



Collective Agreement
Between the
Government of
Saint Lucia and
the Saint Lucia Fire
Service Association



April 01, 2022 to March 31, 2025

AGREEMENT

BETWEEN

THE GOVERNMENT OF SAINT LUCIA
(Hereinafter referred to as the Employer)

AND

THE SAINT LUCIA FIRE SERVICE ASSOCIATION
(Hereinafter referred to as the Association)

Table of Contents

PREAMBLE	5
1 INTENT AND PURPOSE OF AGREEMENT	5
2 PERIOD OF AGREEMENT	5
3 IMPLEMENTATION OF THE COLLECTIVE AGREEMENT	5
Article 1 - RECOGNITION OF REPRESENTATION BY THE ASSOCIATION	6
Article 2- EFFICIENCY AND PRODUCTIVITY	6
Article 3 - ASSOCIATION MEMBERSHIP	7
Article 4 - ASSOCIATION RIGHTS, SECURITY AND FUNCTIONS	7
Article 5- EMPLOYERS RIGHTS AND FUNCTIONS	7
Article 6 - CONSULTATION AND DEMOCRATIZATION.....	8
Article 7 - TECHNICAL INFORMATION	8
Article 8 - LABOUR MANAGEMENT BARGAINING RELATIONS	8
Article 9 - IN-SERVICE TRAINING/GENERAL TRAINING.....	8
Article 10 - TIME OFF FOR URGENT, PRIVATE BUSINESS	9
Article 11 - VACATION LEAVE	9
Article 12- SICK LEAVE	9
Article 13 - MATERNITY LEAVE	9
Article 14 - PATERNITY LEAVE	9
Article 15 - ADOPTION LEAVE	10
Article 16 - FUNERAL/COMPASSIONATE LEAVE	10
Article 17 – SPECIAL LEAVE	11
Article 18 - LIEU LEAVE.....	11
Article 19 - INCOME TAX COUNSELLING	11
Article 20 - FIREFIGHTERS ON RELOCATION	11
Article 21 - DUTY ALLOWANCE	12
Article 22 - LAUNDRY ALLOWANCE	12
Article 23 - SUBSISTENCE ALLOWANCE.....	12
Article 24 - UNIFORM ALLOWANCE	12
Article 25 - EXCESS WORKING HOURS	13
Article 26 - TELEPHONE ALLOWANCE	13
Article 27 - LODGING ALLOWANCE.....	13
Article 28 - INSTRUCTORS ALLOWANCE.....	13

Article 29 - FINANCIAL ASSISTANCE FOR CAFF.....	14
Article 30 - ACTING ALLOWANCE	14
Article 31 - PERSONAL RECORD	14
Article 32 – HEALTH AND (SAFETY) SECURITY AND ENVIRONMENT	14
Article 33 - COVERAGE FOR MEMBERS	14
Article 34 - BENEFITS.....	15
Article 35 – TRANSPORTATION.....	15
Article 36 – NOTIFICATION OF MEETINGS.....	15
Article 37 - JOB DESCRIPTION.....	15
Article 38 - DISCIPLINE	16
Article 39 - GRIEVANCE PROCEDURE.....	16
Article 40 – ILO CONVENTIONS	17
Article 41 – MEAL ALLOWANCE	18
Article 42 ADVANCES – SALARIES.....	18
Article 43 - KITCHEN FACILITIES	18
Article 44 - SALARY RATES	18
Article 45 - LABOUR MANAGEMENT COMMITTEE	18
Article 46 - PENSIONS FEASIBILITY STUDY	19
Article 47 - BENCHMARK QUALIFICATIONS	19
Article 48 - DETACHMENT	20
Article 49 - TIME OFF FOR EDUCATIONAL ADVANCEMENT	20
Article 50 - REPRESENTATION ON COMMITTEES	20
Article 51 - HIGH RISK ALLOWANCE	20
Article 52 – HONORARIUM.....	20
Article 53 – MEAL BREAKS	20
Article 54 –DRIVERS LICENSE FEE EXEMPTION	21
Article 55 – INCREMENTS	21
Article 56 – TRANSFER	21
Article 57 – MEDICAL SERVICES AT PUBLIC FACILITIES.....	21
Article 58 – HOUSE ALLOWANCE	21

