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Circular: 2025HOC0001MW

Date: **06/01/2025**

To: **All Members**

Dear Brother/Sister,

New Retaining Fee – RDS Members

From 1 January 2025, firefighters working the Retained Duty System (RDS) will receive a substantial increase in pay and greater flexibility.

The settlement to the 2023/24 pay negotiations included a significant uplift to the RDS retaining fee. On top of the uplift to basic pay from July 2024, this means that an RDS firefighter on a 120 hour or more band shall see an increase of over £2,000.

FBU negotiators ensured that the increase in pay was coupled with greater flexibility, which can now be seen by the increase in the number of bands for availability. This should ensure that members working the RDS are able to earn more and seek greater flexibility in regard to their availability commitment.

An updated version of the National Joint Council (NJC) for Local Authority Fire and Rescue Services Scheme of Conditions of Service (the Grey Book) is to be issued in the coming weeks.

This updated version is that of a technical nature, and shall incorporate all updates to the terms and conditions as issued in NJC circulars, including the following:

The annual retainer for an employee providing full cover (which is defined as cover of at least 120 hours per week) is 15% of the appropriate annual basic pay.

Where an employee provides cover for less than 120 hours per week the following bands may be applied:

Up to and including 30 hours per week, 5%

from 31 hours per week and up to and including 60 hours per week, 7.5%

from 61 hours per week and up to and including 90 hours per week, 10%

from 91 hours per week and up to and including 119 hours, 12.5%

This is the first uplift to the retaining fee for decades. Whilst the FBU shall continue to push for further uplifts, this is a serious step in the right direction.

Yours in unity,

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

Matt Wrack
General Secretary