

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

**15th April, 2013, at 1.00 pm
at the Fire Service Headquarters, Vauxhall Road, Birmingham**

Present: Members of the Authority

Councillor O'Neill (Chair);
Councillors Aston, Clinton, Douglas-Maul and
Quinnen.

Employees Side

Fire Brigades Union (FBU)

P Cockburn.

Fire Officers Association (FOA)

A Tranter.

Unison

V Malabar.

Officers

D Johnson and W Browning-Sampson.

Apologies: Councillor Yardley and Steve Price-Hunt.

1/13

Declaration of Interest

Councillor O'Neill declared a non pecuniary interest as an out-of-trade member of the Fire Brigades' Union.

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2/13 Notes

The notes of the meeting held on 13 September, 2012, were confirmed as a correct record.

In relation to Note 13/12 (Submission of Failure to Agree from the Fire Brigades Union on Capping of Casual and Essential Car Mileage Payments at HMRC Approved Rates), it was confirmed that consultations between unions and management had led to a successful outcome. A further report would be submitted to the Panel on how this issue was dealt with.

3/13 Disciplinary and Grievance Report

The Panel noted a report setting out the number, type and outcomes of disciplinary and grievance cases and employment tribunal activity for the period 1 July to 31 December 2012. The report also indicated a summary of lessons learned taking into account issues raised by representative bodies, line managers and human resources practitioners.

The Panel noted the increase in the number of grievances received which it was felt was due, in part, to the compulsory transfer of staff in December 2012.

The employer's side sought clarification on the process applied for the transfer of staff. The employees' side confirmed that priority was being given to move staff back to where they were based and any great distance move cases had now been alleviated.

The Director of Human Resources confirmed that employees were able to express a preference for being based at alternative locations, however, the Authority would need to demonstrate that it was being reasonable and was applying agreed processes.

The employees' side acknowledged that whilst not all employees who had been compulsorily transferred had submitted grievances, there was a disproportionate make up of the workforce in relation to ethnicity and gender, who had submitted a grievance and concern was raised about the impact upon them.

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The Director of Human Resources undertook to submit a further report on the issues identified.

The employees' side also outlined ongoing issues that they were currently working on in consultation with management.

4/13

Vote of Thanks

As it was the last business meeting of the Panel during this municipal year, the Chair thanked the employers' and employees' side for all their contributions and hoped that industrial relations would continue to improve within the West Midlands Fire Service.

(The meeting ended at 1.20 pm)

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