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Our Ref: AD/jh

Ms N Cooke - Head of Workforce
18 Smith Square
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29 April 2021

Dear Naomi

Medal and Additional Day's Holiday (public holiday)

On 12 November 2020, the government announced that the Queen's Platinum Jubilee will be marked by a four-day Bank Holiday weekend in June 2022 and that a Queen's Platinum Jubilee medal will be awarded to public sector workers.

The four-day holiday will be facilitated by moving the May Bank Holiday to Thursday 2 June 2022 with an additional Bank Holiday on Friday 3 June 2022.

I write to seek a joint approach to the government in respect of the medal and to register a claim for an additional day's holiday (public holiday) for 'Grey Book' personnel.

Queen's Platinum Jubilee Medal

The employers' side of the NJC is asked to agree to make representations to the relevant government ministers and departments to ensure that the eligibility criteria for receiving the medal are such that all Grey Book personnel receive the medal in recognition of both their past and their future public service.

To that end we ask that the employer's side join the employees' side in taking the necessary steps to try to ensure that the medal is awarded to all Grey Book personnel without exception. In brief, this would mean seeking that:

- no length of service criterion is applied
- that there is no criterion based on attendance at incidents

In addition, we could also seek to secure the medal to be awarded to Grey Book personnel who have recently retired – in recognition of their contribution to public safety during their career. It is unlikely that the criteria would allow any such criterion to be 'open-ended' so a possible reference date could be the announcement of the public health emergency in March 2020.

You will recall that the Diamond Jubilee Medal was awarded to emergency service workers, but the eligibility criteria excluded those who did not attend incidents and therefore did not face physical danger. You will also recall that for reasons apparent at the time the NJC was not aware of the exclusion-provisions criteria until late in the day, and this will have had a significant impact on our unsuccessful joint representation to government at that time.

/Cont.....

2.

You will recall that the NJC wrote to the fire minister at DCLG on 20 February 2012, seeking his support for the eligibility criteria to be extended in such a way as to include emergency control staff. The minister, Bob Neill MP, replied on 26 February 2012 to state that the criteria were fixed and had been announced previously by the government on 28 June 2011.

It is of note that the government announcement issued in November 2020 reads: “...*will be awarded to people who work in public service including representatives of the Armed Forces, the emergency services and the prison services. This tradition stretches back to the reign of Queen Victoria when an official medal was designed to mark her 50th anniversary on the throne.*”

At first reading this could mean that the same or very similar criteria will be used for the Platinum Jubilee medal as announced in 2011. However, the ‘tradition’ referred to in that announcement seems to be in respect of the award of a medal to mark significant milestones in the reign of the monarch rather than the eligibility criteria.

Additional day’s holiday (public holiday)

As stated above, the announcement of an additional Bank Holiday was made in November last year. You will recall that additional Bank Holidays were previously announced by the government in respect of:

- The Royal Wedding – 29th April 2011
- The Diamond Jubilee Extra Bank Holiday - 5th June 2012

Prior to each occasion, the employees’ side sought additional public holidays with the same arrangements that apply in respect of the public holidays as detailed in the Scheme of Conditions of Service. However, on those occasions, the employers’ side would only accede to paying double time for those on duty but would not award time off in lieu for personnel who were off-duty.

This was hugely disappointing for the employees’ side as it meant that those personnel who were not rostered for duty on the respective day, who had performed their hours of duty on other days, were left without an additional day’s leave which is implicit in the government’s announcement.

Accordingly, the FBU makes a claim, and seeks agreement for the award of an additional public holiday for all Grey Book personnel and that the award should reflect the same arrangements in respect of all other public holidays as detailed in the Scheme of Conditions of Service via the NJC.

I look forward to receiving the employers’ side’s response on both these matters.

Yours sincerely.



Andy Dark
Assistant General Secretary

Attach.

Cc: Ms G Gittins - Principal Negotiating Officer

Press release

Extra Bank Holiday to mark The Queen's Platinum Jubilee in 2022

Culture Secretary announces plans to mark Her Majesty The Queen's Platinum Jubilee in June 2022.

