

<p>Notes of the Joint Consultative Panel</p>

23rd September, 2013 at 1.00 pm
at the Fire Service Headquarters, Vauxhall Road, Birmingham

Present: **Members of the Authority**

Councillor Clinton (Chair);
Councillor Collingswood (Vice-Chair);
Councillors Douglas-Maul and Quinnen.

Employees Side

Fire Brigades Union (FBU)
P Cockburn.

Unison
V Mallabar.

Officer
W Browning-Sampson.

Apologies: Councillor Aston and Steve Price-Hunt.

5/13 **Notes**

The notes of the meeting held on 15th April, 2013, were confirmed as a correct record.

6/13 **Members Briefing on Employee Relations**

The Panel received a presentation detailing:-

- the requirements for the Authority to set up a consultation mechanism;
- the development of an Employee Relations Framework which was based on the principles of 'Working Together';
- the terms of reference for the Joint Consultative Committee and the Joint Consultative Panel;

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- the benefits of employee engagement;
- the various joint working groups set up by the Authority;
- how managers currently engaged with trade unions and employees;
- the various issues that managers consulted on;
- the legal time frame for consulting on redundancy;
- the basic protocols on negotiation;
- the information that was shared with trade unions and employees;
- the roles and responsibilities of members of the Panel.

The Joint Consultative Panel had been set up to consider matters relating to employees' terms and conditions of employment, relevant matters referred from the Joint Consultative Committee and employee relations issues. The Panel aimed to assist the consultation process and comprised elected members, Principal Officers and trade union representatives and via consultation, sought to reach an agreement.

7/13

Dispute Resolution

The Panel noted a report setting out the number, type and outcomes of disciplinary and grievance cases, collective grievances and other dispute resolution, including employment tribunal activity for the period 1st January, 2013 to 30th June, 2013. The report also indicated a summary of lessons learned taking into account issues raised by representative bodies, line managers and human resource practitioners.

The Panel noted that the number of grievances, which had increased in 2012 due to the compulsory transfer of staff in December 2012, had now settled. Where compulsory transfers were necessary, managers would consider individuals' work-life balance, circumstances and skills base to ensure that there was the right mix of skill across the organisation and would forward plan, where possible, to minimise any disruption.

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In relation to the outcome of a recent employment tribunal case, it was reported that the Judge had complimented the Service for making a clear and compelling case which was thorough and thoughtful. This demonstrated the effective working relationship between managers and trade unions and how it was developing and moving forward.

(The meeting ended at 2.00 pm)

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