



NOTTINGHAMSHIRE
Fire & Rescue Service
Creating Safer Communities

Nottinghamshire and City of Nottingham
Fire and Rescue Authority
Policy and Strategy Committee

CONDITIONS OF SERVICE QUESTIONNAIRE

Report of the Assistant Chief Officer

Date: 07 November 2014

Purpose of Report:

To seek approval for a formal response to the DCLG conditions of service questionnaire.

CONTACT OFFICER

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1. BACKGROUND

- 1.1 Sir Ken Knight's review, "Facing the Future", was published in May 2013. The review set out key areas in which, it was suggested, the fire and rescue service could consider reform. A paper on the Knight Review was considered by the Combined Fire Authority on 28 June 2013.
- 1.2 The Government has followed up the Knight review by commissioning a consultant to undertake an independent review to establish "whether the conditions of service for fire-fighters (Grey and Gold books) are seen as actual or perceived barriers to change that could otherwise provide a more efficient service to the public".

2. REPORT

- 2.1 The consultant undertaking the review has issued separate questionnaires to Authorities and employees. This report presents Members with a draft response to the questionnaire for amendment and approval so that it can be submitted to the review.
- 2.2 The questionnaire response references Service policies and these will be available for Members at the meeting should they need to consider the content in detail.
- 2.3 It is expected that the consultant will also undertake face to face meetings with a cross section of stakeholders as part of the research process. The Chief Fire Officer has invited him to Nottinghamshire, however at the time of writing, no response has been received.
- 2.4 The consultant is expected to complete and report on the review to Government by February 2015.

3. FINANCIAL IMPLICATIONS

There are no financial implications arising from this report.

4. HUMAN RESOURCES AND LEARNING AND DEVELOPMENT IMPLICATIONS

Whilst there are no direct human resources implications, any changes in the way that current terms and conditions are negotiated through national collective bargaining, or to changes to the Grey or Gold Book are likely to have an impact in the longer term.

5. EQUALITIES IMPLICATIONS

An equality impact assessment has not been undertaken as there are no impacts on service delivery or policy.

6. CRIME AND DISORDER IMPLICATIONS

There are no crime and disorder implications arising from this report.

7. LEGAL IMPLICATIONS

There are no legal implications arising from this report.

8. RISK MANAGEMENT IMPLICATIONS

Changes to national collective bargaining processes or to the terms and conditions of Fire-fighters are likely to be challenged by the unions represented on the National Joint Council. It is important that Fire Authorities play a part in determining the type and scale of changes, if any are needed, in order to play a full part in the debate. Providing a formal response to the questionnaire is an important part of contributing to this debate.

9. RECOMMENDATIONS

That Members approve a final version of the response to the questionnaire as the formal submission of the Fire Authority.

10. BACKGROUND PAPERS FOR INSPECTION (OTHER THAN PUBLISHED DOCUMENTS)

- Workforce Plan;
- Bullying and Harassment Policy;
- Policy on the use of Social Media;
- Management of Absence Policy;
- Trade Union Facilities Time 2013-14.

Neil Timms
ASSISTANT CHIEF OFFICER

Questionnaire for completion by Fire and Rescue Authority

Section1: Recruitment of firefighters

1 (a). Do you plan future recruitment according to the following factors? (please tick as appropriate):

Predicted rates of staff turnover	✓ <input type="checkbox"/>
Promotions	✓ <input type="checkbox"/>
Overall number of firefighters needed as per your Integrated Risk Management Plan	✓ <input type="checkbox"/>
Likely task/role changes	✓ <input type="checkbox"/>
Advancement of technology	✓ <input type="checkbox"/>
Other (Please specify) Resizing of organisation, Conversion of function to non-uniformed roles.	<input type="checkbox"/>

1 (b) Please attach a copy of your recruitment plans if available

Please find attached a copy of our current Workforce Plan (please retain this confidentially).

2. Are there any other factors you take into account in planning recruitment?

We undertake an annual review of fire cover to establish areas of risk and this informs future plans for the location of resources. In terms of RDS recruitment, we take into account demographic changes and availability. We are currently reviewing other models which may assist us to address cover shortfalls in specific areas of the county.

3 (a). Do you place a cap on the number of applications per vacancy?

Yes	<input type="checkbox"/>
No	✓ <input type="checkbox"/>

3 (b). If YES, please give details on how such a cap is decided

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4 (a). Are vacancies advertised for a specified period of time?

