



FIRE BRIGADES UNION

Scotland *Newsletter*

THE PROFESSIONAL VOICE OF YOUR FIREFIGHTERS

February 2021

Further Negotiations with the Scottish Fire and Rescue Service on Pay

Members will be aware from previous communications that the FBU have always remained open to further discussions with the SFRS on broadening the role of firefighters for pay.

While the previous Scottish offer was rejected by members, the talks themselves were often constructive and some progress was made despite the fact that a final agreement could not be reached.

Members were clear during the ballot that the reasons for rejection were specific areas of concern rather than opposition to all issues raised by the SFRS. Before any further dialogue took place however, the COVID-19 pandemic erupted and much of the focus of the union's work over the past months has inevitably been on COVID-related issues.

As the FBU has made clear from the start, we are committed to work to produce an offer which is acceptable to members and we will continue to pursue this on your behalf.

We can now confirm that the FBU General Secretary has informed the NJC that he has written to the Chief Officer to request confirmation of suitable dates to **immediately** recommence negotiations on broadening the role of firefighters in Scotland for pay. These letters have been sent out via the Regional Committee and our structures for information and hard copy included with this newsletter.

We will keep members informed of developments on this front, including the response from the SFRS to our request to continue negotiations.

Campaigning for the Scottish Parliament Elections

The FBU have a proud tradition of political campaigning during elections. As we approach the Scottish Parliament elections, it's vital that we use this opportunity to demand the following:

- investment in the SFRS
- firefighters pay, terms and conditions are not eroded
- no cuts to our profession

FBU members have a vital role to play in this campaign and we are in the process of finalising our material and manifesto with our key demands. Further members updates on the campaign will be sent out via our structures. It's important your branch/section are represented.

Don't forget that a comprehensive list of legal services are available to members and their families.

Information leaflets are available and details can be found on the legal services website



Contact the FBU Legal Service on

0808 100 6061

www.thompsonstradeunion.law/fbu

RDS Terms & Conditions

Negotiations between the FBU and SFRS for the standardisation of RDS terms & conditions have been ongoing for a significant period of time. Over the course of 2019 the SFRS made a series of offers to the FBU, which culminated in a 'final' offer being made in August of 2019. This offer was ultimately rejected by the Scottish Regional Committee (SRC), primarily in regard to the two parties being unable to reach an agreed position in relation to multiple disturbance / redirection payments, with negotiations ending without reaching agreement.

Where local agreement cannot be reached between a Fire and Rescue Service and the local FBU Brigade / Regional Committee, the matter can be referred to the National Joint Council (NJC) Resolution Advisory Panel (RAP) whose role is to assist the two parties to reach agreement or, where that is not possible, to make recommendations to resolve the dispute. The FBU SRC and the SFRS agreed to refer this matter to RAP in November 2019.

Following a significant delay, primarily due to the Covid pandemic, the RAP meeting took place in December 2020.

Unfortunately, despite a meeting of over ten hours duration, agreement between the FBU and SFRS could not be reached. The RAP Chair subsequently made a recommendation to resolve the matter, however given that this recommendation would not have resulted in FBU members being protected from suffering a pay detriment, or would have failed to standardise this element of RDS T&C's, the FBU could not accept this recommendation as a satisfactory resolution for RDS members.

That said the FBU remain determined to continue to fight to standardise RDS members T&C's. As a result FBU officials met for further discussions, and following detailed meetings a possible resolution was identified. The FBU believes this proposed resolution has the potential to resolve the areas of concern within the current proposal and formally wrote to the Service to arrange further negotiations to explore this.

The FBU subsequently met with the Service in January 2021, where the negotiating teams from both parties discussed the FBU proposal. We are currently awaiting a response from the

SFRS and the FBU Scottish Regional Committee will be kept fully updated as this progresses. Updates will also be sent out via our branch structures when available.

Ultimately it is the intention to hopefully reach a position where the FBU could make a recommendation for FBU RDS members to accept a negotiated proposal, which would be conducted through member ballot. In the meantime, it's imperative that we have branch reps in place for each of our RDS branches to support our communications to keep members updated and to help arrange meetings with members when required. If you are an RDS member and your branch does not have a rep, please contact one of your local Area Officials as soon as possible.

