

COLLECTIVE AGREEMENT VOLUNTARY ADDITIONAL HOURS

Dated – 1st September 2015

1. Parties

- 1.1 Merseyside Fire & Rescue Authority of Fire and Rescue Service HQ, Bridle Road, Bootle, Merseyside, L30 4YD.
- 1.2 The Fire Brigades Union of Fire and Rescue Service HQ, Bridle Road, Bootle, Merseyside, L30 4YD.

2. Definitions

In this agreement:

- 2.1 “The Authority” means Merseyside Fire & Rescue Authority.
- 2.2 “The FBU” means the Fire Brigades Union.
- 2.3 “Voluntary Additional Hours” (VAH) means hours worked over and above an individual’s contractual commitment under his/her primary contract.

3. Background

- 3.1 This collective agreement sets out the arrangements in place for an employee providing Voluntary Additional Hours to the Authority to meet its staffing requirements.
- 3.2 Existing overtime arrangements relating to casual (change of shift) overtime, public holiday payments and recall to duty are unaffected and arrangements in place for those circumstances remain extant.
- 3.3 Voluntary Additional Hours will (from a date determined by the Authority) be managed through the StARS system and guidance in this regard will be issued by Time & Resource Management
- 3.4 Pending the introduction of StARS, interim arrangements for the management of Voluntary Additional Hours will be put in place by Time & Resource Management.
- 3.5 Employees who volunteer to work Voluntary Additional Hours at short notice will be registered with the Service and may be contacted from time to time at such

short notice.

- 3.6 Both parties enter into this temporary collective agreement without prejudice to previous Voluntary Additional Hours agreements on the basis that this agreement is not intended to set any precedents relating to previous and future agreements regarding Voluntary Additional Hours.

4. Utilisation of VAH

- 4.1 Subject to budgetary constraints Voluntary Additional Hours will primarily be utilized by the Authority to ensure that:
- 4.1.1 24HR/WTR stations can staff up to 5-riders on all occasions.
 - 4.1.2 Appliance availability and 5-rider crewing levels can be maintained at 12-Hour shift stations.
 - 4.1.3 Ecclestone, West Kirby and Whiston will not be staffed by recourse to Voluntary Additional Hours but may be staffed where sufficient personnel are available.

5. Status of Agreement

- 5.1 There is no obligation to offer work and no obligation for the employee to accept work as a consequence of this agreement.
- 5.2 Nothing in this agreement constitutes a Contract of Employment.
- 5.3 Employees' undertaking Voluntary Additional Hours under the terms of this agreement will be accountable to the Line Manager they are working under.

6. Pay

- 6.1 Employees undertaking work under the Voluntary Additional Hours agreement will receive the rate of pay commensurate with the role being carried out at that time the Voluntary Additional Hours are worked.
- 6.2 Staff undertaking Voluntary Additional Hours at their home station will be paid at flat rate for these hours.
- 6.3 For the purposes of this agreement a 24HR/WTR Unit is considered as home station for all staff located at the two stations making up the Unit. As such any Voluntary Additional Hours paid to staff based at 24HR/WTR Units undertaking Voluntary Additional Hours at either station will always be at flat rate.

- 6.4 Staff undertaking Voluntary Additional Hours at stations other than their home stations will be paid an additional flexibility allowance of 1-hours at flat rate.
- 6.5 For the duration of this collective agreement the current arrangements for detached duty payments will remain in place. Staff subject to detached duties will not be entitled to the additional 1-hour payment at flat rate.

7. Hours of Work

- 7.1 There are no regular or fixed hours of work or shifts for employees undertaking Voluntary Additional Hours. The employee will provide Voluntary Additional Hours on an “as and when” basis, as required to meet the needs of the Authority from time to time and as agreed by the employee.
- 7.2 Time and Resource Management (TRM) will monitor the allocation of Voluntary Additional Hours to employees to identify if individuals work excessive hours.

8. Withdrawal of Availability

- 8.1 Voluntary Additional Hours including arrangements for withdrawing availability will (from a date determined by the Authority) be managed through the StARS system and guidance in this regard will be issued by TRM.
- 8.2 Pending the introduction of StARS interim arrangements for the management of Voluntary Additional Hours, including arrangements for withdrawing availability, will be put in place by Time & Resource Management.

9. Access to Voluntary Additional Hours

- 9.1 Both parties are committed to ensuring equality of access to Voluntary Additional Hours under this agreement.

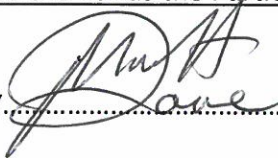
10. Fire Kit & Personal PPE

- 10.1 Prior to the completion of the work currently being undertaken by Bureau Veritas to address concerns raised by the FBU, the Service’s courier arrangements will be utilised to move a Firefighters’ kit from and to his/her home station when voluntary additional hours are undertaken if this is requested by the individual employee and subject to operational demands on the courier service.

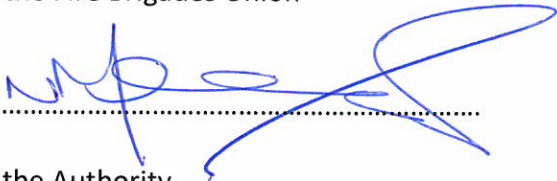
11. Termination Or Amendment

11.1 This collective agreement with remain extant for a period of 3 months unless extended by mutual consent.

AS WITNESS the hands the Parties

SIGNED BY 

For and behalf of the Fire Brigades Union

SIGNED BY 

For and behalf of the Authority