Yes	✓ <input type="checkbox"/>
No	<input type="checkbox"/>

4 (b) If YES, please give details on length of period and method of advertising

Wholetime and retained vacancies are advertised on our e-recruitment site. Applicants can sign up to e-mail alerts which automatically inform them when recruitment is open. In the last whole-time recruitment campaign (2012) we undertook a variety of positive action measures, working with local community groups and the City Council, to advertise in areas of high ethnic population density or to attract female applicants. This included posters, banners, adverts outside of stations and in gyms and sports clubs. This was supplemented by “Firefighter For A Day” events at our training centre whereby potential applicants could undertake role based activities to see if a career in the fire service appealed. We also held mentoring sessions in the evenings at various locations to assist applicants to complete the application form and practice the written and verbal tests.

When recruiting to RDS vacancies, we have information about recruitment on stations, in local community areas and in the local press. Local RDS crews may also attend market days etc,, mailshot local residents and hold open days on station to generate interest.

For whole-time recruitment, we tend to have information about recruitment on our e-recruitment website (which is shared with regional partners) and internet site for a number of weeks prior to opening a campaign, however we only open an application window for up to five days to restrict the number of applications to a manageable number.

For RDS recruitment, we tend to open the application period for up to two weeks but only seek to recruit to specific stations where there are vacancies.

5. Do you consider that role maps and/or the grey book adversely impact recruitment?

(Please tick)

Not at all	✓ <input type="checkbox"/>
Prevention of recruiting above the basic entry grade	<input type="checkbox"/>
Prevention of setting academic entry standards	<input type="checkbox"/>
Number of firefighters recruited	<input type="checkbox"/>
Contracted working hours, i.e. full or part time	<input type="checkbox"/>
Rigid pay structure	<input type="checkbox"/>
Use of fire staff to do non-operational roles	<input type="checkbox"/>
Use of assessment centres	<input type="checkbox"/>
Other (Please specify)	<input type="checkbox"/>

6 (a). Do you operate a graduate recruitment scheme?

Yes	<input type="checkbox"/>
No	✓ <input type="checkbox"/>

6 (b) If you do not operate a graduate recruitment scheme, please state why?

Fire-fighter selection requires all applicants to successfully undertake a range of tests – these include fitness, job related tests, written and numeric tests. Graduates do not necessarily perform better in these tests in our experience. As we do not have a fast-track progression scheme, there would be no value in undertaking a graduate recruitment programme.

7) Please detail your selection criteria for external recruitment.

In our last whole-time recruitment campaign we restricted access to Nottinghamshire residents to promote employment opportunities within the county. Applicants must be 18 years old (when commencing operational training) and must be eligible to work in the UK. Applicants currently progress through (i) application shortlisting stage (ii) written and numeric tests (iii) job related tests (iv) interview (v) fitness and medical screening and (vi) require 2 satisfactory references and security clearance.

Section 2: Promotion of firefighters

8. Please give details of your selection criteria for internal promotion

Assessment will vary depending on the role being undertaken. At supervisory level, applicants must have successfully passed an initial incident command course and supervisory development programme to be eligible to apply for promotion. Selection comprises of an assessment centre where candidates undertake a role based scenario, a technical interview and presentation and a generic interview.

For Middle Manager (SM/GM) and Strategic Manager (AM) roles the assessment generally consists of a written report, an operational assessment, presentation, media scenario and interview.

For Principal Officer (Brigade Manager) roles, there is a full Member interview and external assessment process.

9. Do you think it would be beneficial following a promotion process or development discussion to give individuals the opportunity to move to different...

Please tick.

...Authorities?	Yes	✓ <input type="checkbox"/>	No	<input type="checkbox"/>
...Stations?	Yes	✓ <input type="checkbox"/>	No	<input type="checkbox"/>
...Watches?	Yes	✓ <input type="checkbox"/>	No	<input type="checkbox"/>

Section 3. Crewing policy

10 (a). What mechanisms do you currently use to determine the appropriate number of firefighters in any one area?

The Service has a self-rostering collective agreement which sets out appropriate crewing levels for each station.

