

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 2016.
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Recommendation

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

- (i) Wyre Forest Hub***
- (ii) Relocation of Service Headquarters (SHQ) to Hindlip***
- (iii) Relocation of Community Risk staff into Worcester Fire Station***
- (iv) Introduction of electronic payslips***
- (v) Health & Wellbeing initiatives***

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, Senior HR 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, has recently been reviewed to better review current practice and is currently out for consultation.

6. As previously advised, the way JCC meetings are administered has been revised and all new items are now categorised under one of the following headings enabling a better 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

7. Since its last update to the Committee, the JCC has met on three occasions – 10 October 2016, 12 December 2016 and 16 February 2017.
 - Wyre Forest Hub: an offer for the Stouport 5 site has been submitted and has been accepted subject to land contamination results which we are still awaiting. AC Chance has met with the crews affected and a Working Group has been established to look at crewing options. Staff will be kept updated on progress.
 - Relocation of SHQ to Hindlip: discussions between senior Fire and Police officers are ongoing and regular meetings are in place. A move to 'project' phase is anticipated in the next few weeks when more detailed consultation and communications with staff and RBs will be undertaken.
 - Relocation of Community Risk Staff: plans to relocate staff from the CR team to Worcester Fire Station along with their Police counterparts have been temporarily put on hold due to resourcing issues within ICT.
 - Electronic Payslips: these were launched on 1 January 2017 and are available to any employees wishing to move away from the paper version. Guidelines on how staff can register for electronic payslips have been issued in the Service Bulletin.
 - Health & Wellbeing: a number of initiatives linked to providing support for vulnerable adults, are currently being explored with both the Herefordshire and Worcestershire CCGs. A 'home from hospital' pilot, run in conjunction with Age UK, is anticipated to commence shortly and the opportunity for us to get involved in a falls response programme in Herefordshire is also being considered. Both schemes will operate on a cost recovery basis and would be resourced initially through the Community Risk Technicians.

8. Management representatives continue to keep JCC members updated on any emerging issues and activities in which the Service is involved. These have included:
 - A financial briefing by the CFO and Finance Director
 - An overview of the Fire Reform agenda
 - The potential implications of the Police & Crime Bill which received Royal Assent on 31 January 2017
 - The findings of an FBU Employment Tribunal on pension transitional arrangements
 - RDS recruitment

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

Corporate Considerations

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| 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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