



Meeting	Service Leadership Team	Agenda Item	
Meeting Date	29 th July 2019	Report Number	
Report Author:	Director of Innovation, Risk & Future Development		
Presented By	Director of Innovation, Risk & Future Development		
Subject	Dispute Resolution Action Plan Update		
Type of Report:	Information		

RECOMMENDATIONS

This report provides members of the board with an update on the outstanding actions plan from the resolution of the trade dispute signed in March 2017 and on official letters received into the Service in October 2018.

BACKGROUND

On the 24th October 2014 the Fire Brigades Union (FBU) registered a trade dispute with Essex County Fire & Rescue Service, on the 29th March 2017 a dispute resolution document was agreed and signed, the outstanding elements of which can be found in Appendix One. Most areas have been addressed. Those outstanding are mainly within operational training.

In October 2018 the FBU wrote and met with the CFO/CEO questioning the progress of some of the agreed areas. Four letters were sent covering the following four issues; -

- Promotion Process
- Monitoring of 5 and 4
- Operational Training
- Training for those being promoted from Crew Manager to Watch Manager

Promotion process – though the Service has had a number of discussions, and made amendments to the talent pool process, the FBU still have concerns on the matter of operational competence when it comes to how we assess managers initially, but also when allocating operational roles.

Monitoring of 5 and 4 – the FBU can access these figures now, this has now been added to the agenda of the JNCC for discussion.

Operational Training – there have been many discussions on this matter, whilst the FBU welcome additional resources, they also have concerns about the ability of the Service

to deliver. In addition to this the FBU have repeatedly raised concerns over how the Service has managed the transition of On-call to Wholetime since the talent pool process was re-introduced. A point made even more prominent following recent challenges during an On-call conversion course.

Training for those being promoted from Crew Manager the Watch Manager. This has now been addressed.

BENEFITS AND RISK IMPLICATIONS

If the Trade Dispute is left unresolved then there remains a risk that industrial action could be taken by members of the FBU hindering changes within the Service.

FINANCIAL IMPLICATIONS

The dispute resolution agreement includes commitments on the future level of crewing on appliances and the numbers of firefighters employed to meet this commitment. The resource implications of this are reflected in the Service's planning.

EQUALITY AND DIVERSITY IMPLICATIONS

There are no direct quality implications with this paper. Any specific items within the dispute resolution that have potential implications will be subject to an equality impact assessment.

WORKFORCE ENGAGEMENT

The Service continues to engage with all representative bodies as appropriate over relevant elements of the Dispute Resolution.

LEGAL IMPLICATIONS

There are no significant legal implications.

HEALTH AND SAFETY IMPLICATIONS

Non-specific to the paper.

Dispute Resolution Document - Activity Tracker

Status Key

For information only	0		Clear plan of action in place	1	Complete	4
work on-going, but in the initial stages	2		No action or lack of agreement on route forward	3		

Action No.	Action	Progress	Title	Owner	Progress	Status	Timescale/Completion Date	Comments
6	Maintain an establishment of 13 at a fire station with 2 pumping appliances in 2019/2020. Maintain 5 and 4 on 75% of occasions across all wholtime shift fire stations.	On going	Availability	Matt Furber	This is now done by the Central Resourcing Team. To be added to the JNCC in the future.	1		
9	The "Rank to Role" process to be based on agreed principles set out in Appendix Two.	On going	People	Colette Black	There are 2 outstanding appeals.	1		One outstanding issue which is being resolved.
12	The Service will recruit to a watch based establishment (inc trainees at STC) of 480, with a commitment to maintain a minimum watch based of 456.	ongoing	Availability	Colette Black	The Service's recruitment plan is in line with the dispute resolution document.	1		Recruitment remains on track to achieve commitments set out in the DR.
16	In response to concerns raised by the FBU on the provision of adequate operational training facilities, the Service shall complete a 'Service Wide Response Training and development Plan' this will be based on the principles of IPDS (and/or as amended by local or national agreements) and will include the following:	On going	Training	Paul Chipperfield	Priorities agreed in October 2018 with the PFCC have been delivered or are in progress.	2		The Service is investing £600,000 in operational training and is consulting with the FBU on how best to move this forward. L&D steering Group are meeting to sign off project documentation on 25th July. This will then have a clear action plan in place.
17	a) Phase I – Acquisition - The acquisition of the basic core skills, regardless of shift pattern, in order to be able to ride a pumping appliance safely.	Complete	Training	Paul Chipperfield	There has been significant dialogue between the Service and FBU on the matter of movement between phases.	2		This has deteriorated due to issues arising from recent On-call conversion course. The Service is focused on ensuring all firefighters, regardless of shift pattern are adequately trained to the right levels.
18	b) Phase II – Development - The attainment of the relevant underpinning knowledge and understanding, regardless of the shift pattern, on the increments need to evidence in order to develop through to competence.	On going	Training	Paul Chipperfield	This has now been agreed.	2		
19	c) Phase III – Maintenance – The training required to maintain competence in role.	On going	Training	Paul Chipperfield	This has now been agreed.	2		
20	d) The type of resources required in order to support Fire Station Based Training; to include lecture facilities, practical operational facilities etc.	On going	Training	Paul Chipperfield	Within the money from reserves a person will be coming in to specifically look at Operational training facilities.	2		Property Surveyor commenced work. First report due August 2019.

