



Staff Engagement Network Minutes – 17th October 2016

Present: Rachel Barnes, Andy Pierson, Andy McElvie, Amanda Swinden, Jim Blatcher, Lee Tresigne, Tony Dumbleton, Dan Glorioso, Shirley Merralls, Scott Moultrie, Emma Stokes, Rebecca Roberts, Dave Pemberton, Andrew Goodman. In part: CFO Andy Hickmott

1.	<p>Presentation by Adrian Thomas: On his review of Fire and Rescue Services, including leadership, terms & conditions, and bullying & harassment. Effective Fire and Rescue Services have very clear direction and strong relationships between managers, frontline staff and Representative Bodies. We also heard how having a more 'can do' attitude and being aware of 'unconscious bias' can lead to big improvements in Services. We will explore some of these ideas further through the Staff Network.</p>																														
2.	<p>Update since last meeting:</p> <ol style="list-style-type: none"> 1. Team Sports - It has been confirmed that stations can pilot the re-introduction of soft tennis and badminton. Please contact Jim Blatcher for advice or any equipment required. 2. Jim Blatcher is collating a list of PTIs and other staff who are interested in well-being training/awareness e.g. healthy eating. Please contact Jim if you are interested. 3. by Kate Brown and Sharanjit Saikhon in HR are updating the Sickness Absence policy. 4. An on-line discussion forum is being tried out by the Staff Network on 'Yammer'. Please get involved and let me know what you think. 5. Further follow up visits have been held at Coleshill and Polesworth, and a DCP review meeting was held at Stratford on 13th October. 6. There are now 24 members on the Network: <table border="1"> <tr><td>Rachel Barnes</td><td>HQ</td></tr> <tr><td>Matt Turvey</td><td>Alcester</td></tr> <tr><td>Surjit Khatkar</td><td>Rugby</td></tr> <tr><td>Dan Glorioso</td><td>Coleshill</td></tr> <tr><td>Jason Bown</td><td>TADC</td></tr> <tr><td>Rebecca Roberts</td><td>Arson Reduction</td></tr> <tr><td>Tony Dumbleton</td><td>Nuneaton</td></tr> <tr><td>Scott Moultrie</td><td>TADC</td></tr> <tr><td>Amanda Swinden</td><td>Fire Control</td></tr> <tr><td>Dave Pemberton</td><td>AC - HQ</td></tr> <tr><td>Tina Poke</td><td>Occ Health</td></tr> <tr><td>Shirley Merralls</td><td>H&S</td></tr> <tr><td>Gareth Walton</td><td>Leamington SR</td></tr> <tr><td>Steve Perry-Dehaney</td><td>Leamington DCP</td></tr> <tr><td>Andy McKelvie</td><td>Technical</td></tr> </table>	Rachel Barnes	HQ	Matt Turvey	Alcester	Surjit Khatkar	Rugby	Dan Glorioso	Coleshill	Jason Bown	TADC	Rebecca Roberts	Arson Reduction	Tony Dumbleton	Nuneaton	Scott Moultrie	TADC	Amanda Swinden	Fire Control	Dave Pemberton	AC - HQ	Tina Poke	Occ Health	Shirley Merralls	H&S	Gareth Walton	Leamington SR	Steve Perry-Dehaney	Leamington DCP	Andy McKelvie	Technical
Rachel Barnes	HQ																														
Matt Turvey	Alcester																														
Surjit Khatkar	Rugby																														
Dan Glorioso	Coleshill																														
Jason Bown	TADC																														
Rebecca Roberts	Arson Reduction																														
Tony Dumbleton	Nuneaton																														
Scott Moultrie	TADC																														
Amanda Swinden	Fire Control																														
Dave Pemberton	AC - HQ																														
Tina Poke	Occ Health																														
Shirley Merralls	H&S																														
Gareth Walton	Leamington SR																														
Steve Perry-Dehaney	Leamington DCP																														
Andy McKelvie	Technical																														

	Lee Tresigne	Stratford
	Daryl Townsend	FP/Southam
	Jim Blatcher	Stratford RDS/OH
	Matt Avery	Atherstone Bravo
	Donny Clarke	Gaydon
	Andrew Goodman	SC South
	Lisa Mowe	Communications
	John Sabin	Fire Control
	Andy Pierson	TADC
3.	Next Meeting: 13 th December 2016 10.00-12.00 now at Henley <i>Please bring any issues from your teams and ideas of how we can improve staff engagement to the meeting.</i>	

8b)	
8c)	
8d)	
Action:	
Next Meetings	17 th October 2016 at 11.00 hours – HQ