PREAMBLE

1 INTENT AND PURPOSE OF AGREEMENT

It is the intent and purpose of the employer and the Association to set forth the agreed provisions covering salaries, hours of work and other working conditions, in order to promote and maintain mutually satisfactory relations between both parties and to achieve the highest level of worker performance and morale consistent with the good and optimum productivity of the Fire Service.

In furtherance of this purpose, the Employer, and the Association both acknowledge and agree to honour and recognize the rights and obligations herein and discharge faithfully the duties and functions attributed to each other.

2 PERIOD OF AGREEMENT

- (a) This Agreement shall take effect from 1st April 2022 to 31st March 2025 unless revised by mutual consent and shall continue in force until renegotiated.
- (b) In the event of either party desiring to revise this Agreement, three (3) months' notice shall be given in writing. Where such notice relates to revision of the terms of this Agreement, the proposed amendments shall not in any circumstances become effective until the expiry of the aforementioned three (3) months' notice or until the day after this Agreement is terminated if a revised Agreement is negotiated before the expiry date of the Agreement.
- (c) Upon receipt of notice for revision there shall be a joint meeting between representatives of both parties within thirty (30) days of the receipt of such notices for the purpose of discussion of the proposed amendment.

3 IMPLEMENTATION OF THE COLLECTIVE AGREEMENT

The parties agree that all the necessary procedures and actions shall be taken to implement the provisions of the Collective Agreement within a reasonable time after the signing of the Agreement.

This shall apply to all clauses of the Agreement except those for which there are prescribed times.

Article 1 - RECOGNITION OF REPRESENTATION BY THE ASSOCIATION

Bargaining Unit

- 1.1 The Employer recognizes the Association as the sole representative and collective bargaining agent for all members of the Fire Service with the exception of the Chief Fire Officer (in accordance with Section 35 of the Fire Service Act, Chapter 14.04 of the Revised Laws of Saint Lucia 2008) whether permanent, or temporary, and herein agrees to negotiate with the Association or any of its authorized Committees.
- 1.2 The Employer agrees that there shall be no discrimination by reason of race, creed, colour, national origin, political or religious affiliation, sex, family relationship, place of residence, with respect to any employee in the matter of hiring, wage rates, training, up-grading, promotion, transfer, layoff, recall, discipline, classification, dismissal or otherwise, in accordance with the Part V, Labour Act, Cap 16.04 of the Revised Laws of Saint Lucia 2001.
- 1.3 Nothing in this Agreement shall be construed to preclude the Employer from giving priority to Saint Lucians in the employment of workers.

Article 2- EFFICIENCY AND PRODUCTIVITY

- 2.1 The parties hereby agree to undertake to co-operate fully in an endeavor to achieve the following objectives in the Fire Service.
 - (a) Increase efficiency and productivity.
 - (b) Elimination of waste of resources.
 - (c) Elimination of conditions of work inimical to increase efficiency and productivity.
 - (d) Elimination of negative attitude to work and development of proper work ethics.
- 2.2 In pursuit of this endeavor, representatives of both parties will meet from time to time to identify areas where improvement can be effected and appropriate corrective measures taken to achieve the aforesaid objectives.
- 2.3 The Employer agrees to establish and maintain a conducive working environment at all fire stations.

Article 3 - ASSOCIATION MEMBERSHIP

- 3.1 All employees are eligible to become and remain members in good standing of the Association.
- 3.2 The Association agrees to acquaint new employees with the terms and conditions of the Collective Agreement.

