

MINUTES OF THE JCP MEETING

Date 13 August 2008

Present Dave Williams FBU DW
 Phil Mobbs PM
 Lorraine Thomson Minutes LT
 Gus O'Rourke GOR

Apologies Leon Parkes FOA LP
 Harry Nelson UNISON HN
 Andy Price FBU AP
 Rachel Hamer RH

Minutes of the meeting held on 30 July 2008

The minutes of the meeting held on 30th July were agreed as a correct record subject to the following amendment.The first sentence under AOB should read

DW enquired as to what the situation was with the Wholetime Retained contracts and asked when they were being brought back to consultation.

1 Short Term Strategy for the Resilience Unit – Gus O'Rourke ER – Resilience Unit

Gus gave a presentation on the short term strategy of the Resilience Unit.

A copy of the presentation is below –

Slide 1

An IC Snapshot

	None	Take out ½ Day ARA Training	Take out Quals at FSC pre 1995
WM/CM Formal IC Qualifications	54/147 = 37%	86/147 = 59%	>60%

Slide 2

Station Dev. FF's/Watch	Maximum (66) 1/app/watch	Actual (90)	36%
Warrington	8	13	
Birchwood	4	5	
Widnes	8	8	
Runcorn	8	9	
Ellesmere Port	8	9	
Chester	8	11	
Crewe	8	13	
Congleton	2	2	
Macclesfield	4	9	
Wilmslow	4	7	

Knutsford	2	2
Winsford	2	2

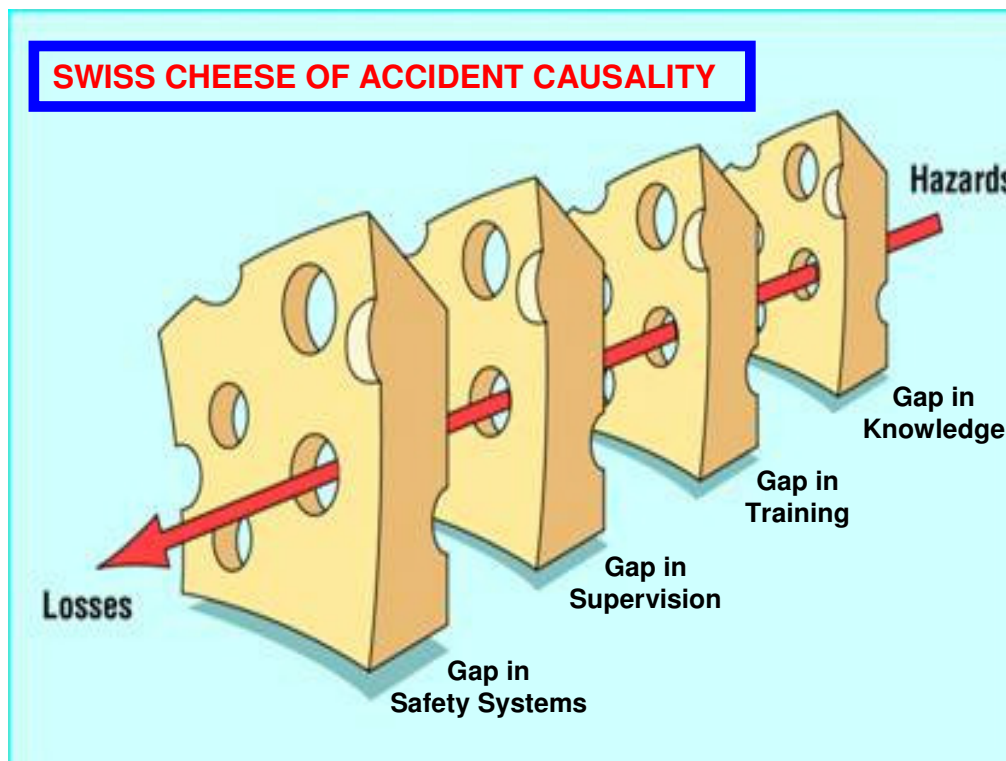
Slide 3

Station Competent WM/CM's	Optimum	Actual
Warrington	3 x 4 = 12	10
Birchwood	2 x 4 = 8	3
Widnes	12	10
Runcorn	12	9
Ellesmere Port	12	8
Chester	12	7
Crewe	12	6
Congleton	2 x 2 = 4	2
Macclesfield	8	4
Wilmslow	8	2
Knutsford	4	2
Winsford	4	3

