

Date: Monday, 28 April 2008

## **ALL MEMBERS**

### **PRE-ARRANGED OVERTIME DISPUTE**

Dear Brother/Sister,

As members will be aware, the FBU processed the dispute with regards the Service imposing non-agreed pre-arranged overtime arrangements which differed to those agreed between the FBU and MF&RA in 2004 and circulated as a standard operating procedure. That dispute was heard by the Consultation and Negotiation Panel (CNP) made up of elected members of the Fire Authority, on the 16<sup>th</sup> April 2008.

After both sides presented their case, the Panel then decided on the issue. The decision is attached for your information.

The CNP decided in favour of the Union and that overtime working arrangements will now return to those agreed within the 2004 SOP. Further, the Panel decided that any proposal to amend those arrangements will be carried out under the agreed consultation and negotiation procedures, the Unions position throughout this dispute.

For avoidance of doubt, the only arrangements for pre-arranged overtime working are those as agreed between the FBU and the Fire Authority and circulated within Standard Operating Procedure (SOP) 'ADM0047 - Voluntary Pre-Planned Overtime'.

The restrictions that prohibit overtime working to those who are on a watch who have not attained a HFSC high performance target, who have not attained a good or above grading during an operational assurance session or have not reduced the amount of accidental dwelling fires in their area, have now been removed.

If members require any further information or advice please contact your FBU Branch Official or the FBU Brigade Officials.

Yours in unity

L Skarratts  
Brigade Secretary

Attach

**CONSULTATION AND NEGOTIATION PANEL**  
**of the**  
**MERSEYSIDE FIRE AND RESCUS AUTHORITY**

**Wednesday 16<sup>th</sup> April 2008**  
**10.00 hours**

**Pre Arranged Overtime**

**Present:** Councillors: Ted Grannell (Chair)  
Jack Colbert  
Ken Roughley

Management Representation:  
Assistant Chief Fire Officer Bill Evans

Fire Brigades Union (FBU) Representation:  
Les Skarratts and Mark Dunne

The Chair of the Panel opened the meeting and detailed how the meeting would proceed.

Les Skarratts made representations regarding Pre Arranged Overtime on behalf of the Fire Brigades Union followed Questions raised by Members of the Panel and Management.

Assistant Chief Fire Officer Bill Evans made representations regarding Pre Arranged Overtime to the Panel on behalf of Management followed by questions from the Panel and Fire Brigades Union.

**Resolution of the Consultation and Negotiation Panel regarding Pre Arranged Overtime**

The Consultation and Negotiation Panel: -

- i) note that the Fire Brigades Union and the Authority have agreed in 2004 that those staff who have 'live' absence/discipline warnings will not be eligible for pre arranged overtime, and
- ii) note that the Grey Book provides that the arrangements for the application of prearranged overtime shall be the subject of consultation between the fire & rescue authority and recognised trade unions (para 28 part B)
- iii) recommends that the Authority continues with the 2004 agreement to the effect that staff who have live absence /discipline warnings will not be eligible for prearranged overtime, and that consultation and

negotiation takes place with the FBU specifically on the issue of whether pre arranged overtime should be further restricted to those staff who are members of watches which:

- attain the HFSC high performance target
- attain a grading of good or above during an operational assurance session

- iv) recommends that the Service and Fire Brigades Union meet to discuss further ways to reduce Absence and Improve Conduct.

---