

Date:

## **ALL MEMBERS**

### **JOINT SECRETARIES REPORT ON CPD PAYMENTS**

Dear Brother/Sister,

As referred to in a previous all members circular, the issue of CPD has been the subject of lengthy negotiations, the results of those negotiations were submitted to the fire authority in Authority Report CFO/77/08 at the meeting of the 18<sup>th</sup> March 2008.

At that meeting it was agreed by the elected members that the majority of the joint secretaries' report would be immediately agreed to with the issue of disciplinary warnings the subject of a short period of further discussions, the results of which would be reported back as soon as possible.

The agreement now releases CPD payments to a considerable wider number of our members, the recommendations agreed by the elected members were as follows; that:

*'That Members consider the options presented by the local joint secretaries with regard to eligibility of CPD payments for MF&RS employees and;*

- (a) Consider for approval all staff eligible by virtue of length of Service criteria to receive the the CPD payments for the year 2007/08.*
- (b) Consider that for those employees who have partaken, or are partaking in temporary promotion or acting up responsibilities where deemed to be competent utilising the appropriate mechanisms put in place by the Service, will retain the CPD payments.*
- (c) Consider that those staff who are promoted into substantive positions and who are deemed competent through MF&RS assessment or whom have been deemed competent due to having been assessed during a period of temporary promotion or acting up but subject to (a) above.*
- (e) Consider that as a principle of fairness and equality that employees who did not apply as a result of self assessment with regard to eligibility are allowed to reapply given (a) above.*

*(f) Consider that the application period for CPD payments be a matter for local joint secretary determination.*

The paragraph that has been referred back to the joint secretaries for further dialogue is as follows:

*(d) Consider that the issue of potential disqualification for CPD by the Service of employees who have accrued discipline warnings, including absence, be a matter of further joint secretaries discussion. That elected members consider the commencement date of CPD payments in relations to disciplinary or absence sanctions awarded after the date that the Authority resolved that disciplinary sanction would lead to a loss of CPD payment.*

For clarification, the Union are content with element of the report being referred back as the proposal as offered by the FBU originally recommended that:

*'That the issue of potential disqualification by the Service of employees by virtue of discipline warnings, including absence, be a matter of further joint secretaries' discussion for subsequent years applications with a moratorium agreed to be put in place for those employees the Service believe may fall within that particular criteria of disqualification. That moratorium for the 2007/08 and future years applications to be put in place for warnings until agreement or resolution be reached which would allow those further discussions to take place without detriment to CPD payment of any group of firefighters/ff (control). I believe I have previously laid out the FBU's views on this matter.'*

You will note that the original proposal from the FBU has been amended without agreement and removed the issue of the moratorium on disciplinary warnings (including absence) without ceding the point for future applicants, it simply allowed monies be released to our members whilst dialogue continued. This matter will now be taken up at joint secretary level and progressed as quickly as possible. Discussions will also immediately take place with regard to the mechanics of paying CPD for members who were not successful, and also for those who did not apply for the reason they thought they would not get it (self assessment) mechanics have to be put in place for those to apply, (e) above.

Members will also be aware that the re/application date for the next round of CPD payments (February) has passed, with some members being placed at detriment. (f) above reintroduces that issue and will require a mechanism put in place so those members can re/apply as a matter of urgency.

You will see that the negotiations on CPD are complex and require a detailed resolution as the issue naturally involves pay and pension issues. Ongoing work will be reported back as soon as developments occur.

Yours in unity

L Skarratts  
Brigade Secretary