

# Middle Managers Under Attack

## Employers launch review of terms and conditions of middle managers

The FBU's Officer's National Committee (ONC) has expressed concern following a recent meeting of the Middle Managers Negotiating Body (MMNB). The MMNB is the body which operates under the National Joint Council and deals specifically with middle manager issues.

At a meeting on 29 September the fire service national employers announced their intention to review current terms and conditions of service for middle manager employees. There will now be detailed discussions through the Joint Secretaries of the MMNB. At this meeting the FBU made clear that:

We believe FRS middle managers perform an outstanding role within the service

There is no convincing case for a major overhaul of terms and conditions

That the FBU is opposed to change for changes sake.

### Our concerns

Officer members of the FBU will be well aware of the agenda which we are now likely to face. The past few years have seen a huge expansion in human resources departments in FRSs while front line and operational posts have been cut. This expansion has also increasingly seen the introduction into the fire service of HR strategies which have failed elsewhere. The likely targets for our employers are:

- Ending the protection arrangements for the Flexible Duty System (FDS)
- Reducing FDS payments
- Introducing Performance Related Pay
- Amending the FDS

### Part of the team

The union's current campaign has focussed on arguing against regional fire controls and against cuts. We have made the point that all parts of our service are essential to a high performing modern fire and rescue service. That includes members working in controls, on fire stations, in training and other departments... we are all **PART OF THE TEAM**.

### FBU executive council member for officers, Jack Ford says:

"Unfortunately we know exactly what to expect from our employers. It will be about cost cutting and about getting more for less from middle managers. Middle managers in our service are absolutely central to delivering in all the areas we now deal with. Attacking middle managers conditions of service is a complete disgrace."



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# STAND TOGETHER TO DEFEND OUR SERVICE

**FBU national secretary for officers,  
Dave Beverley says:**

“Officer members of the FBU are an essential part of our union and of our profession. It is sad that our terms and conditions are now under attack. Unfortunately it will come as little surprise as we are already aware of local attacks on officers in various services.

“The only way we can defend ourselves is by being well organised and by standing together. I urge officer members to attend the union’s national rally and lobby on October 21.”



**Details of rally lobby:  
11.30am Wednesday 21 October  
Central Hall Westminster  
Storey’s Gate Westminster  
London SW1H 9N**