

Report of the Assistant Chief Fire Officer - Director of Protection and Assets

Update from the Joint Consultative Committee

Purpose of Report

1. To inform the Committee of the activities of the Joint Consultative Committee (JCC) since the last update provided on 14th November 2023.
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Recommendation

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

- (i) Station Work Routines***
- (ii) Fitness and Attendance Management Policies***
- (iii) Resource Review***
- (iv) Culture and Ethics Steering Group***
- (v) National Operational Guidance (NOG) and Intel Projects***
- (vi) Property Updates***
- (vii) HMICFRS Action Plan***
- (viii) Updates: Proposed New Flexible Duty System for Fire Control, Fire Control Crewing, New Employment Rights***
- (ix) USAR On-Call Process***

Background

2. The JCC acts as the main route for formal employee consultation. It consists of managers and employee representatives who meet every six weeks to discuss issues of mutual interest. 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, FRSA 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 Assistant Chief Officer Prevention, Assistant Directors / Area Commanders responsible for Protection, Prevention, Response and Assets, as well as the Head of HR and Development. The ACO will chair JCC in the absence of the ACFO.

Update

5. The Joint Protocol for Industrial Relations SPI provides the framework for communicating, consulting and negotiating with all Trade Unions.
6. Following a review of how the JCC operates, all new items raised at JCC meeting are now categorised under one of the following headings thus enabling a more structured flow of information between management and representative bodies:
 - For consultation
 - For negotiation
 - Service Policy and Instructions (SPI) undergoing formal consultation
 - Items for information / updates for Trade Union representatives
 - Requests for information / issues raised by Trade Union representatives
 - Other items / general updates
7. The JCC has met on 4 occasions since the previous update delivered to the Committee on 14th November 2023, in addition to 9th November 2023 (14th December 2023, 25th January 2024, 7th March 2024 and 18th April 2024).

New issues under discussion since the last update

Policies

8. Policies discussed or noted at JCC since the previous update have included:
 - Social Media Policy
 - Attendance Management Policy V7.0
 - Station Work Routines and Planning V1.00
 - Pre and Post Course Leave V2.0
 - Fitness Policy V1.0
 - Provision of Operational Risk Information V5
 - Annual Leave and Entitlement Procedures V11.0
 - Fitness Policy
 - Attendance Management Policy
 - Day Crewing Policy
 - Standards of Dress Policy
 - Relocation Assistance V1.3
 - Assistance and Lifting of Large or Bariatric Casualties
 - Procurement Guidelines
 - Animal Health Addendum V2.00
 - Speed Restrictions and Exemptions V2.00

Promotion Processes

9. In the previous Committee update it was noted that a Fire Fighter (Control) and Crew Commander (Control), together with a wholetime Crew Commander process were on-going. All three of these promotion processes have been completed, with successful candidates being offered positions and commenced their new roles.
10. A Service bulletin item has also been released concerning the potential for temporary Group and Station Commander promotion processes being run in 2024.

Industrial Action

11. This item has been left on the JCC agenda, awaiting outcomes of future pay negotiations, however there is no further update at this time.

Property Update

12. A brief overview continues to be provided concerning the progress made in the capital property programme, specifically; Broadway, Redditch and Hereford Fire Stations, and the Strategic Training Facility at Leominster. Furthermore, the JCC Chair shared the full property update presented to the P&R Committee meeting on 6th March 2024 to JCC on 7th March 2024.

Project Updates

13. The main focus of recent JCC discussions in terms of projects was as follows:
 - New Fire Control System
 - Replacement Breathing Apparatus
 - Equipment Tracking
 - Replacement workwear

Conclusion

14. 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

<p>Resource Implications (identify any financial, legal, property or human resources issues).</p>	<p>None.</p>
<p>Strategic Policy Links & Core Code of Ethics (identify how proposals link in with current priorities and policy framework and if they do not, identify any potential implications).</p>	<p>The JCC forum links to the successful discharge of the People Strategy and also closely links to all five elements of the Core Code of Ethics.</p>
<p>Risk Management / Health & Safety (identify any risks, the proposed control measures and risk evaluation scores).</p>	<p>None.</p>
<p>Consultation (identify any public or other consultation that has been carried out on this matter).</p>	<p>Consultation has been carried out on all significant policy changes as per Service procedures.</p>
<p>Equalities (has an Equalities Impact Assessment been completed? If not, why not?).</p>	<p>All significant policy changes are fully supported by EIAs.</p>
<p>Data Protection Impact Assessment (where personal data is processed a DPIA must be completed to ensure compliant handling).</p>	<p>N/A</p>