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NATIONAL JOINT COUNCIL FOR LOCAL AUTHORITY FIRE AND RESCUE SERVICES

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

Members of the National Joint Council

23 June 2006

CIRCULAR NJC/5/06

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. You will be aware from circular NJC/3/06 that the NJC put in place a joint working party with the intention of resolving this matter by 1 July.
3. Whilst the National Joint Council at its recent meeting was pleased with the report of the joint working party and recognised the good progress made, it was acknowledged that the work would not be completed by 1 July.
4. With this in mind it has been agreed to defer commencement of the Long Service Increment phasing-out arrangements from 1st July 2006 to **1st October 2006**.
5. For clarity, the new arrangements are as follows:

	Firefighting roles	Control roles
1 st July 2006 – 30th September 2006(no reduction)	£990	£940
1st October 2006 – 30th June 2007	£495	£470

Yours faithfully
MIKE WALKER
MATT WRACK
Joint Secretaries