Article 4 - ASSOCIATION RIGHTS, SECURITY AND FUNCTIONS

- 4.1 The Association shall keep the Employer informed of the names of the Officials and committee members representing the employees. The Employer agrees to recognize the committee members or any authorized representatives of the association.
- 4.2 The Employer agrees that special time off duty may be granted by the Permanent Secretary or Head of Department for Shop Stewards or Officials to attend to matters directly affecting the Association members but providing that reasonable notice is given, and that Employers business is not adversely affected. The Employer agrees to allow the Association officials' admittance to any Section or Department or Branch during working hours to investigate specific complaints from employees provided that a mutually acceptable time is arranged with the Head of Department.
- 4.3 The Association's Executive Committee shall convene quarterly meetings in accordance with rule 9 (1) of the Fire Service Act, Chapter 14.04 of the Revised Laws of Saint Lucia 2008. The Employer agrees to grant time off to executive members to facilitate their attendance at meetings.

Article 5- EMPLOYERS RIGHTS AND FUNCTIONS

- 5.1 The Association recognizes that it is the right of the Employer to exercise the regular and customary functions of management to direct the work force to ensure that the purposes (s) of their employment are fulfilled expeditiously, effectively, and efficiently. The Employer agrees to copy to the Association all circulars to the Ministry of Home Affairs affecting the professional conduct of employees.
- 5.2 These rights shall be construed within the limits of the Constitution, the Laws of the State, and the Collective Agreement.

Article 6 - CONSULTATION AND DEMOCRATIZATION

- 6.1 In order to maintain and further the harmonious relationship between the Employer and employees there will be regular dialogue between the Association, and the Ministry of Home Affairs and Management officials to whom this Agreement directly relates, on matters pertaining to redundancies, changes in working conditions, hours of work, staffing and restructuring etc. and other matters affecting the Fire Service.
- 6.2 The Employer agrees to convene quarterly meetings with representatives of the St. Lucia Fire Service Association, Ministry of Home Affairs, and the management of the St. Lucia Fire Service, to discuss matters of interest to all parties. Extra-ordinary meetings may be requested by either party.

Article 7 - TECHNICAL INFORMATION

The Employer shall provide the Association on request, if available, information required by the Association such as Job Description, Seniority Lists, Job Classification, Salary Rates, Financial and Actuarial Information pertaining to pension and welfare plans. For Collective Bargaining purposes, copies of all relevant documents used by one side shall be made available to the other side.

Article 8 - LABOUR MANAGEMENT BARGAINING RELATIONS

No employee or group of employees shall undertake to represent the Association at meetings with the Employer without the proper authorization of the Association.

Article 9 - IN-SERVICE TRAINING/GENERAL TRAINING

- 9.1 The Employer recognizes that education is a continuing process. Accordingly, the Employer shall allow the Association to sponsor and pursue during normal working hours work related educational activities such as seminars, workshops, and lectures provided that reasonable notice is given and subject to the exigencies of the Service.
- 9.2 The Employer agrees that in-service training, local and overseas, is desirable and necessary for greater productivity and that all efforts shall be directed at providing in-service training for all Employees.
- 9.3 The Employer agrees to provide study leave in accordance with the Government's Study Leave Policy for the Public Service and the Fire Service Regulations.

Article 10 - TIME OFF FOR URGENT, PRIVATE BUSINESS

Time off to attend to urgent private matters should be taken from accumulated vacation leave. Where there is no accumulated leave, the Employer may agree to give time off not exceeding nine (9) consecutive days without loss of pay, in any one (1) year.

Article 11 - VACATION LEAVE

Vacation leave shall be calculated in working days: Mondays to Fridays excluding Holidays.

Article 12- SICK LEAVE

Sick leave shall be granted in accordance with the Fire Service Regulations and Staff Orders for the Public Service.

