

Report of the Deputy Chief Fire Officer – Service Support

13. 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 2014.
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Recommendation

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

- (i) Project Arrow Update***
- (ii) Transformation Bids (Hindlip and Wyre Forest)***
- (iii) Joint Property Vehicle (JPV)***
- (iv) Voluntary Redundancy***
- (v) Logging of Pre-Arranged Overtime***
- (vi) Policy on financial assistance for medical treatment***
- (vii) Restructure involving Performance and Information Department***

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 Deputy 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 Committee, the Joint Consultative Committee has met on three occasions – 29th January 2015, 25th September and 22nd October 2014.
 - Project Arrow Update: operational workstreams are being progressed with Warwickshire FRS and outcomes of this will be reported back in the Summer.
 - Transformational Bids: Representative Bodies were updated on the high level aspirations and timelines concerning the establishment of a multi-agency hub facility in the Wyre Forest and also the relocation of Service Headquarters to the police site at Hindlip.
 - Joint Property Vehicle (JPV): Affected staff have been informed the indicative start date will be September and detailed engagement with staff around transfer terms and conditions will commence in due course.
 - Voluntary Redundancy: A three week consultation period on this initiative has concluded. It adds to a range of initiatives that have been developed in order to reduce wholetime staffing levels such as secondments.
 - Logging of Pre-Arranged Overtime – Discussion taking place with Human Resources to look at whether a system is in place to log the amount of pre-arranged overtime staff are doing over a specified time period.
 - Policy on Financial Assistance for Medical Treatment: This is being added and updated within the Attendance Management Service Policy Instruction (SPI) and will go out for consultation in the near future.
 - Restructure involving Performance and Information Department: A review is currently under way.
6. The JCC Chair continues to keep JCC members updated on any key issues and activities in which the Service is involved. These include:
 - Potential collaborative opportunities with partner organisations
 - BA Operational Guidance

Conclusion

7. 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

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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