

## **Proposal To End The Current Disputes Relating To Working Hours Within SYFR**

- Implementation of a partial change to shift start and finish times of 0900 hours / 1930 hours, and shift durations - 10.5 hour days / 13.5 hour nights, with effect from 2nd December 2009. *(Times and durations as specified by the National Joint Council's Resolution Advisory Panel in May 2009)*

(This demonstrates the Authority's commitment to engage 3<sup>rd</sup> party assistance via the NJC)

- Immediate commencement of an open negotiating process in order to attempt to reach agreement on 12 hour shifts – to be concluded by 31 March 2010.
- In the absence of an agreement to make further changes beyond 10.5/13.5 by 31 March 2010, to jointly refer the matter to ACAS.

(This demonstrates the Authority's commitment to engage further 3<sup>rd</sup> party assistance via ACAS should this prove to be necessary)

### **Preconditions**

#### **SYFR**

Immediate suspension of all activities being undertaken in support of implementing contractual changes via a dismissal / re-engagement process as initiated by the issue of the HR1 notice dated 29<sup>th</sup> June 2009. *(This is without prejudice to the statutory 90 day process that has been conducted in accordance with the legal obligations within S.188 of TULR(C)A 1992, which for the purposes of the matter in dispute has now been fulfilled).*

#### **FBU**

Immediate cessation of all related industrial action *(including but not restricted to discontinuous strike action, pre-arranged overtime ban, travelling to and from detached duty locations outside of normal working hours, temporary promotions and 'acting-up')*.