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Non Participation in Breathing Apparatus Recertification Training

The Labour Court has set out its position on Fire Fighter Training in LCR No 20153 and this recommendation should be read in that context. Furthermore the Court notes that a large measure of agreement on outstanding issues was reached between the parties at proximity talks held on 25th November 2011 under the auspices of the LRC. This Recommendation should be read in that context also. It should also be read in the context of the Interim National Agreement in place between the parties.

In an effort to address the industrial relations issues that arise in this dispute and pending the conclusion of the national discussions currently in progress, the Court recommends that:

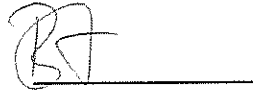
- The relevant Breathing Apparatus refresher course be delivered by a total of six officers as follows
 - A course Director as at present
 - Two Senior officers as at present
 - One additional Junior Officer bringing the total to three on any course
 - That all testing to determine whether the course objectives have been successfully delivered to and assimilated by each of the course participants be conducted jointly by a junior and senior officer
- On this basis training should recommence in early January 2012 and staff should be notified in the normal way in December 2011 of the dates of the courses to which they have been allocated. Staff should choose from the course dates on offer and notify management by return of their intention to participate in the scheduled training on one of the allocated dates. In the event that there is compelling reason why an individual cannot participate on any of the allocated dates s/he should immediately notify management of the alternative course dates for which s/he is available and request a rescheduling to one of those dates.

- All staff will, on acceptance of this recommendation, be paid the retainer allowances that were withheld over the period of the industrial dispute.
- Following the commencement of training and subject to full co-operation therewith, both parties agree to jointly refer the dispute regarding income lost for call-outs that occurred in the course of this industrial dispute to the Labour Court for arbitration.
- Normal working will resume with immediate effect whilst the Court recommendation is considered by both sides.

The Court so recommends.



December, 2011



Brendan Hayes

Deputy Chairman