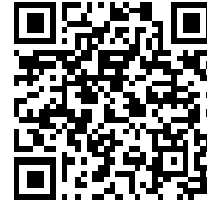


**To: All Members of the Consultation and Negotiation
Sub-Committee
(and any other Members who may wish to attend)**



**J. Henshaw
LLB (Hons)
Clerk to the Authority**

The Protocol and Procedure for visitors attending meetings of Merseyside Fire and Rescue Authority can be found by clicking [here](#) or on the Authority's website:

<http://www.merseyfire.gov.uk> - About Us > Fire Authority.

Tel: 0151 296 4000
Extn: 4112 Helen Peek

Your ref:

Our ref HP/NP

Date: 16 March 2015

Dear Sir/Madam,

You are invited to attend a meeting of the **CONSULTATION AND NEGOTIATION
SUB-COMMITTEE** to be held at **1.00 pm** on **TUESDAY, 24TH MARCH, 2015** in the Temporary Meeting Room at Merseyside Fire and Rescue Service Headquarters, Bridle Road, Bootle.

Yours faithfully,

Clerk to the Authority

Encl.

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MERSEYSIDE FIRE AND RESCUE AUTHORITY
CONSULTATION AND NEGOTIATION SUB-COMMITTEE

24 MARCH 2015

AGENDA

Members

Jimmy Mahon (Chair)
Les Byrom
Roy Gladden
Linda Maloney
Tony Robertson

1. Preliminary Matters

Members are requested to consider the identification of:

- a) declarations of interest by individual Members in relation to any item of business on the Agenda
- b) any additional items of business which the Chair has determined should be considered as matters of urgency; and
- c) items of business which may require the exclusion of the press and public during consideration thereof because of the possibility of the disclosure of exempt information.

2. Minutes of Previous Meeting (Pages 1 - 4)

The Minutes of the Previous Meeting, held on 02 December 2014 are submitted for approval as a correct record and for signature by the committee chair.

3. Industrial Relations Update (Pages 5 - 20)

(CFO/023/15)

Report CFO/023/15 of the Deputy Chief Fire Officer concerning an update to Industrial Relations between Merseyside Fire and Rescue Authority and representative bodies.

If any Members have queries, comments or require additional information relating to any item on the agenda please contact Committee Services and we will endeavour to provide the information you require for the meeting. Of course this does not affect the right of any Member to raise questions in the meeting itself but it may assist Members in their consideration of an item if additional information is available.

Refreshments

Any Members attending on Authority business straight from work or for long periods of time, and require a sandwich, please contact Democratic Services, prior to your arrival, for arrangements to be made.

MERSEYSIDE FIRE AND RESCUE AUTHORITY

CONSULTATION AND NEGOTIATION SUB-COMMITTEE

2 DECEMBER 2014

MINUTES

Present: Cllr Jimmy Mahon (Chair) Councillors Les Byrom,
Linda Maloney and Tony Robertson

Also Present: Cllr Dave Hanratty

Apologies of absence were received from: Cllr
Roy Gladden

3. Chair's Announcements

Prior to the start of the meeting, information regarding general housekeeping and confirmation of the recording of proceedings was provided by the Chair to all in attendance.

The Chair then declared the meeting open and recording of the proceedings commenced.

1. Preliminary Matters

Members considered the identification of declarations of interest, any urgent additional items, and any business that may require the exclusion of the press and public.

Resolved that:

- a) no declarations of interest were made by individual Members in relation to any item of business on the Agenda.
- b) no additional items of business to be considered as matters of urgency were determined by the Chair; and
- c) no items of business required the exclusion of the press and public during consideration thereof, due to the possible disclosure of exempt information.

2. Minutes of Previous Meeting

The Minutes of the previous meeting of Consultation & Negotiation Sub-Committee, held on 2nd September 2014, were approved as a correct record and signed accordingly by the Chair.

3. **Industrial Relations Update**

(CFO/124/14)

Members considered Report CFO/124/14 of the Deputy Chief Fire Officer, concerning matters of negotiation and consultation currently being discussed between Officers of the Authority and representative bodies, since the last meeting of the Consultation & Negotiation Sub-Committee of 2nd September 2014.

