



MERSEYSIDE FIRE BRIGADES UNION

THE PEOPLES CENTRE, 50-54 MOUNT PLEASANT, LIVERPOOL, L3 5UN.

PHONE 0151 702 6915/6, FAX 0151 708 5901

AM Mottram
Merseyside Fire and Rescue Service
Service Headquarters
Bridle Road
Bootle
Merseyside
L30 4YD

Fire Brigades Union
The Peoples Centre
50-54 Mount Pleasant
Liverpool
L3 5UN

Tel: 0151 702 6915
0151 702 6916

Fax: 0151 708 5901

Email: les.skarratts@fbu.org.uk
mark.rose@fbu.org.uk

Website: www.merseysidefbu.co.uk

Date: Wednesday, 08 June 2011

Ref: MACC Review.

Dear Mr Mottram,

Following our meeting yesterday's date, you requested me to write to you to record the Union's concerns to date. I agreed to do so but pointed out that this should not be considered as a minute of the meeting and is not an exhaustive list.

I also note that you have now confirmed you have withdrawn option 1 and option 3.

In relation to the Equality Impact Assessment I believe Mr Cummins has recorded our concerns and will respond in due course. I will add however that the section referring to consultation has missed the letter to members of Merseyside Fire and Rescue Authority dated April 2011, laying out the views of the overwhelming majority of the staff in MACC that the current shift system and shift pattern including start and finishing times are the most family friendly. It is also noted that the new EIA states that the current shift start and finishing times conflicts with school hours, yet the one remaining option includes a shift pattern that conflicts even further with school hours than that currently undertaken.

You will recall that I strongly laid out our position that this issue is one of negotiation. I respectfully note your position and the brief you have been given but that equally does not minimise the effect of your view that this is one of consultation. I note however that Mr Cummins stated that this is one of negotiation and that to date you have simply been seeking the views of the FBU to move the negotiations on in the Joint Secretaries forum.

I must confirm that the Fire Brigades Union is entirely dissatisfied with the process to date; I accept you have simply worked to your brief so the Fire Brigades Union lays no criticism at your door. Notwithstanding that point, to have taken so much time to get to a point when the employer now agrees with the FBU that this is one of negotiations and work to date was simply to narrow down the issues is a flagrant breach of the procedures. It may suit the Service to use the process in this manner but I can confirm it does not suit the Fire Brigades Union, it serves to frustrate rather than expedite matters and means there is absolutely no prospect for early agreement on the matter.



To confirm matters from our meeting yesterday's date. I asked for you to confirm the Services' understanding in relation to the prospect of the Authority benefitting from any 'redundancy subsidy' from CLG. Our firm belief is that subsidy is not available to the Authority and further has recently been denied other Services' as evidence to confirm our understanding of the matter.

I repeated our request for information of specifically what non operational work will now be transferred to the Station Locality Manager as a result of this proposal.

You referred to the risk assessment regarding the issue of a Group Manager coming into MACC to undertake supervisory duties within MACC as part of the GM role. I would be grateful if you could provide me with a copy of the risk assessment. Could you also confirm that the GM (in the absence of the GM (control)) would be able to resolve system failures and system alerts? Would the GM (in the absence of the GM (control)) be able to supervise the evacuation of MACC.

Could you also please provide me with a copy of the procedure for the evacuation of MACC?

I repeated our request for the identity of the posts you say you are aware have been deleted from the MACC establishment and reiterated our concern that you will not clarify the identity of the posts. To be clear we do not seek the identity of the post holders, simply the posts.

You will recall I asked for clarification of what the Process Evolution report refers to as the 'Call Profile Summation Software' and I would be grateful for that clarification.

I have requested from our first meeting greater details of the definitions of the workloads that Process Evolution refers to.

In relation to the Process Evolution reports reference to 181,958 records that were not included in the analysis, could you confirm what these records are and where they have been referred to in the detailed analysis. It cannot be the case that such a significant amount of workload could be discounted but the FBU cannot locate the whereabouts of the workload within the analysis.

We discussed in some detail the amount of ranks on at all times and Mr Cummins assured us that there is no intent to amend current provision, to be clear current provision remain as detailed in paragraph 3.10 of the Agreement of Principles which states that *'Following the introduction of rank to role there will be a minimum of three watch based managers on duty at all times, equivalent to the roles to those described in paragraph 3.9 above.'* Acting up and Temporary Promotion is utilised to ensure adherence of this agreement.

In relation to minimum staffing levels you confirmed that the minimum staffing will be reduced from 7 to 5. You will recall that I requested you to confirm how staffing levels will be maintained and referred you to the night shift where after 20 00 hours the watch strength would be 6. If you factor in an abstraction of 1 for contractual leave, which would for the vast majority of the time be the case, then could you confirm how

statutory leave (such as maternity, paternity, adoption, carers, parental, training, public duty, sickness and health and safety leave) could be provided. I am sure you would agree this is an important issue that requires your most urgent response.

Further and similarly could you confirm how you will be able to accommodate flexible working arrangements within option 2? You will be aware that such arrangements are contractually binding and may include such issues as day time working, term time working, compressed hours etc. Could you also confirm your thoughts on the positions of the part time workers and those on re-engaged contracts?

Could you also confirm if the Watch Managers and Crew Managers will rotate through the shift pattern as required by option 2 and if so how you propose to maintain the minimum number of 3 watch based managers on duty at all times, as stipulated in the aforementioned 'Agreement of Principles'.

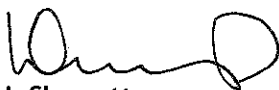
I would also reiterate the point I made at yesterday's meeting that the Process Evolution report clearly states that the staffing levels proposed in option 2 will not meet the standard of service required by the Fire Authority in the integrated IRMP and Service Plan and it is the firm belief of the FBU that the margin by which this will be missed will be far greater than that contained in the report.

You will be aware that I have previously requested on a number of occasions that you provide me with the data the Service provided Process Evolution and I again repeat that request here. You will also be aware that I requested a member of KIM who supplied Process Evolution with the data be present at the meeting held yesterday to assist our discussions and I now request an opportunity to meet with a member of KIM who undertook that work in order to clarify what specific data was provided to Process Evolution.

You say there has been significant interest in voluntary severance or early retirement could you confirm specific numbers in relation to the supposed interest. Again I repeat I am not seeking names of individuals simply numbers that the Service believe have a business case that would enable those staff members to take either VR or ER.

If you require any further information please do not hesitate to contact me.

Yours sincerely



L Skarratts
Brigade Secretary