

Employers' Secretary, Charles Nolda
Layden House, 76-86 Turnmill Street,
London, EC1M 5LG
Telephone 020 7296 6723 Fax 020 7296 6718
e-mail: gill.gittins@lq-employers.gov.uk

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

Employees' Secretary, Andy Gilchrist
Bradley House, 68 Coombe Road,
Kingston upon Thames, KT2 7AE
Telephone 020 8541 1765

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

Members of the National Joint Council

22nd December 2003

CIRCULAR NJC/15/03

Dear Sir/Madam

IMPLEMENTATION OF IPDS ROLE STRUCTURE

1. We are writing to clarify some general principles regarding the implementation of the first phase of the Stage 2 pay award and the longer-term application of the new role related structure.
2. Circular NJC/13/03 set out the arrangements for assimilating employees from the old pay structure to the new effect from 7th November 2003. We would emphasise that this assimilation exercise is for pay purposes only and does not in itself implement the IPDS role structure. That process will take place over the coming months once all the appropriate national agreements and advice are in place.
3. Paragraph 1.2 of the Joint Secretaries' Position Statement of 20th October 2003 stated that negotiations have yet to be completed on a number of issues including:

“guidance on the pay issues relating to (i) the assessment of competence for each role within the IPDS structure (which is dependent on the publication of an impending Fire Service Circular) and (ii) the assessment of job size for some of the roles.”
4. While fire authorities will undoubtedly want to start giving consideration to issues surrounding implementation of the IPDS role structure, it would be premature for them to make final decisions at this stage on the longer-term allocation of roles to existing jobs. This would not be appropriate until the completion of negotiations in the NJC.

Yours faithfully
CHARLES NOLDA
ANDY GILCHRIST
Joint Secretaries