

AWDURDOD TÂN CANOLBARTH A GORLLEWIN CYMRU



MID AND WEST WALES FIRE AUTHORITY

COFNODION Y PWYLLGOR CYDBERTHYNASAU DIWYDIANNOL

A gynhaliwyd ym Mhencadlys y Gwasanaeth Tân, Caerfyrddin
23 Ebrill 2007

NOTES OF THE INDUSTRIAL RELATIONS COMMITTEE

held at Fire Service Headquarters, Carmarthen
23 April 2007

12 Noon – 13.25

PRESENOLDEB/ATTENDANCE

Presennol yn y Cyfarfod/Present at Meeting:

CADEIRYDD/CHAIRMAN: D R James

AELODAU/MEMBERS: Cyng/Cllrs: T E Evans,
B J Hall, Mrs F M Jones, C Morgan
Mrs C Philpott, D C Prothero,
J D A Thompson

YN BRESENNOL /IN ATTENDANCE: Cyng/Cllrs: J Allen-Mirehouse,
C Crowley, J Dudley
D Mackay, R Smith, P Bailey, L Aitken,
K Jones, A Howells, W Edwards,
R Griffiths

1 TO APPOINT A CHAIR FOR THE MUNICIPAL YEAR 2006/2007

Councillor D R James was nominated and duly seconded. There were no other nominations.

Upon being put to the vote

It was RESOLVED that Councillor D R James be appointed Chair for the Municipal Year 2006/2007

2 DECLARATION BY MEMBERS OF ANY PERSONAL INTEREST

None were declared

3 *To resolve, that pursuant to Section 100A(4) of the Local Government Act 1972, that the press and public be excluded from the meeting for the reason, that if they were present, it is likely that there would be disclosure to them of exempt information within the description of Schedule 12A, paragraph 15, namely Information relating to any consultations or negotiations, or contemplated consultations or negotiations, in connection with any labour relations matter arising between the authority and employees of the authority.*

4 TO CONSIDER BACKGROUND AND SUPPORTING INFORMATION RELATING TO THE INTENTION BY THE FBU TO REQUEST A TRADE DISPUTE AND POSSIBLY A BALLOT FOR STRIKE ACTION

The Chief Fire Officer reported that Members of the Fire Brigades Union had been sent a letter by the FBU's Executive Council Member for Wales giving notice of an intention to register a trade dispute and possibly ballot for strike action in relation to the recent dismissal of a member of staff. In order to ensure that all FBU members were fully informed of the background and the key issues surrounding any potential dispute the Chief Fire Officer had communicated this information to all staff by issuing Chief Fire Officer's Memorandum No. 06/2007.

Committee were provided with a file which contained full details of the case including copies of relevant correspondence and supporting papers. Members were updated on the current position by the Chief Fire Officer including the position in relation to an appeal lodged by the individual to the Employment Tribunal and ongoing discussion and communication with FBU Officials

Committee Members were angered and distressed to have received, what they perceived, as a threatening and offensive letter from the FBU Executive Member the content of which was tantamount to blackmail. Members were assured that immediate legal advice would be taken as to how best to respond to these letters and that Members would be kept fully informed of the outcome.

Members were unanimous in supporting the way in which Officers had dealt with the potential dispute to date and expressed every confidence in the decisions they had taken. They agreed that all negotiations should be carried

out by the Officers and indicated their full and complete support in whatever decisions would be made.

RESOLUTION

It was RESOLVED that

- i) Members fully support the actions of Officers taken to date and expressed full confidence in any future actions taken by Officers on behalf of the Authority.***
 - ii) Legal advice be sought in respect of the letter from the FBU Executive Member sent to Members before any further action was taken.***
 - iii) Should it be subsequently agreed to respond to the FBU Executive Member's letter, this to be done collectively through the Authority and not on an individual basis.***
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5 COMMUNICATION STRATEGY

The Chief Fire Officer indicated that although he had shared as much detail of the case as possible with FBU members, he was not at liberty to reveal all the issues involved given that the individual would be pursuing his case through an Employment Tribunal. He expressed hopes of reaching a sensible conclusion with national FBU officials and would keep Members fully informed of any developments. He expressed his intentions of ensuring that both internal and external lines of communications were kept as consistent and honest as possible in order to keep all staff fully informed.

RESOLUTION

***It was RESOLVED that
The report be noted.***

6 CONTINGENCY PLANNING

Although Officers were hoping that the issue would not proceed to ballot, the Service's Contingency Planning arrangements were currently being reviewed to ensure that all necessary plans were in place.

RESOLUTION

***It was RESOLVED that
The report be noted***

