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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 Human Resources**

**Members of the National Joint Council**

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31May 2006

**CIRCULAR NJC/2/06**

Dear Sir/Madam

**Introduction of continual professional development payments**

1. The introduction of continual professional development (CPD) payments is referred to in paragraph 4.27 of the Pay and Conditions Agreement 2003:

“By 1st July 2006 the NJC will negotiate the introduction of payments based on the principle of rewarding continual professional development. All employees would have an equal opportunity of access to such payments, which would be outside both the IPDS basic pay structure ... and the provision for additional responsibility payments...”

2. We write to advise you of the current position.
3. The NJC has put in place a joint working party, which has now met on several occasions.
4. On 19<sup>th</sup> May 2006, both sides reported to a meeting of the NJC's Joint Standing sub-Committee that the working party has made good progress on a number of issues and remains committed to meeting the deadline of 1<sup>st</sup> July 2006 contained in the agreement.
5. While fire authorities will undoubtedly want to start giving consideration to issues surrounding implementation of the CPD payment scheme it would be inappropriate to comment upon the detail of the group's work while sensitive negotiations are still taking place. However, as soon as we are able to do so, authorities will be notified by circular.

**Yours faithfully**  
**MIKE WALKER**  
**MATT WRACK**  
Joint Secretaries