

Mr. Allan Harris
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Your ref:

Our ref: MC/MH

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Dear Mr. Harris,

GM/GM Reductions

As you are aware the proposal being made by the Service to reduce the number of Station Managers and Group Managers is currently a matter for consultation with the FOA, although as part of the broader consultation process agreed by the Authority I have also been holding individual meetings with officers, which have proved to be particularly constructive and positive.

My understanding of the current position with consultation is that FOA has raised a number concerns in relation to the risk assessment for senior officer provision for incident command. However, I also understand that both parties believe that these issues can be successfully resolved and are confident of a positive outcome in this regard. Hopefully this will be confirmed prior to our forthcoming meeting.

I also understand the stated position of the FOA is that its members seek a duty system which is Grey Book compliant and in accord with the Working Time Regulations. It is the preferred option of the Service to adopt a flexible duty system for all Group Managers and Station Managers that would be based upon the principles of Self Rostering. However, given the position of FOA the Service must now plan for a dual model including some managers working more flexibly and others working to a more rigid Grey Book compliant system.

In response to the FOA position I have therefore enclosed for your consideration and comment, a draft duty system that has been developed by TRM. This duty system reflects the position of FOA in terms of cost neutrality and Grey Book compliance, whilst also taking into account the reduction in the number of Group and Station Managers that is being sought by the Service. It is my understanding that FOA feel it particularly important that any proposals in relation to revisions to the duty system should be cost neutral.

I am therefore seeking your feedback and comment on the enclosed draft duty system and would in the first instance ask that you pick up this matter up as part of the formal consultation process with GM Lomax, although we will no doubt also come back to this up during our more regular meetings.

Yours sincerely,

MICHAEL HAGEN
DEPUTY CHIEF EXECUTIVE AND DEPUTY CHIEF FIRE OFFICER

Copies to:

GM Lomax
Mr. M Cummins