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Our Ref: GT/FBU

Your Ref:

Telephone Enquiries to:
Gill Thornton
10th October 2007

Dear Andy,

Failure to Agree, Attendance on Development Days by Supervisory Managers

I am writing with regard to the discussions at our last JCNP, held on 25th September and, in particular the FBU "failure to agree" that supervisory managers to attend development days in addition to "normal" duty days.

In requiring our supervisory managers to attend development days I would wish to draw your attention to the following references:

Optimum Crewing Agreement – Dispute Resolution Agreement

"There is an expectation and need for staff at supervisory level – crew manager and above – to attend at their workplace or other premises for briefings or management development with reasonable notice on some rota days. The Authority will act reasonably and responsibly in the exercise of this expectation. This will not therefore attract any additional overtime payment, time off in lieu or travelling expenses".

Optimum Crewing Agreement - Para 82

"There is an expectation on personnel employed in supervisory and middle management roles that they will contribute towards their own Continuous Professional Development. This may mean that from time to time personnel will be invited to attend relevant events on a rota day. Any such event will not be related to the Service Pay Policy".

We would contend that both the terms used and intent/spirit behind them are explicit and unequivocal and both parties signed up to them in full knowledge. It is difficult to understand, therefore, why you now consider that there is no obligation on supervisory managers to attend development days, when this is clearly provided for within the Dispute Resolution and Optimum Crewing Agreement signed up to by the FBU.

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In addition to the above I would also wish to draw your attention to NJC Circular 03/07, paragraph 17 which reads as follows:

"It is expected that employees awarded the payment will maintain this high level of continual professional development and commitment to the job necessary to achieve the payment. Each Fire and Rescue Service should put in place local procedures that will support and encourage employees to maintain those standards".

The purpose in quoting this paragraph to you is to demonstrate that Cheshire Fire and Rescue Authority has put in place a more than reasonable means to support its supervisory managers to both acquire and maintain a CPD Payment by attending programmed development days i.e. Insight Days

For these reasons I am writing to advise you that we do not accept that you can fail to agree on this issue and that we intend to move forward with the implementation of the CPD Scheme within Cheshire Fire and Rescue Service.

Yours sincerely

A handwritten signature in blue ink that reads "Ail Johnston".

Head of Human Resources