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To: All Members

Dear Brother/Sister

Revised pay proposal – consultation

You will be aware that a meeting of the National Joint Council took place yesterday (8 February 2023). There were extremely lengthy discussions with the fire service employers and their negotiators which went on late into the evening. This resulted in a revised pay proposal from the employers. The pay proposal is in the attached letter from Sarah Ward. The proposal includes:

- A 7% increase in pay and CPD backdated to 1 July 2022
- A 5% increase in pay and CPD from 1 July 2023
- Mechanisms for discussion around:
 - Retained duty System firefighters
 - Firefighters (Control)
 - Pay progression
 - Continuous professional development (CPD) pay
 - Future roles

The Executive Council is currently assessing the offer in detail but has already agreed the following:

1. That members shall be consulted on the revised offer by means of a secret ballot
2. That no strike action shall be called while this consultation is undertaken
3. That steps should be taken to protect the strike ballot mandate in Northern Ireland (as a result of legal requirements there).

The consultative ballot will be conducted in the same way as the ballot on the issue of the 5% offer i.e. by a hybrid ballot (online and postal). The ballot will open on Monday 20 February 2023 and will close at 2pm on **Monday 6 March 2023**. Further details will follow.

A further circular, with the Executive Council's assessment of the offer, will follow. Briefing meetings for FBU members will be held at branch and brigade level. Arrangements are also being made for online national briefings.

Yours in unity

Matt Wrack
General Secretary

MW/sll