

ER 6 Pay Strategy

Conference notes the result of the pay consultation on 8th April, 2019, rejecting the employers' pay proposal and re-endorsing the Union's strategy which includes reining in local role-expansion through national negotiation.

Conference also notes the six Executive Council pay strategy recommendations, consulted on and agreed with Members between July and September 2018. In particular recommendations 4, 5 & 6 below;

- 4. That a brigade level audit be undertaken of all work currently undertaken within FRSs in order to identify those areas which are **outside** of the agreed role maps – and which are therefore being undertaken either without pay or under inadequate pay arrangements.*
- 5. That plans are drawn up for a major campaign of lobbying at local and national level to highlight the gross underfunding of the fire and rescue service and to make the case for investment and for significant increases in pay for Grey Book staff.*
- 6. That members are consulted on the need to prepare for industrial action. This includes the need to prepare for strike action as well as developing plans for a withdrawal from all non-agreed or non-contractual work currently undertaken within the service.*

In addition to this, Conference notes that, as per recommendation 4, a Brigade level audit has now been undertaken and responses received have been collated via a sub-committee appointed by the Executive Council.

Conference believes that given the derisory nature of the latest employer pay proposal, resoundingly rejected by the membership, and the stage that the pay strategy has now arrived at, it is now the time to commence withdrawal from all or any non-agreed or non-contractual work.

Conference therefore demands that the Executive Council act on the pay recommendations and instruct all Members to withdraw from all or any non-agreed or non-contractual work as decided by the Executive Council. Conference instructs the Executive Council to begin this immediately by whatever means necessary, including by way of lawful ballot if required.

This should also include the commencement of a publicly facing national campaign to highlight the state of firefighter pay along with a politically targeted campaign to highlight the situation to political representatives and demand the Central Government funding necessary to provide professional pay for a professional job.

Cambridgeshire