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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

26 July 2017

Dear Matt,

The National Employers were disappointed to hear that the recent pay offer has been rejected by the Employees' Side of the NJC.

As we have previously explained it is the best position we could offer.

We remain committed to identifying a mutually agreeable way forward. We therefore welcome the reference to the Employees' Side continued engagement in this negotiation and are happy to meet to do so before 24th August.

We are further disappointed by the decision of the FBU to advise its members to no longer undertake work covered by the trials with effect from 24th August. As indicated in my letter of the 17th July (which also explained the employers' position around your points on the offer in general), we believe it to be valuable to communities and a fundamental part in reassuring both governments and the partners that we work with that the fire service is a reliable partner in which to invest and continue to work with; hence why the first stage of the offer at 2.0% was linked to such continuation. We urged the FBU not to do anything which would negatively impact upon discussions with governments and partners. Most importantly to not negatively impact upon the communities for whom such work has proven to be extremely successful, including lives saved. This decision of the FBU will inevitably impact upon our ability to secure future additional funding.

In your letter you say:

We note that in relation to the NJC trials on EMR there remain numerous reports of local trials where employers have failed to address the operational, safety and welfare issues set out very clearly by us at NJC meetings and elsewhere this year. This is in clear breach of the requirements we have set out to you.

It would help if you could share specific details of these reports so that action can be taken.

To be best placed to secure a successful outcome we invite you to revisit the decision to withdraw support for work being undertaken through the trials.

We sincerely hope this can be agreed as given the significant implications for seeking additional funding it would unfortunately leave us with little choice but to revert for 2017 to an offer of 1.0% and that is not where we would want to be.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'S. Pannell', with a stylized flourish at the end.

pp Simon Pannell

NJC Employers' Side Secretary