

FIRE & RESCUE SERVICES National Employers

**To: Chief Fire Officers
Chief Executives/Clerks to Fire Authorities
Chairs of Fire Authorities
Directors of Human Resources**

Members of the Employers' Side of the NJC

17 June 2010

CIRCULAR EMP/04/10

Dear Sir/Madam,

PART-TIME WORKERS (PREVENTION OF LESS FAVOURABLE TREATMENT) REGULATIONS - UPDATE ON FIRE BRIGADES UNION AND RETAINED FIREFIGHTERS UNION EMPLOYMENT TRIBUNAL CASES

FIRE BRIGADES UNION

1. You will be aware from circular NJC/02/10 that a settlement agreement has been reached in principle with the FBU in respect of its Employment Tribunal cases relating to the Part-time Workers (Prevention of Less Favourable Treatment) Regulations.
2. That circular also contained key points from the 'in principle' agreement.
3. The NJC has today issued a further joint circular (NJC/5/10) to advise authorities that discussion has continued to finalise the settlement. Whilst formal agreement has not yet been reached it has now been decided to amend one of the key points of the 'in principle' agreement. Given the complexity of the negotiations and the time it has taken to overcome the problems caused by such complexity the compensation reference period will be extended by one year to cover from 1 July 2000 to 30 June 2010 (previously 30 June 2009).
4. As a consequence the proposed settlement figures will be amended as follows:

Firefighter - £750
Crew manager/leading firefighter - £778
Watch manager/sub and station officers - £806
5. This change will greatly reduce the administrative burden (and cost of such administration) to authorities as they will no longer be required to

calculate, and pay, back pay to individual employees as a consequence of changes to the Grey Book, which would have been backdated to 1 July 2009 under the previous arrangement.

6. Details of the agreement and the mechanism in relation to withdrawal of all FBU cases will be forwarded to authorities as soon as formal agreement has been reached. In the interim, as stated clearly in the joint circular, no action should be taken.

RETAINED FIREFIGHTERS UNION

7. Authorities are also aware from circular EMP/2/10 that we have separately held discussions with the RFU in respect of its' cases. At the time of writing, the RFU is considering its position and a further meeting is planned. However, the most recent discussions have included the same change as indicated in paragraphs 3 and 4 above.

Yours faithfully,

A handwritten signature in black ink, appearing to read 'G. Gittins', with a stylized flourish underneath.

Gill Gittins
Principal Negotiating Officer