

**AGENDA ITEM:**

<b>REPORT TO:</b>	<b>MERSEYSIDE FIRE &amp; RESCUE AUTHORITY</b>
<b>DATE:</b>	<b>TUESDAY 13<sup>TH</sup> DECEMBER 2011</b>
<b>REPORT NO.</b>	<b>CFO/155/11</b>
<b>REPORTING OFFICER:</b>	<b>DEPUTY CHIEF FIRE OFFICER</b>
<b>CONTACT OFFICER:</b>	<b>NICK MERNOCK DIRECTOR OF PEOPLE &amp; ORGANISATIONAL DEVELOPMENT</b>
<b>OFFICERS CONSULTED:</b>	
<b>SUBJECT:</b>	<b>REINSTATEMENT OF CHECK OFF ARRANGEMENT FOR FBU</b>

**THERE ARE NO APPENDICES TO THIS REPORT**

Purpose of Report

1. To inform Elected Members of the current arrangements in relation to check off facilities, and propose agreement that the Authority reinstate check off facilities for the Fire Brigades Union.

Recommendation

2. That members agree to the reinstatement of check off facilities for the Fire Brigades Union.

Background

3. The Fire Authority took the decision to remove check off facilities granted to the Fire Brigades Union in October 2009.
4. Check off arrangements allow the relevant Trade Union to collect its membership subscriptions directly at source from its member's salary each pay period. This represents a cost efficient collection method, and removes the needs for alternative collection methods such as Direct Debit. The facility has remained in place for all other Trade Unions during this intervening period.

### Reinstatement

5. The Authority took the decision to remove this facility at a time of industrial unrest, but it is now felt that a revised spirit and intent demonstrated by the Fire Brigades Union of meeting the challenges faced by the Fire Authority particularly in relation to the Comprehensive Spending Review and budget reductions in a constructive manner warrants a revision of this decision.
6. It is believed that the ongoing positive work detailed within the progress report included on this agenda supports the proposal.

### Equality & Diversity Implications

7. None at this time, check off is available to all employees

### Staff Implications

8. None as it is an individual's personal choice whether to use the check off facility or not

### Legal Implications

9. None

### Financial Implications & Value for Money

10. There is a 2.5% fee for administration of fees which is recouped as income back to the Authority for providing this Service to the Trade Unions.

### Risk Management, Health & Safety, and Environmental Implications

11. None

### Contribution to **\*\*Our Mission – To Achieve; Safer Stronger Communities – Safe Effective Firefighters\*\***

12. The Authority is committed to the involvement and participation of Representative bodies, and the facilitation of that option for all our employees

\*\*Currently part of the IRMP 2012-2015 Consultation