



Scottish Fire Service Advisory Forums Established

On the enactment of the Fire (Scotland) Act 2005, the previous statutory Ministerial Advisory body (SCFBAC) for the Fire Service was abolished.

The Fire Brigades Union argued that any new advisory body should also be statutory and be included in the legislation.

Unfortunately, due to the political fall out from our National Pay Dispute, this argument was lost, however, the Minister did give an assurance that a non statutory body would be put in place.

New Structure

In recent months, a new structure was invoked. This has taken the form of 3 Advisory Forums:

1. Service Delivery Advisory Forum (SDAF): This Forum is Chaired by Brian Allaway, who is the Chief Fire Officer for Lothian

& Borders Fire & Rescue Service. He chairs the Forum in his capacity as the Secretary of the Chief Fire Officers Association (Scotland) (CFOA).

This Forum will meet quarterly and will consider such issues as delivering the Service, in a practicable way, based on the Fire Service Framework (Scotland) Order 2005.

2. Strategic Advisory Forum (SAF): This Forum is chaired by Pat Watters, President of COSLA.

This Forum will consider more strategic matters that affect the Service.

3. Ministerial Advisory Forum (MAF): This Forum is chaired by Hugh Henry, Deputy Minister for Justice.

This Forum will consider matters such as those relating to legislation

national resilience and central funding.

Positive Start

The SDAF and the MAF have held their inaugural meetings. Both meetings were extremely positive, however, many difficult & contentious issues will need to be addressed in the near future.



Hugh Henry chairs the Ministerial Forum

The Fire Brigades Union is delighted to be sitting on all 3 Forums and we look forward to contributing as positively & constructively as possible in each of them.

Equality & Diversity in the Fire Service

Agreement reached to explore developing Strategies & Policies to Deliver Diversity & Equality

The Fire Brigades Union, at the inaugural meeting of the Ministerial Advisory Forum, raised as its first agenda item, **Developing Strategies & Policies to Promote Diversity & Equality in the Scottish Fire Service.**

Delivering

The Fire (Scotland) Act 2005 and the Fire Service Framework (Scotland) Order 2005 have The references to diversity. The FBU wishes to put more 'meat on the bone' by exploring strategies & policies that will practicably deliver the goals of improving the

numbers of women & ethnic minority employees in the Service.

This attracted unanimous consensus within the Forum and we look forward to working with HMI, CFOA and Justice Department Officials in progressing this agenda.

Cultural Audit

The first step will begin on the publication of the **Cultural Audit Report**, which was conducted in all Scottish Brigades by HMI Scotland. The Report is due to be published in late summer, and will

be helpful in progressing the issues.

Hard Work Ahead

There is a great deal to do and the task is considerable, but we are convinced that all concerned are fully committed.



Increased Threat: Decreased Service?

Scottish Fire Services Chief Inspector's Report on Operational Preparedness for Simultaneous Terrorist

In a recently published Report, Jeff Ord, Chief Inspector for the Fire Services in Scotland, gave his views on the operational preparedness of Scottish Fire Services in the event of a simultaneous terrorist attack.

Amongst his recommendations, in light of an **INCREASED** Terrorist threat, were to **DECREASE** the number of Fire Service Control Rooms, and to **REDUCE** the number of Brigades in Scotland to 1 single Brigade - **WITHOUT DELAY**.

Interestingly, he also demanded more decisive political & professional leadership in relation to the future of Control Rooms.

Reasoning?

improvements to communications across all Blue Light Services is required, including interoperability between the services, it is difficult to find the reasoning behind dealing with an increased threat, by



There is only one way of properly ensuring that the Service is ready to deal with an increased Terrorist threat and increased responsibilities, and that is to

INCREASED ACTIVITIES & ADDITIONAL LEGAL RESPONSIBILITIES ON THE FIRE SERVICE

*Community Fire Safety
Special Services
Train Crashes
Plane Crashes
Water Rescues
Line Rescues
Urban Search & Rescues
Mass Decontaminations
Terrorist Incidents*

WHAT NEEDS TO BE DONE TO COPE WITH THESE INCREASES

**INCREASE FUNDING
INCREASE RESOURCES
INCREASE THE NUMBER OF
FIREFIGHTERS
INCREASE & IMPROVE
TRAINING
IMPROVE EQUIPMENT**

**Fire Service Pay
Formula delivers a
2.7% Pay Increase for
Fire Service Personnel**

The National Joint Council for Local Authority Fire Brigades in the UK met recently to agree a pay rise for Fire Service Personnel of **2.7%**.

Formula

This rise will apply from 1st July 2006. The figure was produced by a Pay Formula that was agreed at the end of the National Pay Dispute. The previous formula reflected the rises of the upper quartile of male manual workers. The new formula was designed to

reflect more professional pay increases, by being attached to the pay rises of Associated Professional & Technical employees.

Disappointment

Unfortunately, the 2.7% increase has fallen short of the expectations that the new formula gave Firefighters & Emergency Fire Control Operators.

Despite this, a Pay Formula remains the best mechanism for agreeing pay increases. National Fire Service employers have stated that they wish to see an end to a pay formula for future years and instead engage in annual pay bargaining. This would only

unrest. This cannot be a positive way forward for the Service.

The Fire Brigades Union continues to support the use of a Formula for the purposes of determining pay increases

**The
Fire Brigades
Union speaks on
behalf of**

**Professional
Firefighters
&
Emergency Fire**

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