



Fire Brigades Union - South West Region



Avon - Cornwall - Devon & Somerset - Gloucestershire - Dorset & Wiltshire

The Premier Trade Union for Professional Firefighters and Emergency Fire Control Staff: March 2019

EMPLOYERS-PAY OFFER



SUPPORT THE EC - VOTE YES TO PROPOSAL'S 1 AND 2

The Fire Brigades Union (FBU) has recommended that firefighters reject an offer to expand their role without any restrictions on the specific nature of their work.

The union has been in discussions with fire service employers, exploring the ways in which the fire service role has already changed and could change in the future.

The proposed list of new duties was compiled by the employers and contains a stipulation that it was a "non-exhaustive" list.

The union argues that this would effectively enter firefighters into an open-ended contract, where employers could unilaterally expand a firefighter's job role at will.

The FBU will now ballot its members asking if they agree that:

1. The union should reject the employers' proposal and any such open ended contract.
2. The union should continue its strategy of seeking to expand a firefighter's humanitarian role subject to addressing concerns over safety, training, resources and pay.



Balloting is expected to begin on 18th March, with the union asking members to vote **"YES"** on both proposals.

Vote "YES" to EC Recommendations 1 & 2

Fighting for the Fire & Rescue Service



Protecting Firefighters & Control Staff

WHY ARE WE WORKING FOR FREE?

Trevor French acting EC member says “The employers pay proposals includes “non exhaustive” list’s of proposed new duties under the headings;

- Emergency Medical Response
- Multi- agency work
- Environmental Challenges
- Health and Community
- Inspections and enforcement

It is safe to assume that by including these “non exhaustive” list’s in their pay proposals, the employers see these duties as being outside of role.

Some of these duties, like water and line rescue, are not new to the fire and rescue service.

Some of these duties are new and have been carried out under the umbrella of the National Joint Council (NJC) work streams. Some of these duties maybe just come from some chief fire officer’s wish list’s.

Even if these duties are new or old, they are outside of role and some duties still continue to be carried out by members today.

Ask yourself **WHY?**

Are you happy to carry out these duties for for **FREE?**

We, as FBU members, now need to look at what has crept into our role, what fire and rescue services are getting for free and what impact this has had on pay discussions. Why would the employers pay for something that they are currently getting for free?

It does seem that the employers attitude to pay has “hardened” over the last month, hence this unacceptable offer. This “hardened” pay proposal is an employers document has has not been drawn up with the FBU.



It is also clear that this pay proposal is purely hypothetical, as it is not funded after the initial 2% increase in July 2019, so it is not even a firm offer on pay.

After July 2019, all other percentage pay increases are subject to central government funding. The funding from central government will not be known until the end of the year when fire and rescue service’s receive notification of what their settlement will be.

Do you trust this Government to invest in our fire and rescue service to fund this pay proposal?

Can hard working firefighters, officers and control members be expected to sign up to a pay proposal that is not funded?

Can fire and rescue service’s fund this pay proposal without increases in central government funding?

If you can’t answer yes to any of the above question you have to :-

VOTE

YES

**TO THE EC
RECOMMENDATIONS**

1 & 2



**THE PROFESSIONAL VOICE
OF YOUR FIREFIGHTERS**