

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 2018.
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Recommendation

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

- (i) Change of Contracts***
- (ii) Internal Staff and Pay Protection SPI (Service Policy Instruction)***
- (iii) DCP***
- (iv) Service Core Values***
- (v) Night Time Cover***

Background

2. The JCC acts as the main route for employee consultation. It comprises managers and employee representatives who meet every six weeks 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 Area Commanders responsible for Community Risk & Training, Operations and Operations Support and the Head of HR and Development.

Update

5. The Joint Protocol for Industrial Relations SPI provides the framework for communicating, consulting and negotiating with all Trade Unions. This policy is currently being reviewed to better reflect current practice.
6. Following a review, all new items raised at JCC meetings are now categorised under one of the following headings enabling a more structured flow of information between management and RBs:
 - For consultation
 - For negotiation
 - SPIs for consultation
 - Requests for information from TU Reps
 - Information items/updates for TU Reps from management including any emerging issues

7. Since its last update to the Committee, the JCC has met on four occasions, 18 October 2018, 6 December 2018, 22 January 2019 and 6 March 2019. The following key issues have been discussed:

DCP (Day Crewing Plus) - A DCP meeting took place on 11 January between management and Rep Bodies. And a further meeting took place on 23 January with station staff, the details of which were put forward in an options paper to the FRA on 11 February. Consultation will now take place following the elections.

Moving Wholetime Uniformed Pay from 4 Weekly to Monthly - Due to an anomaly in the tax rules, there has been an opportunity to move from 4 weekly to monthly pay from April 2019 without incurring any tax penalties for staff. This has resulted in all HWFRS staff being paid monthly which has assisted the Payroll function.

10 Hour Day Duty System

The 10 Hour Day System negotiation/discussions were concluded and closed at JCC on 22 January 2019. Amendments needed to satisfy the TAP for the Equalities Impact Assessment ended on 11 February 2019. To date the Service has not received any alternate proposals regarding the TAP ruling and remains open to discussions with the Representative Bodies.

8. Management representatives also continue to keep JCC members updated on any on-going and developing issues and activities in which HWFRS is involved. Since the last update to the Policy and Resources Committee in September 2018, these have included:
 - Pensions Deficit – Employers contributions to due to rise from 17% to 30% across the public sector. The FRS is funded at 95% but other than that any further funding is unknown – it depends on the Spending Review that will be announced in the Autumn – this adds an additional £1.1m to be found in the budget.

- Cultural Review Workshops – Both the ODWG (Organisational Development Working Group) and the Cultural Challenge Group have now combined and new Terms of Reference are being drafted.
- Themes and Results of Exit Interviews – It was noted that only a low number of feedback questionnaires are received when individuals leave the Service. It was noted that the return rate from wholetime staff was 18%, on call staff 6% and support staff 27%. It was confirmed that there is a process in place to offer leavers the opportunity to complete an exit questionnaire and have an exit interview with their manager, but it is more around the lack of uptake. This issue is currently on the HMI tracker and also within the People Strategy as work in progress to review the process. Work is ongoing in this area and will be brought back to JCC in the Autumn.

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 Members 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)	None
Strategic Policy Links (identify how proposals link in with current priorities and policy framework and if they do not, identify any potential implications)	None
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)	None
Equalities (has an Equalities Impact Assessment been completed? If not, why not?)	None

Supporting Information

None

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