

MINUTES OF THE JCP MEETING

Date 21 November 2007

Present

Phil Mobbs	PM
Rachel Hamer	RH
Lorraine Thomson	LT
Peter Walsh	PW
Jerry Wightman	JW
Dave Williams FBU	DW
Andy Price FBU	AP
Leon Parkes FOA	LP

Agenda

Birchwood/ Wilmslow	PW
Development days	JW
FBU Issues	Out Duty Arrangements

Birchwood / Wilmslow

Peter Walsh explained that he is looking at different duty systems and ways of delivering them. He advised that there are external factors that would affect this such as Working Time Regs.

There are possibly 2 options a new build and separate accommodation. What would the accommodation look like? How separate would it have to be? He explained that the preferred option would be to invest the money into existing buildings to bring them up to a high level of accommodation. If we use the same amount of money we can do a lot more this way. It is not about spending less money.

He explained that he is wanting to introduce a day crewing system where the staff live on a revamped station with attractive remuneration.

Peter suggested that if the level of accommodation was right we would use the Day Crewing Duty system.

FBU explained that Peter cannot expect them to be wholeheartedly behind this as there is a loss of Wholetime status, it would not be family friendly, there will be long hours, it discriminates against females. TAP restrictions will impact on any decision.

Peter Walsh again asked if the FBU would work with him, work together, a fresh start to work through to get a solution. He explained that it may go against certain things but that we will re-numerate accordingly. Peter advised that we are not looking to exploit people and asked if we can genuinely make a day crewing system work without houses on site.

Leon advised that FOA would be keen to be part of the working group.

Phil Mobbs asked what timescales we are working to.

Peter advised that he hoped to have some firm arrangements by the first quarter of 2008.

FBU agreed to have a meeting without rules/ no pre conditions or obligations. A brainstorming (thought shower). They explained that in principle they are opposed to the idea, however it is only right and proper to attend a meeting with Peter with no minutes to see if there is scope for discussion.

Dave asked for a couple of Station reps to be present so that they know where we are up to and a structure to the meeting. Also requested were copies of any paperwork as soon as possible so that it can be read prior to the meeting so that they can look at the re-numeration element if savings are going to be made.

Peter W to arrange the meeting with FBU/FOA. HR to have a representative at the meeting.

Out duty Issues

FBU believed that there had been an agreement on detached duties.

Peter W advised that the Grey Book talks about re-imburement for additional expense, ie wanted to re-imburse those that had a legitimate claim.

FBU agreed the cost would be capped.

Peter W agreed additional expenses as per the Grey book. He advised that he is happy to put a brief out to Station Managers on exactly what expense should be paid when to clarify.

Peter W to meet with P Mobbs to look at a form of words for clarification to Station Managers.

Development Days J Wightman

JW explained that there are 8 development days in the new recruit's contracts and advised that currently an instructor goes out quarterly to Fire Stations. It is difficult on resources as there are too many recruits in the system to facilitate this now. He was at the meeting to outline the Service's proposal for the use of the days so that FFs in development pay can reach competency for pay ahead of the standard 36 months suggested in the Grey Book.

JW distributed an outline of the 8 days

FBU advised that they are open to this concept, but these days are only to be used whilst the FF is in 'development'.

There is an issue that FFs get signed off too long or too quick as they are not being assessed in a timely manner. WMs and CMs need support in how they are managing recruit's portfolios. This is why FBU believed there were inconsistencies.

JW advised that the development portfolio (Red Book) is about a 12 month process. It is possible to transfer evidence from red Book to Blue Book in certain modules but sign off of the red book did not qualify a FF for competent pay.

It is envisaged that the 2nd 4 days are used in year 2 as the recruit will be further on with their acquisition of knowledge.

24 months is feasible for gaining 'competent' for pay purposes.

FBU asked for the days to cover 2 watches

Appendix A

Dear Dave,

Thank you for the opportunity to discuss our proposals for Birchwood and Wilmslow fire stations. I wish to take this opportunity to confirm my understanding of the discussion. I explained we were looking at providing our Service deliver in a more appropriate way, given the operational activity levels of the two whole time shift stations, in comparison to other day Crewed stations.

You stated that you were in opposition to any potential reduction in posts and your perception of a down grading of the station. However, you asked for an opportunity to explore options in a more informal meeting. In the spirit our commitment to constantly improving industrial relations within a no surprises culture, I agreed to the meeting. I feel that I must stress the outcome of this meeting can be one of two; either you agree to proceed with discussions within the JCP process on the basis that it is possible to introduce a Day Crewing system on these stations with a different sort of accommodation, or that you are unable to provide a considered response including alternative options.

I am on leave until the 3rd December and will make arrangements for our next meeting as soon as possible after that date.

Yours sincerely,

P Walsh