

Report of the Deputy Chief Fire Officer – Service Support

12. 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 2015.
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Recommendation

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

- (i) Policy on financial assistance for medical treatment***
- (ii) Project Arrow Update***
- (iii) Staff Moves (e.g. to Hindlip)***
- (iv) Voluntary Redundancy***
- (v) Place Partnership Limited (PPL)***
- (vi) Logging of Pre-Arranged Overtime***
- (vii) Asbestos (Medicals)***
- (viii) Pensions Board***
- (ix) Parking***

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 one occasion – 24th June 2015
 - Policy on Financial Assistance for Medical Treatment: This is being incorporated into the new version of the Attendance Management Policy whereby a paragraph will be inserted to look at cases on individual merit
 - Project Arrow Update: Changes are now taking place in terms of how Project Arrow moves forward. The political group is being reconvened in September 2015.
 - Staff Moves (e.g. to Hindlip): Projected timescale is end of 2017/early 2018 – some teams/departments may move there sooner. AC Keith Chance is taking on the role heading up police collaboration.
 - Voluntary Redundancy – Voluntary Redundancy is a new initiative for grey book uniformed staff and the Service asked for expressions of interest over a 6 week period. Applications will be reviewed at the end of August. Other individuals over 50 with 25 years' service have had access to Voluntary Early Retirement (VER) whereby they can enhance their pensions by the same amount they would have received from VR. This has not been applied to individuals where it is not financially viable to the Authority. The Service is not able to offer staff an enhancement to their commutation if they have 30 years pensionable service or are age 55 or over they will be entitled to the maximum commutation.
 - Place Partnership Limited – TUPE consultation is complete with an anticipated transfer date of 1st September 2015. Andrew Pollard, PPL MD is now in post and located at SHQ. Management tiers 2 and 3 interviews took place week commencing 10th August
 - Logging of Pre-Arranged Overtime – Sally-Anne Chidwick (HR) is currently looking at a more adequate way of tracking overtime.
 - Asbestos (Medicals) – There is now a legal requirement to conduct asbestos screening for all operational staff and dialogue has commenced with Occupational Health to get this in place. Screening takes 15 minutes and this will be delivered over a 3 year period and implemented at the end of September. Medical staff will visit Worcester, Hereford and some RDS stations to screen operational staff.
 - Pensions Board – The first meeting took place on 16 July. Employer representatives are DCFO Richard Lawrence and Martin Reohorn, Director of Finance (Treasurer) and employee representatives are Julian Jenkins and Steve Gould. Terms of Reference have been drafted. Training sessions have taken place for Pensions Board members during July and August. The second meeting is scheduled for 3 September 2015.
 - Parking – Work has now finished at SHQ to increase the number of car parking spaces. Place Partnership Limited has been allocated a certain number of spaces and certain parking systems and procedures are being put in place.

6. The JCC Chair continues to keep JCC members updated on any key issues and activities in which the Service is involved. These include:

- Workforce Planning issues
- RDS Availability
- Restructures

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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