10 (b). By what mechanism do you determine whether an individual fire station should be crewed by on-call staff, whole time staff or a mix,

An annual fire cover review is undertaken which aligns risk to cover. This takes account of historical data, facilities, risk and demand (i.e. from new or changing requirements). The Chief Fire Officer will determine from this whether any changes need to be made to address cover issues. Changing cover arrangements significantly requires public consultation. Changing a duty model requires negotiations with representative bodies where the proposed duty system is outside of the Grey Book.

10 (c) In response to the above question, do you believe that there is an opportunity to change this method and if so what barriers are there for change?

Yes, the Grey Book should determine national Terms of Conditions, such as pay, leave and broad role descriptors, however, deployment through shift patterns and working hours should be determined locally to meet risk, and not subject to the national dispute mechanism.

10 (d) Do you think there are benefits to changing the mechanism?

There is the potential to implement local arrangements to meet specific cover requirements outside of Grey Book parameters following agreement from the workforce. Without agreement this cannot be achieved and can stifle innovation.

10 (e). By what mechanism do you decide on your crewing levels in each fire station?

For Whole-time crewing, this is decided via annualised hours arrangements determined locally and based on demand.

For RDS crewing, individual cover profiles are developed based upon demographics of the area and availability.

11 (a). Has your authority ever experienced a conflict or any other issues as a result of staff having second jobs?

Yes	<input checked="" type="checkbox"/> <input type="checkbox"/>
No	<input type="checkbox"/>

11 (b) If YES, please provide details:

Specific issues around the employment of police officers or drivers covered by road traffic regulations. More generally, it can be difficult for RDS employees to be released for training. There is potential for issues around the application of the working time regulations and the requirement for 11 hours breaks between “shifts”, and what constitutes positive hours.

Section 4: Use of on-call firefighters

12(a) Do you employ on-call/retained firefighters?

Yes	<input checked="" type="checkbox"/> <input type="checkbox"/>
No	<input type="checkbox"/>

12(b) If NO, please may you state why? (Then skip to Section 5)

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12(c) If YES, how do your on-call/retained firefighters work alongside your whole time crews as part of normal station working?

Integrated	<input checked="" type="checkbox"/> <input type="checkbox"/>
Separate	<input checked="" type="checkbox"/> <input type="checkbox"/>

What benefits or challenges of this approach have you observed:

On integrated stations, there is value to joint training and response. It also supports a more collaborative way of working. We are currently reviewing other cover models which may enhance this approach.

12 (d) How many hours are your retained firefighters normally available per month, and how many hour are they required to attend for drill nights and training? :

Normal hours available per month	Average of 87 hrs per week (348 hrs per month)
Normal hours required for drill nights/ training	Average of 2 hrs per week (8 hrs per month)

13. If you do operate an on-call/retained duty system, what barriers if any have you encountered to operating the system effectively? (please tick as appropriate)

Poor response to recruitment campaigns	✓ <input type="checkbox"/>
Poor standard of applicants	✓ <input type="checkbox"/>
Public perception	<input type="checkbox"/>
Union tensions	<input type="checkbox"/>
Minimum expected response times	✓ <input type="checkbox"/>
Cost	<input type="checkbox"/>
Training	✓ <input type="checkbox"/>
Poor interaction with whole time crews	<input type="checkbox"/>
Employer resistance	<input type="checkbox"/>
Level of remuneration	✓ <input type="checkbox"/>
Level of commitment required	✓ <input type="checkbox"/>
Lack of awareness of on-call system	✓ <input type="checkbox"/>
No barriers	<input type="checkbox"/>
Other (Please specify)	<input type="checkbox"/>

14. Please provide details if any of the above apply

The fact that proximity to station is a selection factor means the potential pool of candidates is restricted both in terms of number and quality of applicants. Demographics mean that many RDS sections are located in areas of low population density or areas where people do not work locally – day time cover is therefore particularly problematic. Employers are less able or willing to release their workers for training or attendance than previously and individuals therefore need to take paid or unpaid leave to attend training courses to establish and maintain their competence. Competence is a specific concern given that there is less exposure to operational incidents than for WDS employees and training is for only a 2-3 hrs period each week. There is also a significantly higher turnover of RDS employees (approx. 10% per year) compared to WDS employees (approx. 5.5%) due mainly to changes in personal or work circumstances which mean that individuals are no longer able to provide cover.

