



# LANCASHIRE FIRE BRIGADES UNION

LANCASHIRE FIRE & RESCUE SERVICE TRAINING CENTRE, WASHINGTON HALL, WESTGATE, CHORLEY. PR7 6DH

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## Appendix 1

### *FBU Response to RDS Salary Review Consultation*

The FBU welcome the opportunity to respond to consultation on the RDS salary review. In essence, our response will be quite brief as the process undertaken by LFRS in determining a suitable proposal has involved our RDS members on the RDS steering group.

The FBU have been kept abreast of developments from an early stage by the Director of Corporate Services who has supplied us with paperwork and invited us to meetings. The FBU Brigade Secretary was also invited to and attended one of the Q&A sessions hosted by LFRS.

The proposal being put forward appears to us to be a sensible one; it is a hybrid model incorporating some elements of 'Grey Book' conditions and some elements outside of Grey Book conditions. However, the elements outside are an improvement, which we welcome. It appears to us that the service have listened to RDS staff (our members) on the steering group, as the proposal seems to address both activity and availability concerns. We also welcome the offer three years pay protection to staff who may be worse off under the new scheme {from figures provided to us by LFRS we anticipate this to be no more than 20%}.

Subject to approval by the Combined Fire Authority in December, FBU officials will commence a full consultation of our members on the proposal through December and January before reporting our reporting findings to management.

The only areas of concern we have is around 1) Rostering and 2) Booking back on cover.

1. Regarding rostering, we would like to see some resilience built in to support firefighter safety. For example, the normal crewing level at a one-pump station is five; we would expect six to be rostered on duty to provide resilience against pager defects, traffic congestion or accidents to staff en-route etc. Equally, in order to maintain safe crewing levels of five and four at a two-pump station we would expect resilience to be built into the number of staff rostered on duty for the same reasons. The FBU believe it is better to provide resilience to maintain normal crewing levels than it is to try to maintain minimum crewing levels.
2. Concerns have been raised with us about booking back on cover; the FBU would expect that those members on duty giving contracted hours of cover would be the ones who ride the appliance, subject to normal time limits i.e. five minutes. We would not expect someone on contracted hours to miss turning out on the appliance at the expense of someone booking back on cover.

Ian McGill

FBU Brigade Secretary

6<sup>th</sup> December 2016