Article 13 - MATERNITY LEAVE

- 13.1 The Employer agrees that thirteen (13) weeks maternity leave shall be allowed with full pay and shall be six (6) weeks before confinement, the week of confinement, and six (6) weeks after the week of confinement.
- 13.2 The employee may be allowed to proceed on vacation leave immediately on completion of maternity leave.
- 13.3 An employee shall not lose seniority on return to work.
- 13.4 Maternity leave shall be additional to vacation leave.
- 13.5 The foregoing shall apply to any female employee, regardless of age, nationality, or marital status.
- 13.6 The Employer agrees that a period of one (1) month leave without pay may be granted to an employee upon request, on the conclusion of the maternity leave period.

Article 14 - PATERNITY LEAVE

- 14.1 Male employees shall be entitled to paid paternity leave for a period of nine (9) consecutive days following the birth of his child.

- 14.2 Male employees requesting paternity leave should seek approval from the appropriate Head of Department/Permanent Secretary
- 14.3 Paternity leave will only be granted on application, using the prescribed form, for each birth provided that a medical certificate stating the expected delivery date is furnished not less than six (6) weeks before the date of confinement.
- 14.4 Paternity leave following the birth of a child must be taken in full immediately after the birth or immediately following the child's release from a healthcare facility to the home.

Article 15 - ADOPTION LEAVE

- 15.1 Employees applying for adoption leave must notify their Employer of their intention to adopt a child in no less than fourteen (14) days after the employee has applied for intent to adopt or a court order from the Department of Human Services or an authorized agency.
- 15.2 An Employee shall be entitled to seven (7) consecutive days adoption leave which will commence after a Court of competent jurisdiction makes an adoption order to authorize that the child be adopted by the employee.
- 15.3 The Employer agrees to grant seven (7) consecutive days' leave for fostering to an employee who has been awarded a Care Order by the Courts, in accordance with the Child (Care, Protection and Adoption) Act, Chapter 4.07, Revised Laws of Saint Lucia to provide pre-adoptive care to their charges. Leave for fostering must be taken in full, within one week of receipt of the Care Order.
- 15.4 Adoption leave and Leave for Fostering shall be in addition to vacation leave.

Article 16 - FUNERAL/COMPASSIONATE LEAVE

- 16.1 Funeral/Compassionate leave grants employees paid time off to attend the funeral and for travel and bereavement time, upon the death of an employee's immediate family member or close relatives.
- 16.2 For the purpose of this article close relatives include Mother, Father, and Brother, Sister, Spouse, Parents of Spouse, Children, Grandparents, Grandchildren, adopted, foster or legal wards and members of the employee's household.

- 16.3 Employees requesting funeral/compassionate leave should seek approval from the appropriate Head of Department/Permanent Secretary:
- (i) Five (5) consecutive days leave with pay shall be granted to an employee on the death of a close relative to attend or to make arrangements for the funeral locally.
 - (ii) Where an employee has to attend a funeral of a close relative overseas, he/she may be granted up to nine (9) consecutive days of paid leave.
- 16.4 Employees may be granted time off to attend the funeral of a relative/friend other than a close relative.

Article 17 – SPECIAL LEAVE

Special Leave for urgent private affairs should be in accordance with the Fire Service Regulations.

Article 18 - LIEU LEAVE

All firefighters below the rank of Assistant Divisional Officer attached to Fire Suppression and Emergency Medical Services (EMS) duties shall be awarded 13 lieu days in accordance with all public holidays observed in the State whether he/she is physically on duty or not.

Article 19 - INCOME TAX COUNSELLING

Each year during the period January 1 to March 30, the Employer shall provide such advice as needed to employees in the preparation of their Income Tax Returns, through the media or otherwise.

Article 20 - FIREFIGHTERS ON RELOCATION

All matters relating to the relocation of firefighters shall be in accordance with the Government's Relocation Policy. The Association shall be consulted on any proposed change to the existing policy.

