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**FIRE BRIGADES UNION****Brigade Secretary : Dave Williams**

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3a Moorfields Willaston Nantwich CW5 6QY

Chief Fire Officer  
Cheshire Fire & Rescue Service  
Winsford  
CW7 2FQ

**Re: CPD 'Failure to Agree'.**

Dear Chief,

I write further to our meeting of Friday 16<sup>th</sup> November.

The meeting, arranged at your request, attended by Regional Officials from the Fire Brigades Union and senior managers from CF&RS, was convened in an attempt to establish a procedure/protocol for the implementation of payment in line with the Continuous Professional Development Scheme as agreed at the National Joint Council meeting in February this year.

Unfortunately no such procedure could be agreed and I think it appropriate to outline, briefly, the matters discussed and the outcomes, if any, from that meeting along with the way forward;

- You stated that Continuous Professional Development payment, whilst contractual, is clearly dependent upon the CF&RS 'Optimum Crewing' agreement with the FBU, and went on to outline parts of this agreement in detail.
- You stated that the FBU had 'reneged' on this collective agreement and that the development days contained within this agreement must be attended by managers and there was no ambiguity in this. In fact you went on to say that it was intended to eventually extend this to all members of staff.
- For my part I stated that, in linking the 'Optimum Crewing' agreement to Continuous Professional Development payment, the Fire Brigades Union believe CF&RS are acting outside of the national agreement on CPD.
- I also listed several areas where the FBU feel local guidance for applicants, in accordance with the national agreement, could be achieved, not least of which the issue of CPD payment for staff working the Retained duty system.

As stated previously, after long discussion on these issues, no agreement could be reached and in closing you stated that it was not your intention to refer the matter elsewhere. Also, and most disturbingly, you stated that if there was interference from the National Joint Council not to your satisfaction, then you would withdraw from that body.

# FBU CHESHIRE

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It is my understanding that this body, its constitution, and therefore the Scheme of Conditions of Service (Grey Book), was/is established by the Secretary of State via the Fire and Rescue Services Act 2004 and therefore such action would be outside of, and possibly in breach of, this statute.

Therefore in line with Section 6 of the NJC Scheme of Conditions of Service (supplemented by NJC Circular 08/07), and as I consider that external assistance may assist in resolving these matters, I request your agreement to refer the issue to the NJC Joint Secretaries.

I look forward to your earliest response in this matter.

Yours sincerely

D. Williams.

C.c. Kev Brown  
Andy Dark