

Notes of the Joint Consultative Panel

10 October, 2011, at 12.30 pm
at the Fire Service Headquarters, Birmingham

Present: **Members of the Authority**

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

Employees Side

Fire Brigades Union (FBU)

A Dennis.

UNISON

J Foster.

Apologies: Mr R Moore and Mr M Taylor.

11/11 **Employees' Side**

Mr Dennis reported that Mr M Taylor had resigned as representative of the Fire Officers' Association. A replacement nomination had been sought.

12/11 **Declaration of Interest**

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

Councillor Clinton declared a personal interest as a retired member of UNISON.

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13/11 **Notes**

The notes of the meeting held on 5 September, 2011 were confirmed as a correct record, subject to the deletion of the word 'regularly' in the third line of the preamble to Minute No 10/11 (Revision of the Employee Relations Framework) and the deletion of the phrase 'Many of the' in the fourth and fifth lines of the preamble to the same minute.

14/11 **Disciplinary and Grievance Monitoring Report**

The Lead Member for Human Resources submitted the regular monitoring report setting out the number, type and outcomes of discipline and grievance cases for the period 1 January to 30 June 2011 and also summarising the lessons learned taking into account issues raised by the representative bodies, line managers and human resources practitioners.

The employer's side felt that this was a positive report, with a low number of disciplinary and grievance cases. Members noted the need to further progress appropriate training for members, staff and trade union representatives. It was also necessary to ensure that disciplinary and grievance policies were consistently applied across the service.

The UNISON representative indicated that only the datasets in the report had been consulted on. No response had been submitted by UNISON as it was felt that more comparative information could have been provided. It was suggested that the positive conclusion on the data did not take into account wider factors such as the employee survey, the level of absenteeism and the effects of the current economic situation on the organisation. The employer's side encouraged the employees' side to take the opportunity to submit comments in advance of the meeting in future. The monitoring report would also continue to be a standing item on the agenda for the Joint Working Party.

The FBU representative welcomed the continuing scrutiny of the disciplinary and grievance processes.

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Resolved that the following information be included in future reports:

- The number of collective grievances registered
- Analysis of the data by the nine protected characteristics with a view to identifying any trends
- Information from past monitoring periods where cases have not been concluded and specific reference on the position with regard to cases referred to employment tribunals.

(The meeting ended at 1.20 pm)

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