Article 21 - DUTY ALLOWANCE

- 21.1 Duty Allowance to be paid to Station Officers and gazetted officers at a rate of five hundred and fifty dollars (\$550.00) per month.
- 21.2 Duty Allowance to be paid to all other ranks at a rate of four hundred and twenty dollars (\$420.00) per month.
- 21.3 Members of the Fire Service should only exceed his or her normal hours of duty for the following:
1. Emergencies - Fire Call, Emergency Ambulance/Medical Responses, Humanitarian Services
 2. National Parades
 3. Guard of Honour Parade
 4. Chief Fire Officer's Parade
 5. Divisional Officer's Parade
 6. State Funerals
 7. General Meetings
 8. Training
 9. For any other duty in the professional judgement of the officer in charge at the time, that is necessary for the preservation of life and property.

Article 22 - LAUNDRY ALLOWANCE

Laundry Allowance shall be paid at the rate of one hundred and thirty dollars (\$130.00) per month to Officers.

Article 23 - SUBSISTENCE ALLOWANCE

The six (6) Hour Block paid to Civil Servants shall apply to the Fire Service at the same rate.

Article 24 - UNIFORM ALLOWANCE

- 24.1 A Uniform allowance shall be paid to all Officers at and above the rank of Station Officer at the rate of one hundred and eighty dollars (\$180.00) per month.
- 24.2 As far as practicable, uniforms to ranks below that of Station Officer should be issued to members in accordance with the Fire Service Regulations.

Article 25 - EXCESS WORKING HOURS

Members of the Fire Service should leave duty at the time stipulated for the shift to end.

- (a) Excess Working Hours Allowance shall be paid at the rate of seven hundred dollars (\$700.00) per month in respect of scheduled excess working hours. This allowance shall be paid to officers up and including the rank of Station Officer.
- (b) As the strength of the Fire Service increases it is expected that the number of hours will be reduced and the appropriate modification be made to the excess working hours.

Article 26 - TELEPHONE ALLOWANCE

A telephone allowance shall be paid to all gazetted officers including Station Officers at a rate of sixty dollars (\$60.00) per month. .

Article 27 - LODGING ALLOWANCE

A lodging allowance shall be paid to all officers up to the rank of Station Officer at the following rates:

Station Officer	-	\$270 per month
Sub Officer	-	\$260 per month
Leading Fire Fighter	-	\$220 per month
Fire Fighter	-	\$210 per month

Article 28 - INSTRUCTORS ALLOWANCE

- 28.1 The Employer agrees to pay an Instructor Allowance of seven hundred dollars (\$700.00) monthly, to a firefighter who is assigned to conduct recruitment training. This allowance will be paid where the assignment is for a period of not less than one (1) month.
- 28.2 In instances where the assignment is for a period of less than one (1) month, subsistence allowance will be applicable.

Article 29 - FINANCIAL ASSISTANCE FOR CAFF

The employer recognizes the Caribbean Association of Fire Fighters (CAFF) as a regional body representing firefighters within the Caribbean Region and agrees to make an annual financial contribution of US \$200.00 to assist the Association with its recurrent expenditure.

Article 30 - ACTING ALLOWANCE

Where a Fire Officer has been appointed to do the duties of another Fire Officer in a higher rank who is on Vacation or Sick Leave, or on a Training Course or hospitalised, the Officer so appointed will be paid the minimum salary of the rank of the Officer whose duties he is performing, providing that such period is not less than twenty-eight (28) days.

Article 31 - PERSONAL RECORD

Personal records shall be maintained in accordance with the Fire Service Regulations and the Staff Orders.

Article 32 – HEALTH AND (SAFETY) SECURITY AND ENVIRONMENT

- 32.1 The health and safety of firefighters shall be in accordance with the provisions of part 4 of Division 1 of the Labour Act Cap 16.04.
- 32.2 Every member should be equipped with appropriate protective clothing and any other form of protective equipment that may be needed for firefighting, emergency medical services, fire prevention and engineering purposes.

