



DEFEND CONTROL JOBS
AN INJURY TO ONE IS AN INJURY TO ALL

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FIRE BRIGADES UNION
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2 September 2009

TO: ALL MEMBERS LONDON

cc: All Regional Officials

Dear Brother/Sister

CALL FOR INDUSTRIAL ACTION

Members have been notified of the industrial action following the ballot as follows:

- A ban on the working of Pre-arranged overtime, which is non contractual;
- A ban on non-contractual overtime i.e. any additional non contractual hours above core hours which are remunerated with either: time of in lieu, extra duty leave, cash payment or any other financial or incentive arrangement;
- A ban on any new temporary promotion/acting up;
- In accordance with the *Flexible duty system* arrangements, as per the Scheme of Conditions of Service Sixth Edition 2004, any positive hours worked during the stand by call out period for urgent managerial business i.e. fire calls, urgent accident investigations **MUST** be recovered immediately following those events, but only during normal managerial hours. Those additional Positive hours will be transferred to stand by call out hours and only urgent managerial business should be carried out in stand by call out periods;
- In accordance with the *Flexible duty system* arrangements, as per the Scheme of Conditions of Service Sixth Edition 2004, all managers **should not** carry out any request for additional duties on their rota leave days;
- In accordance with the *Flexible duty system* arrangements, as per the Scheme of Conditions of Service Sixth Edition 2004, all managers **should not** be driving in standby call out hours unless requested to attend urgent managerial business for the authority.

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- A ban on participation in all voluntary projects, which includes the withdrawal from those projects members are currently participating in. This includes but is not limited to the following voluntary projects:

Life; Junior Firesetters; Outreach; Community Fire Cadets; Prison, Me? No Way!; and the cycle project.

As the person authorised to make the call for industrial action I confirm that continues to be the position but, in addition, from 09:00 hours on 9th September 2009 the following will also apply as part of the ongoing action short of a strike:

- Watch Managers starred and Crew Managers starred shall relinquish their star for the purpose of new temporary promotion/acting up. Any existing temporary promotion/acting up as at that date/time may continue but no new temporary promotion/acting up will be commenced after then.

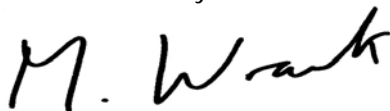
In addition, from 09:00 hours on 19th September 2009 the following will also apply as part of the ongoing action short of a strike:

- All members who are conditioned to nine day fortnight working will take their agreed rota day each fortnight. That is the day agreed when taking up the placement except where a different day has been agreed for this year in which case it will be that different day.

This is the action which has been determined upon. We hope the matter will be resolved shortly. If not, any further forms of action to be called in respect of this ongoing industrial action will be notified once determined. Members are now instructed to take continuous industrial action as specified above and any further action to be so notified. In the case of Watch/Crew Managers relinquishing their stars and nine day fortnight members taking their allocated rota days these additional forms of the action are to be from and not earlier than the respective date and time specified above.

Best wishes.

Yours fraternally

A handwritten signature in black ink that reads "M. Wrack". The signature is written in a cursive, slightly slanted style.

MATT WRACK
GENERAL SECRETARY

MW/sll