

RMC / Control Staff Agreement

Scope of this agreement

1. The scope of this agreement applies to all members of Control staff in Brigade Control and FRS staff in RMC. This joint agreement is reached between the Brigade, GMB and UNISON and is made within the purview of the JCC and JCSS committees. GMB and UNISON are the only recognised trades unions for collective bargaining purposes for all Brigade Control and FRS staff within LFEPA.

Effective date

2. The effective date of this agreement will be 1 April 2014, at which point the Resource Management Centre will be relocated to the London Operations Centre.

Overview

3. The entire RMC function will be carried out from the LOC by the FRS and Control staff. Consequently the proposal in the 2013 Budget report to disestablish the 20 watch manager posts in RMC with effect from 1 April 2014, is noted.
4. Between the hours of 08:00 and 23:00 a minimum of four RMC trained staff will always be available to work in the dedicated RMC room on the SBM and SBM related functions. This will be made up from FRS and Control staff; the actual number required at any particular time is to be decided by the FRS C nominated coordinator (the coordinator role should be an FRS C member of staff where one is available. If there are no FRS C staff on duty, then the role should be carried out by a Control officer). Other (previously) RMC, functions and NCC business will be handled in the Control Room by short shift Control Staff assisted by FRS staff if necessary, but only when numbers allow. Throughout the night, i.e. between 23:00 and 08:00 all business will be carried out by on duty Control Staff.
5. The proposed long term aspiration is that all RMC functions will be undertaken by Control staff. When senior Control managers are satisfied that all CROs and AOMs are competent in all of the RMC functions, the following option will be offered to all RMC FRS C staff: *NB. Existing RMC staff may opt to remain as an FRS C member of staff.*
 - a. The opportunity to apply for and, subject to an assessment, to undergo a Control Room Officers course.
 - b. On successful completion of the course, transfer to a CRO role within the LOC following current control staff working patterns and current CRO terms and conditions. To include:
 - i. A working pattern conditioned to a 37.5 hour week.
 - ii. An annual leave entitlement of 256 hours plus 0.5 day new technology leave.
 - iii. A shift allowance of 20%.
 - iv. The control room officer salary range is currently £29,106.11 - £36,160.87 per annum (including 20% shift allowance).
6. Should FRS vacancies arise before senior Control managers are satisfied that sufficient Control Staff are competent in all of the RMC functions, management will discuss options with staff side. Preference will be given to filling vacancies with CROs. However if this option is not possible or viable, management will reserve the right to maintain eight FRS Cs in RMC.
7. It is accepted that further work will need to be carried out prior to 1 April 2014 to determine more detailed transitional arrangements.

Post implementation review

8. To undertake a review within 18 months of implementation to determine the effectiveness of the merger of RMC with Brigade Control. The review team will include staff side representatives and the outcome of this review will be fully consulted on with staff side. The scope of the review will be discussed with staff side representatives beforehand but will include functions and staffing, and

in particular will examine the need for six OMs and two SOMs; the future of OST (including their shift allowance); the cost of maintaining supervisor cover given the removal of the six AOMs; and to explore whether a pool of staff could be established following appropriate assessment, in order to assist with supervisory staffing.

Brigade Control specific

Additional resources

9. To recruit six additional CROs as soon as training resources allow. Thereafter, and as soon as subsequent training resources allow, Brigade Control watches will have the remainder of their CRO establishment fully established through the backfilling of detached posts or vacancies.
10. The proposed long term aspiration, subject to the requirements for future budgetary savings, is that all RMC and NCC functions will be undertaken by a target staffing of 12 Control Staff, from a watch establishment of 17. This transition will be assisted through model staffing in the control room operating against a formula of 66% staffing (final figure rounded up or down as appropriate), which will equate to an initial increase from 10 to 11 based on a current watch establishment of 16.

Staffing reductions

11. To withdraw an Assistant Operations Manager (AOM) from each of the six watches, therefore reducing the number of AOMs from 29 to 23, with effect from 1 April 2014.
12. To remove a seventh AOM from the vacant post in OST and making up the financial shortfall specified in the Budget report from non staff costs, with effect from 1 April 2014.

Working practices

13. To use existing resources within OST to deliver the improvements to Telecare as outlined in LSP5. Sufficient CROs with advanced level training for the NCC role will be available on each watch on a 24/7 basis.
14. The OMs will form part of the supervisory leave arrangements. Supervisory leave will be two officers from a total of four officers (i.e. one OM and three AOMs).

Hours of duty – short shift

15. The short shift pattern shall comprise two eight hour shifts
Early: 0800-1600 Late: 1400-2200
OMs will continue to perform an 8 hour short shift.

Signed on behalf of the Brigade..... *Devin C. ...* Date..... 13.1.14

Signed on behalf of GMB..... *[Signature]* Date..... 13/1/14

Signed on behalf of UNISON..... *[Signature]* Date..... 13/1/14