Article 33 - COVERAGE FOR MEMBERS

- 33.1 All Fire Service Personnel should have a proper Insurance coverage and the premium should be paid by Government to a recognized Insurance Company in the State.
- 33.2 The Employer agrees to institute a group Insurance Scheme to cover members for Death, Disability and Injury. This Insurance Scheme to cover Fire Officers will be discontinued after the establishment of a Commission as mandated by the Protective Services (Compensation) Act Cap. 14.03, Revised Laws of Saint Lucia. The aforementioned Act will replace the Insurance Scheme since it is 'An Act to provide for the payment of compensation in respect of officers of the protective services who suffer injury or die in circumstances arising out of and in the course of employment with the State and for related matters.

Article 34 - BENEFITS

- 34.1 When a member of the Service dies as a result of an injury obtained while in the service, Government may grant to the legal representative of the estate of the deceased a gratuity in accordance with the Pensions Act Chapter 15.26 of the Revised Laws of Saint Lucia 2005.
- 34.2 If a member of the Service has been injured while on duty and is incapacitated and such incapacity necessitates that his/her service be dispensed with, such a member shall be compensated in accordance Pensions Act Chapter 15.26 of the Revised Laws of Saint Lucia 2005, the National Insurance Corporation Act Chapter 16.01 of the Revised laws of Saint Lucia 2005 or the Protective Services (Compensation Act) No. 31 of 2003, whichever may be applicable at the time of his/her injury.
- 34.3 Where an employee is paid part of their salary for sickness and maternity benefits, in accordance with the National Insurance Corporation Act, the Employer agrees to pay the difference in salary.
- 34.4 When a member of the Service has been injured whilst on duty all necessary medical facilities and other aid required by the member shall be provided for by Government.
- 34.5 The Employer agrees that personnel who lose personal items or those items become damaged while on duty, should receive replacement of such items on a case-by-case basis, when the incident arises. These items will include spectacles, shoes, etc. The replacement should be equitable in quality to what was lost.

Article 35 – TRANSPORTATION

In a case where a member has to work in excess of his normal tour of duty or is called from his home, transportation may be provided to take the member home after performing such duty.

Article 36 – NOTIFICATION OF MEETINGS

The Fire Service Association shall notify its members of a meeting after written consent for that meeting has been given by the Chief Fire Officer.

Article 37 - JOB DESCRIPTION

- 37.1 The Employer agrees that Job Descriptions shall be provided for the following ranks in the Fire Service:

1. Fire fighter
2. Leading Fire fighter
3. Sub-Officer
4. Station Officer
5. Assistant Divisional Officer
6. Divisional Officer

37.2 The Employer agrees to provide a job description to all categories of Officers upon the first appointment to any post that they may from time to time be required to fill.

Article 38 - DISCIPLINE

Discipline shall be in accordance with the rules and regulations of the Public Service Commission.

Article 39 - GRIEVANCE PROCEDURE

39.1 This article provides the procedure for dealing with requests, complaints, conflict and differences as they may arise from time to time in the workplace.

39.2 Any grievance as defined herein, initiated by an employee or group of employees, shall be handled in accordance with the grievance procedure.

39.3 A grievance is defined as a claim or dispute with the employer by an employee or employees, involving alleged violation by the employer of the terms of this agreement. When any grievance arises, there shall be no interruption of work or other violation of this agreement of any kind on account thereof, but the same shall be settled as promptly as possible in the following manner:

- (a) The request, complaint or difference shall first be discussed by the employee or employees concerned with their Divisional Heads within forty- eight (48) hours.
- (b) After the procedure laid down in Section 39.3 (a) of this article has been carried out, and if no satisfactory settlement has been arrived at, the representative of the Association shall discuss the matter with the Divisional heads within forty-eight (48) hours.
- (c) After the procedure laid down in Section 39.3 (b) of this article has been carried out, and if no satisfactory settlement has been arrived at, the representative of the Association shall discuss the matter with the Department head within forty-eight (48) hours.