From: Department for Digital, Culture, Media & Sport and The Rt Hon Oliver Dowden CBE MP

Published: 12 November 2020

- Nation will come together over a four-day Bank Holiday weekend to celebrate The Queen's 70 year reign
- Extensive programme of public events will mix traditional pageantry with cutting edge technological displays
- Jubilee medal will be created and awarded to public services workers

The UK will celebrate Her Majesty The Queen's 70th anniversary as monarch with a blockbuster weekend of celebrations, Culture Secretary Oliver Dowden has announced today.

The May Bank Holiday Weekend will be moved to Thursday 2 June and an additional Bank Holiday on Friday 3 June will see a four-day weekend to celebrate Her Majesty The Queen's Platinum Jubilee - the first time any British monarch has reached this historic milestone.

This historic event will reflect on Her Majesty's reign, and her impact on the UK and the world since 1952.

Activity will build across 2022 in the run up to the four day weekend, when the eyes of the world will turn to the UK.

The four day celebrations will feature an extensive programme of events that mix the best of British ceremonial splendour and pageantry with cutting edge artistic and technological displays. These will be interspersed with the traditional nationwide fanfare and celebrations.

Spectacular moments in London and other major cities will be complemented by events in communities across the UK and the Commonwealth, allowing people to join together in celebration and thanks at a national and local level.

Plans for the Platinum Jubilee are being developed in conjunction with some of the UK's leading creative minds, event organisers and world class digital design companies. Using the talents of the UK's cultural and creative sectors, the programme will engage young people from across the Commonwealth and use new technology in exciting ways.

In keeping with tradition, a Platinum Jubilee medal will be awarded to people who work in public service including representatives of the Armed Forces, the emergency services and the prison services. This tradition stretches back to the reign of Queen Victoria when an official medal was designed to mark her 50th anniversary on the throne.

Culture Secretary Oliver Dowden said:

"Her Majesty's Platinum Jubilee will be a truly historic moment - and one that deserves a celebration to remember.

We can all look forward to a special, four-day Jubilee weekend, when we will put on a spectacular, once-in-a-generation show that mixes the best of British ceremonial splendour with cutting edge art and technology. It will bring the entire nation and the Commonwealth together in a fitting tribute to Her Majesty's reign."

The commemorations are being arranged jointly with The Royal Household and the Department for Digital, Culture, Media and Sport.

Further details on all aspects of programming, including events and how the public can get involved will be released in the months ahead.

2022 will be a significant year for Britain as we will also host The Birmingham 2022 Commonwealth Games and Festival UK 2022, each of which will bring a worldwide focus to the UK and will showcase the best of 21st Century Britain.

ENDS

NOTES TO EDITORS

The design and qualifying criteria for the Platinum Jubilee medal will be announced in due course.

5 April 2011

CIRCULAR NJC/05/11

Dear Sir/Madam

ROYAL WEDDING – 29TH APRIL 2011

1. The Government in England has announced that there will be an additional public holiday on Friday 29 April 2011 to celebrate the wedding of Prince William and Catherine Middleton. This applies in England and Wales.
2. The same decision has been taken in respect of Scotland and Northern Ireland.
3. There is no automatic entitlement to such a public holiday on this day under the terms of the National Joint Council's Scheme of Conditions of Service (Grey Book).
4. The NJC however has agreed to treat this day as a public holiday but under the terms below.
5. The agreement below does not impact upon local agreements that may exist.

Enhanced payment

6. Double time will be applicable for the hours an individual is required to work on 29th April. For the avoidance of doubt, time off in lieu will not be applicable for this group. This affects employees in firefighter to station manager (not on the flexible duty system) roles.

Time off in lieu

7. One day's time off in lieu will only be applicable to those required to work on 29th April and who do not fall in to the group described in paragraph 6 above. For the avoidance of doubt, enhanced pay is not applicable to this group. This affects employees in station manager (on the flexible duty system) to area manager roles.

Yours faithfully

SARAH MESSENGER

MATT WRACK

Joint Secretaries

26 March 2012

CIRCULAR NJC/3/12

Dear Sir / Madam

**DIAMOND JUBILEE EXTRA BANK HOLIDAY - 5TH JUNE 2012
BACKGROUND**

1. The Government in England has announced that there will be an additional public holiday on Tuesday 5 June 2012 to celebrate the Queen's Diamond Jubilee. This applies in England and Wales.
2. The same decision has been taken in respect of Scotland and Northern Ireland.
3. There is no automatic entitlement to such a public holiday on this day under the terms of the National Joint Council's Scheme of Conditions of Service (Grey Book).
4. Authorities are aware that the Employees' Side of the NJC submitted a claim in connection with the above position.