KEEP UP TO DATE

With the latest news on the FBU Scotland website
www.fbuscotland.org

Twitter - @FBUScotland
Facebook - Fire Brigades Union Scotland

4th Floor, 52 St Enoch Square
Glasgow, G1 4AA

Tel - 0141 221 2309
E-mail - region01@fbu.org.uk



FIREFIGHTERS 100 LOTTERY

THE GOOD CAUSES

The Firefighters 100 Lottery Fund shall be administered appropriately by the Fire Brigades Union for the future benefit of all firefighters and their bereaved families in accordance with the following good cause criteria:

1. Family support and welfare: to provide longer-term support to the families of firefighters killed or seriously injured in the line of duty, including financial support such as individual bursaries to help towards the costs of further education, or grants towards the provision of specialist medical equipment, or support for inquests or similar processes.

2. Memorials and remembrance: to support, establish and maintain memorials and/or memorial events in remembrance of firefighters killed in the line of duty.

3. Protect, prevent and promote: to promote the lessons learnt from the deaths and serious injuries of firefighters so as to better protect

firefighters, the communities they serve and prevent deaths and injuries in the future.

4. Research: to support research into the physical and mental health and wellbeing of firefighters; the "all hazards" nature of the modern fire and rescue service role; and the prevention, protection and intervention work firefighters undertake to save lives in our communities.

5. Humanitarian assistance: to support humanitarian initiatives and appeals, including internationally, which are aimed at assisting those affected by fire or disaster and where there is a particular need for the support of skilled fire and rescue service intervention.

<https://www.firefighters100lottery.co.uk/support/firefighters/buytickets>

Newsletter Pensions update

Not surprisingly we are receiving a significant number of queries from members, in light of the ongoing efforts by the FBU to secure a timely resolution to the ruling and subsequent consequences of McCloud V Sargeant (ie, our successful discrimination case).

While we will always do our best to reply to these individually, the sheer number of queries is making it an increasingly difficult task and placing a burden upon a very small number of officials, who have the knowledge and understanding to be able to answer members' questions and concerns.

Understandably, the priority for the FBU is to deal with issues which we identify as having 'immediate

detriment'. That is, an immediate or imminent impact on individuals, eg those retiring on medical grounds who have already been moved to the 2015 Scheme and those taking early retirement, where the accurate calculation of benefits against the correct scheme rules is vital.

If your query is broader or more general in nature; or even of a personal nature but where you are not due to retire imminently, can we respectfully request that you visit, in the first instance, the FBU National website and/or the SPPA site. Both of these contain a database of the various circulars, updates, FAQ's etc that may give you the information you need,

without recourse to contacting an FBU official directly.

We are presently working closely with the SPPA to develop a comprehensive FAQ database that we hope will cover the majority, if not all, of the queries that members have. We will continue to expand this in response to future developments and the publication of final remedy measures proposed and implemented by HM Treasury.

Helpful Links:

<https://www.fbu.org.uk/search/node/pension>

<https://pensions.gov.scot/firefighters>

FBU Scotland - Officials

Listed below are the contact details for the Regional Committee which includes Area and Sectional Officials. Area Officials ensure the Branches/Sections, within their area, are kept up to date with all FBU business via communication and at regular Area Committee meetings with Area Branch/Sectional Reps. Sectional Officials also keep their respective sectional members up to date on FBU work. Any member queries/concerns should be raised via the Branch/Sectional Rep in the first instance. If your Branch/Section does not currently have Branch/Sectional Reps in position, please contact one of your Area Officials in the first instance (Branches should aim to have a minimum of three Branch Reps in place – Secretary, Chair and Health and Safety Rep). Any membership queries should be directed to the relevant Area Organiser.

The Regional Committee currently have vacant positions within the following Sections – Officer, RDS and B&EMM. Area Officials have been liaising with Branches to fill these sectional positions as it's vital that all our sections have representation. We would welcome interest from members who are looking for further information, regarding these positions. Full FBU training, education and support will be given. Any members who are interested in these sectional posts should contact their Area/Sectional Official for further information.