- (d) After the procedure laid down in Section 39.3 (c) of this article has been carried out, and if no satisfactory settlement has been arrived at, the representatives of the Association shall discuss the matter with the Permanent Secretary of the Department of Home Affairs within forty-eight (48) hours.
 - (e) After the procedure laid down in Section 39.3 (d) of this article has been carried out, and if no satisfactory settlement has been arrived at, The Association shall be received by representatives of the Ministry of the Public Service within four (4) days. They shall meet with a view of reaching a mutually acceptable settlement.
 - (f) If no settlement of the grievance(s) is/are reached at the meeting held under Section 39.3 (e) of this article, either party may refer the matter(s) to the Labour Commissioner for conciliation.
 - (g) If no settlement of the grievance(s) is/are reached at the meeting held under Section 39.3 (f) of this article, either party may refer the matter(s) to the minister of Labour for mediation.
- 39.4 Nothing in the foregoing shall be construed to prevent the employee from presenting to the Association any grievance for disposition through the appropriate steps of the grievance procedure.
- 39.5 In no case will the employees withhold their labour or strike, indulge in go-slow, a demonstration, or organized disturbance unless the grievance procedures outlined above have been exhausted to the fullest without settlement. In like manner, the employer shall not enforce any lock-outs on its employees until the above procedures have been exhausted without settlement.
- 39.6 The aggrieved employee(s) reserve(s) the right to be accompanied by a shop steward or a trade union official at any stage of the grievance procedure to have the matter(s) resolved.

Article 40 – ILO CONVENTIONS

The Employer agrees to adhere to all ILO conventions signed by the Government of Saint Lucia.

Article 41 – MEAL ALLOWANCE

- 41.1 When a member is off duty and is called in to perform duty at the station, for a continuous period of at least five (5) hours, he or she shall be provided with meals.
- 41.2 An employee who is required to work during his/her meal hour (Breakfast, Lunch and Dinner) or a double shift shall be paid a meal allowance in accordance with the rates approved by Cabinet.

Article 42 ADVANCES – SALARIES

Advances shall be given to members in accordance with the conditions laid down in the Staff Orders for the Public Service of Saint Lucia.

Article 43 - KITCHEN FACILITIES

The employer agrees to provide all that is necessary for the maintenance of a kitchen facility for culinary provisions.

Article 44 - SALARY RATES

The salary rates for the period shall be as follows:

April 1, 2022 to March 31, 2023 – 2%
April 1, 2023 to March 31, 2024 – 2%
April 1, 2024 to March 31, 2025 – 2%

Article 45 - LABOUR MANAGEMENT COMMITTEE

- 45.1 A Labour Management Committee to be known as ‘the Committee’ on Industrial relations in the Public Service (C.I.R.P.S.) shall be established consisting of three (3) representatives of the Association and three (3) representatives of the Employer.

The Committee shall enjoy the full support of both parties in the interest of improved service to the public and job securities for employees. Decision of this Committee shall be arrived at by consensus and shall bind both parties after ratification by Cabinet.

45.2 The Committee shall comprise of:

- (a) The Permanent Secretary, Ministry of the Public Service, Information and Broadcasting or his representative
- (b) The Permanent Secretary, Ministry of Home Affairs and National Security or a representative
- (c) The Chief Fire Officer
- (d) Three Representatives of the Association

45.3 The Committee shall concern itself with the following matters:

- (a) Proposals and suggestions related to the work of the Employer so that better relations shall exist between the Employer and the employees so that the work of the employer may be effectively discharged.
- (b) Improving and extending services to the Public.
- (c) Reviewing suggestions for Employees, relating to questions of working conditions and services, excluding matters, which are the responsibility of the Public Service Commission and Public Service Board of Appeal.
- (d) Resolving grievances and misunderstandings.

45.4 Meetings of C.I.R.P.S. shall be held at least once every quarter.

Emergency meetings shall be summoned by either party, providing that seven (7) days' notice is given.