Slide 4

Station	No. on Watch	WM/CM in Dev	FF in Dev.
Green Watch Crewe	12	3	4

Slide 5



Slide 6



Slide 7

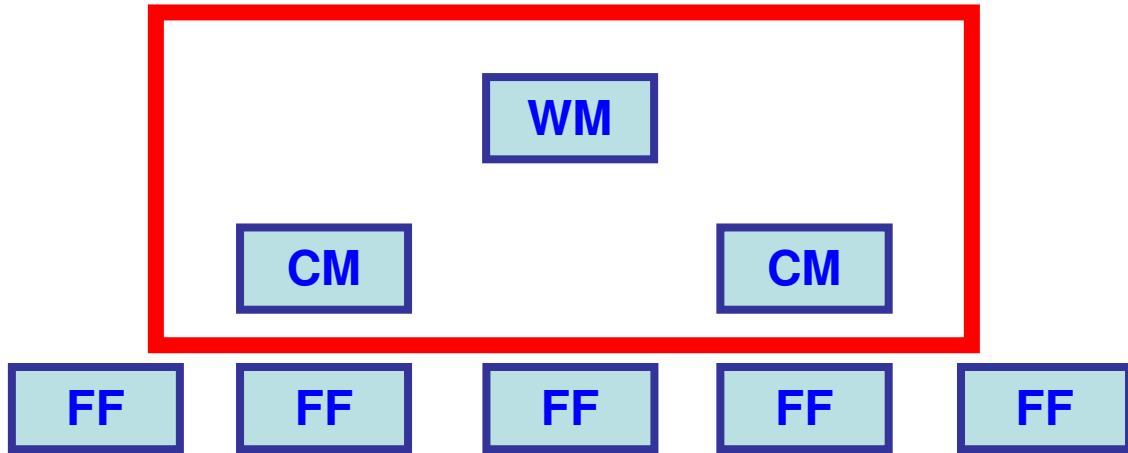


Slide 8

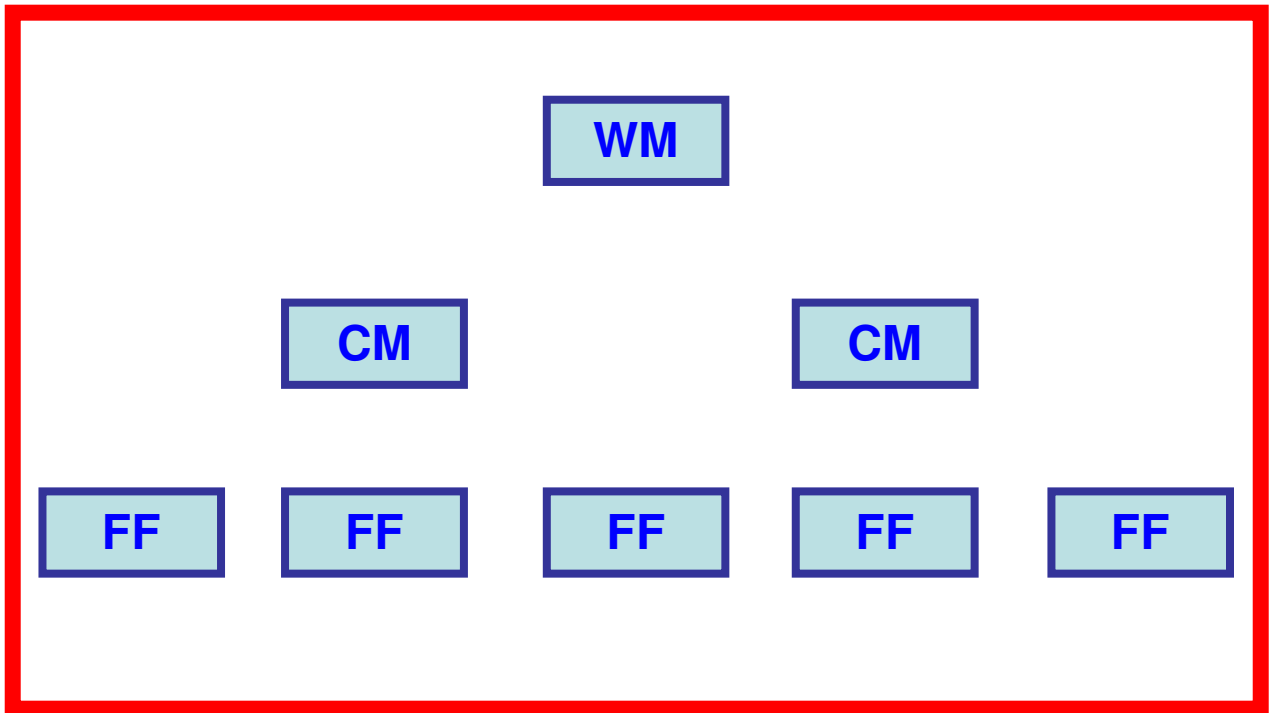
ICS Training/Update
Crew & Watch Managers
On-Station/SHQ

