

## **Report of the Assistant Chief Fire Officer**

### **13. Joint Consultative Committee Update**

#### **Purpose of report**

1. To inform the Committee of the activities of the Joint Consultative Committee (JCC) since March 2014.
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#### **Recommendation**

***It is recommended that the following items currently under discussion by the Joint Consultative Committee be noted:***

- (i) review of Fire Control structure;***
- (ii) out of Service mobilisation; and***
- (iii) department restructures.***

#### **Background**

2. The Joint Consultative Committee acts as the main route for employee consultation. It comprises managers and employee representatives who meet on a monthly basis to discuss issues of mutual concern. The JCC is not a decision making body.
3. Employees are represented on JCC by members from each of the Representative Bodies (RBs) in Hereford & Worcester Fire and Rescue Service, namely the FBU, FOA, GMB, RFU and Unison.
4. The Committee is chaired by the Assistant Chief Fire Officer who is currently responsible for industrial relations. Other management representatives include the Head of Human Resources and the Area Commanders responsible for Operations and Operations Support.

#### **Update**

5. Since its last update to the Policy and Resources Committee, the Joint Consultative Committee has met on three occasions – 27<sup>th</sup> March, 24<sup>th</sup> June and 24<sup>th</sup> July 2014.
6. The FBU Chair and Secretary are not currently participating in JCC meetings due to the current Action Short of Strike (ASOS) which is part of the ongoing pensions dispute. However, the ACFO continues to meet with them on an ad hoc basis to progress business.
7. As reported previously, there are currently only a small number of items still under discussion and these include the following:

- Review of Fire Control structure: formal consultation between management and the FBU is ongoing.
- Out of Service mobilisation: the Service's policy on out of county deployment is currently under review; discussions with RBs are ongoing.
- Department restructures (including Operational Logistics, Community Risk and ICT): negotiations with staff are ongoing and the relevant RBs are fully engaged in all discussions.

8. The JCC Chair continues to keep JCC members updated on any key issues and activities in which the Service is involved. These include:

- Community Risk Management Plan (CRMP) and change management process
- Transformational bid process
- Potential collaborative opportunities with partner organisations
- Findings of the research project undertaken by the University of Bath into firefighter fitness standards
- Arrangements for working with asbestos

## Conclusion

9. The Policy and Resources Committee has responsibility to monitor and review staffing matters discussed by the JCC and as such is required to receive regular reports on these matters. This report provides this Committee with an update on the current issues under discussion with employee representatives.

## Corporate Considerations

<b>Resource Implications</b> (identify any financial, legal, property or human resources issues)	Para 7 & 8
<b>Strategic Policy Links</b> (identify how proposals link in with current priorities and policy framework and if they do not, identify any potential implications)	Para 7 & 8
<b>Risk Management / Health &amp; Safety</b> (identify any risks, the proposed control measures and risk evaluation scores)	None
<b>Consultation</b> (identify any public or other consultation that has been carried out on this matter)	Para 7 & 8
<b>Equalities</b> (has an Equalities Impact Assessment been completed? If not, why not?)	No, not required – information only

**Background Papers**

“Enhancing the Health, Fitness and Performance of UK Firefighters: an Interim Report”

[http://www.firefitsteeringgroup.co.uk/enhancing\\_%20the\\_health\\_%20fitness\\_%20and\\_%20performance\\_%20of\\_uk\\_%20firefighters\\_interim\\_report.pdf](http://www.firefitsteeringgroup.co.uk/enhancing_%20the_health_%20fitness_%20and_%20performance_%20of_uk_%20firefighters_interim_report.pdf)

**Supporting Information**

None

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