

## Appendix A – Industrial Action Crewing Arrangements

Reductions in the staffing establishment, changes to personnel and flexi duty officers have reduced management's confidence in being able to provide an acceptable level of response in the event of industrial action.

Six fire engines with a minimum crew of four requires 24 people to crew them. This figure needs to increase to factor in leave arrangements, unplanned absence and over longer periods of time greater resilience for welfare.

- The number of people who worked during the previous period of industrial action was **52**
- The number who were employees at the time was **38**
- The additional **14** people were made up from retirees (6) and resilience crews (8)
- The number of employees who worked last time that are still employed is **11**
- The total number of people likely to work during periods of industrial action based on their preferences last time round and/or indicative position to do it again is between **8 – 12**

The figures above show that there is the possibility to crew two or possibly three fire engines. This figure is likely to reduce dependant on the industrial action schedule and the impact it has on staff to sustain the level of provision.