- ICS System Update
- 'Competence'
- Decision Making Theory
- Decision Making Styles
- Risk: Attitude to Risk; Risk Appetite
- Knowledge & Understanding of; -
 - Legal requirements: Risk Assessments/Debriefs
 - Duties of Operational Commander (Bronze)
 - D.R.A.
 - A.R.A
- Tactical Decision Exercises for Team

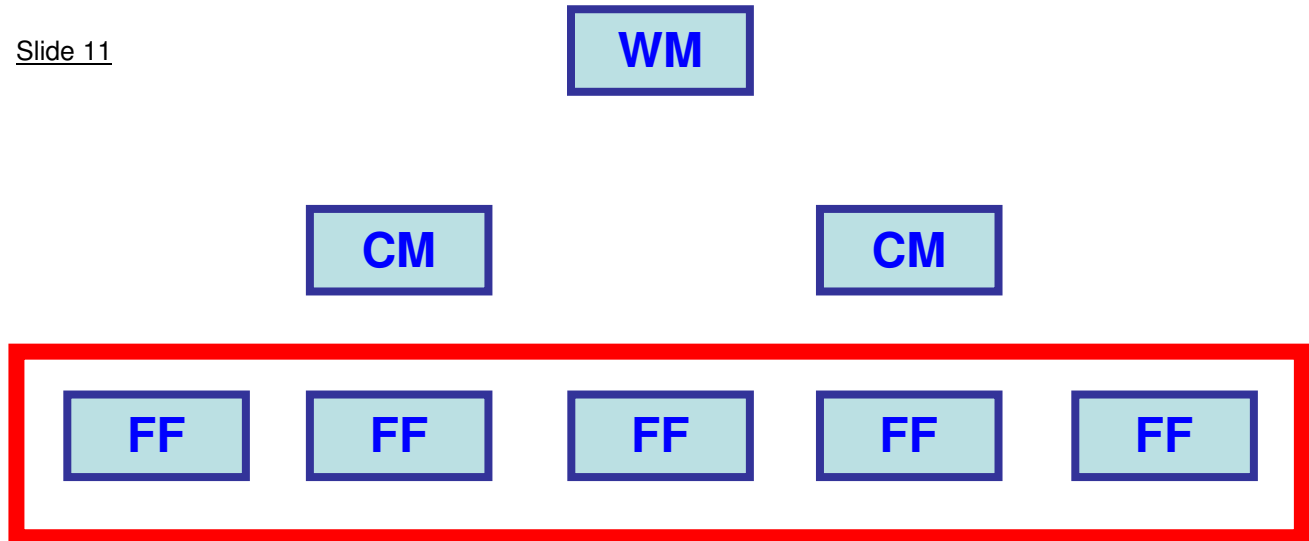
Slide 9



Slide 10



Slide 11



Slide 12

ICS Training/Update
Station/Group Managers & Watch Managers
HQ

- ICS System Update
 - 'Competence'
 - Decision Making Theory
 - Decision Making Styles
 - Legal requirements: Risk Assessments/Debriefs
 - Duties of Tactical Commander (Silver)
 - D.R.A.
 - A.R.A
 - Attitude to Risk
 - Tactical Decision Exercises for Team
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- The CM/WM is a 3 day course (10.00-16.00hrs). It can be done by RDS in 2 days at the weekend as can start earlier and work later.
 - The courses are additional to the 2 days at the college.
 - The bronze training is to be done on station.
 - FBU asked what the consequences would be if RDS didn't want to come in on a weekend. GOR advised that the feedback from RDS had been positive and he didn't think this would be a problem.
 - FBU asked why the training couldn't be delivered on Stn for RDS. GOR advised it would take too long.
 - FBU asked whether the learning points could be on station before the Watch had the training.
 - GOR advised that half way through the training the common themes emerging will be fed back at the end, probably via the Green.

- The FBU supported the need for the training. It was the FBU belief that when Optimum Crewing was devised it couldn't cater for the removal of staff from Watches.
- GOR also reported that a software system called Firestudio had recently been purchased and the MICs were using it at the moment taking photos. GOR gave a brief demonstration of the Firestudio programme.

2 Pay Policy – D Hawley

D Hawley advised that there was at present no umbrella policy which dealt specifically with aspects of pay and reward for either uniform or support staff. There were a number of individual policies covering expenses but there was no overarching policy statement.

Another aim was to highlight pay differentials and where possible to harmonise aspects of remuneration between the different staff groups.

An initial draft of the policy had been seen and approved by SMT in March this year and then put before the CFA in June. A copy of this draft was forwarded to JCP in March although there have been subsequent changes to the document.