Members were provided with a comprehensive overview of the report, which highlighted the following key areas of progress:

- Consultation on 45 new or amended Service Instructions has been concluded successfully.
- Following 3 days of conciliation meetings, an implementation timescale for the introduction of a number of new Employment Policies was agreed. With the exception of the Firefighter Health & Fitness Service Instruction, which the FBU were not able to agree under instruction from their National Officials, the Policy documents were formally signed off by both parties on 14th November 2014 and transitional arrangements will be applied to implement the new and revised policies from January 2015.
- The extant Firefighter Health & Fitness arrangements will remain in place subject to further consideration.
- Dialogue is now in progress over the issue of 24 hour working, which includes the consideration of wider adoption of the Self-Managed Teams principle, the undertaking of wholetime Retained Contracts and potential for undertaking Voluntary Additional Hours. The rationale behind consideration of these options was explained in detail and Officers advised that they would hopefully be in a position to report back to Members shortly with the outcome of those discussions.
- A review of the move to 12 hour shifts for station based operational staff and Fire Control staff will be commencing shortly through the Joint Secretaries.
- In relation to the ongoing National dispute between the Government and the FBU over pension reform, Members were informed that a further 24 hour period of strike action has been called by the FBU over 9th and 10th December 2014, to coincide with the pension regulations being laid before parliament.

The Chair invited representatives from the Trades Unions to comment.

The Fire Brigades Union made comment to highlight the amount of work undertaken by the Joint Secretaries in relation to Service Instructions and reaching agreement over the new HR Policies. They also commented that

Industrial Relations are excellent at the moment, with issues being grasped and dealt with in an effort to create some stability for all moving forward.

Members of the Committee then made comments emphasising the positive industrial relations on Merseyside and welcoming the continuation of close working with the Representative Bodies through a period of ongoing significant change and uncertainty, in an effort to maintain the best service possible.

Members also suggested that it would be helpful to have a “Learning Lunch” for Members focusing on Service Instructions, to aid their understanding of the development and roll out process.

Members Resolved that:

- a) The progress being made to maintain effective and constructive industrial relations with representative bodies, be noted.
- b) The progress being made to deliver the Authority’s IRMP, be noted.
- c) Their thanks be recorded to everyone involved in maintaining excellent industrial relations.
- d) A “Learning Lunch” be arranged for Members concerning the development and implementation of Service Instructions.

Close

Date of next meeting Tuesday, 24 March 2015

Signed: _____

Date: _____

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MERSEYSIDE FIRE AND RESCUE AUTHORITY			
MEETING OF THE:	CONSULTATION AND NEGOTIATION SUB-COMMITTEE		
DATE:	24 MARCH 2015	REPORT NO:	CFO/023/15
PRESENTING OFFICER	DEPUTY CHIEF FIRE OFFICER		
RESPONSIBLE OFFICER:	NICK MERNOCK	REPORT AUTHOR:	MIKE CUMMINS
OFFICERS CONSULTED:			
TITLE OF REPORT:	INDUSTRIAL RELATIONS UPDATE		

APPENDICES:	APPENDIX A:	REQUEST EXPRESSIONS INTEREST
	APPENDIX B:	INVITATION TO APPLY 24-HR SHIFTS
	APPENDIX C:	24-HOUR SHIFT/WTR MODEL

Purpose of Report

1. To inform members of the matters of negotiation and consultation currently subject to dialogue between Officers of the Authority and Representative Bodies since the last meeting of the Consultation and Negotiation Committee (CNC) of 2nd December 2014.

Recommendation

2. That Members note the progress being made;
 - a. To maintain effective and constructive industrial relations with Representative Bodies and;
 - b. To deliver the Authority's IRMP.

