

Mr M. Rowe
Brigade Secretary
FBU Office
50 – 54 Mount Pleasant
Liverpool
L3 5SD

16th September 2013

Dear Mr Rowe

RE: RAP AGREEMENT WORKING GROUP

I refer to our latest meeting of the 11th September 2013 convened following both sides acceptance of the Resolution Advisory Panel's (RAP) recommendation.

During this meeting I think we both recognised the benefits of considering an early move to the 12/12 duty system as more preferable than implementing the 10.5/13.5 duty system for one year as a transitional measure.

In reaching this position I acknowledge the positive, constructive and open manner in which you have entered into these discussions.

As a result and after listening to your representations I am able to confirm that in acceptance of a move to the 12/12 duty system on the 1st of January 2014 the Authority would commit to the reintroduction of the following conditions;

- (1) A role distribution of 4 x WMA on a one pump station and 4 x WMB and 4 x WMA on two pump stations.
- (2) A ridership factor of 1.2
- (3) An aspirational target of 5 riders on 100% of occasions and a LPI (minimum standard) of 5 riders on 90% of occasions.
- (4) The commitment to recruit into 8 wholetime posts in 2013/14 and 14/15.

In addition to this Service provides an undertaking, to consider the introduction of 24 hour shifts at locations where there is strong operational rationale for doing so.

This undertaking will be considered in light of the Comprehensive Spending Review for 2015.

At the same time we will consider the feasibility of a watch based self rostering system, as proposed by the Fire Brigades Union.

I hope this clarifies the current position, however if I have omitted any issue please let me know.

I would be grateful if you would now consider this proposal through your agreed union procedures and advise of your acceptance or otherwise by the 23rd September 2013).

Yours sincerely

N Mernock
Director of People & Organisational Development