Section 5. Grey /Gold Book

15. Which of the following statements do you believe is appropriate in respect of GREY BOOK employees?

The current graded pay structure is appropriate to the provision of current services	✓ <input type="checkbox"/>
The graded pay structure works sometimes but Fire and Rescue Authorities need more flexibility	✓ <input type="checkbox"/>
The graded pay structure coupled with national terms and conditions needs fundamental change to ensure FRSs have the required flexibility to meet the future needs of the service and communities.	<input type="checkbox"/>
Other (Please specify)	<input type="checkbox"/>

Comments:

The introduction of role maps as part of the last review has reduced flexibility as they are too prescriptive. Services need to be more agile about creating new roles to meet changing priorities and needs. Removal of role maps would greatly assist in establishing different roles and specialisms.

The inability to remove a flexibility allowance once allocated can be problematic if an individual is unable to provide operational cover or has competency issues.

16) Which of the following statements do you believe applies to GOLD BOOK employees?

The current pay structure is appropriate to the provision of current services	<input type="checkbox"/>
The pay structure works sometimes but should be applied either more consistently or flexibly across differing authorities	<input type="checkbox"/>
The pay structure needs fundamental change to ensure value for money	<input type="checkbox"/>
Other (Please specify)	✓ <input type="checkbox"/>

Comments:

The principle of a national minimum wage for Chief Officers is good but needs to be realistic. The fact that no Authority uses them demonstrates that the values set are not appropriate. Merely basing them on population is a blunt tool and requires greater thought. If national pay criteria was suitable then the 'twin track' pay review could be removed and be much simpler.

17 (a). Do the 'grey book' and 'role maps' provide appropriate flexibility in the way you manage the existing service?

Yes	<input type="checkbox"/>
No	<input checked="" type="checkbox"/>

17 (b) If NO, what are the issues? (please tick as appropriate)

Operational management/ decision making	<input type="checkbox"/>
People Management	<input checked="" type="checkbox"/>
Use of latent capacity	<input checked="" type="checkbox"/>
Co-responding with other emergency services	<input checked="" type="checkbox"/>
Community safety	<input type="checkbox"/>
Fear of legal action	<input type="checkbox"/>
Other (Please specify)	<input type="checkbox"/>

18. Could local terms and conditions enable services to improve the outcomes and value for money to local communities? Please tick

This is difficult to answer yes/no. Local arrangements and collective agreements already exist in relation to local duty systems, but if this were to be extended to areas such as pay then unintended consequences may arise in areas such as regional migration, and a pay escalation process. The answer is therefore yes for some things, but not everything.

Yes	<input type="checkbox"/>
No	<input type="checkbox"/>

19 (a). When a member of staff is injured at work or is taken ill, what are the procedures that follow in regards to sign off, sick pay and level of absence? Please provide details.

Management of sickness absence policy attached.

19(b). Are the current conditions of service a barrier in this process?

Yes	<input type="checkbox"/>
No	<input checked="" type="checkbox"/>

Comments:

Although the protection of flexi-duty allowance can be a barrier when an individuals is no longer able to undertake operational cover due to a medical issue.

Section 6. Collaboration with other services

20. Have you explored joint training opportunities with other Fire and Rescue Authorities?

Yes	<input checked="" type="checkbox"/> <input type="checkbox"/>
No	<input type="checkbox"/>

21 (a). Have you pursued co-responding with other emergency services?

Yes	<input checked="" type="checkbox"/> <input type="checkbox"/>
No	<input type="checkbox"/>

21 (b) If NO, to one or both of the above, then what were the reasons for not doing so?

(Please tick all that apply)

Role Maps do not allow it	<input type="checkbox"/>
Representative body resistance	<input type="checkbox"/>
Fear of legal action	<input type="checkbox"/>
No clear leadership	<input type="checkbox"/>
Extra burden on the service	<input type="checkbox"/>
Not a priority	<input type="checkbox"/>
Other (Please specify)	<input type="checkbox"/>

Please provide details if any of the above apply

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22 (a). Have you explored sharing your estate with other emergency service providers?

Yes	<input checked="" type="checkbox"/> <input type="checkbox"/>
No	<input type="checkbox"/>

22 (b) If NO, is this the result of an issue related to the grey book?

Yes	<input type="checkbox"/>
No	<input type="checkbox"/>

Please Comment:

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23. Have you explored any other opportunities for more closely integrated/ joint working with other fire and rescue services or other organisations?

