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

**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

3 June 2016

CIRCULAR NJC/3/16

Dear Sir/Madam,

PAY 2016

1. Authorities will be aware that the annual settlement date for employees covered by the National Joint Council for Local Authority Fire and Rescue Services (NJC) is 1 July.
2. At yesterday's meetings of the National Joint Council and the Middle Managers Negotiating Body the Employees' Side Secretary presented the claim below:

'On behalf of the Employee side of the National Joint Council, including the MMNB, we write to register a formal claim for a pay increase for 2016.

You are aware that our preference is that pay should be settled by means of a long-term pay formula. This would avoid the potential of difficulties arising in relation to annual pay bargaining and would provide the stability which we think is necessary for delivering a first-class fire and rescue service. Moreover, it would reflect the high regard and respect due to fire professionals.

As a consequence of a combination of pay freezes and minimal pay increases, grey book employees have experienced a pay cut in real terms over recent years. With pension and national insurance contribution increases this situation has been exacerbated.

In the absence of a long-term formula to address pay in the fire rescue service, our claim is for a substantial increase in pay for 2016-17 for all those in fire service roles that come within the purview of the NJC. A significant increase in pay would represent a just and fair reward for the increased workloads placed upon firefighters in all roles.'

3. The Employers' Side responded as follows:

'The National Employers have considered the matter of a pay award for 2016 including today's claim. In doing so they have been mindful of the Employees' Side claim, and a desire to provide a pay increase for all NJC employees, balanced against a number of factors such as affordability.

Whilst unable to agree a long-term pay formula, the National Employers are in a position today to offer an across the board increase of 1.0% effective from 1st July 2016, which includes Continual Professional Development payments.

We believe this is the best offer possible.'

4. The Employees' Side Secretary replied that the Employees' Side will now consult its respective members as soon as possible before responding to the offer.
5. Respective Sides will be notified of the timetable in due course.

Yours faithfully

SIMON PANNELL
MATT WRACK
Joint Secretaries