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| <p>Notes of the Joint Consultative Panel</p> |
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5 September, 2011, at 12.50 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.

Fire Officers' Association

M Taylor.

UNISON

J Foster.

Apologies: Councillor Eustace and Mr R Moore.

8/11 **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.

9/11 **Notes**

The notes of the meeting held on 28th March, 2011 were confirmed as a correct record.

10/11 **Revision of the Employee Relations Framework**

Further to Minute No 7/11, the Panel received a report setting out progress on the review of the Employee Relations Framework. The Employee Relations Team had met regularly with the Trades Unions to

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discuss amendments proposed by management and the unions. Many of the proposed changes had been accepted by both sides and had been incorporated into a revised draft framework which was circulated for discussion. It was proposed to submit the revised Framework to the Authority for approval on 19 September 2011.

A number of changes suggested by the Trades Unions had not been accepted by management and were submitted for consideration by the employers' side.

The Panel discussed and clarified the following:

- That the provisions relating to time off for trade union duties applied to full-time officials who were in the pay of the Authority. Reasonable requests for time off for trade union activities would also be duly considered.
- That by virtue of Standing Order 02/24 an outgoing trade union official would be in no less favourable a position than any other employee looking for redeployment.
- That managers would only attend union/representative body meetings by invitation, or may ask to attend, to supply information or answer questions in the interests of good communication.

The following points were rejected by the employers' side:

- Inclusion of reference to facilities time for trade unions in paragraph 2.4.3.
- Chairing of the Joint Consultative Committee rotating between management and employees' side.
- That management negotiate with the trades unions as to whether facilities time is an item for consultation/negotiation.

The following points were agreed by the employers' side:

- References to be made throughout the document to representative bodies and trades unions.
- Paragraph 2.8 to include appropriate wording from the ACAS Code with regard to taking into consideration exceptional circumstances in determining applications for time off for trade union duties.
- The decision on the application of facilities time is retained as a management decision.

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Resolved:

- (1) that the draft Framework be updated as agreed by the employer's side;
- (2) that responses to the outstanding proposed amendments are shared with the Trade Unions and representative bodies and that the amended report and framework be brought back to the Panel in due course prior to reporting to the Authority.

(The meeting ended at 2.10 pm)

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| <p style="text-align: center;"><i>Contact Officer: Georgina Wythes</i> <i>Democratic Services Unit</i> <i>Sandwell MBC</i> <i>0121 569 3791</i></p> |
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