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To: All Members

Dear Brother/Sister

**FBU strike ballot and special meeting of the NJC 8 February 2023**

The Executive Council met on 24 January to assess developments in our pay campaign. The Executive Council, in line with the rules and policies of the FBU, has been clear throughout that our aim is to campaign on a UK-wide level for a pay rise through the National Joint Council. We are pleased that the employers have agreed to meet us at a special meeting of the NJC on 8 February. We wished to clarify to the employers the position of the union and the current assessment of the Executive Council. It is entirely possible for the employers to avoid a national fire strike but to do so they need to revise their current position on pay. The attached letter sets out what the employers must do to avoid a dispute and strike action.

The FBU is well aware of weaknesses with the system of collective bargaining through the NJC. These weaknesses and failings are largely caused by the chronic underfunding of our service. Nevertheless, the policy of the FBU is to defend national collective bargaining; the alternatives are even worse for workers. For example, this year nineteen health unions have boycotted the NHS pay review body as there is no confidence whatsoever in the pay system in the NHS.

We seek a UK-wide pay settlement for all Grey Book staff, through the NJC. We have campaigned together. We bargain together. We stand together.

Yours in unity

**Matt Wrack**  
**General Secretary**

Att.

MW/sll