate Communications Strategy, a copy of which was presented as an Appendix (not reproduced) for Members information.

The Strategy is the result of work undertaken by the Corporate Communications Officer following a review of the Brigades communication needs during the ongoing period of unprecedented change and builds on the work that emerged from the original strategy created two year ago.

NOTED

7.16/04 NATIONAL PROCUREMENT STRATEGY – CONSULTATION DOCUMENT

The Executive Committee was informed (Agenda item 12 – not reproduced) of the Brigades response to the Consultation document on the National Procurement Strategy, a copy of which was tabled at the meeting (not reproduced).

In noting that the implementation of the National Procurement Strategy is scheduled to take place during 2005, Members were invited to consider the consultation response and E-mail any comments direct to the Procurement and Facilities Manager by Wednesday morning on arthurp@rbfrs.co.uk.

NOTED

7.17/04 BUDGET 2005/2006

The Executive Committee received (Agenda item 13 – not reproduced) and noted the proposed timetable for the presentation and approval of the 2005/2006 Budget and Precept.

The Authority Treasurer reminded Members that the Authority is likely to face a tough Budget settlement and the extent of the savings required will depend on the Grant Settlement and the Government's willingness to defer some repayment of the Transitional Grant paid in the current financial year.

Members noted that under Minute 7.05/04 an additional meeting of the Executive Committee has been arranged for Monday 10 January 2005, its purpose being to discuss the Budget.

NOTED

7.18/04 CONSULTATION ON PROPOSED CHANGES TO THE FIREFIGHTERS PENSION SCHEME

The Executive Committee was advised (Agenda item 28 – not reproduced) of the proposed changes to the Firefighters Pension Scheme as set out in Fire Service Circular 44/2004 issued on 13 October 2004. It covers two proposals from ODPM affecting pension arrangements for firefighters, namely, those for a new firefighters' pension scheme and those for amendments to the existing scheme.

A copy of FSC 44/2004 was presented as an Appendix (not reproduced) and having advised Members that the closing date for responses is 14 January 2005, the Chief Fire Officer invited Members to consider the Appendix and if they had any views to make these direct to him by 31 December 2004.

NOTED

7.19/04 DATE OF NEXT MEETING

In accordance with the decision made under Agenda item 4 it was **Noted** that the next two meetings of the Executive Committee would be held on Monday 10 and Monday 24 January 2005 at Brigade Headquarters commencing at 6.30pm.

7.20/04 EXCLUSION OF THE PUBLIC

It was noted that following the Committee's decision under Minute Number 7.09/04 the Part II Agenda items 19 to 21 could be withdrawn and that Agenda items 23 and 28 had been transferred into the Part I Agenda (Minute Number 7.03/04 as identified below).

RESOLVED: That under Section 100(A)(4) of the Local Government Act 1972 (as amended), 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 the paragraphs of Part I of Schedule 12A of the said Act indicated:

	Agenda item	Paragraph
18	Single Tender Action – Firehouse at Whitley Wood	7 & 8
19 to 21	Agenda items withdrawn (see below)	-
22	Future Role of Elected Members in Employee Relations Issues	1
23	Agenda Item transferred to the Part I Agenda (see below)	-
24	DCFO – Involvement with National FiReControl Project	1
25	Clerk and Monitoring Officer – Extension of Hours	1
26	Clerk and Monitoring Officer – Extension of Hours	1

27	Complaint to the Pensions Ombudsman	1
28	Agenda item transferred to the Part I Agenda (see below)	-
29	Consultation on Proposed Changes to Firefighters Pension Scheme 1	1

(Note: The following is a summary of the items considered in the Part II Agenda of the Fire Authority's Executive Committee meeting held on Tuesday 3 August 2004)

7.21/04 TRANSFER OF PART II ITEMS TO PART I AGENDA

It was noted that in accordance with Minute Number 7.03/04 the following Agenda items had been transferred from the Part II Agenda to Part I:

Agenda item 23:	Home Computing Initiative
Agenda item 28:	Consultation on Proposed Changes to the Firefighters Pension Scheme

7.22/04 SINGLE TENDER ACTION – SERVICE AND MAINTENANCE AGREEMENT FOR THE FIREHOUSE AT WHITLEY WOOD

The Committee authorised the Procurement and Facilities Manager (Agenda item 18 – not reproduced) to award a contract under single tender action to undertake the Servicing and Maintenance of the Firehouse equipment for a period of five years.

7.23/04 WITHDRAWAL OF AGENDA ITEMS 19 TO 21

In accordance with the decision made under Minute 7.09/04 the following Part II Agenda items have been withdrawn from the Agenda:

Agenda item 19:	Single Tender Action – Removal of Asbestos to the Ceiling Tiles and W.C.'s at Wokingham Road Fire Station
Agenda item 20:	Single Tender Action – Environmental Clean and Removal of Asbestos Deposits to the Boiler Room at Brigade Headquarters
Agenda item 21:	Single Tender Action – Removal of Asbestos at Dee Road Station, Reading

7.24/04 FUTURE ROLE OF ELECTED MEMBERS IN EMPLOYEE RELATIONS ISSUES

The Committee determined the future role of Elected Members in employee relations issues following the introduction of the Sixth Edition of the National Joint Council

(NJC) for Local Authorities' Fire and Rescue Services Scheme of Conditions of Service.

7.25/04 DCFO – INVOLVEMENT WITH NATIONAL FIRE CONTROL PROJECT

The Committee approved the recommendations regarding the future involvement of the DCFO in the National Fire Control Project.

Note: Before the Committee considered the next item the Clerk and Monitoring Officer withdrew from the meeting.

7.26/04 CLERK AND MONITORING OFFICER – EXTENSION OF HOURS

The Committee approved a recommendation that the contract for the Clerk and Monitoring Officer be altered to extend her availability.

Note: The Clerk and Monitoring Officer returned to the meeting and the Committee's decision was relayed to her by the Chairman

7.27/04 EMPLOYMENT TRIBUNALS APPLICATIONS UPDATE

The Committee was advised of the current position in Employment Tribunal Applications involving the Fire Authority.

7.28/04 COMPLAINT TO THE PENSIONS OMBUDSMAN

The Executive Committee was advised of a recent complaint that has been lodged with the Pensions Ombudsman by a former employee.