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Circular: **2022HOC0011AD**

12 January 2022

To: **All Members – Greater Manchester**
cc: All Members

Dear Brother / Sister

GMFRS MTA – IMPROVED REVISED OFFER (11 JANUARY 2022) – UPLIFTING THE CPD RATE

This circular will be sent to:

- All FBU branches in Greater Manchester
- All FBU members in Greater Manchester at home
- All other FBU branches

All members of the union will be able to:

- view the revised offer (11 January 2022) on the FBU website using this link:
<https://www.fbu.org.uk/publications/collective-agreement-between-greater-manchester-combined-authority-gmca-and-fire>
- view a copy of this circular on the FBU website using this link:
<https://www.fbu.org.uk/circulars/2022hoc0011ad/gmfrs-mta-improved-revised-offer-11-january-2022-uplifting-cpd-rate>

The two previous versions of the offer from GMFRS are now superseded.

On 22 December 2021, Head Office circular 2021HOC0629AD provided detailed information in respect of the MTA offer made by GMFRS.

On 05 January 2022, Head Office circular 2022HOC0003AD provided information to supplement that circular, advising Greater Manchester members that GMFRS had clarified that the 2% uplift to pay rates would be applied to the consolidated payments received by members working the day-crewing system:

Staff who are conditioned to the Day Crewing System will receive a payment of 2% based on their basic salary including the consolidated payment (in accordance with the Day Crewing Collective Agreement of 8th July 2021) where this applies.

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This circular brings the attention of FBU members in Greater Manchester to a further recent development whereby GMFRS have agreed to apply the 2% uplift to the NJC CPD rate payable to members in Greater Manchester.

This development follows representations made by the FBU having recognised this a key cause for concern, given that in London, in effect, the uplift was being applied to CPD.

This improvement to the offer is incorporated into the revised MTA offer dated 11 January 2022:

- i. *All staff from FF to AM will be paid a skills based payment, which will be paid from 1 April 2022. FFs, Crew Managers (CMs) and Watch Managers (WMs) (or successor designations) will receive a payment of 2% based on their basic salary (inclusive of CPD payments where these apply to an individual).*
- ii. *Station Managers (SMs), Group Managers (GMs) and AMs (or successor designations) will receive a payment of 2% based on their basic salary including the flexi duty allowance where this applies (inclusive of CPD payments where these apply to an individual).*
- iii. *Staff who are conditioned to the Day Crewing System will receive a payment of 2% based on their basic salary including the consolidated payment (in accordance with the Day Crewing Collective Agreement of 8th July 2021) where this applies (inclusive of CPD payments where these apply to an individual).*

Representations were made in respect of rolling-up CPD with salary into a consolidated basic salary. GMFRS have responded to the request by stating to officials: *"This is not an area we can readily consider at this stage. To do so would be a lengthy process."*

As members will be aware, the 'Greater Manchester MTA package' has been assessed by the Executive Council and, with all things considered, the Executive Council agreed that it should be recommended to members in Greater Manchester.

The ballot will commence on 14 January and will conclude on 7 February 2022. Members should look out for the letter containing the ballot materials which will be sent to Greater Manchester members at the home address they registered with the FBU.

Yours in solidarity.



Andy Dark
Assistant General Secretary

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