



3a Moorfields Willaston Nantwich CW5 6QY.

FIRE BRIGADES UNION
Brigade Secretary : Dave Williams
Tel: :07834656097
E-Mail: davew@fbu.org.uk

Mark Cashin
Deputy Chief Officer
Community Risk Reduction
Cheshire Fire & Rescue
Winsford

Dear Mark,

PROPOSED CHANGE TO DAY DUTY SYSTEM

I write in response to letter dated 4th September and to your unilateral referral to the NJC Technical Advisory Panel and wish to make the following observations:-

We are disappointed that you have quickly referred this matter to TAP and not afforded ourselves the opportunity of negotiating meetings other than the JCNP meeting 10th July (1 week after receiving your proposal). No discussion regarding your proposal has been afforded at JCP.

We also take issue in that your referral to TAP indicates that management have made a number of concessions and we would appreciate clarification regarding the concessions you believe to have made.

We do not believe you have made any concessions despite the fact we are willing to accept the cessation of the Grey Book Day Duty System on behalf of our members. In agreeing to accept the change from the Grey Book Duty System, we have accepted that staff will be contracted to work an extra 26 days per year with an average increase of 6 hours per week and a change to the previously agreed 'normal office hours'.

(1) Your letter stated that this proposal applied to all staff presently on the day duty system, except the Learning Development Centre personnel. We are now aware that there is a proposal to change the duty system of the LDC personnel with at least 2 employees being told they will work this proposed duty system once it has been agreed. We did make it clear from the outset that if management intended to change the 9 day fortnight duty system for the trainers, we wanted the consultation/negotiation to take place for all Day Duty Staff affected by the cessation of the Grey Book Duty System at the same meetings. Whilst appreciating the variation in the requirement for the majority of the trainers to work more 'out of office hours', we do not wish to have a range of different duty systems for our day duty staff. The LDC proposal and negotiations throw up the added complication of pay protection, as it is proposed to no longer pay the 10% trainers allowance.

(2) We accept you are willing to discuss the issue of job weightings for the staff within Community Fire Protection, however we take issue that you are only prepared to discuss this issue if some additionally was offered i.e. additional hours over and above, 42 hours per week. We asked for a job evaluation to ensure the weightings reflected the current responsibilities and those reflected in the CFP review that led to your proposal to change the duty system. We can not understand why you are not prepared to authorise this



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evaluation and include it within the negotiations, particularly as the LDC Watch Managers have been offered the 'B' weighting as part of their negotiation.

(3) We requested an alteration to the bandwidth (0800 - 1900) by sliding it forward 30mins, however you have not agreed to this request and by offering to move only the starting time to 0730 you merely increase the bandwidth by 30mins. We do not see any organisational need to maintain the end time of 1900.

Your offer to allow staff to take 2 half days flexi leave a month is an alternative and not additional to the maximum, 13 flexi days per year. This does not address our concerns that the proposal is family friendly.

Under the proposal a deficit of flexi time can only be carried forward in exceptional circumstances, unlike the agreed scheme for Non-Uniformed employees. Their scheme was changed from several schemes so the service has one flexi duty system in operation, in less than 12 months you are introducing a variation to that scheme.

(4)(i) We are unclear from your response if your proposal is in line with the Grey Book as the existing leave allocation was agreed before the changes to leave entitlement within the Grey Book 6th Edition. It was also agreed on the basis that day duty employees were contracted to work the 9 day fortnight duty system. Therefore in view of this we believe the allocation of leave should be re-negotiated.

We take issue with your position that you do not see the need for an end of course leave entitlement, this is a Grey book condition and we have a long standing arrangement that is detailed within the Grey Book 5th Edition.

(ii) The paragraph you refer to (3.1 of the flexible working scheme) was agreed as a condition of the 9 day fortnight duty system and can no longer be the case for the 'out of normal hours activities'. We share your desire that staff will not work in excess of a 42 hours average per week, however this work outside of normal hours if required should be rewarded at the enhanced rate. Your indication is that this work will be kept to a minimum and therefore we do not understand your reluctance to accept our position.

We are committed to reaching agreement and would welcome further dialogue in an attempt to resolve these issues.

Yours sincerely,

Dave Williams.