

Notes of Joint Consultative Panel

**9 November 2015
at Fire Service Headquarters, Vauxhall Road, Birmingham**

Present: Members of the Authority
Councillor Dehar (Vice Chair),
Councillors Shackleton and Singh

Apologies:
Councillor Clinton (Chair),
Councillors Afzal and Douglas-Maul

Employees Side:

Fire Brigades Union (FBU)
Steve Price-Hunt

Unison
Vic Mallabar

Officers
Sarah Warnes
Wendy Browning-Sampson

Observer: Councillor Tranter

10/15 **Notes**

The notes of the meeting held on 21 September 2015 were received.

11/15 **Dispute Resolution Report**

The Panel were asked to note the contents of the Dispute Resolution Report, covering the period 1 January 2015 to 30 June 2015.

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Wendy Browning-Sampson advised members of the Panel that references to employment tribunal claims were regarding local claims, not national.

The report provided a summary of the number, type and outcome of disciplinary and grievance cases, including any Collective Grievances and any reported failure to agree or consult.

Additionally, the report provided a summary of lessons learned, taking into account issues raised by Trade Unions / Representative Bodies, Line Managers and People Support Services Business Partners, specifically issues raised during the discussions at the Joint Consultative Committee and People Support Joint Working Parties.

A total of three grievances (1 Grey Book, 2 Green Book) were lodged during the reporting period. This was a reduction in the total number of formal grievances compared to the previous reporting period of 1 July 2014 to 31 December 2014 (eight in total).

At the close of the reporting period 30 June 2015, there was one outstanding claim against WMFS lodged with the Employment Tribunal Service.

People Support Services Business Partners have worked closely with managers to reduce situations escalating. A debrief process has been implemented to identify learning outcomes, helping to support the organisation and members of staff. The Trade Unions have specific invites to this process to encourage joint learning.

People management issues have been explored with a view to reduce the reactive nature of many of the issues that are raised.

The ongoing training programme 'The Effective Managers Series', which had been developed in liaison with the Trade Unions, has been delivered to managers to refresh the development provided to managers across the organisation on a range of management issues including Discipline and Grievance, Capability and Attendance Management. The training programme had received very good feedback.

Wendy Browning-Sampson offered members of the Panel the

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opportunity to receive the condensed version of 'The Effective Managers Series' which had been delivered to members of the Strategic Enabling Team. Members of the Panel agreed and accepted the offer.

It was noted that there had been no formal failures to consult or failures to agree issued by the Trade Unions / Representative Bodies. Other issues continue to be raised during internal consultative meetings which are managed and satisfactory resolved. This is an indication that the Employee Relations Framework is embedded within WMFS.

Steve Price-Hunt stated that from a Fire Brigade Union perspective, it is not believed that WMFS follows the Employee Relations Framework.

Wendy Browning-Sampson advised that the Dispute Resolution Report covered a specific period and there had been no issues raised regarding the Employee Relations Framework during that time.

Cllr Singh commented that the Dispute Resolutions Report was clearly written and was very good, and reflected that managers are continually being updated.

Cllr Singh suggested that reports presented to the Panel should be page numbered.

The Vice Chair noted that the training for managers was excellent.

The Vice Chair requested that reports are page numbered in future.

Cllr Shackleton noted that problems and issues are being dealt with and resolved at an early stage, avoiding / reducing potential escalation.

(Meeting ended at 13:15 pm)

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