EC Member - chris.mcglone@fbu.org.uk
Regional Secretary - denise.christie@fbu.org.uk
Regional Chair (Interim) - john.mckenzie@fbu.org.uk
Regional Treasurer - seona.hart@fbu.org.uk

North Area Secretary (Interim) – colin.brown@fbu.org.uk
North Area Chair (Interim)– simon.leroux@fbu.org.uk
North Area Vice Chair –
North Area Organiser (Interim) –
scott.macrory@fbu.org.uk

West Area Secretary – john.malcolm@fbu.org.uk
West Area Chair – alex.muir@fbu.org.uk
West Area Vice Chair – jamie.mccallum@fbu.org.uk
West Area Organiser – ian.sim@fbu.org.uk
West Area 5th Official – angus.young@fbu.org.uk

East Area Secretary – john.mckenzie@fbu.org.uk
East Area Chair – gus.sproul@fbu.org.uk
East Area Vice Chair (Interim) – steve.weir@fbu.org.uk
East Area Organiser– davey.strachan@fbu.org.uk

Regional Health & Safety Rep - david.hart@fbu.org.uk
Regional Control Rep - donna.donachie@fbu.org.uk
Regional Women's Rep - rachel.rogers@fbu.org.uk
Regional Fairness at Work Rep - melanie.gibb@fbu.org.uk
Regional Education/Learning Rep -
kim.ferguson@fbu.org.uk
Regional LGBT Rep - neil.pearson@fbu.org.uk

Instructional Staff Terms & Conditions

Following the conclusion of the review project into SFRS Operational Training, the FBU entered into negotiations with SFRS on the standardisation of Instructional Staff member's terms & conditions, with a series of meetings between FBU Regional Officials and the Service taking place throughout the summer of 2020. Included in these negotiations were 'in scope' conditions - Working Hours, Allowance, Annual Leave and Mobility. FBU Officials liaised with affected FBU members throughout this period, to ensure that their feedback on these conditions was fully reflected.

Following these negotiations the SFRS presented their final proposal to the FBU in September 2020. After detailed consultation with affected members and feedback from FBU Area officials, the Scottish Regional Committee (SRC) agreed a consensus position to reject the proposal at an Emergency SRC meeting of 1st October. This position reflected the outcome of our consultation with Instructional Staff members, which had highlighted significant member concerns around elements within the proposal.

The FBU formally wrote to the Service, confirming the position taken to reject the proposal and detailing the areas within it which lead to this outcome. Subsequently, in November 2020, the SFRS formally responded to the FBU and within this communication addressed the areas which had led to the proposal being rejected. The FBU believed that the content of this communication indicated areas of movement from the September proposal, which gave scope for further discussions with the Service to explore these.

Further meetings between the negotiating teams were arranged for January 2021 to clarify and, where possible, improve the previous proposal. These negotiations were positive and resulted in the SFRS presenting an amended proposal to the FBU at the end of January. The FBU then conducted a further extensive consultation with FBU Instructional Staff members across the Region on this amended proposal, and following this engagement a further Emergency SRC meeting was held on the 15th of February. Following detailed reports from Area officials on their consultation with affected members, and a wider discussion by the full Regional Committee, the SRC agreed a consensus position to now accept the Service's amended proposal as part of a collective agreement.

The implementation date for the terms of this collective agreement is set for the 1st of July 2021, other than for annual leave arrangements which will be implemented on the 1st of January 2022. The next stage in this process will be the negotiation and wider consultation for the development of associated policy

and guidance. FBU Regional Officials will commence the first of these meetings this week, with representatives of the SFRS Training Department and HR.

The development of these policies and guidance are a vital element of this process and it is crucial that strong FBU structures within all branches of Instructional Staff are in place and maintained for this process. Strong, organised branch structures will allow branch reps to have full involvement in the consultation process of developing policy and procedure, which will help minimise issues at the implementation phase.

The FBU would like to take this opportunity to thank all involved to date with this harmonisation process for Instructional Staff member's terms and conditions of service. The FBU is a member led union, with branch structures at its heart, and this negotiation has only been successful as a result of the engagement of affected FBU members and branch, Area and Regional officials working together to secure the best outcome for our members.



Direct Debit

The Fire Brigades Union paid out nearly £150,000 nationally on administration fees to Fire and Rescue Services to process FBU Contributions on behalf of members! Switch your membership to Direct Debit now to avoid these unnecessary costs

www.fbu.org.uk/form/direct-debit-form