CURRENT POSITION

5. The NJC has agreed to treat this day as a public holiday, under the terms below.
6. The agreement below does not impact upon local agreements that may exist.

Enhanced payment

7. Double time will be applicable for the hours an individual is required to work on 5 June 2012. For the avoidance of doubt, time off in lieu will not be applicable for this group. This affects employees in firefighter to station manager (not on the flexible duty system) roles.

Time off in lieu

8. One day's time off in lieu will only be applicable for those required to work on 5 June 2012 and who do not fall in to the group described in paragraph 7 above. For the avoidance of doubt, enhanced pay is not applicable to this group. This affects employees in station manager (on the flexible duty system) to area manager roles.

SPRING BANK HOLIDAY

9. For the avoidance of doubt, the Spring Bank holiday has been moved to 4 June 2012. The provisions contained within the Grey Book shall apply in respect of this day.

Yours faithfully
SARAH MESSENGER
MATT WRACK
Joint Secretaries

29 February 2012

CIRCULAR NJC/2/12

Dear Sir/Madam

QUEEN'S DIAMOND JUBILEE COMMEMORATIVE MEDAL

1. Authorities will be aware that in order to mark the Queen's Diamond Jubilee, an official medal will be awarded by the UK Government to those in the Armed Forces and emergency services, and to prison service personnel.
2. The eligibility criteria includes 'emergency services personnel who have been in paid service, retained or in a voluntary capacity, who have to face the prospect of dealing with emergencies as part of their conditions of service, and have completed five full calendar years of service on 6 February 2012'.
3. Disappointingly, it appears that fire control employees are not to be regarded as falling within this criterion.
4. The National Joint Council has written to the Fire Minister in England expressing concern as we have been advised DCLG is the relevant department on this issue. It is hoped that he will take this matter forward. A copy of the letter is attached for information.

Yours faithfully
SARAH MESSENGER
MATT WRACK
Joint Secretaries

Bob Neill MP
Parliamentary Under Secretary of State DCLG

20 February 2012

Dear Minister,

ELIGIBILITY CRITERIA – QUEEN'S DIAMOND JUBILEE MEDAL

We are writing on behalf of the National Joint Council for Local Authority Fire and Rescue Services in respect of the applied eligibility criteria for the awarding of the Queen's Diamond Jubilee Medal.

Both sides of the Council, employers and employees, unanimously agreed at a meeting held on 2nd February 2012, that members of the Fire and Rescue Service working in emergency fire controls should qualify for this medal.

We are aware that currently only those personnel who are called to attend emergencies, potentially placing themselves in danger and with at least 5 years' service fall within the criteria being applied to emergency service workers.

Employees working in Fire Control (e.g. Firefighters [Control], which is the agreed term for the role) can be required to, and do, attend emergencies potentially placing themselves in danger. There are many examples of such incidents, including those at the Buncefield Oil Storage Depot, Stockline Plastics in Glasgow, and Atherstone-on-Stour in Warwickshire. They also play an essential role dealing with emergency calls from the public who may be in immediate danger. This includes dispensing advice to members of the public who are often very distressed. This forms an important part of incident handling and in itself can and does save lives. This can apply equally to other fire control roles.

All Fire (Control) staff are a valued and vital part of our emergency response capabilities, and as such, we feel strongly that this group of employees should not be excluded and should be recognised in this process for their highly skilled dedication and commitment to protecting our communities.

We believe, that properly considered, the existing criteria already cover this group of employees and ask that this is made clear to those recommending members of staff for the medal. However, if it is felt that the criteria would need to be amended to take account of this point we ask that this is done.

Yours faithfully
SARAH MESSENGER
MATT WRACK
Joint Secretaries

26 March 2012

CIRCULAR NJC/4/12

Dear Sir / Madam

DIAMOND JUBILEE MEDAL

BACKGROUND

1. You will be aware that in order to mark the Queen's Diamond Jubilee an official medal will be awarded by the UK Government to those in the Armed Forces and emergency services, and to prison service personnel.
2. Circular NJC/2/12 advised authorities that the National Joint Council had written to the Fire Minister in England (as DCLG is the relevant department) expressing concern that fire control employees appeared to not be regarded as falling within the eligibility criteria.

