

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 March 2018.
-

Recommendation

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

- (i) Changes to crewing systems***
- (ii) Relocation to Hindlip***
- (iii) Cultural Review***

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 Area Commanders responsible for Community Risk & Training, Operations and Operations Support, the Head of Corporate Services and the Senior HR Manager.

Update

5. The Joint Protocol for Industrial Relations SPI provides the framework for communicating, consulting and negotiating with all Trade Unions. This policy is due to be 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
- 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 one occasion – 19 April 2018. The following key issues have been discussed:

- Crewing Systems: FBU voted against the proposed changes to wholetime crewing. A joint statement was issued stating that the Service and FBU continue to work together to develop the related SPIs. The proposed Watch Commander changes are within existing terms and conditions and are subject to ongoing review. .
- Relocation of SHQ to Hindlip: Contracts have now been signed by the Police and building work is ongoing in the West Wing. Formal staff consultation commenced at the end of April and site visits for staff are being arranged.

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 March 2018, these have included:

- Body worn cameras – the trial at Bromyard is ongoing with ICT still working to resolve how to download and store the video footage from the cameras before they can be used. The FBU and FOA have been asked to seek the views of their members on the potential use of cameras on officers' vehicles.
- Cultural review – the CFO has commissioned an independent piece of work to identify key cultural themes within the Service that would benefit from attention and a series of workshops for managers have been scheduled to help develop practical steps to ensure a positive working environment.
- Cultural Review Workshops – to encourage a more positive working environment going forward a series of workshops focusing on cultural issues have now been held. An independent report was compiled following these workshops with the findings fed back to managers at the end of April.
- Fleet review – the final review of fleet report has been published and the vehicle replacement programme commenced in May. It is hoped that this will be completed by end of the calendar year.

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

Contact Officer

Keith Chance, Assistant Chief Fire Officer
(01905 368206)

Email: kchance@hwfire.org.uk