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21	e) 'Training Hubs' – locations in the Service which provide more a higher level of training provision (i.e. BA Chambers/working from height rigs etc.).	On going	Training	Paul Chipperfield	As above	2		Property Surveyor commenced work. First report due August 2019.
22	f) An assessment and audit process in order to provide consistency across the Service.	On going	Training	Paul Chipperfield	Training have a Quality Assurance framework in place and have an assessment and assurance process including central review, but this needs to be embedded throughout the Service.	1		As part of its investment in Operational Training the Service will be instigating some Group Trainers to ensure consistency of assessment across the Service. Core skills refresh and re-inforce programme commencing in July 19 as part of assurance of competence and consistency of standard.
23	Core Hours - whilst not a specific requirement of DRD, it does support a number of the agreed deliverables such as Mixed crewing. It is referenced within the DRD	on going	Training	Paul Chipperfield	The implications for core hours needs to be worked through, particularly for On-call. This work will be picked up in the new contract work.	2		On-call contract is included within the On-call development programme.
26	The expectation of the day-duty contract is that an officer will (and opportunity will be provided by the Service) maintain his/her operational competence and help maintain Service availability. Where work must necessarily be undertaken outside the normal working day, equivalent time off in lieu will be given during the normal working day.	on going	People	Neil Fenwick	Already happening in a number of areas, more established system currently being piloted. There is further engagement required with Department heads to ensure that individuals are released in order to support this work.	1		The first pilot phase has been completed, work is on-going to establish better ways of allocating available resources to stations.
27	Day-Duty officers will be required to maintain their operational competence, and all relevant requirements of the operational role (i.e. fitness standards). Where fitness standards cannot be maintained, reasonable adjustments can be made to ensure, where possible, the officer can be retained in the role.	on going	People	Neil Fenwick	As above	1		
28	Move the pumping appliances on current Day-Crewed fire stations to On-Call status. Endeavour to maintain a minimum establishment level of 10 during financial year 2017-18 for Day-Crewed fire stations	Ongoing	Availability	Dave Bill	This has been delayed bar Dovercourt. For those that are left, individual station plans are completed and new delivery date for remain stations is April 2021.	1		
34	Subject to establishment levels in Table One on page 5 and the exigencies of the Service, endeavour to move Day-Crewed personnel to a fire station of their preference in April 2020, or earlier if agreed by both the Service and individual;	complete	People	Matt Furber	New posts have been allocated and personal can move post April 2020 if they chose to do so.	4		
38	The daily routines for Wholetime day shifts will be changed in order to ensure that the primary focus of the working day of firefighters is the delivery of Prevention & Protection (P&P) activities which will be designed to support drivers referenced within the Authority's IRMP:	Ongoing	Policy	Neil Fenwick	This work is awaiting the move from centralised CS and TFS activity to go into the Groups / stations. This piece of work is currently being implemented.	1		
40	The provision of training to station based personnel to support delivery of safer communities activities	Ongoing	Training	Moira Bruin	There is a pilot currently being run in the North-East Command to reintroduce	1		The pilot is ongoing. The progression of this training to crew and the pilot is being overseen by the newly established Home Safety Steering Group.

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41	The Service will provide support to fire station based personnel through secondments into CFS, provision of info, support from CSOs	Ongoing	Policy	Moira Bruin	The Service will provide support to Fire Station based personnel through secondments into CFs, provision of info and support from CSOs. Head of CFS is working with the Head of delivery to establish how best CSOs can fully support station based personnel.	1		The Service is currently concentrating on minimising the number of long-term temporary promotions which is hindering the progression of this action.
42	In the first instance fire station based targets to be agreed for; No. of schools visited, HFSV completed and No. of risk based activity inspections completed -	Ongoing	Performance	Matt Furber	New performance framework for the Service is currently being developed for the Service	2		Under the new Directorate structure, a new performance framework is being developed which will encompass Station Targets later in 2019.
43	An evaluation process will be established in order to be able to monitor the effectiveness of the Authority's Prevention initiatives.	Ongoing	Performance	Moira Bruin	The Service has engaged with Essex University, specifically the Catalyst project to support us in the evaluation of Safer Communities Activity. The work is focused around the development of an evaluation framework which can be applied to any activity so should have wide application once complete. The work is being undertaken by a Research Fellow who is based in the Service for 1 day per week developing the framework and undertaking evaluation of home safety activity.	1		
44	Through its IRMP the Authority is committed to collaboration with partner agencies, in particular Essex Police and East of England Ambulance Service. The Service is committed to broadening the role of the Prevention, Protection and Response services it provides to support its partners for the benefit of the residents of Essex, Southend and Thurrock.	on going	Collaboration	TBD	The Service continues to identify and work with the FBU on new opportunities which exist within the National Role Maps.	1		
46	The Service Management and the FBU continue their commitment to constructive consultation and negotiation with a view to reaching agreement including, when required, jointly approaching the NJC joint secs for assistance	on going	People	Colette Black	Commitment on-going, though the FBU has raised concerns in this area more recently. Service managers are seeking to work with the FBU to ensure that effective consultation takes place, both formally and informally going forward.	1		