

SUMMARY NOTES : CONSULTATION MEETING

11th OCTOBER 2006

Present, U Jones (UJ) D Williams (DW) - FBU
A Luty (AL) A Price (AP) - FBU
J Salt (JS) P Bowe (PB)
S Flanagan (SF) – MIC officer
L Parkes (LP)

Note Taker J Goodwin (JG)

UNISON –

P. Mobbs – Apologies

Actions from 30 August 06

Smoke alarm batteries

UJ confirmed CFS is presently looking at the issue of replacement batteries and PW will report back to a future consultation meeting.

PW to action

Non-Uniformed staff Role within Grey book disciplinary procedure

PM still awaiting clarification from employers organisation in view of their advice CF&RS to consider employers advice.

Frequency of Meetings

UJ to action UJ Proposed fortnightly Wednesday meeting to avoid Fire Authority Dates. This was agreed.

Actions from 20th September 2006

Extensions to Pay Paper presented by UJ.

UJ to forward the attendance management policy and send to DW and AP with an operative date.

DW provide some specific examples of people not knowing they were going into half pay so that she could request clarification from HRSU.

UJ also to amend the flow chart and add to attendance management policy .

Non-attendance at Medicals paper presented by UJ

AP asked whether Lifescan results could be emailed. UJ to ask JL

UJ Agreed to publicise but stated that there would not be a long lead in time for the policy.

UJ stated that the paper would be going to Policy Committee on 19th October 2006

Trade Union Leave - AP

AP requested that this be agenda'd to a future meeting.

UJ requested that updated list of reps be provided. AP and DW agreed to provide an updated list.

UJ to forward pro-forma to group for union leave.

AP gave dates of FBU conference as 9-11th May 2007

Part time advocates contract DW

DW requested that a copy of the contract be emailed to himself and AP – UJ to action

Agenda

MIC officers Shift Change.

AL presented the paper to the meeting which proposes a two month trial on a shift change for the existing 7 MIC officers to a flexi system. AL emphasised the need for flexibility throughout the trial period and when asked by DW if the trial would definitely end on 1st Jan 2007 AL said this would be dependent on the start date and that a minimum of two months trial would be required.

As the debate continued a number of Key concerns were raised:

1. PB: objected to the use of the term Hybrid in connection with the flexi system being trialled as he argued that all the suggestions of variation suggested by AL and JS were all covered by the existing Flexi Scheme.
 2. PB also stated that following conversations with the MIC officers they would prefer to make themselves available on the flexi system throughout the bank holiday period in December rather than go to the special shift pattern that JS had devised. **AL agreed to talk to the MIC officers to see whether this was their preferred option.**
 3. The matter of transport and locality to incidents was of concern to all members of the meeting- SF asked why MIC officers could not simply use their own cars to cover their flexi duty. AL stated that there were issues in terms of each option – not least of which was the consideration of the individual's tax bills as transport either leased or through essential car user was considered a benefit in kind. AL also stated that the notification system was not changing and that it was usual for MIC officers to 'start rolling' at notification anyway under the current system.
 4. DW asked whether there would be any element of pay protection for those who would not like to move to the new shift system following the end of the trial and instead took on a reduced role. AL said he doubted this as the level that all the MIC officers are at would be the flexi system in any other role, there would be other options available at the same level so if MIC officer decided not to continue in role and drop down there would not be pay protection.
 5. DW – ADCs. AL stated that the existing MIC officers would not be expected to go through ADC's to remain in position but the role would technically be open to other staff and he would expect people to put themselves forward if a role arose.
- AL stressed the flexibility of the trial and that tweaks would be made as it progressed. **AL agreed to go back to MIC officers as the trial began and that any outcomes of the trial would be brought back to consultation.**