



Fire Officers' Association
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Mr N Mernock (MFRS Joint Sec)
Merseyside Fire and Rescue Service
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Date: 28th January 2015

Dear Nick,

Thank you for the opportunity to comment of the proposed Merseyside Fire & Rescue Service Integrated Risk Management Plan (IRMP) 2015 – 2017.

The Association continues to sympathise with the position the Fire Authority finds itself in, the speed and depth of the grant cuts imposed by central government have placed the Authority in an almost impossible position and we applaud the continued wish to avoid compulsory redundancies through the savings process.

With regards specific points in the IRMP, we would offer comment on the following points -

We note that there is a proposal to review the Senior Officers Duty System –

'The current Officers flexi-duty system will be reviewed to ensure an appropriate number of operational officers available 24/7 for attending operational incidents; whilst ensuring we maximise the managerial hours available in the workplace'.

The Association will engage fully in this review but must stress that the Officer membership currently provides significant and working flexibility within the current system and there is a great deal of work provided through discretionary activity during non-rostered hours.

The system has been reviewed several times in the past ten years with changes to the number and working patterns of the Officers, we continue to manage with a relatively small team of Officers. The Association would be committed to ensure that any working pattern would not negatively impact on the work life balance of our members or increase workloads beyond reasonable limits.

With regards the Firefighter Fitness Policy (Page 23) –

The Fire Officers Association are engaged nationally as are other the representative bodies, CFOA and the Chief Advisor over this subject. We feel any fitness standard should be nationally agreed; however for any locally determined elements and/or any local implementation we would request detailed consultation to ensure our members are fully engaged in all aspects of the process and the required trust and confidence can be built and maintained.

We maintain excellent links in terms of industrial relationships with our fellow representative bodies and the management of the service, we will continue to consult, negotiate and discuss matters through these links so endeavouring to safeguard our members.

Yours sincerely

Chris Case
Merseyside Branch Secretary FOA