

MERSEYSIDE FIRE AND RESCUE AUTHORITY

CONSULTATION AND NEGOTIATION SUB-COMMITTEE

25 MARCH 2014

MINUTES

Present: Cllr Jimmy Mahon (Chair) Councillors Roy Gladden, Linda Maloney, Dave Hanratty and Pat Moloney

Also Present: Anthony Boyle (Independent Person), Kevin Hughes (Fire Brigades Union), Mark Rowe (Fire Brigades Union) and Tony Mooney (Unison)

Apologies of absence were received from: Cllr Les Byrom and Cllr Andrew Blackburn

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 previous meeting of the Consultation and Negotiation Sub-Committee held 16th January 2014 were approved as a correct record and signed accordingly by the chair.

3. Industrial Relations Update

Members considered report CFO/025/14 of the Deputy 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 matters of consultation and negotiation. Duty systems, work life balance arrangements,

LLAR pension arrangements, and Conduct & Performance Policy were highlighted

It was further highlighted that the move to 12 hour shifts and the new work routine is subject to a 6-9 month review as agreed with Representative Bodies. Members were informed of the progress of revised Work Life Balance agreements.

Members were informed that the opinion of Counsel had been sought on the issue of how LLAR remuneration should be treated for pension purposes. This legal advice has come back and will be the subject of a future report to the Authority once the matter has been progressed further.

The Conduct & Performance Policy is undergoing consultation with representative bodies. This Policy and associated documents have been the subject of scrutiny by the Task and Finish Group for Review of HR Policies. A number of representative bodies have engaged with this consultation and are in the process of responding formally.

Resolved that

The progress being made:

- a. To maintain effective and constructive industrial relations with Representative Bodies be noted, and;
- b. To deliver the Authority's IRMP be noted.

Close

Date of next meeting to be confirmed at the Annual General Meeting

Signed: _____

Date: _____