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## NATIONAL JOINT COUNCIL FOR LOCAL AUTHORITY FIRE AND RESCUE SERVICES

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**To: Chief Fire Officers  
Chief Executives/Clerks to Fire Authorities  
Chairs of Fire Authorities  
Directors of HR (Fire Authorities)**

**Members of the National Joint Council**

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2<sup>nd</sup> June 2017

### CIRCULAR NJC/7/17

Dear Sir/Madam,

#### **PAY CLAIM 2017**

1. Authorities will be aware that the annual settlement date for employees covered by the National Joint Council for Local Authority Fire and Rescue Services (NJC) is 1 July.
2. At yesterday's meetings of the National Joint Council and the Middle Managers Negotiating Body consideration was given to the attached letter, which contained the following pay claim:
  - i. NJC pay scales need to address the loss of real earnings since the imposition of the pay cap/freeze in 2010.
  - ii. NJC pay scales need to take account of the additional work undertaken by employees since 2003.
  - iii. NJC pay scales need to address any broadening of the role maps or broadening of the work required of FBU members by their employer, which may include emerging potential new areas of work such as EMR and MTFA.
  - iv. There is an urgent need to improve reward mechanisms for retained firefighters, including an increase in the retaining fee.
  - v. In order to ensure that NJC rates of pay do not fall behind in real and/or relative terms in the future and to provide stability in the sector alongside security for Grey Book personnel, there should be a pay formula.
3. As notified to the Employees' Side at yesterday's meeting, the Employers' Side intends to consult with fire and rescue services. This will be done as soon as possible with the intention of responding to the claim before the 1<sup>st</sup> July.

4. In the interim both parties will continue to support the agreement covering medical-related trials which are currently being undertaken in a number of services through the auspices of the NJC. The Employees' Side were clear at the meeting that in the absence of a positive response they would not be able to continue to do so from 7<sup>th</sup> July or shortly thereafter.

Yours faithfully

**SIMON PANNELL**

**MATT WRACK**

**Joint Secretaries**



**Matt Wrack** General Secretary  
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Our reference: MW/jh

**Letter sent by email to [Simon.Pannell@local.gov.uk](mailto:Simon.Pannell@local.gov.uk) and by first class post**

Mr S Pannell – Principal Adviser (Employment & Negotiations)  
Workforce Team  
Local Government Association  
Layden House  
76-86 Turnmill Street  
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24 May 2017

Dear Simon

**FIRE AND RESCUE SERVICE PAY AND CONDITIONS: FBU CLAIM**

The NJC is due to meet in York on 1 June. This is the meeting at which we have normally discussed pay, and you will be aware that our pay settlement date is 1 July.

This year, this meeting follows a long discussion around the five workstreams which the NJC agreed to establish. We have found much of this dialogue very constructive, as both sides have sought to address the changing shape of our service and the direction it could take for the future.

As part of this work, the NJC agreed to the EMR trials and employees in the relevant fire and rescue services have been undertaking this work for a considerable time. As you will be aware, the discussions around MTF and emergency medical response (EMR) have been some of the more difficult.

In relation to EMR, in addition to the issues identified in the University of Hertfordshire's "*Broadening Responsibilities...*" report, we have set out in considerable detail our various safety and operational concerns, and these have started to be addressed through the technical working group. We have also set out our position that engagement in such new activity must be on a sustainable basis, including by means of addressing the issue of pay. We are now at the stage where this issue needs to be addressed at the NJC.

As you will be aware, the EMR trials have been extended on an ad hoc basis, but there is no formal agreement on this. If the employers' side intends to seek any extension beyond 1 June, we would expect that case to be made to us at the NJC, with the supporting arguments, including how the various concerns of the employees' side will be met.

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We draw your attention to the following:

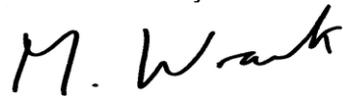
- Firefighters' pay has fallen significantly behind inflation, cutting real living standards.
- This has been exacerbated by increases to pension contributions and national insurance which have also hit the take-home pay of FBU members.
- There has already been a significant widening of the role, skills and expertise in our profession in all roles: wholetime, retained and control members, and including middle manager roles.
- There are other new skills and wider roles emerging such as EMR and MTFA.

In light of the above, the FBU seeks a response from the employers on the issue of pay and conditions which addresses the following claim:

1. NJC pay scales need to address the loss of real earnings since the imposition of the pay cap/freeze in 2010.
2. NJC pay scales need to take account of the additional work undertaken by employees since 2003.
3. NJC pay scales need to address any broadening of the role maps or broadening of the work required of FBU members by their employer, which may include emerging potential new areas of work such as EMR and MTFA.
4. There is an urgent need to improve reward mechanisms for retained firefighters, including an increase in the retaining fee.
5. In order to ensure that NJC rates of pay do not fall behind in real and/or relative terms in the future and to provide stability in the sector alongside security for Grey Book personnel, there should be a pay formula.

We trust you will give our views the necessary attention and we look forward to a positive response from you on 1 June.

Yours sincerely



**MATT WRACK**  
General Secretary

cc: Gill Gittins - Principal Negotiating Officer

MW/jh