

## 15. 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 June 2012.

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### Recommendation

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

### Update

2. The Joint Consultative Committee (JCC) last met on 19 July 2012. This was the first meeting to be chaired by John Hodges since his appointment as temporary Assistant Chief Fire Officer with responsibility for industrial relations.
3. A number of items have been ongoing for some time now. Although progress is being made, they remain open. Key items still under discussion include the following:
  - Review of allowances
  - Use of driver/Officer in Charge (OIC) on appliances
  - Part-time workers' settlement
  - Arrangements for Retained Duty Staff (RDS) working on Bank Holidays
4. Since the Policy and Resources Committee was last updated, a significant 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:
  - Maternity provisions
  - Four weekly pay
  - Appliance resilience
  - Proposed changes to hours for Fire Control staff relocating to Service Headquarters.
5. New areas brought to JCC for discussion include:
  - Use of the Resilience Register
  - The potential impact of West Midlands Fire Service station closures on Hereford and Worcester Fire and Rescue Services (HWFRS)

- Flexi-duty staff (FDS) rota changes
- Station management arrangements

### 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

6. 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.
<b>Resources</b> (e.g. Assets, ICT, Human Resources, Training & Development, Sustainability).	Y	Paras 3 & 5
<b>Strategic Policy Links</b> (e.g. IRMP, Authority Plan, Equality & Diversity, Partnerships, Environmental Impact).	Y	Paras 3 & 5
<b>Risk Management / Health &amp; Safety</b> (e.g. risk management and control measures, risk register score).	N	
<b>Consultation with Representative Bodies</b>	Y	Paras 3 & 5

### Supporting Information

None

### Background papers

None

### Contact Officer

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