

FIRE & RESCUE SERVICES National Employers

**To: Chief Fire Officers
Chief Executives/Clerks to Fire Authorities
Chairs of Fire Authorities
Directors of Human Resources**

Members of the Employers' Side of the NJC

27 March 2007

CIRCULAR EMP/4/07

Dear Sir/Madam

Pay 2007

1. You will recall that the Pay and Conditions Agreement reached in 2003 included defined percentage pay increases at stages 1, 2 and 3. The level of pay increase at Stages 4 and 5 (2005 and 2006 respectively) were determined by a formula approach, also agreed as part of that overall agreement for those years only.
2. Given that there are no arrangements in place for 2007 the **attached** claim has been received from the Fire Brigades Union.
3. The Employers' Side of the National Joint Council had already been thinking about the position for 2007 and is carefully considering the proposal put forward by the Fire Brigades Union in the context that any settlement is affordable to the taxpayer, supports modernisation, and ensures that the fire service continues to be an attractive place to work in.
4. The next scheduled meeting of the National Joint Council will be on 15 June 2007.

Yours faithfully,



**Gill Gittins
Principal Negotiating Officer**

LETTER FROM FIRE BRIGADES UNION – PAY 2007

Sarah Messenger
Employers Side Secretary of NJC
Local Government House
Smith Square
London SW1 P 3HZ

23 January 2007

Dear Sarah,

Fire Service Pay

At the previous two meetings of the National Joint Council there has been some preliminary discussion around the issue of pay, in particular a pay increase for 2007. The employers have asked the Fire Brigades Union to formalise our position.

The F.B.U. has made clear to the fire service employers that good industrial relations within the fire service require an end to some of the instability which we have experienced in recent years. On the issue of pay, stability was achieved for a very lengthy period by the maintenance of the old fire service pay formula prior to 2002. Following the 2003 agreement a new formula was agreed and was introduced at Stage 4 and Stage 5.

The 2003 Pay and Conditions agreement stated:

Both sides of the NJC recognise that firefighters are now placed in the 'Associate Professional and Technical' occupational classification in the Government's new earnings' survey and that this will be an important consideration in agreeing this pay formula.

Having considered the operation of the formula at Stage 4 and Stage 5 it is our view that it has successfully maintained the link to the movement in pay of the APT occupational group and provides a suitable mechanism for pay within the fire and rescue service. Of course, either side could initiate a review of this at any time. The FBU would expect any such review to be carried out jointly through the mechanisms of the NJC.

Therefore the FBU seek agreement from the employers:

- a) That pay for employees covered by the NJC for Local Authority Fire and Rescue Services should be increased in accordance with a pay formula.
- b) That the formula used should be the one agreed as a result of the 2003 Pay and Conditions Agreement.

The FBU are keen to see rapid progress in resolving this issue and therefore intend to initiate preliminary discussions at the meeting of the NJC on 6th February 2006. This should be followed by discussion at a joint secretary level so that a report can be presented to both sides and to the following meeting of the NJC.

I look forward to your response.

Yours sincerely,

A handwritten signature in black ink that reads "M. Wrack". The signature is written in a cursive style with a large, stylized 'M' and a long, sweeping tail for the 'k'.

MATT WRACK
GENERAL SECRETARY