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**NATIONAL JOINT COUNCIL  
FOR LOCAL AUTHORITIES'  
FIRE BRIGADES**

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**To: Chief Fire Officers/Firemasters  
Chief Executives/Clerks to Fire Authorities  
Chairs of Fire Authorities**

**Members of the National Joint Council**

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15th July 2003

**CIRCULAR NJC/03/03**

Dear Sir/Madam

**RETURN TO WORK AGREEMENT**

We are writing to inform you that the NJC has reached the following return to work agreement:

1. The NJC asks fire authorities, fire service management, union representatives and individual employees to work together to ensure an orderly return to normal working reflecting the principles set out in paragraphs 1.2 to 1.4 of the agreement of 13th June 2003.
2. The NJC asks fire authorities, fire service management, union representatives and individual employees to use their best endeavours to ensure that there is no victimisation or discrimination by any individuals or groups against other individuals or groups. In this context, authorities are asked to review the position in connection with any disciplinary matters directly related to the dispute.
3. The NJC asks fire authorities to provide employees with the opportunity to request that periods of strike action count as pensionable service, and to give favourable consideration to any requests received, subject to payment of the appropriate contribution from the employee (in line with the Firefighters' Pension Scheme in respect of firefighters and the Local Government Pension Scheme in respect of emergency fire control staff).

Yours faithfully  
**CHARLES NOLDA  
ANDY GILCHRIST**  
Joint Secretaries