CURRENT POSITION

3. A copy of the response is attached.
4. Given the position of the NJC, your attention is drawn to the reference to Chief Fire Officers having 'a degree of latitude'.

Yours faithfully
SARAH MESSENGER
MATT WRACK
Joint Secretaries

Letter from *Bob Neill MP Parliamentary Under Secretary of State, DCLG*
To: *Sarah Messenger and Matt Wrack, Joint Secretaries, NJC LAFRSs*

Marked 28 February 2012

Dear Sarah and Matt

ELIGIBILITY CRITERIA - QUEEN'S DIAMOND JUBILEE MEDAL

Thank you for your joint letter of 20 February advocating that emergency control room staff should automatically receive the Queens Diamond Jubilee Medal.

In June last year the Department for Culture Media and Sport issued the high level criteria for the medal on behalf of all government departments: http://www.culture.gov.uk/news/media_releases/8243.aspx The guidance flagged the individual Government Departments and the Devolved Administrations would issue the detailed qualifying criteria applying to their personnel- whilst adhering to the principles agreed.

Eligibility for the Diamond Jubilee Medal follows the same criteria as used for the Queens Golden Jubilee Medal. This applies to all the emergency services: only those personnel who are called to attend emergencies potentially placing themselves in danger and with at least five years' service as of 6 February 2012 are eligible to receive the medal.

I fully acknowledge the challenging and vital role emergency control room staff deliver on a daily basis. Exceptionally, as you point out some are called upon to attend the scene of 999 response cause and therefore potentially plates themselves in danger. As for the Golden Jubilee Medal, Chief Fire Officers have a degree of latitude to include such individuals.

*I am sure you appreciate the need for consistency of approach, across all the emergency services. Each member of which are carrying out essential work, which is worthy of our praise and thanks.
Best wishes Bob Neill MP*

News story

Queen's Diamond Jubilee medal announced

The design of the medal to mark The Queen's Diamond Jubilee has been unveiled by Culture Secretary Jeremy Hunt.

From: Department for Digital, Culture, Media & Sport and The Rt Hon Jeremy Hunt MP

Published: **28 June 2011**

Details of who will receive one have also been announced.

The official medal designed to mark Her Majesty The Queen's sixty years on the throne will be awarded to those in the Armed Forces, emergency services and prison service personnel among others. The following will be eligible to receive the medal:

- Members of the Armed Forces (Regular and Reserves) who have completed five full calendar years of service on 6 February 2012;
- Emergency services personnel who have been in paid service, retained or in a voluntary capacity, who have to face the prospect of dealing with emergencies as part of their conditions of service, and have completed five full calendar years of service on 6 February 2012;
- Operational prison services personnel who are regularly exposed to difficult and sometimes emergency situations and have completed five full calendar years of service on 6 February 2012;
- All Police Community Support Officers (PCSOs) who are in service on 6 February 2012 and have completed five full calendar years of service;
- Living holders of the Victoria Cross and George Cross; and
- Members of the Royal Household.

Secretary of State for Culture, Olympics, Media and Sport Jeremy Hunt said: *"The Queen has dedicated her life to the service of this country and the Diamond Jubilee will offer us all the opportunity to celebrate the commitment, loyalty and faithfulness with which she has led the country across the last sixty years. It is right that we reward those people who, like The Queen, also dedicate their lives to public good and who represent the very best of the British spirit."*

"I hope the official medal will serve as a mark of thanks to all those who give so much in the name of society and public service and I extend my congratulations to all the recipients."

Notes to Editors

1. A picture of the medal design can be found at the Directgov website.
2. The medal will be made of nickel silver and has been designed by Timothy Noad, a professional calligrapher and illuminator. He is a Fellow of both the Society of Scribes and Illuminators, and the Calligraphy and Lettering Arts Society.
3. Individual Government Departments (and the Devolved Administrations where appropriate) will issue detailed qualifying criteria applying to their personnel e.g. by the Ministry of Defence for the Armed Forces and the Home Office for the Police. These are expected to be announced later in the summer.