

Dear representative

As the Chair of the meeting of the Joint Consultative Committee (JCC), it falls to me to write formally to you and advise you of the outcomes of the meeting of the Committee held last week, on Wednesday 4 February 2009.

The meeting was convened at the request of the Fire Brigades' Union (FBU) in relation to their registering a failure to agree on the random testing element of the Drugs, Alcohol and Substance Misuse Policy.

As you will know, at the meeting the Members of the JCC heard directly from both representatives of the trade union and management and also considered a large amount of written material submitted from both sides.

Having listened to all representations, the Members agreed the following;

Resolved: That;

- [1] the matter of the dispute raised by the FBU be not upheld; and that
- [2] the Policy be implemented as written, subject to the approval of the Fire Authority on 11 February;
- [3] the implementation of the Policy be phased to commence with a three month period of education and support, during which any member of staff may come forward and receive help and assistance from the organisation and during which, no random testing will take place. Following this period random testing will be introduced, using the method outlined by the Health and Safety Manager;
- [4] any breaches of the policy will be subject to the existing disciplinary processes of the organisation, and all relevant factors will be brought into consideration; and
- [5] after a period of twelve months, inclusive of the three month period of education, the Policy will be reviewed and will be brought back to Members for consideration.

Having been informed at the conclusion of the meeting, we understood that both sides found the above resolution to be mutually acceptable, in line with the terms of reference of the Committee and hope that the matter is now settled. Members of the Fire Authority will consider the Drugs, Alcohol and service Misuse Policy at their meeting on 11 February 2009 and we expect management and the representative bodies to work constructively together to put the Policy into practice.

May I finally just take the opportunity to thank you for your in-put into the Committee, myself and the Members found it very helpful.

Yours sincerely

Cllr Stef Nelson
Chair – Joint Consultative Committee