

Local Government Association,
18 Smith Square, Westminster,
London, SW1P 3HZ
Telephone 020 7187 7335
e-mail: firequeries@local.gov.uk
Employers' Secretary, Naomi Cooke

FIRE & RESCUE SERVICES National Employers

Direct Dial
020 7187 7335

Website: www.local.gov.uk/

Matt Wrack
General Secretary
Fire Brigades Union
Bradley House
68 Coombe Rd
Kingston upon Thames
Surrey, KT2 7AE

27 June 2022

BY EMAIL ONLY

Dear Matt,

I write in response to your letter of 31 May and subsequent confirmation at the National Joint Council and Middle Manager Negotiating Body meetings on 1 June 2022 that it also represents an employers' side claim.

The National Employers has now had an opportunity to consider the issue of a pay award for the next settlement year (22/23) and it wishes to make an offer of 2.0% on all pay rates and continual professional development payments with effect from 1 July 2022.

Careful consideration has been given to the points raised in your letter. Members also had to be mindful of balancing a number of factors including affordability, pay policies of all the relevant governments, fire and rescue authority and service views across the UK, economic factors and pay discussions elsewhere.

While the National Employers would wish to be in a different position; as too would those who attended the recent pay consultation meetings with fire and rescue authority Chairs, chief fire officers and police, fire and crime commissioners; affordability has to be the main factor. To do otherwise could create the need for difficult decisions at local level in order to balance pay and service delivery.

The National Employers remain supportive of wider discussions with regard to how fire and rescue services across the UK could enhance or develop with the aim of providing broader support to communities. Those dialogues will of course include the implications for the workforce and the matter of funding.

As you are aware, exploratory discussions within the NJC have already taken place in respect of pay structure. The National Employers would wish to continue and are content to explore the other matters within the claim as part of those discussions and to explore wider non-pay related aspects. Pay structure is a complex matter and should any proposals for change emerge from those discussions they will of course take time to fully develop to ensure they take into account the needs of both the employing authorities and the workforce and can be funded.

The National Employers hope that an agreement to apply a 2.0% pay award for 2022/23 can be reached in order that the increase can be applied as close to the 1 July effective date as possible and the joint talks referred to above recommence to inform future discussions.

Yours sincerely,

Naomi Cooke

Naomi Cooke
Employers' Secretary