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Circular: **2022HOC0010AD**

To: **All Members**

Date: **10 January 2022**

Dear Brother / Sister

FBU Reference Document - Grey Book Provisions - January 2022

Since it was first published in 2004, the contents of the Grey Book has been changed on a number of occasions, with notifications of those changes being promulgated via NJC circular. This circular brings members' attention to a document which can be found on the FBU website, which largely comprises an exercise in consolidating the original narrative and those changes.

The document can be found in the FBU's "Resources" section of our website. At the time of issue of this circular, the link to the relevant page is:

<https://www.fbu.org.uk/publications/fbu-contents-grey-book-working-document-january-2022>

It is an FBU publication. It isn't the Grey Book. The Grey Book is that as produced and circulated by the NJC. This publication does however contain (a) the content of the Grey Book, taking into account amendments notified through NJC circulars and (b) some additional Grey Book-related additional information.

It is quite likely that those matters will be addressed shortly through the NJC. In that event, an updated version of the Grey Book itself will be promulgated.

This document is intended to be accurate at the time of issue. All similar and previous versions should be kept for file record purposes only or discarded. If you identify *editing errors* in the document, please bring it to the union's attention via your FBU officials. Some matters are known to be in need of removal or updating. These are not editing errors.

These are:

- There are some anachronistic references which remain in the Grey Book, for example, the reference to the fifteen-year long service payment in Appendix B on page 86. These currently remain as part of the agreed NJC text and so are still shown.
- There are some provisions which are out-of-date which relate to external guidance or legislation such as the references to the *Disability Discrimination Act 1995* rather than the *Equality Act 2010*. For now, these remain in place within the narrative.
- Similarly, there are a small number of provisions which could be better expressed.

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We hope that this document provides a useful resource for members and officials.

Yours in solidarity.

A handwritten signature in black ink, appearing to read 'Andy Dark', with a stylized, cursive script.

Andy Dark
Assistant General Secretary