

## **Transitional FBU Internal Structure**

Following on from the work undertaken last year by the FBU re-org sub-committee, in liaison with the FBU President and EC, the following has been agreed by the Scottish Committee as being an interim solution that meets the various criteria set during the project. The Committee members have been asked to consult with their branch officials and to reconvene to finalise the transitional arrangements.

### **It is proposed to have;**

A Branch network made up of fire station and workplace branches

8 Districts across Scotland that allow for branches to come together and discuss topics of common interest. The district officials will conduct routine business with the appropriate Local Senior Officers (LSO's) and functional structure in the district. By functional structure we mean those managers working under the Strategic Leadership Team (SLT) directorates rather than the LSO's.

3 Area Hubs to match the administrative structure of the SFRS. The Hub officials will conduct routine business with the Hub commander and functional structure in the hub.

A Sectional network made up of the 3 trade and 3 equality sections

Specialist post holders with remits for Health Safety & Welfare, Education and Learning and Fairness at Work. In addition to their remits these officials will undertake the role of Vice Chair within each hub.

A Scottish Executive made up of

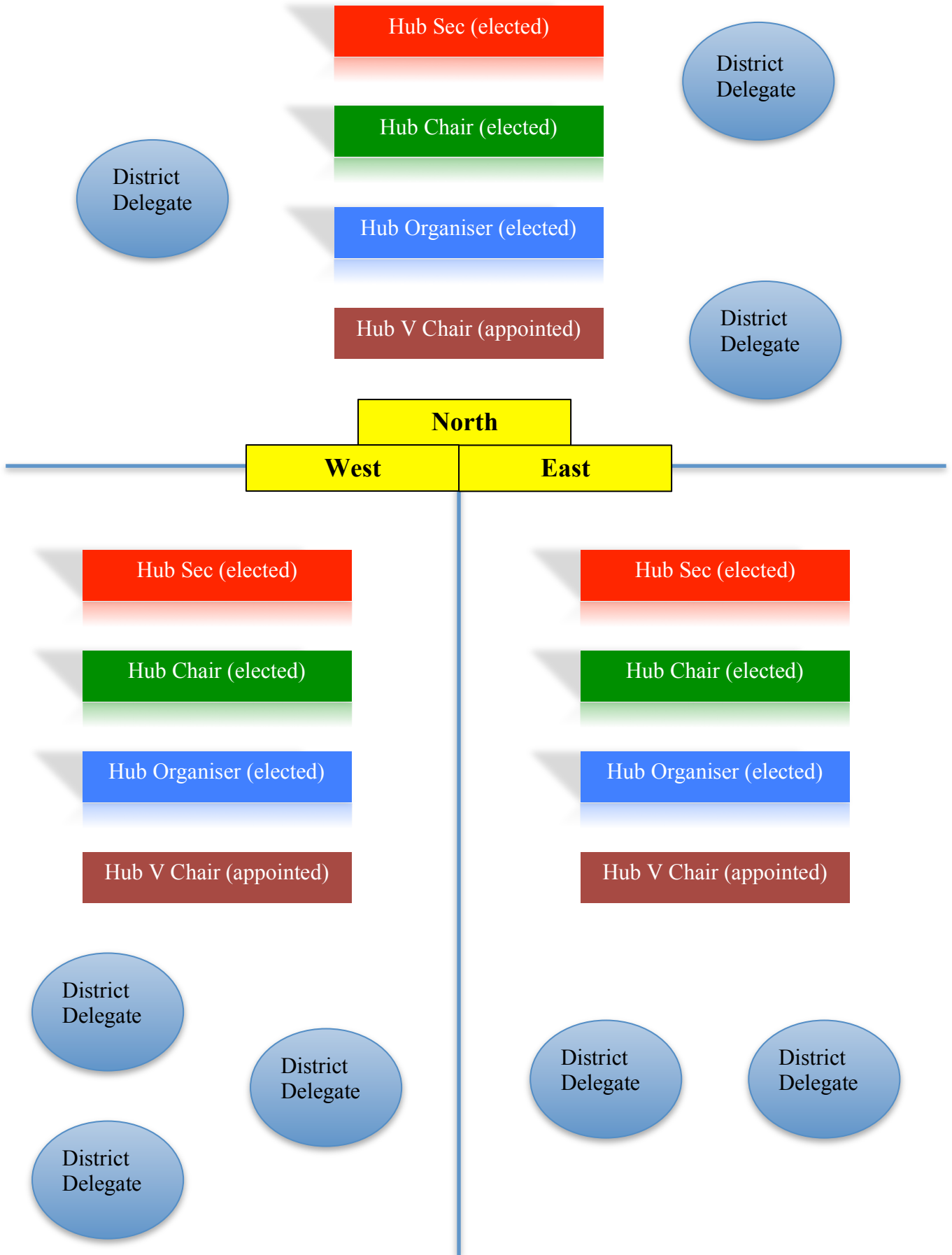
- EC Member
- Secretary
- Chair
- Treasurer
- Organiser

### **Local Committees**

Each district will organise a District Committee made up of branch and sectional reps from within the district. The District Committee will select a delegate to the Hub Committee.

Each hub will organise a committee made up of Hub Officials elected by the whole membership within that hub, Hub Officials appointed by the Scottish Committee, delegates from District Committees, plus specialist remit and sectional representation.

Each member will have access to a local FBU rep, either on their station or in their workplace; in their district or across their hub. All of the officials across Scotland will be available to assist members within their own district or hub, or as appropriate across the country. FBU officials are playing a full part in the development of the new service and are active within workstreams covering the whole range of current topics, representing and negotiating on behalf of all FBU members.



## **Election/Appointment**

The proposal is that;

- on day 1, all agreed transitional post holders will be appointed to position.
- Hub Officials will be elected as per an agreed cycle and will run for a period of two years
- Hub appointees (Vice-Chairs) will be appointed at the Scottish Committee AGM for a period of two years
- District Delegates will be selected at District Committee AGM and will serve for a period of two years.

The method of election will be by ballot coordinated from the Scottish Regional Office and overseen by the Scottish Secretary. Account must be taken of the fact that where currently officials are elected within the territory within which they work and that this is no longer a viable criteria. As a result other options are being explored that will allow a member to determine which areas they wish to be considered for election. The Committee must also take account of previously agreed policy of officials attaining specific training for their role. A fuller proposal on this aspect will be brought to the Scottish Committee for approval.

## **Timeline**

In order to make a transition from the current arrangements to the new structure, the election cycle for brigade officials was suspended. The Scottish Committee desires to restart that democratic process as soon as practical. It is proposed therefore to;

- Agree the provisional structure above [Agreed at SCM 25/1/13]
- Agree transitional post holders [Agenda item for SCM 15/2/13]
- Begin integration with SFRS structure
- Appoint transitional post holders en bloc on 1 April 2013
- Propose structure to first Executive Council meeting immediately following FBU Conference 2013 [June 2013]
- If endorsed by EC, a draft election schedule and detailed procedure will be prepared for consideration by the following SCM for approval. [Provisional July 2013]
- Election cycle will commence [Provisional August 2013]

## **Summary**

It is believed that the above FBU structure allows us to continue to represent individual members locally, with trained reps. It allows us to support them with a well resourced structure that can represent and negotiate on behalf of all of the members of the FBU. The branch will remain the most important element within our organisation so it is important that we continue to identify, train and support branch officials, so that in turn they can best assist our members.