

AGENDA ITEM:

REPORT TO:	MERSEYSIDE FIRE & RESCUE AUTHORITY MEETING
DATE:	30TH SEPTEMBER 2010
REPORT NO.	CFO/155/10
REPORTING OFFICER:	DEPUTY CHIEF EXECUTIVE & DEPUTY CHIEF FIRE OFFICER
CONTACT OFFICER:	DEPUTY CHIEF EXECUTIVE & DEPUTY CHIEF FIRE OFFICER
OFFICERS CONSULTED:	MIKE CUMMINS, CONSULTATION MANAGER
SUBJECT:	UPDATE CONSULTATION & NEGOTIATION PANEL – INDUSTRIAL RELATIONS FRAMEWORK

APPENDIX A	TITLE	CFO/139/10
APPENDIX B	TITLE	AMENDED TERMS OF REFERENCE CNP
APPENDIX C	TITLE	CONSULTATION STATUS REPORT

ATTACHED - HARD COPIES

Purpose of Report

1. The report considers the arrangements for the Authority with regard to an industrial relations framework and the Consultation and Negotiation Panel (CNP) seeks the Authority approval for amending their terms of reference, and change in name.

Recommendation

2. That Members:-
 - (a) Agree the revised Terms of Reference and change in name for the Consultation & Negotiation Committee (CNC); and
 - (b) Note the outcome of the consultation with recognised trade unions regarding the amended Terms of Reference and the draft industrial relations framework; and
 - (c) Refer the conclusion of the consultation process regarding the industrial relations framework to the respective Joint Secretaries and other recognised trade union representatives, with the outcome being reported to the next meeting of CNP/C on the 13th October 2010.

Introduction & Background

3. On the 13th August 2010, the Consultation & Negotiation Panel (CNP) considered CFO/130/10 (Appendix A) and endorsed the proposals included within the report recommend to the full Authority to amend their Terms of Reference (Appendix B) and; subject to the outcome of consultation with recognised trade unions, adopt a new industrial relations framework.
4. In broad terms the report set out how the role of Elected Members could be strengthened in the industrial relations arrangements, making the CNP/C a more active participant in the process. The report also detailed the practical, day-to-day arrangements that are to be put in place to strengthen industrial relations and underpin the necessary dialogue between the leadership of the Service and recognised trade unions.
5. It was agreed to enter into a 6 week period of consultation with recognised trade unions regarding the proposed industrial relations framework and revised Terms of Reference for CNP. Members also agreed to seek the approval of the full Authority regarding the adoption of a new industrial relations framework and the proposed amendments to the Terms of Reference of CNP, including a change of name to change the Panel to a Committee. Consultation is due to conclude on the 24th September 2010.
6. Terms of reference for the consultation were agreed with recognised trade unions:

Representative Bodies consider and comment on the proposed Industrial Relations Framework and associated revised Terms of Reference with respect to CNP with a view to seeking agreement on the content of the proposals for the Industrial Relations Framework and Terms of Reference for CNP.

7. The FBU, Unite, GMB, Unison and FOA have been included in the consultation arrangements for this matter and a report outlining the progress of the consultation is attached to this report (Appendix C). At the time of writing this report the proposed revisions to the Terms of Reference for CNP have not been challenged by the trade unions and Members are therefore requested to approve the proposed revisions to CNP's Terms of Reference, and change in title, to become the Consultation and Negotiation Committee.
8. Members are asked to note the progress that has been made regarding consultation over the draft industrial relations framework, as set out in the consultation status report (Appendix C) and the positions adopted by the various trade unions. Members are requested to refer the conclusion of this consultation matter to the Local Joint Secretaries and other trade union representatives with the outcome being reported to the next meeting of CNP/C on the 13th October 2010.

Equality & Diversity Implications

9. The effective and efficient operation of industrial relations processes supports an improved working environment for a diverse workforce and contributes to improved service delivery for a diverse community.

Financial Implications & Value for Money

10. The Authority invests in supporting good industrial relations and grants time off for trade union officials to the approximate values detailed in the table below:

ESTIMATED VALUE OF TIME OFF GRANTED	
UNION	VALUE OF TIME OFF £'000
FBU	90
UNISON	5
GMB	2
UNITE	1
TOTAL	98

(Source 2009 Internal Audit review)

Health & Safety and Environmental Implications

11. An effective industrial relations framework contributes to a safer working environment.

Contribution to Achieving Our Purpose:

“To Make Merseyside a Safer, Stronger, Healthier Community”

12. An effective industrial relations framework contributes to making Merseyside Safer, Stronger, and Healthier.