Please provide comments:

<p>We have attended Joint Boards with the Police, and collaborated on issues with neighbouring FRA's on a number of issues. We are currently working with Derbyshire FRS and Leicestershire FRS to introduce a joint control system – with the potential for a joint control room. Formal meetings are currently being held at CFO/Chair level with Leicestershire FRS to look at further joint working.</p>

Section 7. Industrial relations

24. How do you rate the effectiveness of the National Joint Council as a means of making decisions and resolving disputes?

Very effective	<input checked="" type="checkbox"/>
Somewhat effective	<input type="checkbox"/>
Not at all effective	<input type="checkbox"/>
Other (Please specify)	<input type="checkbox"/>

25 (a). If you answered 'very effective' or 'somewhat effective' what do you consider the key strengths of the National Joint Council?

<p>National support and collective bargaining ensures a consistency of approach and ensures that individual FRA's are not isolated.</p>

25 (b). If you answered 'somewhat effective' or 'not at all effective' what do you consider the key weaknesses of the National Joint Council?

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26. Does the National Joint Council represent the views of employing authorities effectively?

Yes	<input checked="" type="checkbox"/> <input type="checkbox"/>
No	<input type="checkbox"/>

If not, then please give details why and how this could be improved.

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27. What has been the impact of strike action on your operations? (Not limited to the current industrial dispute over Pensions)

The current strike action has severely impacted on operational capability, however contingency plans have ensured that minimum cover has been maintained. There is also a knock-on effect of disruption of normal business as a result of planning for or recovering from periods of strike action which has distracted from other priorities. It has cost the Service in the region of £500k to deal with the current dispute.

28 (a). Do you think firefighters should have the right to:

Strike	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
Strike, but legally required to return to duty in certain circumstances	Yes	<input type="checkbox"/>	No	<input checked="" type="checkbox"/>
Take industrial action short of strike	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
Be required to maintain a skeleton emergency service to the public in the event of strike action.	Yes	<input type="checkbox"/>	No	<input checked="" type="checkbox"/>
Be required to give more than 7 days' notice of strike action during a dispute.	Yes	<input type="checkbox"/>	No	<input checked="" type="checkbox"/>

28 (b) If the answer to the last question is yes, how much notice should be given to allow an Authority to prepare for strike action?

It is a fundamental right to withdraw labour. Locally staff have volunteered to provide a response to life risk incidents.

29 (a). Should current return to work arrangements during industrial action be legally formalised?

Yes	<input type="checkbox"/>
No	<input checked="" type="checkbox"/>

Our fear is that if a legislative threshold of cover was required due to ‘return to work’ arrangements, this is the only level of cover we would receive and could be significantly lower than that which is already volunteered.

29 (b). If yes, who should be held accountable for this arrangement?

Local Employer	<input type="checkbox"/>
Relevant trade union	<input type="checkbox"/>

30. What industrial relations training do you provide for your managers/employees (by grade)? Please give specific details.

The Service does not provide specific industrial relations training but this forms part of general management development training at various stages of a professional career. Training is provided according to the role and responsibilities

If you any further comments you would like to make about firefighters’ conditions of service (<https://www.gov.uk/government/news/minister-opens-independent-review-of-firefighter-conditions>). Please tell us here.

Whilst there is value in negotiating certain core terms and conditions at a national level (pay, allowances, occupational schemes, leave), certain sections which cover general employment law practice – for instance, handling grievance and disciplinary issues, local consultation and negotiation, fairness and dignity at work – are best left to local arrangements and discretion.

THANK YOU FOR COMPLETING THE SURVEY.
PLEASE REMEMBER TO SAVE IT AND THEN EMAIL IT TO
Neeta.Patel-Keena@communities.gsi.gov.uk

PLEASE RETURN BY FRIDAY 19 SEPTEMBER 2014

Conditions of service questionnaire

Part 1: Statistical information

Section 1: your workforce

1) How do you determine pay per firefighter grade?

National Level	✓
Local Level	
Both	

2) How do you determine the pay of the chief fire officer?

National Level	
Local Level	
Both	✓
Comment	

3) What is the average age of your firefighters at retirement (by role)?

