

Report of the Assistant Chief Fire Officer – Service Delivery

16. Update from the Joint Consultative Committee

Purpose of report

1. To inform the Committee of the activities of the Joint Consultative Committee (JCC) since March 2016.
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Recommendation

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

- (i) A review of the Joint Protocol for Industrial Relations SPI***
- (ii) Relocation of Service Headquarters (SHQ) to Hindlip***
- (iii) Wyre Forest Hub***
- (iv) Job Evaluation***
- (v) Introduction of electronic payslips***

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 Head of Corporate Services, HR Strategy Manager and the Area Commanders responsible for Operations and Operations Support.

Update

5. The Joint Protocol for Industrial Relations SPI, which provides the framework for communicating, consulting and negotiating with all Trade Unions, is currently being reviewed by HR in order to better reflect current practice. To align with this, it is proposed that JCC meetings are administered in a more structured way and it has been suggested that, in future, all items will be categorised into the following groups:

- For consultation
- For negotiation
- Requests for information from TU Reps
- Information items / updates for TU Reps from management

6. Since its last update to the Committee, the JCC has met on three occasions – 4 April, 13 June and 8 August.

- Relocation of SHQ to Hindlip: Work is continuing and different options for the physical move of SHQ to Hindlip are being explored. Departmental workshops between ourselves and West Mercia Police personnel are ongoing. Area Commander Grant Wills is now leading on this piece of work.
- Wyre Forest Hub: The second phase of consultation is now underway and concludes on 9th September; a number of consultation meetings have been held with both internal and external stakeholders. The feedback is being analysed by Opinion Research Services (ORS), an independent social research practice, who will then compile a report for consideration at the October FRA meeting.
- Job Evaluation: Following a recent review, it has been decided that the job evaluation process will be brought in-house. The timing of this has yet to be agreed and will depend on wider workload and priorities within the HR Department.
- Electronic Payslips: Jackie Conway, Head of HR Strategy, noted that electronic payslips are to be introduced from January 2017. For staff that prefer paper copies, this option will still be available. All payslips, and P60s, will be available to access securely online. There has been full consultation with RBs and their members.

7. Management representatives continue to keep JCC members updated on any key issues and activities in which the Service is involved. These currently include:

- Pensions auto-enrolment
- Workforce planning
- Circular NJC/9/16 (personal use of social media)
- Staff health and wellbeing initiatives

Conclusion

8. 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)	Paragraph 6 and 7
Strategic Policy Links (identify how proposals link in with current priorities and policy framework and if they do not, identify any potential implications)	Paragraph 6 and 7
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)	Paragraph 6 and 7
Equalities (has an Equalities Impact Assessment been completed? If not, why not?)	No, not required – information only

Supporting Information

None

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