Introduction and Background

3. This report deals with matters of consultation and negotiation

Service Instructions

4. Following the last meeting of the CNC on 2nd December 2014, the Joint Secretaries has successfully concluded consultation on a total of 59 new or amended Service Instructions. At the time of writing this report a total of 10 Service Instructions remain in formal process. Examples of recent Service Instructions agreed between the parties include:-
 - a) Out of Area Deployments
 - b) Annual Leave
 - c) Guidance on Completing Policies, SOP's and SI's

- d) Secondary or Small Fires Strategy
- e) Water Rescue Assessment and Training

Review of Duty System

5. Members will recall that at the last meeting of CNC on 2nd December 2014 it was reported that the Joint Secretaries would undertake a review of the impact of the revised duty system for staff providing operational response. The new duty system which was introduced on 1st January 2014 equalised shift duration to 12-hours. The FBU has informed officers that their principal concerns relate to the shift start/finish times and the length of the day shift.
6. The intention of the Joint Secretaries was to complete the review in January 2015. However, due to continued dialogue with Representative Bodies over the possible wider introduction of 24-hour shifts, it has been agreed to suspend the review pending the outcome of this dialogue. The view expressed by the Fire Brigades Union (FBU) is that most of the substantive concerns expressed by their members in relation to the 12-hours shifts would be substantially alleviated or allayed by the wider adoption of 24-hour shifts at an increased number of fire stations. The Fire Officers Association (FOA) has confirmed that they are content with this approach.

24-hour Working

7. The FBU raised the issue of 24-hour working at the National Joint Council conciliation meeting held in London on 10th and 11th September 2014. This meeting was convened by National Officials following the registration of a dispute by the FBU relating to the approval by the Authority on 26th June 2014 of a range of Employment Policies. The matter was discussed further at a subsequent meeting with National Officials held on 29th September 2014. It was agreed that the parties would continue to work at the local level to review potential options for the broader adoption of 24-hour shifts subject to the condition set by the Authority of there being a clear operational rationale. This outcome and the commitment to further local dialogue were reported to the CNC at its meeting of 2nd December 2014.
8. Following further constructive dialogue in January 2015 the Joint Secretaries were able to identify a possible framework to allow for 24-hour working on the basis of a clear operational rationale. The framework and rationale are detailed below.

Framework for 24-hour Working & Operational Rationale

9. The Authority operational response model from 1st April 2015 provides for 24 appliances staffed on a wholetime basis and 4 appliances staffed on a wholetime retained (WTR) basis. Subject to the take up of sufficient numbers of WTR contracts to resource the staffing needs of 4 WTR appliances 24-hour working would be sanctioned for adoption at a limited number of stations identified by the Chief Fire Officer (CFO). The CFO considers that the take up of a sufficient number of WTR contracts to meet the staffing needs of 4 WTR

appliances constitutes the clear operational rationale necessary to justify the broadening of the availability of 24-hour working across more fire stations. 24-hour working is currently restricted to Croxteth Fire Station. Upon completion each of the new merged stations will provide a location for one of the WTR appliances staffed by the WTR contract holders.

10. The FBU expressed a preference for retained contracts at 5% of salary under which wholetime staff would offer 24-hours availability over an 8-day period averaged over an 8-week reference period. On this basis a total of 48 WTR staff would be required to resource the staffing need of 1 WTR appliance, with 192 WTR staff needed to staff 4 WTR appliances. This equates to 8 stations with all staff located at that station holding a WTR contract at 5% to ensure that the 4 WTR appliances remained fully staffed at all times (under retained arrangements).
11. The CFO has been clear that the continued operation of 24-hour working at any location will be subject to staff at that location continuing to hold a WTR contract and that this condition will be reflected in any contractual underpinning of the 24-hour/WTR model. If these conditions are not met then stations will revert from the 24-hour to the 12-hour shift model
12. Based upon the framework outlined above a communication was issued on 20th January 2015 which invited staff providing station based operational response to provide an expression of interest in taking up a WTR contract in conjunction with either 24-hour or 12-hour shifts (Appendix A). Over 350 expressions of interest were received from staff interested in working a WTR contract in conjunction with 24-hour shifts.
13. Following this positive response from staff and further constructive dialogue with Representative Bodies the framework was subject to further refinement. A communication, which was agreed with the FBU and FOA, was issued to staff on 20th February 2015 (Appendix B) inviting requests from staff to work at one of the paired locations selected for 24-hour working, subject to the relevant individual and collective contractual arrangements being put in place. This communication provided more detail on how the 24-hour/WTR model would operate and the key features are detailed below with the attached Appendix C providing a pictorial representation of how the model is constructed:

