

Date: 29<sup>th</sup> July 2008

## **ALL MEMBERS**

### **MF&RS Absence and Attendance/Formal Discipline Policy**

Dear Brother/Sister,

Merseyside FBU members will be aware that the elected members on the Fire Authority agreed over two years ago that the current MF&RS Absence and Attendance Policy and the warnings/sanctions that can be given under that policy should be exactly the same as Grey Book formal discipline procedure. **This policy was not negotiated with the FBU and was imposed upon our members without any agreement.**

For FBU members in Merseyside that means that it is now a disciplinary offence to be absent from work in MF&RS, no matter what those genuine reasons may be.

However, in order for MF&RS to comply with their own agreed Absence and Attendance Policy and therefore the contractual Grey Book disciplinary procedure as agreed by the National Joint Council there are certain contractual requirements and procedures that all MF&RS managers are now bound by the Fire Authority decision to comply with.

It is has become quite apparent to the Merseyside FBU officials that no matter what level/sanction that MF&RS managers are hearing/interviewing our members at under the disciplinary procedure that they are ignorant of their contractual requirements and responsibilities and are simply not adhering to this agreed procedure.

As such FBU members and officials across Merseyside are reminded to ensure that every aspect of the contractual disciplinary procedure contained within the Grey Book is adhered to, including timescales, investigations and disclosure of information by whichever manager is appointed to investigate our members' absences from work. The "Stages" of MF&RS Absence and Attendance Policy are now obviously replaced by the "Stages" of the Grey Book Disciplinary procedure.

Yours in Unity

Mark Dunne  
Brigade Chair