

FIRE & RESCUE SERVICES National Employers

Layden House, 76-86 Turnmill St
London, EC1M 5LG
Telephone 020 7187 7335
Employers' Secretary, Simon Pannell

Matt Wrack
General Secretary
Fire Brigades Union
Bradley House
68 Coombe Rd
Kingston upon Thames
Surrey, KT2 7AE

1 July 2017

Dear Matt,

The Employers' Side of the NJC has now had the opportunity to undertake three regional consultation meetings and to consider its response to your claim made at the start of June.

We should state from the outset that the Employers' Side shares your view that firefighters deserve to be paid more.

Developing a longer term deal which builds upon the current position under the joint broadening the role of the firefighter commitment and delivers both greater flexibility within roles and increased pay levels will inevitably take time. It is important that both sides of the NJC remain fully engaged in that discussion and that work currently being undertaken through the trials continue.

In order to support this, the Employers' Side is making the following offer:

- (i) **Stage 1** – to immediately apply a 2.0% increase on basic pay across the board with effect from 1st July 2017. This includes CPD payments. This will allow time to reach a permanent agreement that can meet both parties' aspirations.
- (ii) We expect to be able to reach a deal through the NJC which would: build upon the current broadening the role of firefighters negotiations; agree a permanent position; and include how the arrangements for the pay awards for 2018, 2019, and possibly 2020 will be staged fitting into an overall pay framework (including that relating to Retained Duty System firefighters).
- (iii) **Stage 2** - Assuming the deal referred to in (ii) above is reached, we will apply a further 3% increase with effect from 1st April 2018 as part of the 2017 settlement.
- (iv) However as you are aware fire and rescue services have had to deal with significantly reduced finances over recent years. Therefore, to be absolutely clear, in order to be able to apply the stage 2 increase it will also have to be subject to governments across the UK providing funding to enable us to do so.

- (v) We would want to urgently discuss with all four UK governments as soon as possible, both jointly and where appropriate separately, how the service can be put on a firm financial footing to enable change to be achieved. The role of the service has evolved and needs to continue to evolve.
- (vi) In the interim, the current positions in respect of work being undertaken by employees through the trials and that related to MTFA would need to be maintained throughout the negotiation.

Yours sincerely,



Simon Pannell

NJC Employers' Side Secretary