

Date: Tuesday, 17 March 2009

ALL MEMBERS

CFO Email – Self Rostering

Dear Brother/Sister,

Many members are contacting the FBU Officials demonstrating anger and resentment in relation to an email circulated by the Chief Fire Officer recently referring to the proposal from management regarding self rostering.

Regrettably, the email does nothing at all to assist or foster decent industrial relations and it is an issue we regularly have to deal with. I ask members to be patient although we completely understand your frustration.

You will note some comments such as the system has '*been working very successfully for over two years.*' Unfortunately for the Service, our communities and ourselves that is not our understanding of the situation. We are aware after some reasonably brief research that in 11 months preceding February 2009, that the Formby fire appliance has had to ride with only 4 riders on **102** shifts, that is a conservative estimate as there are occasions where there may have been no fire call on that shift to which we have discounted for statistical purposes. Members will be only too aware of the dangers of one pump stations riding with 4 riders and the agreements and Authority policies in place that require those stations to always ride at 5.

We will challenge the Service to refute our figures but we will now scrutinise all one pump stations, LLAR or not, and make representations to the elected members as we feel it is impossible for Service managers to be unaware of this untenable situation.

You will also note that the email refers to *consultation* with the representative bodies and that we will likely want to explore the possibility of additional payment. Firstly we will not comment on wide speculation from the chief fire officer or any other manager regarding the process but look forward to further details from the Service. Secondly, and more importantly we feel, the email is inaccurate in that it is referred to as a consultation issue, the proposal clearly relates to hours of duty which may include leave, as such it is an item of *negotiation* which requires agreement for implementation.

Naturally we will keep you fully informed of any and all progress on this issue which we urge you to discuss in your branch meetings to ensure you have the fullest say in your working arrangements. Meanwhile it is highly likely that similar emails will be circulated in the future, we simply ask that you remain patient and rely on the agreed procedures in which your officials will continue to operate within.

Yours in unity

L Skarratts
Brigade Secretary