

**AGENDA ITEM 3 : MINUTES - 24 MARCH 1998****MINUTES OF A MEETING OF THE ROYAL BERKSHIRE FIRE AUTHORITY PERSONNEL COMMITTEE HELD AT THE SHIRE HALL, SHINFIELD PARK, READING, ON TUESDAY 24 MARCH 1998, COMMENCING AT 5.30 PM AND CONCLUDED AT 6.30 PM.**

**Present:** J C G Brooks, J J Connolly, A B V P Hickley, W J E Onions, B J S Patman, T V Stephens (for Mrs C Bateson).

**Also Present:** J M B Egan.

**1.01/98 ELECTION OF CHAIRMAN**

**RESOLVED:** That J C G Brooks be elected Chairman of the Committee.

(Mr Brooks in the Chair).

**1.02/98 MEMBERSHIP AND TERMS OF REFERENCE**

The Committee received a report (Agenda Item 1 – not reproduced) advising of its membership and terms of reference.

**NOTED****1.03/98 EXCLUSION OF THE PUBLIC**

**RESOLVED:** That, under Section 100A(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:

	<b>Agenda Item</b>	<b>Paragraph</b>
4	Pay and Reward Strategy	1
5	Officers' Car User Policies	1
6	Resolution of "Failure to Agree"	1
7	Appeal against Dismissal	1



The following are summaries of those items considered in Part 2 of the Committee's agenda.

**1.04/98 PAY AND REWARD STRATEGY**

As a result of its considerations the Committee agreed:

- a That a further report be submitted to the Committee by the Clerk and the Treasurer after consulting with the Chief Fire Officer, with further information and detail including:
  - i the survey market rate movements for Information Technology/Finance & Accounting
  - ii Comparative information from other combined fire authorities in relation to chief officer and principal officer salaries, grades etc
  - iii the implications etc in relation to LGR supplements paid to some officers
  - iv proposals for performance review/achievement awards etc;
- b That the Chairman and Vice-Chairman of the Authority be authorised to undertake a performance review of the work of the Chief Fire Officer.

**1.05/98 OFFICERS' CAR USER POLICIES**

The Committee considered the officers' car user policies and agreed the proposals and suggested actions, including authority for officers to consult with appropriate representative bodies, so that a further report could be submitted to the Committee as soon as practicable.

**1.06/98 RESOLUTION OF "FAILURE TO AGREE" AND ARRANGEMENTS TO HEAR AN APPEAL AGAINST DISMISSAL**

The Committee appointed a sub-committee, comprising three Members of the Authority, and authorised it to hear and determine, on behalf of the Authority, the dispute with the Officers' Branch of the Fire Brigades' Union and an appeal against dismissal, on possible dates identified.



CHAIRMAN

9 JULY 1998

