TU Relationships										
	Objective	Owner	Key contributors	Completion date	Resource issues	Communication issues	Risks	Review date (s)	Period Activity	Status
Objective	Optimise relationships with all Trade Unions (FBU, FOA, RFU, UNISON)	M. Healy	CP, TC, PS - TU representatives, SMT, Group/Area managers		MH not full time NFRS resource	All concerned need to be aware of potential ER impact of most NFRS decisions and actions being considered, or taken		Monthly	Existing relationships evaluated and draft paper produced, which identifies actual structures and processes and perceived state of relationships. Outline action plan for improvement drafted.	
Sub objective	Analyse and document existing formal and informal communication channels	M. Healy	CP, TC, PS - TU representatives, SMT, Group/Area managers	End March 07				Monthly	Initial analysis of existing TU relationships formulated in draft, to discuss with PS	
Sub objective	Analyse and document state of existing relationships	M. Healy	CP, TC, PS - TU representatives, SMT, Group/Area managers	End March 07				Monthly	Draft produced for discussion between MH/PS	
Sub objective	Formulate proposals for improvement of formal and informal communication channels and their impact	M. Healy	CP, TC, PS - TU representatives, SMT, Group/Area managers	End March 07				Monthly	Initial proposals for improvement of TU relationships formulated in draft, to discuss with PS	Completed
Sub objective	Consult on proposals and obtain agreement	M. Healy	CP, TC, PS - TU representatives, SMT, Group/Area managers	End April 2007				Monthly		
Sub objective	Formulate and implement process to ensure awareness of agreed proposals	M. Healy	LR/comms team	End May 2007				Monthly		
Sub objective	Formulate periodic review process	M.Healey	CP, TC, PS - TU representatives, SMT, Group/Area managers	End May 2007				Monthly		