The Policy had been forwarded to Unison and Mike Booth had emailed a couple of comments in relation to pay matters affecting Green Book Staff.

The intention was for a finalised and agreed version of the policy to go back to the CFA in December for final approval.

DH highlighted the main changes and it was agreed that there would be a separate meeting to go through the policy page by page with FBU and FOA.

The policy was structured into 5 main sections.

Section 1 related to Gold Book provisions;
 Section 2 – Grey Book;
 Section 3 – Green Book;
 Section 4 – Support Staff Area Managers
 Section 5 related to additional payments and rewards for all staff groups

Information had been collated from a variety of sources, Gold Book, Grey Book (5th + 6th Edition), SIS Policies, NJC Circulars, Collective Agreements.

<u>Section</u>	
9.10.4 Holiday Pay	Changed
9.10.8 Attendance at Training Courses	Lifted from the Grey Book
9.11.1 Basic pay and disturbance	changed
9.14 Relocation Assistance	Cap of 10k / removal of 2 days
9.14.3 Temporary Accommodation	13 wks rather than 6 months
9.15 Driving licence costs	Limit of reimbursement costs just to LGV
12.3 Pay Protection	Needed to reflect flexi Grey Book protection
12.4 Professional Fees	New section. Going through JDs at the moment to see how many people are essential. FBU requested a copy of the list when it is done.
Appendix E NJC Circular	FBU believed that this should have been inflation assessed as the figures were a number of years old.

3 Acting Crew Managers U Jones

UJ advised that Dave Langer had brought an SIS to JCP in 2006 regarding Acting up in RDS. She advised that some minor changes were to be made before it went on the SIS system. The FBU asked for a copy of the SIS as they did not recollect consideration at a previous JCP meeting.

4 Retained Holiday Pay U Jones

U Jones reported that DCO Paul Hancock would attend the next meeting with an update. The FBU expressed their disappointment at the time being taken to get resolved. Ursula explained that unfortunately the analysis had taken longer than expected and that this was partly due to members not providing information. FBU advised that they would be writing to Kathryn Foreman as she had previously reported that the matter could be turned around within one month.

5 AOB

It was agreed that JCP would look at Wholetime / Retained Contracts and the FF Development contracts.