



United Firefighters Union

Victorian Branch ABN 74 030 569 265

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17 August 2010

Shane Wright
Director Capacity Development
Metropolitan Fire & Emergency Services Board
PO Box 151
East Melbourne
VIC 3002

Dear Mr Wright,

Re: Flexibility Arrangement MFB UFU Operational Staff Agreement 2010

I refer to your letter dated 27 July 2010, in relation to the above.

To avoid any doubt, we understand your letter to agree with the description in my letter dated 20 July 2010 and previously tabled with you (see attached) of past practices relating to facilitating genuine needs of employees who require alterations to their work hours due to circumstances such as family responsibilities, return to work after childbirth, et cetera. The past practice is that the UFU and MFB consider such matters on a case by case basis and resolve such matters by agreement between the UFU and MFB, and outcomes consist of arrangements for altered hours in day-work positions. We also understand that you agree with the continuation of those practices for the life of the MFB UFU Operational Staff Agreement 2010.

If you have further queries, please contact me on 0419 127 004.

Yours faithfully,

Peter Marshall
Branch Secretary
United Firefighters Union - Victoria



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Shane Wright
Director Capacity Development
Metropolitan Fire & Emergency Services Board
PO Box 151
East Melbourne
VIC 3002

20 July 2010

Dear Mr Wright,

Re: Flexibility Arrangement Operational Staff Agreement 2009

I confirm our conversation regarding the agreed clause in the operational staff agreement 2009, being Clause 12, titled 'Flexibility Clause'.

Further, during our negotiations it was clear that the UFU and MFB had operated on a case-by-case basis to facilitate genuine needs of employees who require alterations to their work hours due to circumstances such as family responsibilities, return to work after childbirth, et cetera.

To ensure the operational integrity, arrangements have been made for flexible hours in day-work positions, of which the parties have always reached an agreement.

It is not envisaged that there would be a dramatic increase in the number of employees requesting such flexibility. However the UFU provides this letter so that in the context of the above we continue with the current arrangements of providing flexible work opportunities for employees with genuine needs, as per our previous arrangement of a case-by-case basis.

If you have further queries, please contact me on 0419 127 004.

Yours

Peter Marshall
Branch Secretary
United Firefighters Union - Victoria



27 July, 2010

Mr Peter Marshall
Branch Secretary
United Firefighters' Union
410 Brunswick Street
FITZROY Vic 3065

Dear Mr Marshall,

Re: Flexibility Arrangement Operational Staff Agreement 2009

In relation to your correspondence regarding the above matter I advise as follows:

The MFB has in the past considered applications for flexible working arrangements on a case by case basis and will continue to work cooperatively with the UFU in this regard.

In doing so we aim to balance the challenges faced by many of our staff in achieving a work/family life balance and the competing needs presented by maintaining the operational service delivery requirements of the MFB under the 10/14 shift system.

Yours sincerely,

A handwritten signature in blue ink, appearing to read 'Shane Wright'.

Shane Wright
Director Capacity Development, AFSM

