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To: All Members

Dear Brother/Sister

Pay 2022 and 2023: implementation and next steps

On 6 March 2023, I issued circular 2023HOC0136MW. This reported the vote (by 96%) to accept the revised pay offer from the employers. This offer included an increase of 7% on pay rates for 2022 and a further increase of 5% from July 2023. The details of new pay rates were subsequently issued by the National Joint Council (NJC) and are available through FBU website.

In relation to implementation, FBU officials in each FRS had already made contact with local principal management to urge them to ensure that payment of any increase was made as quickly as possible, should the offer be accepted. We are now aware that in most cases, the pay increases have been implemented and most members will now be in receipt of the new (2022) rates of pay and the appropriate back pay.

You will recall that the employers' offer also included an offer to address other pay concerns which the FBU had raised about:

- Retained duty systems firefighters
- Firefighters (Control)
- Pay progression
- New roles
- Continuous professional development

In relation to each of these areas, the Executive Council has now established task and finish groups to consider each of the issues and assess them in relation to the current policies of the union as determined by our conference. This work will also draw on the advice of the FBU trade sections (Officers, Control and Retained). We expect that detailed discussion with the employers on these issues will commence early in May.

Further information will be issued when available.

Yours in unity

Matt Wrack
General Secretary

MW/sll