



**Simon Mansfield, Branch Secretary**

**UNISON Merseyside Fire and Rescue Service Branch**

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Date: 7<sup>th</sup> June 2013

Dear Mr Mernock and Mr Cummins,

**IRMP Consultation – Final Response**

Thank you for the opportunity to provide feedback on the IRMP and for your meeting time. We are however surprised to see the deadline extended and as such did not discuss the matter at our last Branch Committee, following the pressure applied to respond previously. I am happy to respond as Branch Secretary and ratify these comments at our next Branch Committee:

**Non Uniform injuries**

Following your response, we are satisfied that significant efforts have been made to address back injury, but are not satisfied that other risks are catered for. Our Health and Safety Officer is now addressing these with John McNeil. However, we are glad that our H&S Officer is being welcomed in to discuss these matters.

**JCC expense alternatives**

We would argue that Merseyside Police should be responsible for their own security and construction requirements and that remote/ progressive working, whilst initially potentially challenging for some managers has so many benefits in terms of HQ reduction, travel reduction, risk reduction (foul weather), work life balance, cohesion between different MFRS Teams and planning permissions (re Travel Plans).

**Training needs/ budgets & PDPs**

We are aware that these are in place in some teams and are also pleased to see this being introduced to their team managers yesterday (as a result of our raising of the issue?), but would welcome the reassurance that these are positive, developmental exercises and not focussing on problems, issues or Disciplinarys from the previous years, apart from plugging skills gaps.

**Promotion of Opportunity**

We support this aspiration in the IRMP, but do not agree that it is fully in place at the moment, as demonstrated by some of our most recent cases and grievances.

As the IRMP is forward looking and not reflective, we are happy for it to proceed and to conclude consultation, however we would not be prepared to use the name of UNISON in approving the document. Feel free however to state that you have consulted with UNISON.

Thank you for the opportunity for our consultation.

Yours sincerely,

For and on Behalf of Merseyside Fire & Rescue Service UNISON Branch

Simon Mansfield  
Branch Secretary