



**MINUTES OF THE JOINT CONSULTATIVE COMMITTEE held on Friday 10 October 2014 at Fire Service Headquarters, Winsford at 10am.**

**PRESENT:** Councillors R Polhill (Chair), D Brickhill, T Sherlock and J Weatherill

The Chair, Councillor R Polhill invited all Officers and Members to introduce themselves at this point.

**PART 1 – MATTERS CONSIDERED IN PUBLIC**

**PROCEDURAL MATTERS**

**1 DECLARATION OF MEMBERS' INTERESTS**

There were no declarations of Members' interests.

**2 SHIFT SYSTEM REVIEW: FAILURE TO AGREE DAY CREWING DUTY SYSTEM**

The Monitoring Officer introduced this item, taking Members through the main elements of the report. He explained the background leading to the need for the Joint Consultative Committee (JCC) to convene. He went on to remind Members about the key components of the day crewing system and the requirements in the Scheme of Conditions of Service (the Grey Book). He provided everyone attending the JCC with a summary about 'working time' to be available during deliberations. He also reminded Members about the context within which they would be considering the matter, namely the need to make savings. Finally, he checked that Members and the parties (Employer-side and Trade Union-side) were comfortable with the procedure that would be followed.

**3 EXCLUSION OF THE PRESS AND PUBLIC**

**RESOLVED:**

That under Section 100(A) (4) of the Local Government Act 1972, as amended by the Local Government (Access to Information) Order 2006, the press and public be excluded from the meeting for the item of business listed below on the grounds that it involves the likely disclosure of exempt information as defined in Schedule 12A to the Act in the paragraph indicated:

**Item 2**

**Paragraph**

Shift System Review –  
Failure to agree Day  
Crewing Duty System

**(4)** Information relating to any consultations or negotiations, or contemplated consultations or negotiations, in connection with any labour relations matter arising between the authority or a Minister of the Crown and employees of, or office holders under, the authority.

## **PART 2 – BUSINESS DISCUSSED IN PRIVATE**

### **4 SHIFT SYSTEM REVIEW: FAILURE TO AGREE DAY CREWING DUTY SYSTEM**

The parties, following the procedure set out in Appendix 4 to the Item 2 report, presented their positions. Members asked a number of questions aimed at establishing whether it was possible to reach a compromise. However, the Trade Union-side indicated that it had no mandate to negotiate anything less than the system it had proposed (known as DC5). Indeed at one point the Trade Union-side indicated that its members would rather have the system proposed in IRMP 10 (2013-14) than accept the Employer-side proposal (known as DC2).

Once it became clear that the Trade Union-side did not have a mandate to reach a compromise Members accepted that they would not be in a position to settle the matter at the meeting. However, Members decided, with the encouragement of the Chief Fire Officer, that the parties should be given one last chance to reach agreement. Members asked the Trade Union-side to work with the Employer-side with a view to reaching agreement based on the financial limit set for DC1 (a proposal which had previously been considered by JCNP). Members made it clear that this needed to be pursued to a speedy conclusion and provided the parties with a deadline of 7<sup>th</sup> November 2014.

If no agreement could be reached, Members felt that it was appropriate to revert to the original IRMP proposal – the Day Duty system (a Grey Book system that could be implemented following consultation).

#### **RESOLVED: That**

- [1] the parties (Employer-side and Trade Union-side) work together with a view to reaching agreement on the Day Crewing Duty system based on the financial limit set for DC1 by 7<sup>th</sup> November 2014; and**
- [2] if agreement could not be reached by 7<sup>th</sup> November 2014 then rather than seek external assistance the Authority should pursue the implementation of the IRMP proposal.**