

ALL MEMBERS

Re: Continual Professional Development Pay

On the 16th November 2007, Brigade Officials, the Regional Secretary and the Executive Council Member met with CF&RS Senior Management Team. The purpose of the meeting was to establish a procedure/protocol for the implementation of payment in line with the CPD scheme as agreed at the National Joint Council meeting in February this year. This meeting was at managements' request following the 'failure to agree' regarding the implementation of CPD within CF&RS, registered at our JCNP 25th September 07.

The FBU believe the following matters are outside of the nationally agreed scheme:-

- Compulsory attendance at 'Insight' Development Days for Supervisory Managers.
- Retained Duty System Staff payments not based on a pro-rata calculation.
- Discipline awards used to prevent payment.
- The level of sickness absence used for non-payment.

No procedure/protocol was agreed on the 16th November despite lengthy discussions and the FBU have written to the Chief Fire Officer (see attached letter 21st November 07) stating that we consider external assistance may assist in resolving the matters and requesting agreement for joint referral to NJC Joint Secretaries.

The talks did not go beyond the issue of 'Insight Days' on rota days. Management's position is that the days are compulsory for Wholtime Managers covered by the Optimum Crewing agreement. Our position is that the days are not contractual and can not be used as 5th application criteria for CPD.

Management were prepared to offer the following:-

- Management would write off non-attendance for the 38 staff that did not attend all or part of the 'Development Days' 06/07 and 07/08.
- Development Days to be capped at 2 for 08/09.
- Undertake a review in December 08 to establish whether a 3rd day is required. If a 3rd day was required then this would be capped permanently.

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- Compulsory attendance would be introduced for Day Crewing Managers with effect from April 08.
- Emergency Fire Control and RDS Managers will not be required to attend 'Development Days' off duty.
- In exceptional circumstances Managers that have not attended the 'Development Days' could achieve CPD payments on the production of a comprehensive portfolio of evidence against the learning objectives of the 'Development Days'.

The FBU could not accept this proposal. The FBU contends that 'Development Days' off duty can not be used as a requirement for payment. Equally the requirement to produce a portfolio of evidence is outside of the national scheme.

The FBU are now awaiting a response from the Chief Fire Officer to our request to jointly seek external assistance on this matter.

Should you require any further clarification at this time, please contact your Branch Rep or Brigade Official.

Yours in Unity,

Dave Williams.