

Message Key: 000314539F073AB4A3FA58B83A424681DE29770F



**From:** Chris Stephenson <C.Stephenson@gov.je>  
**To:** Jonathan Donovan <J.Donovan2@gov.je>  
**Subject:** RE: 133/18 Tribunal Judgment  
**Date:** Tuesday, December 04, 2018 16:33 GMT  
**Attachments:** image001.png (9 KB)

Ok underway

Chris Stephenson

Director HR Employment Relations & Organisational Development.

Human Resources Department

Chief Operating Office

States of Jersey

Durell House | 28 New Street | St Helier | Jersey | JE2 3RA

t. +44(0)1534 [REDACTED] | e. c.stephenson@gov.je<mailto:c.stephenson@gov.je> | w. www.gov.je<http://www.gov.je/> | Mobile + [REDACTED]

From: Jonathan Donovan <J.Donovan2@gov.je>

Sent: 04 December 2018 16:26

To: Chris Stephenson <C.Stephenson@gov.je>

Cc: [REDACTED] Cathy Keir <C.Keir@gov.je>; Stephen Hardwick <S.Hardwick@gov.je>

Subject: RE: 133/18 Tribunal Judgment

That would be very helpful please Chris.

I'm still in the States – little likelihood of getting out before the day's session ends.

From: Chris Stephenson <C.Stephenson@gov.je<mailto:C.Stephenson@gov.je>>

Sent: 04 December 2018 15:56

To: Stephen Hardwick <S.Hardwick@gov.je<mailto:S.Hardwick@gov.je>>; Jonathan Donovan

<J.Donovan2@gov.je<mailto:J.Donovan2@gov.je>>

Cc: [REDACTED] Cathy Keir <C.Keir@gov.je<mailto:C.Keir@gov.je>>

Subject: FW: 133/18 Tribunal Judgment

Jonathan

Given you are up to your neck , would it help if [REDACTED] drafted some suggested lines for you and Stephen to review prior to the media being all over us building on your earlier note ?

Chris Stephenson

Director HR Employment Relations & Organisational Development.

Human Resources Department

Chief Operating Office

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t. +44(0)1534 [REDACTED] e. c.stephenson@gov.je<mailto:c.stephenson@gov.je> | w. www.gov.je<http://www.gov.je/> | Mobile + [REDACTED]

**Message Key:** 00031453BB6A0570136E6A9F3A0885570BEC72DC 

**From:** Cathy Keir <C.Keir@gov.je>  
**To:** Chris Stephenson <C.Stephenson@gov.je>, Jonathan Donovan <J.Donovan2@gov.je>  
**Cc:** Press Office <PressOffice@gov.je>  
**Subject:** FW: Tribunal case against States Employment Board  
**Date:** Wednesday, December 05, 2018 11:38 GMT  
**Attachments:** image001.jpg (3.6 KB), image002.jpg (1.2 KB), image003.jpg (1.3 KB), image004.jpg (1.3 KB), image005.jpg (1.3 KB)

■ is asking about the cost of legal fees (highlighted below).  
Is this something we can provide?

Cathy

From: Cathy Keir  
Sent: 05 December 2018 11:20  
To: ■  
Cc: Press Office <PressOffice@gov.je>  
Subject: RE: Tribunal case against States Employment Board

Hi

Please find below response -

"We are disappointed to have received the outcome from the Jersey Employment and Discrimination Tribunal. The SEB felt that the terms of our collective agreement did not apply to the pension scheme dispute because changes to the pension scheme were made by the States Assembly and were changes to the law, rather than policy. The SEB, as an employer cannot change the law.  
"We will now consider the judgment in more detail."

Will ask about legal fees.

Cathy

From: ■  
Sent: 05 December 2018 10:54  
To: Press Office <PressOffice@gov.je<mailto:PressOffice@gov.je>>  
Subject: Tribunal case against States Employment Board

Good morning,


A tribunal judgment concerning the States Employment Board and Fire and Rescue Service Association has been published:

<https://www.jerseylaw.je/judgments/tribunal/Pages/%5B2018%5DTRE133.aspx>

Does the States Employment Board have any comment in reaction to this case? Will they be contesting it? Would you be able to confirm how much James Goudie QC's legal fees were for representing the SEB in this case?

Best regards,

■

**Message Key:** 0003145484DFAD1BD87C680BD701453176B6483F 

**From:** Chris Stephenson <C.Stephenson@gov.je>  
**To:** Jonathan Donovan <J.Donovan2@gov.je>, Jacquie McGeachie <J.McGeachie@gov.je>  
**Subject:** Fwd: SEB Briefing form Firefighters  
**Date:** Sunday, December 16, 2018 22:53 GMT  
**Attachments:** Picture (Device Independent Bitmap) 1.jpg (1.4 KB), ATT00001.htm (1.1 KB), dec18briefing.pdf (137.6 KB), ATT00002.htm (467 B)

See below  
Chris

Sent from my iPad

Begin forwarded message:

From: Richard Buchanan <R.Buchanan2@gov.je<mailto:R.Buchanan2@gov.je>>  
Date: 16 December 2018 at 20:51:22 GMT  
To: Chris Stephenson <C.Stephenson@gov.je<mailto:C.Stephenson@gov.je>>  
Cc: John Le Fondre <J.LeF@gov.je<mailto:J.LeF@gov.je>>, Deidre Mezbourian <D.Mezbourian@gov.je<mailto:D.Mezbourian@gov.je>>, Graham Truscott <G.Truscott@gov.je<mailto:G.Truscott@gov.je>>, Susie Pinel <S.Pinel@gov.je<mailto:S.Pinel@gov.je>>  
Subject: Fwd: SEB Briefing form Firefighters

Hi Chris  
Have you seen this?  
Can we discuss on the 20th please?  
Kind regards

Richard

Sent from my iPad

Begin forwarded message:

From: "Craig Channing (Fire)" <C.Channing@gov.je<mailto:C.Channing@gov.je>>  
Date: 16 December 2018 at 19:56:26 GMT  
To: John Le Fondre <J.LeF@gov.je<mailto:J.LeF@gov.je>>, Graham Truscott <G.Truscott@gov.je<mailto:G.Truscott@gov.je>>, Deidre Mezbourian <D.Mezbourian@gov.je<mailto:D.Mezbourian@gov.je>>, Susie Pinel <S.Pinel@gov.je<mailto:S.Pinel@gov.je>>, Richard Buchanan <R.Buchanan2@gov.je<mailto:R.Buchanan2@gov.je>>  
Subject: SEB Briefing form Firefighters

Dear Acting Chair, Board Members

Please find a briefing paper which I would be grateful if you could read, along with the Board, prior to Employment Relations briefing you on the 20th.

We would welcome any opportunity to meet with all of any member of the Board at your convenience prior to formally requesting a meeting as per Stage 3 of the Non Impairment of Service Agreement.

Kind Regards

Craig

Craig Channing  
Chair - Fire and Rescue Association Executive  
States of Jersey Fire and Rescue Service  
Fire & Rescue Headquarters  
Rouge Bouillon, St Helier, Jersey, CI, JE2 3ZA

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