

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 2017.
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Recommendation

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

- (i) A review of crewing systems***
- (ii) Relocation of Service Headquarters (SHQ) to Hindlip***
- (iii) Wyre Forest Hub***

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 reflect current practice and is currently out for consultation.

6. As previously reported, the way JCC meetings are administered has been revised and all new items 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
7. Since its last update to the Committee, the JCC has met on two occasions – 27 April and 6 September 2017. The following headline items have been discussed:
- Crewing Systems: Discussions between the Service and FBU are ongoing regarding the proposed changes to WT crewing systems. Amended proposals dealing with the major issues identified by the RBs were presented to the FBU on 25 August. Consultation will end on 8 September 2017.
 - Relocation of SHQ to Hindlip: a formal project with the Police has now been agreed. The HR department are in the process of developing some guidance and a set of FAQs to address any concerns staff may have and a briefing for SHQ staff, led by the ACFO, was held on 11 September.
 - Wyre Forest Hub: contracts have been exchanged on the Stourpoint 5 site and the land is now in our possession. PPL are working on the design of the building. AC Chance is involved in terms of operational requirements and continues to liaise with the crews.
8. Management representatives also continue to keep JCC members updated on any emerging and ongoing issues and activities in which the Service is involved. Since the last update to the Policy and Resources Committee in March 2017, these have included:
- The PCC Business Case
 - Wholetime recruitment process
 - Missing persons incidents – arrangements with the Police
 - The 'Dying to Work' initiative – the TUC campaign for additional employment protection for terminally ill employees

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)	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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