

Collective Agreement between West Midlands Fire Service / West Midlands Fire Authority and the Fire Brigades Union on matters in connection with the cultural review 'snapshot'

This document is a collective agreement between West Midlands Fire Service / West Midlands Fire Authority and the Fire Brigades Union.

The collective agreement is an outcome of discussions that have taken place in respect of a trade dispute registered on 11 April 2018. While this agreement resolves this issue it is recognised that there are some issues still outstanding, and therefore this agreement does not resolve the trade dispute in its entirety. It is recognised as a significant contribution to an overall resolution.

The jointly agreed terms of reference for the cultural review 'snapshot' are shown below:

Introduction

The West Midlands Fire and Rescue Service and Authority note the level of 'yes' response to the recent FBU ballot of its members and that WMFBU believe it reflects a wider level of dissatisfaction amongst its members. The trade dispute was 90% in favour of strike action.

The West Midlands Fire Service and Authority wish to explore about the causes of this dissatisfaction and, at this stage, largely believes the result is reflective of uncertainty, however, further exploration around this needs to be undertaken to support the health and wellbeing of our employees and achieve greater employee wellbeing and performance.

It will therefore undertake initial soundings in order to inform the scope of a cultural review which will then take place within agreed timeframes. The proposed method will be consulted to agree the terms of reference and matters relating to it in advance with the Fire Brigades Union and our other recognised Trade Unions as will the findings and any potential improvement plans.

Methodology

The 'Snap shot' will be an online survey using an external online service called 'Survey Monkey'.

The online survey will be one question, namely: **'What do you feel should be covered in the cultural review?'** with an opportunity for feedback using an open text box.

The survey will be sent to key stakeholders who are:

- Fire Brigades Union
- Fire Officers Association
- Unison
- Fire Authority
- Managers and staff

It is anticipated that a sample of up to 200 staff (excluding Fire Authority Members) are used for this snap shot review. The responses will be shared with the FBU and then be collated in a small report showing common themes or subjects.

Signed:



Name	Phil Loach	Name	Andy Dark
Role	Chief Fire Officer	Role	Assistant General Secretary
Organisation	West Midlands Fire Service	Organisation	Fire Brigades Union
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