

MERSEYSIDE FIRE AND RESCUE AUTHORITY

16 JANUARY 2014

MINUTES

Present: Cllr Jimmy Mahon (Chair) Councillors Les Byrom,
Roy Gladden, Linda Maloney and Andrew Blackburn

Also Present: Councillors Dave Hanratty and Denise Roberts

1. Preliminary Matters

Members considered the identification of declarations of interest, any urgent additional items, and any business that may require the exclusion of the press and public.

Resolved that:

- a) no declarations of interest were made by individual Members in relation to any item of business on the Agenda
- b) no additional items of business to be considered as matters of urgency were determined by the Chair; and
- c) no items of business required the exclusion of the press and public during consideration thereof because of the possibility of the disclosure of exempt information.

2. Minutes of Previous Meeting

The Minutes of the last meeting of the Consultation & Negotiation Sub-Committee, held on 17th October 2013, were approved as a correct record and signed accordingly by the Chair.

3. Industrial Relations Update

Members considered Report CFO/003/14 of the Chief Fire Officer, concerning matters of negotiation and consultation currently being progressed with Representative Bodies.

The Chief Fire Officer provided Members with an update on Industrial Relation matters, which covered progress with regards to; new and amended Service Instructions, the move to the revised 12 hour duty system, Watch Based Self-Rostering; and 24 hour shifts.

With regards to the implementation of the new 12 hour duty system, Members were informed that generally, staff have been pragmatic and professional in respect of the changes; and are trying to make the new system work well.

In relation to negotiations regarding 24 hour shifts, Members were informed that Expressions of Interest were sought from staff to provide retained cover at 2 locations, with the intention being that those staff provide an element of retained cover in addition to working 24 hour shifts. The rationale for such a proposal was that the compression of normal work hours, frees up more duty days to provide retained cover. Members were informed that there wasn't sufficient interest received from staff to make this viable; and as such 24 hour shifts are not being progressed at this time, however dialogue continues between the Joint Secretaries in this regard; and may be re-visited in the future.

With regards to watch-based self-rostering, Members were informed that this will take some time for staff to explore, at locations where self-rostering is not already embedded.

Discussion took place around the presentation currently being delivered by the Chief Fire Officer to all District Councils, concerning the Authority's financial challenge and the resultant changes in service provision.

Particular thanks were conveyed on behalf of Mayor Joe Anderson – Liverpool City Council, to all Members of the Fire Authority, Officers and Fire Brigades Union representatives, for their continued hard work and constructive discussions, in an effort to try to mitigate the impact of the cuts.

Members Resolved that:

- a) The progress being made to maintain effective and constructive industrial relations with representative bodies, be noted.
- b) The progress being made to deliver the Authority's Integrated Risk Management Plan, be noted.
- c) The thanks of Members and the Chief Fire Officer, be recorded to all individuals involved in the positive discussions regarding industrial relations matters.

Close

Date of next meeting Tuesday, 25 March 2014

Signed: _____

Date: _____