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To: All Members

Dear Brother/Sister

FBU members vote to reject pay proposal

FBU members across the UK have voted overwhelmingly against the pay proposals from our employers. The union's consultative ballot returned a decisive rejection of the employers' proposal for a 5% increase in pay.

Members returned a 79% vote to **reject** on a ballot turnout of 78%. Considering the short ballot period of two weeks, this was a resounding decision by FBU members. I want to thank all our members for the clear and firm decision taken. Our thanks go to all FBU officials for the huge effort put into ensuring members could vote and were fully informed of the issues.

I have now written to the fire service employers seeking an urgent resolution by means of an improved pay offer. I have also written to ministers and government departments seeking meetings to discuss this situation, including the need for urgent central government funding for Fire and Rescue Services. The responsibility to resolve this growing dispute rests with the employers and with government ministers.

The Executive Council was clear with the slogan **Fair Pay Or Fire Strike** where our campaign would go next. Following the ballot result, the Executive Council has set out a timeline for a ballot for strike action. This has taken account of various challenges identified during our consultative ballot, including problems with Royal Mail postal services. We have discussed with officials of the Communications Workers Union (CWU). They have explained plans they have in place for further strikes and the impact on postal services of the strikes which have taken place, or which are scheduled or under consideration.

Therefore, unless our employers respond urgently to our call for an improved offer, we will now plan as follows to deliver a ballot for strike action:

1. On 21 November, we intend to submit letters to employers setting out a trade dispute with them on the issue of pay.
2. On 28 November, we intend to notify all employers of our intention to ballot members for strike action.
3. On 5 December, we intend to commence a postal ballot of members with a recommendation for a **Yes** vote for strike action.
4. On 23 January 2023, this ballot will close.

Contd/2...

This timeline requires a great deal of work by all officials and by staff in order to comply with the various legal and other requirements. I am sure you all appreciate the scale of the challenges we face together. We will also put in place other campaigning events, including a national lobby of Parliament. We will write separately about that. Please support such campaign events. Please attend local meetings. Help us build the campaign for fair pay.

Yours in unity.

A handwritten signature in black ink, appearing to read "M. Wrack". The signature is fluid and cursive, with the first letter "M" being large and prominent.

Matt Wrack
General Secretary

MW/sll