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| Challenge to Draft Collective Agreement | Change agreed |
| The expanded role should be separated from the transformation agenda | Decoupling of transformation from the expanded role and reference to transformation removed from Draft Collective Agreement. Principle inserted stating that the pay offer is not dependent upon or linked to reductions in firefighter numbers, fire stations or appliances. Inclusion of the principles we will adhere to with the union in particular regarding the development of terms and conditions |
| Confirmation of Scottish Government to fund pay deal | Inclusion of assurance letters from the Minister of Community Safety regarding the Scottish Government's funding commitments in support of the agreement |
| Concerns that FBU will not be included in the development of policies | Principle included that all relevant policies and procedures will be jointly developed and agreed with the FBU, adhering to the principles of the Working Together Framework. Details included on local technical working groups to develop policies and review implementation with the FBU – see Appendix A. Specific reference to agreed policies and procedures relating to Slips, Trips and Falls added to Principles Section. |
| The ability of the SFRS to deliver the training programme required to support the broadened role. | Explicit statements on the training commitments (see Appendix B) to support the expanded role with the outcomes of the UK Technical Working Groups (led by national employers and national FBU officials) adopted within the Appendices for clarity. In addition, there has been the creation of the Training Directorate, led by an ACO, to take forward the recommendations of the TED review. Specific information is available on the iHub. |
| The implication of the terminology of Out of Hospital Emergency Response to widen the types of clinical emergencies SFRS would be called to. | Change in terminology from Out of Hospital Emergency Response back to OHCA to make it clear the limits we will work to, with a clear delineation between OHCA and OHCA+ with specifics about who will request the attendance of the SFRS, clinical governance, training, command and control of SFRS personnel and a specific list about the immediate threat to life risks that we will attend. |
| Preference to provide an increased uplift up front. | Amendments to the sequence of pay increases to front load them over the period covered by the agreement |
| The removal of CPD constitutes a pay cut | CPD payments have been reinstated into the offer |
| The potential for firefighters to be called to incidents beyond cardiac arrests | Details on OHCA and OHCA+ scope and emphasising that it is a co- response model plus inclusion of detailed appendices setting out how OHCA and OHCA+ will work in practice. |
| Lack of definition as to what is included in MTA | More detail and clarity added regarding MTFA, including incident types and insurance provision for Firefighters involved in MTFA work, including a time frame within which any benefit would be paid. |

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| <p>That SFRS would be provided a social care service in responding to slips, trips and falls</p> | <p>Details on safe and well to emphasise slips, trips and falls prevention is limited to assessment and signposting with partner bodies. Underlining that work on slips, trips and falls response will only operate on a co-response basis with HSC partners and not a sole response by the SFRS. The criteria for SFRS resources being mobilised has also been clarified. The detailed policy will be agreed with the FBU prior to a trial being run in a local authority area, only after the policy has been agreed. There is an expanded set of principal criteria for any MoU that is developed after the policy is agreed. A mobilising protocols appendix has also been added – see Appendix H.</p> |
| <p>Lack of detail about how the broadened role will work including mobilisation of SFRS resources, training, PPE.</p> | <p>Further detail added into the Collective Agreement against each element of the broadened role plus Appendices added (adopted from the UK wide work between 2016 and 2018 on the broadened role and agreed between the FBU and SFRS – Oct 2019)</p> |