

DRAFT – VERSION 2

**MINUTES OF THE MEETING OF THE JOINT CONSULTATIVE
NEGOTIATING PANEL (FBU AND FOA) HELD ON 10 JULY 2008 AT FIRE
SERVICE HQ, WINSFORD**

PRESENT: Management Representatives: DCFO K Foreman, DCFO M
Cashin, U Jones

Trade Union Representatives: A Price (FBU), S Flanagan
(FBU), S Guy (FBU)

Administration: M Maguire

APOLOGIES: CFO S McGuirk, DCFO P Hancock, D Williams (FBU), L
Parkes (FOA)

1 MINUTES OF THE LAST MEETING

A MINUTE ACCURACY

A number of minor amendments were made to Minutes from the
previous meeting of the Panel, which took place on 5 March 2008.

Agreed: That the final version of the Minutes from the March meeting
be circulated to all parties by M Maguire.

B MATTERS ARISING

Management and staff representatives worked through the draft
Minutes from the previous meeting. Matters arising were discussed and
a number of issues were raised, as follows;

(i) Development to competent

Staff representatives were still awaiting a copy of the Development to
Competent Plan.

Agreed; That P Mobbs circulate the Plan to D Williams, A Price and L
Parkes before the next JCNP.

(ii) Payments for working outside the Service

Agreed; The issue, as set out in the Service Pay Policy, as agreed for
consultation by Members in June 2008, be considered through JCP.

(iii) Use of Appliance CCTV footage for discipline cases

Agreed; That D Williams arrange to meet with K Foreman informally to
discuss the matter, now that the cases are concluded. If the matter is

not resolved staff would seek to raise the matter in a special meeting of the Panel.

(iv) Suspension - operational duties

The union again raised the issue of the number of staff suspended as a first resort. Management reaffirmed their right to protect employees if there was evidence that not suspending an employee may put them, their colleagues, or the organisation at risk

Agreed; K Foreman and D Williams to consider this issue in their informal meeting.

(v) Accommodation for relocation of flexi-duty officers

Agreed; This issue be picked up in the consultations on the service Pay Policy at JCP.

(vi) CPD payments

Agreed; That

- [1] P Mobbs to provide full information to the FBU in relation to CPD, on the total number of eligible staff; the total number that applied from the retained, Wholetime, day-crewing and control duty systems, the total number of successful applicants and the total number of unsuccessful applicants; and
- [2] K Foreman provide information in relation to the amount and intended use of any surplus money left over after the CPD payments have been finalised

(vii) RDS Holiday Pay

Agreed; That information on those personnel identified as having been over or under-paid be passed to D Williams by U Jones, prior to personnel being written to and corrective action being taken.

2 Review of PDGs – Outcomes of LGR

Staff representatives raised questions over the approach of management to implementing the new structure. Management assured the unions that the interim solution was appropriate and that a full procedure would be put in place when the positions were filled substantively.

Agreed; Engagement on the new structure and process be undertaken through JCP

3 Outcomes from 4 March – ER Project Briefing

(ii) Water Rescue

Agreed; The unions to forward a copy of the national FBU report on flooding to management.

(iv) Retained review

Agreed; Any issues arising to be considered at JCP.

(v) TRVs

A meeting of JCP considered the approach to TRVs; staff representatives are awaiting a further substantive response on Health and Safety issues from DCFO P Hancock.

(vi) CARPs

The unions received an update that one CARP had been ordered. The eighteen month build time would be used to consider the location for the appliance with unions being kept fully briefed during considerations.

(viii) CPD

It was suggested that there was still a good opportunity for a full and frank discussion on this issue. Management were still awaiting a proposal from the FBU.

Agreed; The FBU be sent the full year's medium-term sickness figures. P Mobbs to action.

4 Review of the Trade Union Protocol

Both staff and management fed back that the away day had been a useful exercise and should take place on an annual basis.

The FBU expressed some concern that station managers were still not taking decisions locally and did not feel empowered. Principal Officers agreed to pick up this issue through the new Unitary Performance Managers.

