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Date: **26/04/2024**

To: **All Members**

Dear Brother/Sister,

National Joint Council: Employers' pay offer 2024

The fire service employers' have written to us with an offer on pay for 2024. One key aim of the FBU has been to seek an offer for this year which could be implemented in time for the settlement date in July. The timing of this offer allows this to be achieved.

The employers' offer letter is attached to this circular. The key elements of the proposals are as follows:

- a. An increase of 4% on all NJC rates of pay, including CPD.
- b. A new system for the retainer for firefighters working the Retained Duty System (RDS). This would increase the full cover rate from 10% to 15% of the basic pay.
- c. An increase in maternity pay to 26 weeks full pay and 13 weeks of Statutory Maternity Pay.

The employers also offer to continue to discuss other pay concerns raised by the FBU.

Assessment and recommendation

The Executive Council has debated and assessed the offer. The offer does not redress years of attacks on our pay and we must continue to campaign for long term improvements. Nevertheless, the Executive Council asks members to note the following.

- On current and projected rates of inflation, the pay offer would mark a real increase in pay (i.e. above inflation).
- The proposed increase in the full cover retaining fee is an increase of 50% and the first such increase in decades.
- The proposed increase in maternity pay would be approximately a doubling of the maternity pay provisions in the Grey Book.

The Executive Council has agreed to conduct a ballot of members to seek agreement for the pay offer. This will be conducted in hybrid form - by post and online. Further details will follow.

Having assessed the offer, the Executive Council has **unanimously** agreed to recommend that members should vote to **accept** the offer.

Further information will follow on details of the offer.

Yours in unity,

A handwritten signature in black ink, appearing to read 'M. Wrack', written in a cursive style.

Matt Wrack
General Secretary