

BACKGROUND NOTE

JOINT SECRETARIES/WMFS/FBU

Industrial Relations and Health and Safety Collective Agreements –September 2018

This note is intended to clarify a number of points reflecting the background discussions on the collective agreements.

Health and Safety

Reference to 'primacy' - it was recognised that this collective agreement is between WMFS and the FBU solely, which means all union references are to the FBU. It was therefore further recognised that in applying the content more widely to WMFS policy, the approach will include any other recognised unions.

5th paragraph, sub-paragraph (b) – It was recognised that this did not mean an individual could simply just decide to leave their workplace. While it is for the FBU to identify who the individual will be, that decision will be mindful of the need to keep appliances on the run and chosen accordingly. Furthermore, unless in urgent and time-critical circumstances, it is not necessary for the person to simply be the closest. It was also recognised that from an FBU perspective the closest person may not be the most appropriately skilled.

5th paragraph – sub-paragraph (j) – this is not intended to be a blanket application but when the policy or initiative itself is a matter for negotiation or consultation.

5th paragraph – sub-paragraph (l) – while it is recognised that work can be undertaken independently the aspiration is to work together whenever possible.

References to a joint FBU/WMFS forum – it is recognised that WMFS may choose to adopt a different name for this forum.

Industrial relations

Reference to 'primacy'

- It was recognised that this collective agreement is between WMFS and the FBU solely, which means all union references are to the FBU. It was therefore further recognised that in applying the content more widely to WMFS policies, the approach will include any other recognised unions.
- Much of the document has been written as a reflection of the existing WMFS Employee Relations Framework. Unless specific inclusion in this collective agreement, it is recognised that all other matters in the Employee Relations Framework are unaffected.

References to 'lead manager' – it is understood that currently this is likely to be the Strategic Enabler – People.

References to a joint FBU/WMFS forum – it is recognised that WMFS may choose to adopt a different name for this forum.

Paragraph 3.3 - FBU officials are defined in the FBU rule book. The key officials are brigade secretary, brigade chair and brigade organiser.

Paragraph 4.2 – Training will be for managers and staff in general.

Paragraph 4.2.13, management briefings – It was recognised that the ‘open floor’ forum is a management interaction forum and not covered by 4.2.13.

Signed:

	
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Role	NJC Joint Secretariat	Role	NJC Joint Secretariat
Date	21/9/18	Date	21/9/18



Signed:

Name	Phil Loach	Name	Steve Price-Hunt
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