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**FIRE BRIGADES UNION**  
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CIRCULAR: 2008HOC0021MW

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TO: ALL MEMBERS

Dear Brother/Sister

**PROTECTED PAY RATES: STATION OFFICERS; FIRE CONTROL OFFICERS; PRINCIPAL FIRE CONTROL OFFICERS**

As you will be aware, the 2003 Pay and Conditions Agreement introduced a new pay structure based upon a move from the old rank based structure to a new one based on roles and the introduction of IPDS.

Under the 2003 Agreement Station Officers, Fire Control Officers and Principal Fire Control Officers were placed on protected rates of pay with an agreement that these rates would be reviewed in 2007.

During 2007, despite some discussion between the FBU and the Employers, the issue remained unresolved. As a result the NJC agreed that the pay rise applying to all others under the Grey Book should also apply to the three groups on protected pay rates, subject to further discussions taking place.

These discussions continued through the NJC Joint Secretaries. Unfortunately, agreement could not be reached between the two sides and the matter was therefore referred to ACAS for conciliation.

A first conciliation meeting was held on 7<sup>th</sup> January at ACAS where Head Office officials were assisted by officials from the Officers' National Committee. Some progress was made at this meeting but the issue remains unresolved. The problem has been exacerbated by the fact that a number of Fire and Rescue Services promoted members into these positions *after* the 2003 Agreement, presumably knowing that such promotions could only worsen the problems relating to pay protection.

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We are aware of the justifiable concern around this matter and as a result a series of meetings are being arranged around the country to address the issue and to update members. Details will be provided locally. If any member concerned is unaware of the local arrangement please contact local Brigade officials or your local representative on the Officers National Committee.

Best wishes.

Yours fraternally

A handwritten signature in black ink that reads "M. Wrack". The signature is written in a cursive style with a large, prominent 'M' and a stylized 'Wrack'.

MATT WRACK  
GENERAL SECRETARY

*MW/sll*