

Report of the Assistant Chief Fire Officer – Service Delivery

Update from the Joint Consultative Committee

Purpose of report

1. To inform the Committee of the activities of the Joint Consultative Committee (JCC) since September 2017.
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Recommendation

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

- (i) The review of crewing systems***
- (ii) Relocation of Service Headquarters (SHQ) to Hindlip***
- (iii) Taxation changes to the private use of Service vehicles***

Background

2. The JCC acts as the main route for employee consultation. It comprises managers and employee representatives who meet every other month 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 Area Commanders responsible for Community Risk & Training, Operations and Operations Support, the Head of Corporate Services and the Senior HR Manager.

Update

5. The Joint Protocol for Industrial Relations SPI provides the framework for communicating, consulting and negotiating with all Trade Unions. This policy is due to be reviewed to better reflect current practice.
6. Following a review, all new items raised at JCC meetings are now categorised under one of the following headings enabling a more structured flow of information between management and RBs:

- For consultation
- For negotiation
- Requests for information from TU Reps
- Information items / updates for TU Reps from management including any emerging issues

7. Since its last update to the Committee, the JCC has met on two occasions – 19 October 2017 and 8 February 2018. The following key issues have been discussed:

- Crewing Systems: JCC members were informed of the progress to date with regard to the crewing changes and that further information would be provided following the full FRA meeting on 14 February.
- Relocation of SHQ to Hindlip: plans are currently awaiting formal sign-off by senior officers from HWFRS and the Police before a programme of refurbishment works can begin on the areas to be occupied by HWFRS. Formal consultation with staff will also begin following sign-off. The deadline for HWFRS to move out of Kings Court is 31 August.
- Private use of Service Vehicles: following recent changes in the tax laws, the Service is currently developing some guidelines to clarify the tax implications around the private use of Service vehicles and exactly what constitutes 'private use'.
- PCC Business Case: a decision has been deferred until the House of Commons returns from recess.

8. Management representatives also continue to keep JCC members updated on any on-going and developing issues and activities in which HWFRS is involved. Since the last update to the Policy and Resources Committee in September 2017, these have included:

- Body worn cameras – these are currently being trialled by RDS crews in Bromyard and are shortly to be introduced for use by TFS Officers carrying out inspections.
- Cultural review – the CFO has commissioned an independent piece of work to identify key cultural themes within the Service that would benefit from attention and a series of workshops for managers have been scheduled to help develop practical steps to ensure a positive working environment.
- Fleet review – following an extensive review, the Volvo XC60 has been identified as the preferred vehicle to replace the existing fleet of response cars; it meets the needs of Officers and offers good value for money.
- Gender pay gap report – as required by law, HWFRS has now published its annual gender pay gap report and this can be found on the Service Intranet. An equal pay audit is scheduled to be carried out shortly.

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 Members with an update on the current issues under discussion with employee representatives.

Corporate Considerations

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

Supporting Information

None

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