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

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**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**

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5 June 2020

**CIRCULAR NJC/4/20**

Dear Sir/Madam

**EMPLOYEES' SIDE PAY CLAIM**

1. At today's meeting of the NJC, the employees' side presented the attached letter and confirmed its status now as an employees' side claim.
2. In response the employers' side said it will, as soon as reasonably practicable, consult with local employers on the content of the claim and the current position in respect of affordability.

Yours faithfully

**NAOMI COOKE  
MATT WRACK  
Joint Secretaries**



**Matt Wrack** General Secretary  
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Our Ref: MW/sll

4 June 2020

Naomi Cooke  
Employers' Secretary  
Fire and Rescue Services  
National Employers  
18 Smith Square  
London  
SW1P 3HZ

Dear Naomi

**Fire Service pay 2020**

We will meet tomorrow at the MMNB and NJC. The Executive Council of the FBU has today discussed the issue of pay. We will consult further before tomorrow's meeting but we set out below the position of the FBU. We will verbally confirm the position of the employees' side prior to the two meetings.

1. A decade of austerity and government pay freezes has reduced real wages for firefighters.
2. Using CPI as the measure of inflation a competent firefighter needs an increase of £4,091 to restore real wages lost over the decade of austerity.
3. The employees' side has (additionally) previously set out the union's expectation for any agreement in relation to broadening the role of a firefighter, although any such discussion would need to be reconsidered to take account of subsequent inflation.
4. Both sides of NJC subsequently agreed to pause those discussions on the broadening of the role.
5. Both sides of the NJC have undertaken to deliver the agreements which have enabled firefighters to undertake significant areas of additional work in relation to the Covid-19 pandemic.

In view of the above, the employers' side of the NJC needs to urgently address these issues by means of an immediate and substantial pay increase to NJC rates of pay.

Yours sincerely

A handwritten signature in black ink, appearing to read "M. Wrack", written in a cursive style.

**Matt Wrack**  
General Secretary