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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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4 June 2015

**CIRCULAR NJC/06/15**

Dear Sir/Madam,

**PAY 2015**

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 the Employees' Side Secretary presented the claim below:

*On behalf of the Employee side of the National Joint Council, including the MMNB, this is to register a formal claim for a pay rise for 2015.*

*You are aware that our preference is pay should be settled by means of a long-term pay formula. This would avoid the potential of difficulties arising in relation to annual pay bargaining and would provide the stability which we think is necessary for delivering a first-class Fire and Rescue Service.*

*In the event that an agreement on the re-introduction of a long-term pay formula not being possible, our claim is for there to be:*

1. *Substantial pay rise for those in all Fire Service roles that come within the purview of the NJC;*

*and*

2. *For this rise to be applied from July 1 and the rise to be applied as percentage to CPD.*

3. The Employers' Side responded as follows:

*'The National Employers have considered the matter of a pay award for 2015. In doing so they have been mindful of the Employees' Side claim, and a desire to provide a pay increase for all NJC employees, balanced against a number of factors such as affordability.*

*Whilst unable to agree a long-term pay formula, the National Employers are in a position today to offer an across the board increase of 1.0% effective from 1<sup>st</sup> July 2015, which includes Continual Professional Development payments.*

*We believe this is the best offer possible.'*

4. The Employees' Side Secretary replied that the Employees' Side will now consult its respective members as soon as possible before responding to the offer.
5. Respective Sides will be notified of the timetable in due course.

Yours faithfully

**SIMON PANNELL**  
**MATT WRACK**  
Joint Secretaries