

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 May 2019.
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Recommendation

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

- (i) 7 Day 42 Hours Flexi System***
- (ii) DCP***
- (iii) Top 12 Policies/SPIs***
- (iv) Equality Impact Assessment – request for SPI***
- (v) Joint Protocol for TU Duties***
- (vi) Tax Implications for Officers private use of Service Vehicles***
- (vii) Fitness Policy***
- (viii) People Strategy 2020-2022***
- (ix) Equality & Diversity Strategy***
- (x) Positive Action Strategy***

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
 - Items for Information/Updates for TU Reps
 - Requests for information/Issues raised by TU Reps
 - Other Items
7. Since its last update to the Committee, the JCC has met on four occasions, 12 June 2019, 18 July 2019, 11 September 2019 and 17 October 2019. The following key issues have been discussed:

- 7 Day 42 Hour Flexi System

Management have negotiated a way forward with FOA for the above system where it has been agreed that a further 5 days rota would be given and in return staff will work 1 additional weekend day per month. The FBU have now confirmed that they would like to discuss a way forward for their members with regard to this system.

- DCP (Day Crewing Plus)

Following public consultation, Option 2 was the preferred way forward resulting in the 2nd appliances at Hereford and Worcester stations becoming 12 hour day duties and then transitioning to 12 hours on call at night with the 1st appliance at Bromsgrove returning to a 24hr shift station (2-2-4).

- Top Twelve Policies/SPIs

A number of Service Policies have been reviewed including the Transgender and Menopause SPIs as well as the Attendance, Discipline, Capability and Grievances SPI. With regard to the Fitness SPI, HR are currently meeting with all representative bodies to gain their views for inclusion in this policy which will also be aligned to standard best practice.

- Safe and Well Visits

Meetings have taken place between management and the FBU to look at the second generation of questions and problem areas with guidance having been drafted for stations.

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 May 2019, these have included:

- Update on PCC Business Case

There is now an appeal against the PCC decision and the potential for another judicial review on the back of this. The Service will now have to wait for Judicial Reviews to go through to await timescales.

- Employee Relations Sharepoint Site

JCC members were given a brief presentation on the Employee Relations Sharepoint site. This ensures good transparency with the workforce and assists all Representative Bodies with record keeping and correspondence. Only formal representative body correspondence will be placed on this site as well as the JCC tracker.

- Tax Implications for Officers private use of Service Vehicles

Due to new legislation, officers now need to be advised of tax implications from 6 April 2020. Letters have been sent out to all affected individuals outlining options with further clarity to be provided on what 'on call' means. It was confirmed that ordinary commuting does fall within the exemption and will not be classed as personal use.

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