

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

**23 January, 2012, 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 Clinton, Stevenson and Turner.

Employees Side

Fire Brigades Union (FBU)

A Dennis and R Moore.

Unison

V Malabar.

Officers

D Johnson, W Browning-Sampson and Zoe
Kirk.

Apology: Councillor Eustace.

1/12 Employees' Side Representatives

The Panel was informed that there were vacancies on the Panel for representatives of the Fire Officers' Association [FOA], the Association of Principal Fire Officers and Unison. A nomination from the FOA was expected to be submitted early in February. Mr Malabar would be representing Unison for the time being. The Chair asked that representative bodies be encouraged to participate in the Panel meetings at this time of change in the organisation.

The Panel congratulated Mr Dennis on his appointment as Regional Secretary for the FBU. Mr M Round would be acting in his stead until further notice.

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2/12 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.

3/12 Notes

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

4/12 Revision of the Employee Relations Framework

Further to Note 10/11, the latest draft of the Employee Relations Framework was submitted for the Panel's consideration. The document had been arrived at following a number of regular meetings with the trades unions to consider revisions to the framework. Many changes and points of clarity had been included and accepted in the document. Two outstanding issues remained:

- To ensure that the West Midlands Fire Service time management recording systems would support the employee relations framework;
- To review Standing Order 2/24 [Reorganisation Redeployment and Redundancy] in regard to redeployment of trade union officials.

Discussions had also taken place about the redeployment of full time officials and agreement reached that the process for this should sit within the Standing Order 2/24 [Reorganisation Redeployment and Redundancy].

An approach had been agreed on how these matters would be taken forward which would not affect the substance of the employee relations framework now presented.

A full equality impact assessment was being prepared in respect of the framework in consultation with the trade unions.

The Chair paid tribute to the hard work and spirit of co-operation and

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conciliation that had gone into the revision of the framework. The Panel and trade union representatives agreed that the document was now ready for sharing with the Authority and the terms of reference for the Joint Consultative Panel submitted for approval by the Authority.

5/12 Date and time of next meeting

The Panel noted that it would be necessary to re-arrange the date of the next meeting to avoid a clash of membership with the Audit and Performance Management Committee.

(The meeting ended at 2.15 pm)

<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>
