


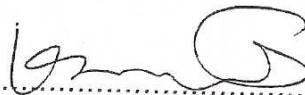
RETURN TO WORK AGREEMENT

1. Both Local Joint Secretaries understand and agree that on the cessation of strike action that on return to work any outstanding disciplinary issues arising from activity during the strike will be dealt with in accordance with the agreed national and local procedures. However, it is noted that some issues may need to be dealt with sensitively whilst outstanding bodies of work arising out of the dispute are being concluded.
2. All personnel on sick leave or rostered annual leave during the period of strike action, who have had pay deducted and have adhered to the Authority Policy on sickness reporting during strike will have any stoppages of pay for such periods reimbursed at the appropriate Grey Book 6th Edition rates.
3. Firefighters who have participated in strike action may, by written notice to the Authority, at any time, require the Authority to reckon as pensionable service all or part of any period of absence due to strike action. Where such notice is given, the firefighter concerned shall, within 6 months of giving that notice, pay to the Authority:
 - (a) the contributions that they would have been liable to pay for that period had they been paid at their normal rate, and

Under the terms of this Agreement, the Authority will separately consider the option of meeting the employers contributions, taking into account a detailed financial assessment of the costs of such an option.
4. Personnel transferred prior to strike action (from Croxteth Fire Station as a result of the removal of the appliance for training purposes) will be given an option to be transferred back to that location, if they wish. This arrangement is also in place for Bootle and Netherton, and both proposals will be in place up until there is any change of duty system at either location or for any other Service exigency regarding staffing requirements.
5. All Fire Brigades Union property, including any notice boards and literature belonging to the FBU will be returned to the relevant branch/section/brigade official. The displaying of and size of notice boards will be informed by a protocol to be developed between the local joint secretaries, and the location of such notice boards will be agreed between the station manager/locality manager or district manager and FBU branch officials for the station concerned taking into account the above protocol. Any disagreement on this issue will be referred to the local joint secretaries for determination.
6. The Authority agrees to reinstate check off arrangements for FBU members with immediate effect.



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Bill Evans
On behalf of
Merseyside Fire & Rescue Authority



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Les Skarratts
On behalf of
Merseyside Fire Brigades Union

Dated 19th October 2006