Based on retained contracts at 5% of salary a total of 8 x stations operating as paired units are required to meet the staffing needs of 4 x wholetime retained appliances. The units will initially consist of:

- Kirkby & Bootle Netherton
- Huyton & St Helens
- Old Swan & Speke Garston
- Upton & Bromborough

Prior to the completion of the current station merger programme the 4 x retained appliances will initially be located at:

- Bromborough or Upton (subject to access requirements) (Wirral)
 - St Helens (St Helens)
 - Kirkby (Knowsley)
 - Old Swan (Liverpool)
14. At the time of writing a total of 207 staff have submitted applications to work at one of the 4 paired locations for 24-hour working. The staffing requirement for 4 WRT appliances is 192. In broad terms there are sufficient numbers to meet the staffing needs of the WTR appliances allocated to Wirral, St Helens and Knowsley. The response for Liverpool has to date been low, albeit that the deadline for applications does not close until midnight on 12th March 2015 (figures correct at the time of writing). As there is an excess of applications in some districts then the Authority will be required to apply a selection process.
15. It may be that there are insufficient numbers of volunteers to staff the WTR appliance located in the Liverpool district. However, there may be an excess of applications from other districts. Should this arise then consideration will be given to posting individuals into the Liverpool district to accommodate their wishes to work 24-hour shifts. This arrangement would be subject to individuals being able to meet the 30-minute mobilisation requirement for the WTR appliance to which they would be attached.
16. A communication that was agreed with the FBU was issued to staff on 20th February 2015 inviting a request to undertake 24-hour working in conjunction with a WTR contract at 5%, based upon the agreed framework. However, subsequently the FBU has proposed that a revised framework based upon retained contracts at 2.5% of salary should be considered. This option would involve increasing the number of stations working 24-hour shifts to 16. This proposal has been rejected on the basis that an increase in the number of stations operating 24-hour shifts beyond the proposed level of 8 would, whilst being administratively more burdensome, also negatively impacts upon the future scope for the Authority to introduce changes to duty systems as result of further funding cuts. Additionally, a model with 16 stations operating 24-hour shifts would be more difficult to revert to a 12-hour shift pattern in the event of staff failing to meet their commitments under their WTR contracts, whilst from an Equality and Diversity perspective a preponderance of 24-hour stations reduces the locations at which a more family friendly 12-hour model can operate.

Voluntary Additional Hours

17. On 25th February 2015 the FBU confirmed that action short of strike action (ASOS) in relation to the ongoing FBU dispute with Government over reforms to the Firefighters Pension Schemes would no longer include an overtime ban. This position has opened up the possibility of entering into a new agreement with the FBU locally over Voluntary Additional Hours (VAH).

18. VAH which are paid at flat rate offer the Authority a useful and cost effective tool for maintaining appliance availability in the context of staffing level fluctuations and also underpin the staffing arrangements of stations operating under the Self-Managed Team (SMT) principles.
19. Dialogue with the FBU and the FOA is now ongoing with the object of exploring the scope for a new collective agreement to provide for the use of VAH to help maintain appliance availability.

Equality and Diversity Implications

20. There are no Equality and Diversity implications arising from this report.

Staff Implications

21. There are no staffing implications arising from this report.

Legal Implications

22. There are no legal implications arising from this report. The Director of Legal Services is consulted upon all matters related to the work of the Joint Secretaries.

Financial Implications & Value for Money

23. There are no financial implications arising from this report.

Risk Management, Health & Safety, and Environmental Implications

24. There are no risk management, health and safety or environmental implications arising from this report.

Contribution to Our Mission: *Safer Stronger Communities – Safe Effective Firefighters*

25. Good industrial relations support the Authority in its mission to ensure *Safer Stronger Communities and Safe Effective Firefighters*.

BACKGROUND PAPERS

CFO/124//14 If this report follows on from the CNC report of 2nd December 2014.

