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Your ref:

Our ref: NM/MC

Date: 4th July 2014

Dear Mark,

24- Hour Working Collective Agreement

Thank you for your letter of 1st July 2014 concerning the extant collective agreement for 24-hour working.

I share your view that the meaning of the collective agreement is clear but not your interpretation of that meaning. The provision of this agreement is required under the Working Time Regulations if the Authority elects to offer 24-hour working arrangements to employees where it considers this to be appropriate i.e. where an operational rationale exists for doing so. However, the agreement does not place an obligation on the Authority to meet requests from employees for 24-hour working arrangements and on this basis my view is clear - there has been no breach of the collective agreement.

The position of the Authority in relation to 24-hour working remains the same that it will consider such requests where an operational rationale exists for doing so. I note that discussions continue at Joint Secretaries level with regard to a proposal from the FBU to seek the introduction of 24-hour working at a number of stations subject to a requirement of the Authority that any duty system is based on the self-managed

teams concept being adopted at these locations. I believe the best option at this time therefore, is for both parties to continue this ongoing and constructive dialogue.

Yours sincerely,

Nick Mernock
Director People & Organisational Development

Copies to:

Mike Cummins