



Fire Brigades Union Scotland

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All Officer Members Region 1 Scotland

16th August 2013

Dear Brother/Sister,

Officers Flexi Duty Shift System

I am keen to provide Officer Members with an explanation over the negotiations and clearly contentious process that led to the agreement on a harmonised Officers Flexi Duty Managers shift system (FDMS) across Scotland. I would ask you to accept that these matters are to be the subject of an FBU internal investigation, which I and John Arnold will be involved in. Therefore I am not in a position to have yet reached any definitive conclusions, or to comment upon the processes to date.

Following a number of concerns the FBU president Alan Mc Lean and I attended a Western Area Officers meeting at Uaill on 6th August.

Alan gave the meeting a commitment to investigate the chain of events that led to our FBU Officer Reps in the West reporting to members that consultation was ongoing over the proposed Flexi Duty System for Scotland, while negotiators believed they were in a position to agree the policy. The President apologised for any perceived failings and also assured the meeting he would identify how and why these had occurred. If necessary he would take steps to hold those responsible to account and any failing identified were not repeated.

Regional Organiser John Mc Fadden, who was also in attendance, assured the meeting that even though the policy is set to be introduced on 2nd September, he in conjunction with FBU Officer Reps, would continue to collate the concerns of FBU Officer Members over any elements of the policy and following consultation seek to have the FDS policy amended to properly address such issues.

I would also like to take this opportunity to apologise for any failings in the consultation process and assure you all FBU Officials and representatives are committed to continuing to achieve a Flexi Duty Manager's shift system across Scotland, which provides a reasonable work/life balance and ensures a balanced and manageable workload for all our Officer members, by

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whatever means necessary. I know that I can expect the support of our Officer Members and Representatives to assist with this and thank you for it.

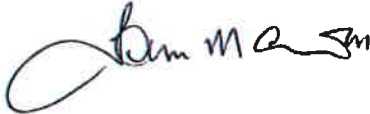
If any member has any information that they wish to be considered and wish to contact the investigation team, of John McFadden john.mcfadden@fbu.org.uk , John Arnold john.arnold@fbu.org.uk or myself roddy.robertson@fbu.org.uk then please use the e mail addresses provided.

Can I ask that any information you wish to be considered is provided by Friday the 13th September 2013.

Yours fraternally



Roddy Robertson
EC member
Region 1



John Arnold
EC member for Officers