

## MINUTES OF THE JCP MEETING

Date 18<sup>th</sup> June 2008

<u>Present</u>	Phil Mobbs		PM
	Rachel Hamer		RH
	Dave Williams	FBU	DW
	Andy Price	FBU	AP
	Leon Parkes	FOA	LP
	Lorraine Thomson		LT

Peter Walsh / Ursula Jones / Jason Thelwell for specific Items

Apologies Harry Nelson Unison HN

### **1 Minutes of the meeting held on 4<sup>th</sup> June 2008**

FBU felt that the minute under Wilmslow did not reflect accurately their comments. It was agreed that a revised minute would be prepared.

### **2 Retained Holiday Pay**

UJ advised that it had been established that there were Retained personnel that had been underpaid. UJ confirmed that records had been scrutinised from as far back as 2001 and the period that some personnel had not been paid went from 01 October 2005 to 31 December 2006. The period electronic fads were introduced.

Whilst doing the research it became evident that a significant number of personnel had in fact been overpaid holiday pay.

UJ confirmed that any underpayments or indeed over payments would be rectified. With effect from 01 January 2009 it was proposed to change the method of calculation so that holiday pay would be based on the average pay for the 12 weeks prior to the dates of annual leave.

FBU asked for the reasons why it was proposed to pay 12 weeks previous as opposed to annually. UJ to forward legal opinion that advised that holiday pay needed to be calculated this way rather than on an annual basis.

DW felt that Tim Day was not representing the workforce and that Retained personnel wanted annual leave on an annual basis.

UJ confirmed that there were also some other isolated practices that would be rectified:

- There would be recovery of staff claiming multiple disturbance on Retained stations
- Bank Holiday pay would also be looked at as to whether it was being applied correctly.

DW advised that Retained personnel would look at this from an equal pay viewpoint.

With regards to the two personnel who had been named, (P Edwards and G Oxley) UJ would formally respond to them by letter.

UJ advised that as further detailed calculations were required she would aim to have all the correct information by 31 July 2008.

### **3 SIS Acting Up**

PW explained that Dave Langer had brought an SIS on acting up to JCP in 2006, however it had never appeared on the SIS.  
It was agreed that this would now go live. UJ to forward a copy to the Unions.

### **4 Changes to the direct engagement policy**

The FBU expressed their unhappiness with the proposed change. They did not see a reason why such a change was required.

FBU believed that CFRS had permitted breaches to the current policy in that CFRS had allowed cold calling. The advice at that time was that there was a need to pre leaflet.

The FBUs position was that they believed the proposed changes amounted to cold calling and in the circumstances would not support the proposal.

FBU wanted further consultation as they did not believe there was a need to change the existing protocol. Evan Morris to discuss the initial FBU feedback with Phil Hales and come back to a future JCP meeting for further consultation.

### **5 Exercise Programme at FSC**

JT explained briefly that the FSC were willing to deliver bespoke operational courses for WM/CM.

A three year process was being looked at. A two day course that would be operationally focussed and provided from Fire Service College.

It would be a rolling three year programme on a rotational basis with a third of the WM/CM going per year.

Year 1 – Exercises

Year 2 – Vector

Year 3 – Fire Service College

DW raised the location of the college course. JT clarified that it could not be delivered in Cheshire and that the aim was to allow staff to develop in a learning environment.

The courses would be conducted at the weekend during the middle 2 rota days.  
Those new in post would be selected first along with some existing personnel.

There would be 18 WM/CM per course and four dates had been programmed in –

18/19 October 2008

15/16 November 2008

29/30 November 2008

21/22 February 2009

6 x Phase 2 FFs to also attend to support their development.

JT to provide more information as to the role of the 6 x FFs whilst at FSC. The course needed to be linked to their development plan.

FBU were concerned that this proposal was outside what had been agreed at JCP regarding the use of development days for the Phase 2 FFs. FBU believed that if this was to happen then it should be within their first year.

With regard to the proposal to use FS College for such delivery the FBU wanted to know

- Whether the course was voluntary or compulsory?
- What travelling expenses would be paid?
- Payments

- How many hours would be involved per day?
- How would personnel claim the time back as they had already completed their contracted hours?
- Transportation of equipment – H&S issues
- Why weekends / not in the week?
- Were there crèche facilities?
- What was the cost of the course?
- What if an individual was nominated whilst on leave?
- 2 day course – how many nights accommodation?

It was agreed that any further issues/questions would be forwarded to JT with copies to PM.

FBU advised that it was still their wish to reach an agreement with the Service on CPD and Tip of the Iceberg. FBU believed that the reduction in sickness levels had freed up shifts to permit “development days” including the JT proposal being undertaken on duty days rather than rota days.

#### **6      Info items The EA Working SIS / Grab pack SIS**

There were no questions regarding the above SISs. If any were to arise all to contact S Deveraux directly. It was not felt necessary to delay the publication of these items.

#### **7      AOB**

It was agreed that there would be no meeting on 16 July 2008.

Agenda points for the meeting on 2 July to include:

- Control Contracts
- Joint Circular 05/08 for discussion
- Clarification on how an individual reverts back to a lower role
- JCNP establishment figures