Please note that this information is not available by role:

2013: 52

2012: 52

2011: 52

2010: 52

2009: 52

2008: 51

2007: 53

2006: 52

2005: 52

2004: 52

4) What is the average length that people stay on as whole time firefighters within your authority? (% of workforce)

Over the past 9 years, (from 2006) the average length of service of those leaving has been 29 years, broken down as follows:

Less than 6 months	1.3
6 months – 1 year	0.2
1 – 2 years	1.4
2 – 5 years	3.8
5 – 10 years	2.7
10 – 20 years	3.9
More than 20 years	33.3

5) What is the average length that people stay on as retained firefighters within your authority? (% of workforce)

Over the past 9 years (from 2006) the average length of service of those leaving has been 24 years, broken down as follows:

Less than 6 months	3.8
6 months – 1 year	9.4
1 – 2 years	7.7
2 – 5 years	18.6
5 – 10 years	30.8
10 – 20 years	22.8
More than 20 years	12.8

Section 2: Recruitment and training of firefighters

6) What are the typical standards for entry for entry-level firefighters?

GCSE's	<input type="checkbox"/>
A Levels	<input type="checkbox"/>
Fast track Graduate entry schemes	<input type="checkbox"/>
Vocational course	<input type="checkbox"/>
None of the above	<input checked="" type="checkbox"/>
Other (Please specify)	<input type="checkbox"/>

7(a) Are there any other entry grades, i.e. above a normal entry-level?

Yes	<input type="checkbox"/>
No	<input checked="" type="checkbox"/>

7(b) If YES, what are the typical standards for entry?

GCSE's	<input type="checkbox"/>
A Levels	<input type="checkbox"/>
Fast track Graduate entry schemes	<input type="checkbox"/>
Vocational course	<input type="checkbox"/>
None of the above	<input type="checkbox"/>
Other (Please specify)	<input type="checkbox"/>

8(a) How many applicants do you receive, on average per vacancy?

Whole time	33*
Retained	8

***This average is based on the 2012 recruitment campaign which was restricted by geographic area and time advertised, which resulted in 900 applicants. If this were to be a national process, which was not restricted other than by closing date, the numbers of applicants per vacancy would be significantly higher.**

8(b) How are vacancies communicated/ advertised? (Please tick all that apply)

Print media	✓ <input type="checkbox"/>
Internet	✓ <input type="checkbox"/>
Recruitment agency	<input type="checkbox"/>
Jobcentre	✓ <input type="checkbox"/>
Specialist/ in house publication	<input type="checkbox"/>
Referral to friends and family from existing staff	<input type="checkbox"/>
Other (please specify) Posters at stations, local clubs, community venues.	✓ <input type="checkbox"/>

9(a) Do you seek to recruit firefighters from other fire and rescue authorities?

Yes	<input type="checkbox"/>
No	✓ <input type="checkbox"/>

9(b) If YES, do you recruit:

Whole time	<input type="checkbox"/>
Retained	<input type="checkbox"/>
Both	<input type="checkbox"/>

Any other comments:

Whilst we do not actively seek to recruit from other FRA's, we are approached by existing FF's who are seeking to transfer and retain their details on a holding list. Depending on our establishment position, we may transfer-in from other Services from time to time.

Section 3: General employment practice

10) What proportion of your staff are known to have second jobs?

This data relates only to Wholetime Fire-fighters who have registered secondary employment : 180 (34%)

11) How many whole time firefighters have a second job as a retained firefighter?

Notts FRS employ 62 fire-fighters on RDS contracts (dual employment). In addition, 12 Fire-fighters provide RDS cover to other FRA's.

12(a) Do you collect data on bullying and harassment?

Yes	<input checked="" type="checkbox"/>
No	<input type="checkbox"/>

12(b) If YES, please can you provide any data (type and/or results) you have over the last 10 years

We only have data from 2010 onwards. In total we have dealt with 11 complaints under our Bullying and Harassment Policy.

12(c) Please provide any bullying and harassment policy you may hold
Attached.

12(d) Please provide any policy you may hold on the use of social media
Attached

Section 4: Industrial relations

13) How much facility time do you allow as a percentage of your pay bill?

0.1%

14) How many individuals receive facility time, by individual and trades union?

Please see attached information.

15) What proportion of each individual's time is facility time?

Please see attached information

16)Do you have specific rules on the use of premises and notice boards etc for trades unions work (please explain in box)

Trade Unions are able to use a notice board at each premise to promote their activity / messages.

THANK YOU FOR COMPLETING THE SURVEY.
PLEASE REMEMBER TO SAVE IT AND THEN EMAIL IT TO
Neeta.Patel-Keena@communities.gsi.gov.uk
BY FRIDAY 19 SEPTEMBER 2014