Management reminded the unions that a copy of the new TU Protocol had been sent to each union, and urged them to sign-up to the agreement formally. The FBU stated that they were willing to sign but just had some minor concerns which needed discussion.

2 PRE-ARRANGED OVERTIME RDS

The unions raised the issue as an information item and indicated concerns over the cost to the Authority.

Agreed; D Williams to write to management if there were any further issues.

3 ATTENDANCE AT DEVELOPMENT DAYS – NIGHT SHIFTS

The FBU raised concern over the number of personnel attending development days during night shifts. Management informed the unions that all personnel attending development days were offered a choice of dates and were expected to attend the most suitable date, when it was safe and appropriate to do so.

Management reminded the unions of the personal responsibility all staff bore for health and safety matters, in addition to that borne by the Service. Management stated that they would reinforce the message with an item in the Green Bulletin.

Agreed; That an item goes in the Green Bulletin setting out the requirement for taking personal responsibility for individual health and safety, in relation to attending the days during night shifts.

4 DAY CREWING AGREEMENT - PENSIONS

Management updated the unions on the position in relation to the Day-Crewing pension issue. The FBU was informed that management had considered the issue and disagreed with the employers view. Subsequently, management had passed the issue to counsel for an opinion.

It was noted that the FBU also disagreed with the national stance. The union noted that depending upon counsels' opinion; management would consider a number of options for moving forward and agreed to keep the unions fully briefed on developments through future JCNP meetings.

Agreed; that Management brief staff colleagues when counsel's view had been obtained.

5 NEW DAY WORKING SYSTEM

Management raised the issue of a proposed new Day Working System, which had been put to the FBU at a meeting the previous week. At that meeting, DCFO M Cashin had asked staff to come back with their views and proposals, which might see the implementation of a new system moving forward.

The FBU stated that staff had considered the flexitime element of the system and sought clarification on various issues, particularly seeking greater flexibility on start and finish times (proposing 7.30am). M Cashin agreed to consider the union's points and to write back to them with a view in a week's time.

Agreed; That management give consideration to the points raised by the FBU in the meeting and write back with clarification to enable implementation to take place.

The meeting was adjourned at Item 6 to allow the FBU an opportunity for further discussion

6 WILMSLOW

Management raised the issue of the new duty system to be implemented at Wilmslow and returned to a document circulated by DCFO P Hancock in a meeting the previous week, which set out a number of points for consideration.

In a wide-ranging discussion the FBU agreed in principle with the first five points in the document, but raised a number of issues over the five remaining points.

Management agreed to look at a number of issues, including the possibility of changing out one unit within the block to provide a potential base for flexi-duty officers. Management and the FBU discussed various issues such as the potential to increase the ridership to 7 riders and the FBU's position on CPD.

Both management and staff agreed to arrange a meeting before the end of July to consider the proposals and develop a solution that could be implemented.

Agreed; That a meeting be arranged before the end of July between DCFO P Hancock and D Williams to consider the proposals for the Wilmslow system and associated issues, in order to move the project forward.

7 DETACHMENT TO FIRE SERVICE COLLEGE

The issue of detachment days at the Fire Service College was considered in conjunction with the wider Wilmslow duty system debate. The FBU stated that it had written formally to officers setting out some concerns, but due to leave commitments, had not yet received a response.

Both staff and management were clear that they disagreed on the matter on a point of principle and management recognised the FBU's *Failure to Agree* on the issue. In their opposition to the proposal, the

FBU cited the 1992 Health and Safety legislation. Both sides were resolved to move the issue forward for resolution via the Joint Secretaries.

Both the unions and Management would take the required ten days to consider their positions before holding a further meeting, within ten days, to draft a letter to the Joint Secretaries.

Agreed; That Management recognise the union *Failure to Agree* on this issue and a further meeting be arranged within ten days for both parties to draft a letter to the Joint Secretaries.

8 ANY OTHER BUSINESS

There were no items raised under any other business.