GLOSSARY OF TERMS

MFRA	M erseyside F ire and R escue A uthority is the physical and legal entity.
MFRS	M erseyside F ire and R escue S ervice is the service provided by MFRA.
CNC	C onsultation & N egotiation S ub-Committee
WTR	W holetime R etained C ontract
FBU	F ire B rigades U nion
FOA	F ire O fficers A ssociation

VAH
CFO

Voluntary Additional Hours
Chief Fire Officer

From: Stephens, Dan
Sent: 20 January 2015 07:52
To: All MFRS
Subject: Wholetime retained working in conjunction with 24 hour shifts - expressions of interest

PURPOSE OF EMAIL:-	To advise all operational personnel of the positive progress that has been made between the Authority, the Fire Brigades Union (FBU) and the Fire Officers Association (FOA) over the possible adoption of 24-hour working arrangements at up to 8 station locations subject to the introduction of Wholetime Retained contracts to support appliance availability at merged stations.
FOR THE ATTENTION OF:-	All operational personnel.
ACTION REQUESTED:-	<p>Following recent positive dialogue at Joint Secretaries the Authority, the FBU and FOA have been able to agree a framework that will provide for the introduction of 24-hour working at up to 8 station locations subject to take up by staff of sufficient Wholetime Retained Contacts (WTR) to crew 4 X WTR appliances at merged station locations.</p> <p>This agreement has been endorsed by the FBU Brigade Committee and mirrors collective agreements in place with FOA. The Joint Secretaries will now work to deal with all implementation issues arising out of the agreement. The terms of agreement are set out below.</p> <p>AGREEMENT</p> <p>Merseyside Fire and Rescue Authority (MFRA) and Merseyside Fire Brigades Union (FBU) recognise that due to the severity of the cuts to the Fire and Rescue Service on Merseyside these are incredibly difficult times for MFRA and the FBU.</p> <p>However, both parties are in full agreement that the Wholetime (WT) staffing model is still the preferred operational response option and that as MFRA adjusts to accommodate a budget reduction of over £27m the safety of the public and firefighters is quite rightly our priority.</p> <p>In an attempt to maintain the most effective levels of fire cover possible, whilst coping with a massively reduced budget, MFRA and the FBU have formulated a proposal for FBU members to consider. It is the belief of both parties that this proposal (if accepted) will maintain the best levels of WT response possible, within the budget constraints, and also provides a shift pattern that a number of FBU members have requested.</p> <ul style="list-style-type: none"> ▪ Until 1st April 2015 the Service will endeavour to sustain 28 WT pumps (including 4 LLAR) through the utilisation of WTR contracts to facilitate wholetime availability. The budget cuts applied as of 1st

April 2015 reduces the number of WT pumps to 24. It is the intention of MFRA to maintain the 4 appliances previously crewed Wholetime on a WT retained basis

- MFRA will endeavour to avoid Firefighter compulsory redundancies through the use of reserves
- Currently on any given shift there are up to 6 WT pumps off the run due to factors affecting operational staffing
- To maintain 4 appliances on a WT basis until 1st April 2015 would require 96 Firefighters/Watch Managers on a 42 hours per week (48/8) retained contract (10% retaining fee) to maintain full availability.
- In order to achieve the highest uptake possible and to reduce the amount of retained availability required from personnel MF&RA will offer a 5% retaining fee for 21 hours cover per week (24/8). This would require 192 contracts distributed evenly amongst the 4 watches (48 per watch with a pre-determined number of drivers and Watch Managers)
- In practice this would require a contract holder to provide 24 hours retained cover in every 8 day period. As MFRA would commit to seek to maintain 28 WT appliances until 1st April 2015 there is a very high likelihood that each individual would be called in to complete 24 hours on station in every 8 day period, for which they would be paid the hourly rate in addition to the retaining fee.
- Beyond 1st April 2015 contract holders would still be required to provide 24 hours cover but would be much less likely to be utilised. The WT retained contracts post 1st April 2015 would be primarily used to provide retained availability at the 3 merged stations and at Old Swan community fire station subject to the outcomes of public consultation on the Allerton closure proposal
- Dependent on the uptake of WTR contracts to provide retained capability MFRA will convert up to 8 Community Fire Stations to 24 hour working. Those stations to be determined at the agreement of MFRA and the Representative bodies.
- The amount of 24 hour working locations (up to a maximum of 8) will be completely dependent on the required number of WTR contracts being maintained to achieve the 4 WT retained appliances. If insufficient numbers are attained, or employees give notice of termination of their wholetime Retained Contract and they are not replaced by another volunteer who will undertake a WT retained contract, then 24 hour working at a specific location will be withdrawn
- Where personnel wish to undertake a retained contract but remain on the 12/12 duty system then this will be considered subject to there being sufficient expressions of interest to maintain wholetime retained appliance(s) availability
- These proposals are intended to maintain appliance availability and to attain 5 riders on every rescue appliance
- The local Joint Secretaries will monitor total WTR hours utilised to

