

## **Notes of the Joint Consultative Panel**

**27 September 2021**

Conducted digitally via Microsoft Teams.

### **Present:**

Councillors:

Councillor Young (Chair),

Councillor Brackenridge (Vice-Chair),

Councillor Padda

Councillor Ferguson

Employee's:

Maurice Carter – Unison

Billy Holland – Fire Brigade Union

Steven Price-Hunt - Fire Brigade Union

Philippa Smith - Fire Brigade Union

Officers: Sarah Warnes – Assistant Chief Fire Officer, Karen Gowreesunker – Clerk - Strategic Enabler for Strategy, Kamla Devi-Ahir – Business Partner, Wendy Browning-Sampson – People Support Manager, Shirley Haines – Senior Business Partner, Stephen Timmington - Strategic Hub Support Officer, Kirsty Tuffin – Democratic Services Officer.

01/21

### **Apologies**

There were no apologies for absence received.

02/21

### **Declarations of Interest**

There were no declarations of interest submitted.

03/21

### **Notes of the Joint Consultative Panel held on 03 February 2020**

As per item 3 of the notes of the previous meeting, it was agreed that an update would be provided on the Cultural Review at the next Policy Planning Forum.

Resolved:

1. That the notes of the Joint Consultative Panel held on 03 February 2020 were noted.
2. That it be agreed that an update would be provided on the Cultural Review at the next Policy Planning Forum.

04/21

### **Dispute Resolution Report**

Wendy Browning-Sampson, People Support Manager, presented the Dispute Resolution Report, that outlined the number, type and outcomes of discipline and grievance hearings and other dispute

resolution including Employment Tribunal activity that have occurred during the period of 1 July 2019 to 31 March 2020.

The Panel were advised that as a result of the coronavirus pandemic and the cancellation of meetings, the report had not been provided to JCP for noting therefore, the report was submitted retrospectively for the period 1 July 2019 to 31 March 2020 and highlighted the following:

- 11 grievances took place at a formal hearing
- 14 disciplinary cases (8 were gross misconduct and 6 misconduct)
- 3 Employment Tribunal claims received.

The Panel were advised that significant progress had been made over the last 18 months which included changes to the Disciplinary Policy and the Grievance Policy. All changes to the policies were jointly reviewed with the trade unions whereby consultation occurred that enabled any feedback to be provided. In support of the discipline policy the service is providing crucial conversations training for all managers. The team will be communicating the changes to the Grievance Policy and providing mediation training from January 2022. Investigation Training for management at all levels and trade unions had occurred and received a good level of attendance.

The Panel were advised that the next report brought to JCP, scheduled to take place on Monday 29 November, would be taken to Scrutiny Committee on 1 November and be focused upon the period of 1 April 2020-March 2021. Following this, all reports would include a 6-month reporting on data.

Resolved:

1. That it be agreed that the contents of the Dispute Resolution be noted.

The meeting finished at 14:21 hours.

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