

Employers' Secretary, Simon Pannell
Local Government House, Smith Square,
London, SW1P 3HZ Telephone
020 7187 7335 e-mail:
firequeries@local.gov.uk

**NATIONAL JOINT COUNCIL
FOR LOCAL AUTHORITY
FIRE AND RESCUE SERVICES**

Employees' Secretary, Matt Wrack
Bradley House, 68 Coombe Rd
Kingston upon Thames KT2 7AE
Telephone 020 8541 1765

**To: Chief Fire Officers
Chief Executives/Clerks to Fire Authorities
Chairs of Fire Authorities
Directors of HR (Fire Authorities)**

Members of the National Joint Council

7 December 2017

CIRCULAR NJC/13/17

Dear Sir/Madam,

Pay/Broadening the role negotiation

1. You will be aware of the National Employers' suggestion to the Employees' Side of the NJC that while negotiations continue the NJC agree to uplift salaries across the board by 1.0%, including continual professional development payments, backdated to 1st July 2017. A copy of the letter is attached as **Appendix A**.
2. The Employees' Side Secretary sought further clarification and a copy of the letter is attached as **Appendix B**. A copy of the response is also attached (**Appendix C**).
3. As you are also aware the Employees' Side undertook a consultation exercise.
4. We write to advise you that, following receipt of a letter today from the Employees' Secretary (**Appendix D**), the NJC has now agreed to apply the suggestion referred to in paragraph 1 above.
5. Circulars NJC/14/17 and NJC/15/17, also issued today, set out the new rates effective from 1 July 2017. FRAs are asked to now action this agreement in order that payment can be made in the next possible payroll.
6. Constructive discussions are continuing nationally to identify a mutually acceptable resolution to the negotiation in its entirety. As part of that discussion it was decided to survey FRSs again to update information relating to the negotiation. All services responded. However this additional work means that the working deadline to conclude the scoping work referred to in some of the attached letters has moved to January.

Yours faithfully

SIMON PANNELL
MATT WRACK
Joint Secretaries

Layden House, 76-86 Turnmill St
London, EC1M 5LG
Telephone 020 7187 7335
Employers' Secretary, Simon Pannell

**FIRE & RESCUE SERVICES
National Employers**

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

19th September 2017

Dear Matt,

I write in response to your letter of 14th September, which informed me that the National Employers' offer made on 1st July 2017 was not accepted. It is of course disappointing, as too is the indication that work relating to the NJC trials will be affected.

The National Employers welcome the FBU commitment to engaging in further discussion on pay and broadening the role. We are also committed to doing so and will be in touch shortly to arrange future meetings.

While discussions continue to identify a mutually acceptable position, we would suggest that we reach agreement now to uplift pay across the board by 1.0%, including continual professional development payments, and backdated to 1st July 2017 in order to ensure that the sum originally set aside in fire service budgets at the start of the financial year to cover a pay award can be passed on without further delay.

Yours sincerely,



Simon Pannell
Employers' Side Secretary



Matt Wrack General Secretary
Bradley House, 68 Coombe Road,
Kingston-upon-Thames, Surrey KT2 7AE
fbu.org.uk | @fbunational
020 8541 1765 | office@fbu.org.uk

Our Ref: MW/sll

23 October 2017

Simon Pannell - NJC Employers' Side Secretary
Fire & Rescue Service National Employers
Layden House
76-86 Turnmill Street
London
EC1M 5LG

Dear Simon

Employers' Pay Proposal: Letter dated 19 September 2017

As we stated we would at the NJC on 5 October, the Executive Council has considered the employers' letter dated 19 September 2017 and accordingly I am writing to you to seek information and clarification.

The letter does not appear to contain an offer in respect of a pay settlement for 2017. Instead it suggests a payment of 1% whilst talks continue. Can you confirm that what you are suggesting is that:

- 1% does not constitute a full and final offer in respect of settlement for the pay year 2017/18;
- The 1% would be paid to all national pay rates including CPD;
- The 1% payment would be a consolidated payment and is not dependent upon any other factor or undertaking;
- The employers' side is still minded that the discussions should continue with view to reaching agreement on a wider pay settlement as was discussed in earlier stages of the process;
- An agreement in respect of wider work would be concluded no later than March 31 2017;
- The agreement at that time would include pay settlements for 2018/19; 2019/20 and (possibly – and subject to agreement) 2020/21;
- We still aim to have scoped the activities around the end of November 2017;
- There is no pre-condition that the trials of EMR and other work should be re-instituted.

Yours sincerely

A handwritten signature in black ink, appearing to read "M. Wrack".

Matt Wrack
General Secretary

cc: Gill Gittins - Principal Negotiating Officer

18 Smith Square,
London, SW1P 3HZ
Telephone 020 7187 7335

Appendix C
FIRE & RESCUE SERVICES
National Employers

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

1 November 2017

Dear Matt

I am replying to your letter of 23 October 2017.

Our suggestion is that we agree 1% while talks continue. It does not constitute a full and final offer for the pay year 2017/18 which remains part of our on-going negotiations. As usual, the 1% would be applied to basic pay and continual professional development payments.

The payment would be consolidated and not dependent on any other pre-condition, factors or undertaking.

As previously discussed it is our intention that a wider agreement on broadening the role be agreed by the end of March 2018. We intend that this agreement would include pay settlements for 2017/18, 2018/19, 2019/20 and possibly 2020/21 and recognise that the negotiation will be mindful of figures previously discussed.

Working back from the March 2018 date, we share the aim of concluding the scoping activities to inform the rest of the negotiations by around the end of November 2017

I hope that this response can enable us to move forward as suggested in my letter of 19 September.

Yours sincerely,



Simon Pannell
Employers' Side Secretary



Appendix D

Matt Wrack General Secretary
Bradley House, 68 Coombe Road,
Kingston-upon-Thames, Surrey KT2 7AE
fbu.org.uk | @fbunational
020 8541 1765 | office@fbu.org.uk

Our reference: MW/jh

Letter sent by email to simon.pannell@local.gov.uk

Mr S Pannell - Principal Adviser (Employment & Negotiations) Workforce Team
Local Government Association
18 Smith Square
Westminster
London
SW1P 3HZ

7 December 2017

Dear Simon,

PAY 2017

The employees' side of the NJC has determined that it wishes to agree the pay proposal suggested by the employers' side in your letter dated 19 September 2017, with the clarifications provided in your letter dated 1 November 2017.

Best wishes.

Yours sincerely

A handwritten signature in black ink, appearing to read "M. Wrack".

MATT WRACK
General Secretary

MW/jh

Cc: Gill Gittins – Principal Negotiating Officer