	<p>identify any excessive hours being worked. Data will be provided to the FBU in respect of this. Progress will be reviewed at 1st April 2015 and periodically thereafter as mutually agreed</p> <p>The FBU and MFRA agree that if the financial position improves then all efforts will be jointly undertaken to return frontline emergency operational appliances that have been lost due to the cuts back to wholetime operational availability.</p> <p>This collective agreement is advanced to best protect Merseyside firefighters and community members alike and as such will be regularly monitored and reviewed.</p>
DATE ACTION TO BE COMPLETED BY:-	<p>TRM will now seek expressions of interest from staff interested in taking up Wholetime Retained contracts in conjunction with 24 or 12 hour shifts. Expressions of interest should be directed to the 24hrWTR@merseyfire.gov.uk e-mail address and should specify a preference of 12 or 24 hour shifts.</p> <p>The time frame for expressions of interest will be 21 days commencing today 20th January and concluding 11th February. Thereafter, and subject to sufficient expressions of interest being received, the local Joint Secretaries will meet to agree a time frame and process for implementation.</p>
HELP AND CONTACT INFORMATION:-	<p>Nick Mernock (nickmernock@merseyfire.gov.uk) Merseyside Fire and Rescue Authority</p> <p>Mark Rowe (mark.rowe@fbu.org.uk) FBU</p> <p>Chris Case (chriscase@merseyfire.gov.uk) FOA</p>

Dan Stephens,
Chief Fire Officer,
Merseyside Fire and Rescue Service,
Bridle Road,
Bootle,
Merseyside,
L30 4YD

0151 296 4102
07967371690

dan.stephens@mfrs.cism.net

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From: Mernock, Nick
Sent: 20 February 2015 09:21
To: All MFRS
Subject: 24HR WTR
Attachments: Whole time Retained.docx

PURPOSE OF EMAIL:-	To update operational personnel with regard to the implementation of 24-Hour Wholetime Retained (24HRWTR) working.
FOR THE ATTENTION OF:-	All operational personnel.
ACTION REQUESTED:-	<p>Further to the communication dated 20th Jan 2015 there has been continued positive dialogue between the Authority, FBU and FOA which has led to the agreement of a framework that provides for the introduction of 24HRWTR working at up to 8 locations. This agreement is subject to / dependent upon the take up of sufficient wholetime retained contracts (WTR) to crew 4 x WTR appliances at merged station locations.</p> <p>The Authority requested expressions of interest from staff who were interested in undertaking wholetime retained contracts, with a preference for either 24HRWTR or 12HRWTR shifts being sought. The Authority can now confirm that over 350 personnel expressed an interest in undertaking a Wholetime Retained contract, with the overwhelming majority stating 24HRWTR shifts as their preference.</p> <p>This update is intended to provide further detail regarding the 8 stations that the Authority has identified as being suitable to implement the 24HRWTR system on and on the proposed system itself. Further information can also be found in the FAQ's which will be issued shortly</p> <ul style="list-style-type: none"> • The Authority has determined that based on a clear operational rationale it is possible to introduce 24HR WTR working at the operational stations identified below which will be paired into 'units' as follows: <ul style="list-style-type: none"> ○ Kirkby & Bootle Netherton ○ Huyton & St Helens ○ Old Swan & Speke Garston ○ Upton & Bromborough • The Authority is progressing with the proposed station mergers, an

