

EAST SUSSEX FIRE AUTHORITY

Date: **12 December 2013**

Title: **Industrial Action by Fire Brigades' Union members – Update**

By: **Chief Fire Officer & Chief Executive**

Purpose of Report: **To inform the Fire Authority of the current position on industrial action by members of the Fire Brigades' Union.**

RECOMMENDATION: The Fire Authority is asked to note the current position on industrial action by members of the Fire Brigades' Union.

MAIN ISSUES

1. The discontinuous strike action agreed by Fire Brigades' Union (FBU) following a ballot of its members remains in place on dates and times notified by the FBU.
2. The FBU is running an additional ballot of its members, including control room staff, for industrial action short of strike action.
3. The ballot closes on 4 December 2013 and an oral update will be given to the Fire Authority at the meeting.

Des Prichard
CHIEF FIRE OFFICER & CHIEF EXECUTIVE
28 November 2013

1. **BACKGROUND**

- 1.1 The FBU has a trade dispute nationally about its members' pension arrangements. On 29 August 2013 the FBU notified the Authority that following a ballot, its members had voted in favour of industrial action consisting of strike action.
- 1.2 The FBU has called strikes on the following dates and times:
- | | |
|--|----------|
| 25 September 2013 from 12 noon – 16:00 hours | |
| 19 October 2013 from 18:30 – 23:30 hours | NOT HELD |
| 1 November 2013 from 18:30 – 23:00 hours | |
| 4 November 2013 from 6:00 – 8:00 hours | |
| 13 November 2013 from 10:00 – 14:00 hours | |
- 1.3 Contingency cover arrangements have been put in place at strategic locations and there is a local agreement in place with the FBU for firefighters to return to duty in the event of a major incident.

2. **ADDITIONAL BALLOT**

- 2.1 The FBU has given notice that an additional ballot is being held for industrial action short of strike action, to run from 13 November to 4 December 2013. Unlike the previous ballot, this one will include Control Room Staff. The vote will supplement but not replace the current strike action ballot in England and Wales.
- 2.2 'Action short of strike' can involve any collective industrial action which is not strike action. This may include action such as: removal of goodwill; refusal to undertake additional duties or cover for a higher rank/role; refusal to undertake voluntary, non-contractual duties outside of normal hours (which can include bans on non-contractual overtime); etc. There is a wide-range of action which can be taken. The FBU Executive Council has indicated that different action might be called in different Fire Services or national action tailored in particular Brigades to take account of different circumstances.
- 2.3 The Fire Authority will be given an oral update at the meeting.