



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

4 July 2017

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

Dear Simon

Employers' proposal on pay

Thank you for your letter setting out the employers' position on pay. Our Executive Council discussed this yesterday. We concluded that the proposals fail to adequately address the concerns we have set out in our claim and have expressed very clearly at the most recent meetings of the NJC. I attach a circular to our members which includes the statement and recommendation from the Executive Council.

As you will see, the most significant areas of concern are around the conditionality, timing and level of the proposed Stage 2 payment and the absence of any detail on proposals for 2018, 2019 and 2020.

I am not sure the employers' side appreciate the level of anger which is developing within the service but they would be seriously mistaken to underestimate the scale of this. As you will see there is very little time to try to address the concerns of the FBU. If these concerns are not addressed then events will take an inevitable course and we will, as I have explained, follow the course set out by our conference as well as considering what other actions may need to be taken.

Nevertheless, as always, we are happy to meet to try to find a way forward.

Yours sincerely

A handwritten signature in black ink, reading "M. Wrack".

Matt Wrack
General Secretary

Att.