

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

**FIRE & RESCUE SERVICES
National Employers**

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

29th July 2019

Dear Matt,

I am writing further to our joint statement issued on 11 July 2019 (Circular NJC/2/19).

The Employers' Side has now had an opportunity to consider the issue of a pay award for the current settlement year and it wishes to make an offer of 2% on all pay rates and Continual Professional Development payments with effect from 1 July 2019.

As we have consistently made clear, 2% is the absolute limit on what UK fire and rescue services can afford for a pay increase during the settlement year 2019/20.

The employers intend to continue a dialogue with governments across the UK with regard to what activities the fire and rescue service could enhance or develop with the aim of providing broader support to communities as we believe it remains important. Those dialogues will of course cover the implications for the workforce and the necessary funding to achieve such an objective in the longer term.

We hope you recognise this is the best offer we are able to make.

Yours sincerely,



**Simon Pannell
Employers' Secretary**