



Fire Brigades Union Scotland

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All Members

11th March 2015

Monthly Pay

Members will be aware the issue of harmonising pay frequencies has been under discussion for over a year. The SFRS wish to introduce new pay frequency arrangements for all employees in order to achieve necessary savings from their declining budget.

It became apparent during the talks that maintaining everyone on their existing pay arrangements was unsustainable. If the SFRS did not harmonise existing pay frequencies, inherited from the eight legacy Services (around 20), they would then have to look elsewhere to find savings, due to the year on year reduction in their budget.

The SFRS believe that the greatest savings could be achieved if that single pay frequency was monthly to be paid on the second last day of every month in arrears.

Initially, no formal agreement could be reached on the introduction of monthly pay, as the FBU believed the proposal on offer fell short of what was acceptable to our members.

Original Offer

A Salary Advanced Payment of 5 times your net pay (averaged over a 12 week period) with no flexibility and a repayment period of a maximum 18 months.

Revised Offer

The FBU continued talks with both the Service and the Scottish Government which resulted in a revised offer on flexibility on how much of a Salary Advance Payment could be taken (i.e. 1, 2, 3, 4 or 5 times your net pay) and the repayment period extended to 24 months for all members and 36 months for those who believed this would result in financial hardship.

The FBU called an Emergency Regional Committee Meeting on Tuesday 10th March to discuss the revised offer made by the SFRS. Delegates from all districts across Scotland attended the meeting and after much debate it was felt that the revised offer fell short of what could be acceptable to our members and therefore could not be accepted by the FBU.

The Regional Committee strongly believed the offer of a repayment period of 36 months should be extended to all employees with a 48 month period offered to any employee who ticks a box stating the level of repayment would cause them financial hardship.

Further detailed negotiations then took place and we are pleased to inform members that our position was accepted by the Service and on that basis the Scottish Regional Committee found the revised offer acceptable.

Accepted Offer

The accepted offer means that if a member decides to take the Salary Advanced Payment then this can now be 1, 2, 3, 4 or 5 times your net weekly pay.

You decide how much you need to take.

The repayment period for the SAP is now a maximum of 36 months for all employees and 48 months for those who believe they will suffer financial hardship.

The SAP payment will not be subject to any Income Tax, National Insurance or Pensionable Deductions and this has been validated with HMRC.

The Service will now relay this information to its employees to make sure those in the former Strathclyde who have already returned SAP forms can take advantage of the new offer.

The FBU believe that the final negotiated settlement is a significant improvement on the original offer, which has been achieved by our determination to get our members the best possible outcome and we will continue to do this as issues arise in the future.

Members will be kept updated of developments and officials will be available to discuss any issues you may have.

Scottish Regional Committee