Article 46 - PENSIONS FEASIBILITY STUDY

The Employer agrees that within six (6) months of the signing of the Collective Agreement to conduct a feasibility study for the Fire Service and to revise the Pensions (Amendment) Act No. 19 of 2003, as it relates to the duties of Fire Officers.

Article 47 - BENCHMARK QUALIFICATIONS

The Employer agrees to institute a benchmark qualifications system within the department to assist with promotion of the various ranks from Firefighter to Station Officer.

Article 48 - DETACHMENT

One member of the Association should be detached from normal duties in order to look after the Association's matters on a full-time basis.

Article 49 - TIME OFF FOR EDUCATIONAL ADVANCEMENT

Employees enrolled in part time courses/programmes directly related to the duties of the Saint Lucia Fire Service may be given time off to attend classes and completion of exams.

Article 50 - REPRESENTATION ON COMMITTEES

The necessary arrangements shall be made to have the Fire Service Association represented on the following committees set up by the employer:

- (a) Training Committee
- (b) Any other committee which may be set up from time to time and which directly concerns members of the Fire Service Association.

Article 51 - HIGH RISK ALLOWANCE

A high risk allowance of seventy-five dollars (\$75.00) shall be paid to firefighters monthly.

Article 52 – HONORARIUM

Honorarium shall be paid in accordance with the Government's Honorarium policy.

Article 53 – MEAL BREAKS

- 53.1 Officers assigned the duties of Control Room Attendant (CRA) between the hours of 0500 – 0900 hrs and 1700 – 2100 hrs shall be provided with a meal break as follows:

Breakfast break – 30 minutes
Dinner break – 30 minutes

- 53.2 In an event where an employee is required to work an eight (8) hour CRA shift, a one (1) hour lunch break shall be provided.

Article 54 –DRIVERS LICENSE FEE EXEMPTION

All authorized drivers shall be exempt from the amount payable to the Licensing Authority for the renewal of their Drivers License. Authorized drivers shall be approved by the Chief Fire Officer.

Article 55 – INCREMENTS

The employer agrees to pay increments in keeping with the Fire Service Regulations. Part 3 Section 22. (CAP 14.04)

Article 56 – TRANSFER

- 56.1 Subsistence allowance shall be payable at the rates approved by Cabinet, to members of the Fire Service when performing official duty at another station, for periods of more than 24 hours. Officers on such duty for periods of six (6) hours up to twenty-four (24) hours shall be provided with meals and transportation, where practical.
- 56.2 Firefighters may be required, at short notice, to take up duty at another station for any period and written correspondence shall be provided no later than one week after the assignment.

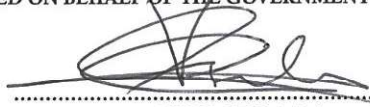
Article 57 – MEDICAL SERVICES AT PUBLIC FACILITIES

The Employer shall make the necessary arrangements to facilitate Protective Service employees in uniform to be exempted from the normal waiting period, when receiving medical services at public facilities.

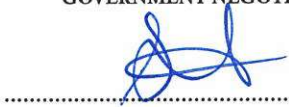
Article 58 – HOUSE ALLOWANCE

A House Allowance equivalent to 20% of basic salary shall be paid to Gazetted Officers only.

SIGNED ON BEHALF OF THE GOVERNMENT OF SAINT LUCIA



VERN GILL (MR.)
CHAIRMAN
GOVERNMENT NEGOTIATING TEAM



S. SUE-ANN EMMANUEL (MS.)
SECRETARY
GOVERNMENT NEGOTIATING TEAM


SIGNED ON BEHALF OF THE SAINT LUCIA FIRE SERVICE ASSOCIATION



SHANE FELIX (MR.)
CHAIRMAN



DWANE FERDINAND (MR.)
GENERAL SECRETARY

WITNESSED BY: 
JOSEPH JOSEPH (MR.)
LABOUR COMMISSIONER

DATED THIS: 16 DAY OF JUNE 2025

