

## Wholetime Duty System Collective Agreement - Shift and Annual Leave Alignment

In November 2016, a collective agreement was made that details the wholetime duty system. This document sets out agreed arrangements for wholetime fire station staff and, where appropriate, day crewing, nucleus crewing, Fire Control and retained duty system staff. The agreement will be implemented in stages between 1 January and 1 April 2017.

The agreement was wide ranging but watch alignment and annual leave harmonisation will start to take effect in January 2017. The stages set out below may seem a little complicated; however, their implementation will mean that all watches will be aligned across Dorset and Wiltshire.

### STAGE ONE

Dorset wholetime stations are changing the process for requesting and booking annual leave. This is a move away from having allocated blocks of leave, enabling more flexibility and locally managed leave arrangements. This will align with the process for Wiltshire stations. From 1 January 2017, all Dorset WDS staff will have a 15 month leave year, running from 1 January 2017 to 31 March 2018.

### STAGE TWO

On **Monday 9 January 2017**, Dorset wholetime stations will change watch colours to align with Wiltshire wholetime stations and Service Control Centre. The changes taking place in January will only affect Dorset wholetime stations.

The resulting watch alignment is as follows:

Dorset	Wiltshire	Fire Control	Dorset & Wiltshire
Red	Red	Red	Red
White	Blue	Blue	Blue
Blue	Green	Green	Green
Green	White	White	White

*Table 1. Watch patterns before and after alignment.*

- **Red Watch** will start their first day shift on Monday 9 January after three rota days. Red Watch will not be renamed.
- **Blue Watch** will finish their first night shift on Sunday 8 January and will not be required to work their second night shift on Monday 9 January. Blue Watch will be renamed as Green Watch after three rota days, commencing their first day shift on Friday 13 January.
- **Green Watch** will work their first day shift on Sunday 8 January then, on Monday 9 January, will be renamed as White Watch and be on their first night (instead of second day) - therefore no requirement to work their second day shift.
- **White Watch** will work their second night shift on Saturday 7 January. White Watch will be renamed as Blue Watch and start their first shift on Wednesday 11 January after three rota days.

	T	F	S	S	CHANGE	M	T	W	T	F	S	S	M
January	5	6	7	8		9	10	11	12	13	14	15	16
Day								FORMER WHITE		FORMER BLUE			
Night						FORMER GREEN							
Dorset Watch Colours						Consistent Watch Colours							

Table 2. Dorset watch scheduling before and after alignment.

### NEXT STEPS – APRIL 2017

The steps detailed above are a really important move for harmonisation across the Service and will help a number of departments who support staff. Individual email addresses for Dorset wholetime staff will also be introduced at this time, again to help alignment across the Service.

This is a significant change for all of the staff involved and your cooperation is appreciated. If anyone is uncertain of the impact of the changes on them, they should familiarise themselves with the collective agreement and direct any questions to their line manager in the first instance.

A number of other changes have been agreed and the remainder of the agreement will come into effect from Saturday 1 April - this will include the change of start and finish times for all wholetime staff.

**From Saturday 1 April 2017, day shifts will be from 0800 till 1800 and night shifts from 1800 to 0800.**