

Date: Monday, 18 August 2008

ALL MEMBERS

BRIGADE COMMITTEE DECISION

Dear Brother/Sister,

At the most recent Brigade Committee of the 15th August 2008, a proposal was considered by your delegates. The proposal was subject to scrutiny and after debate the Committee voted to accept the proposal and as such it now forms a collective agreement between the FBU and the Service.

Your branch officials will be able to answer any questions, alternatively please contact the FBU Office on the numbers provided above or email the Brigade Officials at the Merseyside FBU website, the details of which are also included above.

Yours in unity

L Skarratts
Brigade Secretary

Attach

MERSEYSIDE FIRE AND RESCUE SERVICE

LOCAL JOINT SECRETARIES TEMPORARY AGREEMENT

This temporary agreement aims to provide Local Joint Secretaries on Merseyside the time and facilities to complete a body of work with the aim of settling a number of industrial relations concerns in the area of staffing arrangements for Merseyside Fire and Rescue Service (MF&RS).

The Fire Brigades Union (FBU Merseyside) have expressed concerns with regard to support pumps being unavailable due to staffing shortfalls, and are of the belief that the scale of unavailability is unacceptable to them, as such part of the body of work will also include an agreement on a new recruitment strategy to alleviate those staffing shortfalls as a matter of urgency.

Local Joint Secretaries are mindful of the potential for a ballot for industrial action on issues impacting on appliance availability.

Following the concerns expressed by officials of the FBU, Local Joint Secretaries are agreed that it is essential for all issues to be identified and resolution sought within agreed protocols and procedures.

Local Joint Secretaries, will secure a period of time to allow identified issues in the area of appliance staffing and availability to be fully discussed with a view to securing improved availability. The time allowed for completion of this body of work will be three months from the signing of this time limited temporary agreement which is in line with locally agreed consultation procedures.

During the three month discussion period the Employer's Secretary will commit to a limited overtime budget to ensure the flexibility required via the offer of premium rate overtime, to aim to meet the following staffing targets, that will be put in place for the duration of that discussion time frame (3 months);

1. MF&RS will seek to have all wholtime appliances available, where this is not possible due to late staffing shortfalls there will be no more than 2

whole time appliances off the run at any time with a view to improving that level further.

2. The minimum safe rider level for all front line emergency fire appliances maintained at four riders.
3. All one pump appliance stations maintained at five riders (including LLAR).

The Local Joint Secretary (Employer) notes that the FBU intend to register a further trade dispute on the matter of "Small Fires Units" within MF&RS, and as such given the proposals listed within this temporary agreement expects that a trade dispute will replace any proposed ballot for industrial action. Should this expectation be met, all work in respect of the dispute will be carried out by the Local Joint Secretaries within the agreed time scales and with the commitment and transparency detailed in the National Protocol for Good Industrial Relations.

The Local Joint Secretary (Employer) further notes the FBU's concern about the use of Small Fires Units as a replacement for support appliances and whilst the Local Joint Secretary (Employer) can confirm that there is no current intention in this respect there is an undertaking that no such replacement will take place without further consultation in line with the National Protocol for Good Industrial Relations.

The proposals contained in this temporary agreement will be notified to the National Joint Secretaries whose support may be sought in respect of local resolution.

Employees Secretary

Date

Employers Secretary

Date

15TH AUGUST 2008