

9. Joint Consultative Committee Update

Purpose of report

1. To inform the Policy and Resources Committee of the activities of the Joint Consultative Committee (JCC) since September 2012.
-

Recommendation

The Chief Fire Officer recommends that the Policy and Resources Committee note the content of this report.

Update

2. The Joint Consultative Committee last met on 25 October 2012. The meeting scheduled for September was cancelled due to a significant number of apologies and the unavailability of any FBU representatives.
3. The number of items which have been ongoing for some time is reducing. Key items still under discussion include the following:
 - Review of allowances; and
 - Part-time workers settlement.
4. Since the Policy and Resources Committee was last updated, a number of items have been closed down. Agreement to this was confirmed by all parties and formally signed off and archived in the Consultation Register and Decision Log. Items now closed include:
 - RDS arrangements for working Bank Holidays;
 - RDS Management Policy; and
 - Ethical Framework Code of Conduct.
5. Several new items were brought to JCC for consideration at the October meeting; these include the following:
 - Timescales for disciplinary investigations. (It was noted that regular informal discipline review meetings have now been scheduled with the Fire Brigades Union (FBU) which, it is hoped, will help speed up this process);
 - Wholetime pumps riding with a crew of 4 rather than 5;
 - The amount of time spent by Crew Commanders and Watch Commanders implementing the Resilience Register;
 - Staff Suggestion Scheme; and

- Car parking at Service Headquarters.
6. Unions will be notified in writing of the commencement of three weeks' formal consultation on the following proposals:
- 13.5m ladder provision (to remove older ladders from stations, still leaving at least one 13.5m ladder on every station. Not only will this reduce the average ladder age, but also the cost of servicing); and
 - Workwear (to replace existing shirts and trousers – at no additional cost).

Financial Considerations

Consideration	Yes/No	Reference in Report i.e. paragraph no.
There are financial issues that require consideration	Y	Paras 3 & 5

Legal Considerations

Consideration	Yes/No	Reference in Report i.e. paragraph no.
There are legal issues e.g. contractual and procurement, reputational issues that require consideration	Y	Paras 3 & 5

Additional Considerations

7. The table below sets out any additional issues arising from the proposals contained in this report and identifies the relevant paragraphs in the report where such issues are addressed.

Consideration	Yes/No	Reference in Report i.e. paragraph no.
Resources (e.g. Assets, ICT, Human Resources, Training & Development, Sustainability).	Y	Paras 3 & 5
Strategic Policy Links (e.g. IRMP, Authority Plan, Equality & Diversity, Partnerships, Environmental Impact).	Y	Paras 3 & 5
Risk Management / Health & Safety (e.g. risk management and control measures, risk register score).	N	
Consultation with Representative Bodies	Y	Paras 3 & 5

Supporting Information

None

Contact Officer

John Hodges, Director of Service Support
(01905 368256)

Email: jhodges@hwfire.org.uk