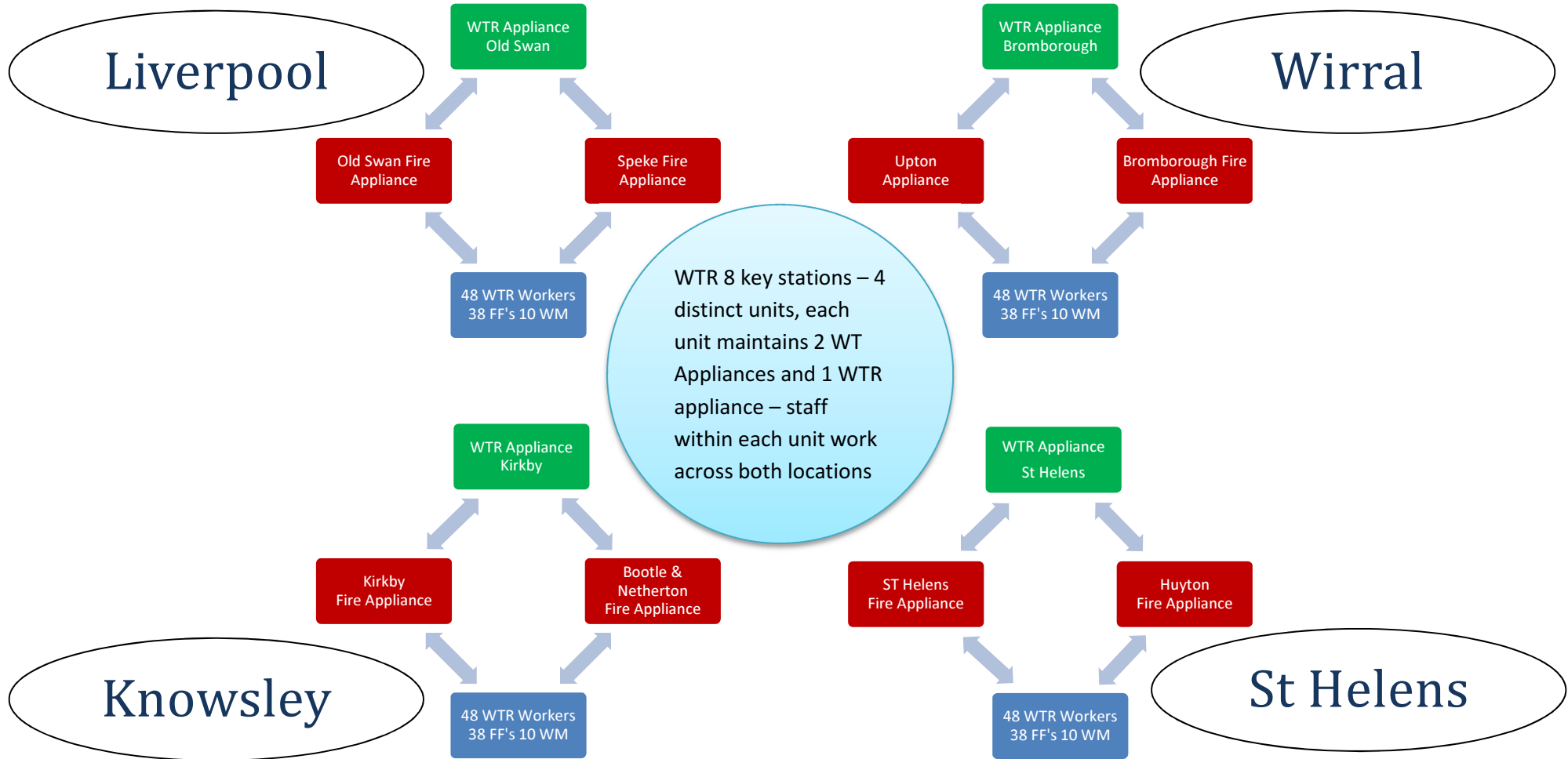
integral part of which is the implementation of wholetime retained. During the interim period the wholetime retained appliances will, for practical purposes be situated at the following stations:

