

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

28th March, 2011, at 1.30 pm
at the Fire Service Headquarters, Birmingham

Present: **Members of the Authority**

Councillor O'Neill (Chair);
Councillor Chambers (Lead Member Human Resources);
Councillors Hodgson, Jones and Stevenson.

Employees Side

Fire Brigades Union (FBU)

A Dennis and M Round (observing).

Fire Officers' Association

A Tranter.

UNISON

J Foster.

Apology: Mr R Moore.

4/11 **Declaration of Interest**

Councillor O'Neill declared a personal interest in that he is an out-of-trade member of the Fire Brigades' Union.

5/11 **Notes**

The notes of the meeting held on 10th January, 2011 were confirmed as a correct record.

The Association of Principal Fire Officers had not yet nominated a representative to sit on the Panel.

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6/11 **Disciplinary and Grievance Monitoring Report**

Further to the arrangements set out in Note 3/11 (Disciplinary and Grievance Procedures – Proposed Scrutiny and Monitoring Process) the Lead Member (Human Resources) submitted a monitoring report setting out the number, type and outcomes of discipline and grievance cases for the period 1st July to 31st December 2010. The report also outlined four main concerns expressed about the process by the representative bodies, and what management was doing to address these concerns, having also consulted with line managers and human resources practitioners, which included: delivering appropriate training, including training for trade union representatives; developing agreed timescales and processes for dealing with discipline and grievance cases to avoid delay; improving collaborative working and understanding of the role of management and human resources; and working for early resolution of concerns.

Discussion ensued on the matters raised in the report. Representative bodies emphasised the importance of giving managers the confidence to resolve incidents without having recourse to the formal stages of the process; and requested reports about where grievance cases had resulted in disciplinary proceedings. This request was agreed.

The Lead Member suggested that in future the monitoring report should be considered at the JCC prior to being discussed at the JCP.

7/11 **Update on the Revision of the Employee Relations Framework**

The Panel received an update on progress with the review of the Employee Relations Framework. A number of amendments to the Framework had already been agreed in principle by the employers' side and the Authority, as appropriate. The revised draft of the Employee Relations Framework had been shared with the Trade Unions and was a standing item on the agenda for the Joint Consultative Committee.

Clarification was sought as to the status of employee side observers at the Joint Consultative Panel and whether they had voting rights. The representative bodies were reminded that the Joint Consultative Panel was not a voting forum. It was suggested that employee side representation could be made on the basis of a named person or his/her nominee. The Director Human Resources undertook to look at this suggestion as part of the review of the Employee Relations Framework.

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(The meeting ended at 2.05 pm)

*Contact Officer: Georgina Wythes
Democratic Services Unit
Sandwell MBC
0121 569 3791*