

<p>Minutes of the Appeals Committee</p>
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1st April, 2005 at 2.00 p.m.
at the Fire Service Headquarters, Birmingham

Present: Councillor S. Davis (Vice-Chair);
Councillors Hinton, Hogarth and Howard.

3/05 **Exclusion of the Public and Press**

Resolved that the public and press be excluded from the rest of the meeting to avoid the possible disclosure of exempt information under Part I of Schedule 12A to the Local Government Act 1972 relating to particular employees.

4/05 **Appeal in respect of the compulsory transfer to monthly pay**

In accordance with the Authority's procedures, the Committee considered a grievance registered by two Firefighters A.H. and B.H. regarding the compulsory transfer from fortnightly pay to monthly pay. Firefighter B.H. attended, with his union representative to present the case.

The Committee was informed that in 2000, Firefighters had been given the opportunity to voluntarily change to a monthly pay system. At that time the Brigade had offered interest free loans for two years to assist with the transition period of 30 days between the last fortnightly pay and the first monthly pay. At that time, a number of employees had opted to continue on fortnightly pay.

In July 2003, the remaining Firefighters on fortnightly pay were informed that, effect from April, 2004, they would be transferred to a monthly pay system. At this time, the Brigade had offered interest free loans for one year to assist with the transition period of eight days between the last fortnightly pay and the first monthly pay.

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Firefighters A.H. and B.H. felt that they had been treated unfairly in that they had only been offered an interest free loan for one year, and not two years, as was offered to those employees transferring to monthly pay in 2000.

Having considered the submissions of both parties, the Committee was of the opinion that, in view of the circumstances at that particular time, the management of the fire service had acted fairly in offering an interest free loan for a year and giving a period of six months notice of the compulsory transfer to monthly pay. The Committee therefore felt that the appeal should be dismissed.

However, in reaching its decision the Committee felt that, with the benefit of hindsight, the transition to monthly pay could have been managed in a more sensitive manner.

Resolved that the grievance be not upheld.

(Meeting ended at 3.10 pm)

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