



**LEICESTERSHIRE**  
**FIRE and RESCUE SERVICE**

## **Joint Statement of Intent**

### **Leicestershire Fire and Rescue Service and Fire Brigades Union – Leicestershire**

Since 2012, Leicestershire Fire and Rescue Service has utilised a shift system called “Day Crewing Plus” (DCP). This shift system was introduced over a period of time across six stations. At the time, this ensured there were no redundancies and fire cover was improved to meet operational demands.

The DCP system sits outside of the nationally recognised shift systems contained within the National joint council, Terms and Conditions of service – known as the Grey Book. It is also recognised that through a legal challenge, a similar system to DCP did not meet the requirements of the Working Time Regulations 1998.

Following engagement and ongoing discussions with the Fire Brigades Union, it became clear that there would be no agreement to support DCP in its current format and that without compromise, the matter would be referred to the courts. This would be detrimental to the Combined Fire Authority (CFA) and therefore, it is the intention of Leicestershire Fire and Rescue Service to move away from the DCP shift system.

Given the significance and potential impact to staff and the community, a joint working group will be established, making recommendations to management and the CFA on an agreeable solution that satisfies all legislative requirements and continues to provide the best suitable fire cover to the community.

The joint working group shall be made up of equal numbers of representatives from both the management side (Leicestershire Fire and Rescue Service) and the employee side (the Fire Brigades Union), with other relevant representative bodies also invited to join. The working group will consult regularly with the Fire Authority and other stakeholders. The working group shall begin by agreeing a terms of reference, which shall be made public.

Any negotiated solution between the FBU and LFRS that alters service provision will need public consultation. This will be proposed as part of the Integrated Risk Management Planning process as required by the Fire and

Rescue Services National framework. This consultation would take place in 2024 (in line with the IRMP timeline) implementation, subject to consultation feedback, would take place in the first half of that IRMP period (to be concluded by 2025). Any trials of new systems, prior to introduction may be undertaken prior to this date, subject to mutual agreement.

Leicestershire Fire and Rescue Service and the Fire Brigades Union agree to work in collaboration to proactively support the necessary changes to deliver an agreeable shift system that continues to protect the public in Leicestershire.

To this end, the Fire Brigades Union have suspended the local dispute dated 14 June 2019.

**Rick Taylor, Chief Fire Officer**

Leicestershire Fire and Rescue Service

**Graham Vaux, Brigade Chair**

Leicestershire Fire Brigades Union