- Bromborough (Wirral)
 - St Helens (St Helens)
 - Kirkby (Knowsley)
 - Old Swan (Liverpool)
- The 48 staff who undertake a 5% WTR contract will work as a self-contained team across each pair of stations (as listed above). It is envisaged that if the self-contained team at individual locations operates in an efficient manner that staff movement between locations will be minimal. The team will ensure that both WT appliances are crewed with 5 riders (inc an OIC and driver), and the WTR appliance has 5 personnel (inc OIC and driver) providing cover within the 30 minutes isochrones.
 - A selection process will be carried out if applicant numbers exceed available positions within each self-contained unit (pair of stations).
 - The team of 48 allocated to each unit will be made up of 10 x WM and 38 x FF's. Each team member will be required to undertake a 5% WTR contract (at WMA or FF) with a commitment of providing 1 x 24hr period of WTR cover every 8 days (on average over an 8 week reference period to provide additional flexibility for teams)
 - Each 'unit' will operate as a self-contained team and will organise 24HR WT shifts, 24HR WTR cover and leave locally in line with a team based approach that accommodates individual preferences and needs along with skills/staffing requirements for each unit. Required periods free from duty prior to and after 24HR shifts will be as detailed within the extant 24HR Collective Agreement.
 - For clarity there is no requirement to work any additional shifts outside of what staff would be contractually obliged to provide post 1st April 2015 : i.e. 2x 24hr WT shifts and 1x 24hr WTR However all participants must be aware that if any location is unable to provide the required staffing levels then the station will revert back to the 12/12 duty system

	<ul style="list-style-type: none"> • Each unit will effectively work as a 3 pump station/unit (2WT and 1 WTR) however staff can be required to work across both unit locations. The attached document “Wholetime Retained” illustrates how the system will be approached. • To provide personnel working 24WTR with additional flexibility when rostering their wholetime or retained shifts the four designated units (Kirkby & Bootle Netherton, Huyton & St Helens, Old Swan & Speke Garston, Upton & Bromborough) can utilise the SI 0812 ‘Management of Watch Based Self Rostering – Exchange of Duty Model’ to exchange wholetime or retained shifts between the 2 paired locations. The parameters contained within the SI will apply within these units and operate at no additional cost to the Authority. • Staff will be required to carry their own PPE when providing WTR cover to ensure that when mobilized, a 30 minutes response can be achieved. Two pool cars will be assigned to each unit (one for each location) to assist with PPE movement. • The Service will undertake a review of existing staff welfare facilities at all 8 locations to determine if facilities require and can feasibly be improved for those units where 24HRWTR will be worked. <p>Staff will be aware that the agreed framework communicated on 20th Jan 2015 included provision for the Authority to utilise WTR contracts to sustain 28 WT appliances until 1st April 2015. This stated that individuals holding contracts would be mobilised for 24HR under their retained contract to support the crewing the current 28 WT appliances. The Authority remains committed to utilising this approach up until 1st April 2015 once sufficient staff have been issued within retained contracts and commenced 24HR working.</p>
<p>DATE ACTION TO BE COMPLETED BY:-</p>	<p>TRM now seek requests from staff who are interested in undertaking the 24HR WTR system as described above to be considered for one of the 4 units.</p> <p>Staff who did not initially express an interest following the 20th Jan</p>

	<p><u>communication remain eligible to submit a request for consideration.</u></p> <p>Requests submitted for a preferred unit will signal a firm intent of the individual to work this system however final confirmation will only be agreed once the relevant contractual agreement is reached between the Authority and individual.</p> <p>Applicants should email 24hrWTR@merseyfire.gov.uk confirming their wish to be considered for a position within one of the 24HRWTR units. <u>The specific unit (Wirral/St Helens/Liverpool/Knowsley) requested must be stated on the email. Specific stations will not be recorded.</u></p> <p>The time frame for requests will be 21 days from the date of this email after which time the selection process to confirm successful candidates will commence. During this 21 day period the Joint Secretaries will work towards formalising an agreement for 24HRWTR based on the above criteria.</p>
<p>HELP AND CONTACT INFORMATION:-</p>	<p>Nick Mernock (nickmernock@merseyfire.gov.uk) Merseyside Fire and Rescue Authority</p> <p>Mark Rowe (mark.rowe@fbu.org.uk) FBU</p> <p>Chris Case (chriscase@merseyfire.gov.uk) FOA</p>

Whole time Retained



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