

## COLLECTIVE AGREEMENT

1. This Collective Agreement is made the 14<sup>th</sup> day of January 2005.
2. The parties agree as follows.

### Discipline Procedures

- 2.1. The Scheme of Delegation for implementation of the Grey Book Discipline Procedures as approved by the Authority on 23<sup>rd</sup> December, 2004 are agreed as amended as follows. The ACFO, DCFO or CFO (or Brigade Manager) are the only officers who have delegated powers to dismiss under the procedures. The FBU is currently in correspondence with the Chief Fire Officer reference delegated authority and rights of appeal under Stage 3 sanctions.

### Grievance Procedures

- 2.2. The Scheme of Delegation for Implementation of the Grey Book Grievance Procedures as approved by the Authority on 23<sup>rd</sup> December, 2004 are agreed, as amended as follows.

Both sides accept the principle of dealing with grievance resolution at the lowest possible managerial level. If this is not achievable, local Joint Secretaries will intervene and attempt to resolve the matter. Should this not be possible, they shall consider whether the matter is to be referred to the Appeals Committee. Where a complainant is still dissatisfied following determination of an appeal against the initial determination of their grievance, then the local Joint Secretaries shall determine whether the matter is one of a serious nature, and if so, refer the matter to the Appeals Committee for consideration.

### Consultation and Negotiation Procedures

- 2.3. The Consultation and Negotiation Procedures as approved by the Authority on 23<sup>rd</sup> December, 2004 are agreed as amended as follows :-

#### 2.3.1. Where :-

- (a) A meeting under Stage 2 of the Negotiation Procedure has taken place, but the issue has not been resolved, and
- (b) One party has requested the other to refer the issue to an external party under paragraph 15 of the Negotiation Procedure, and

- (c) The parties do not agree on reference of the issue to an external party under paragraph 15 of the Negotiation Procedure within 10 working days of the meeting referred to in paragraph 12 of the Negotiation Procedure (i.e. the Stage 2 meeting), or such longer time as is agreed between the parties.

then the issue shall be referred to the NJC Joint Secretaries for them to seek resolution of the issue.

- 2.3.2. If the issue is not resolved within 20 working days of reference of the issue to the NJC Joint Secretaries (or such longer time as is agreed between the parties) pursuant to the above provisions, then the parties agree that the issue should be referred to ACAS for resolution.

3. The parties agree to seek endorsement of the Authority to the amendments set out above.



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Signed  
L. Skarratts  
Joint Secretary (FBU)



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Signed  
ACFO B Evans  
Joint Secretary (Fire Authority)