

Spotlight on...

Working with representative bodies through changing times

Working in partnership with representative bodies

As an Excellent Authority we recognise the importance of working in partnership with the representative bodies within the organisation. The Fire Brigade Union (FBU), Fire Officers Association (FOA) and UNISON are actively fulfilling a positive role in delivering a wide range of equality and diversity improvements.

What we're doing and the difference it's making

The Chief Fire Officer/Chief Executive and his principal management team hold regular meetings with the representative bodies regarding employment issues and aspects that affect key areas of service delivery to the diverse communities of West Yorkshire. Examples include:

- The Service Delivery Board: accountable for the delivery of the Service Plan. In these times of austerity and budget cuts our focus will be targeted at matching our resources to the risk in ensuring that we achieve our corporate objective of Making West Yorkshire Safer. The FBU have a seat on this board and are encouraged to contribute directly to future challenges and solutions, resulting in the most appropriate outcomes for all our employees and the communities we serve.
- Changes to shift patterns: introduced in 2008, this demonstrates a great example of partnership working. The Senior Human Resource Manager chaired a working party with the Corporate Diversity Manager (CDM) and the FBU to deal with all concerns raised by operational employees affected by the changes. The introduction of the Operational Resource Pool resulted in only 3 compulsory transfers. Close Call Day Crewing has been introduced on a voluntary basis with enhancement in pay agreed for these employees.
- Dignity and Respect on stations: the Director of HR chairs a regular meeting with the Corporate Diversity Manager, Property Manager and the FBU to discuss issues around the provision of facilities to promote dignity at work on stations.
- Uniform Working Party: chaired by the Senior Corporate Resources Manager, the FBU are members of this group to ensure the appropriate



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uniform and PPE are fit for purpose and portray the professional image of the Service to the community of West Yorkshire.

- Organisational Restructures: there has never been a more important time for the current partnership working to continue as the organisation faces unprecedented challenges. Regular meetings take place with all the representative bodies.

Outcomes

- Introduced a range of different working patterns across the organisation.
- Buy-in from the workforce with no industrial disputes, unlike other Fire & Rescue Services.
- FBU official pro-actively engaging with senior managers in all discussions.

This 'spotlight on' contributes to...



**PROVIDE A SAFE
COMPETENT AND DIVERSE
WORKFORCE**



FIRE &
RESCUE
SERVICE
EQUALITY
FRAMEWORK
EXCELLENT

**LEADERSHIP AND INCLUSION
INDICATOR: 3.6**



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