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To: All Members

Dear Brother/Sister,

Consultation on the employers' pay offer 2026

Today the FBU has launched our consultation with members on the employers' pay offer. The FBU's Executive Council is recommending that members accept the offer.

This is an electronic consultative ballot on whether to accept the offer. In addition, FBU brigade officials are organising meetings with members to discuss the offer.

What have the employers' offered?

On 3 June, the fire service employers wrote to the FBU with an offer on pay, with effect from 1 July 2026.

The National Employers made the following offer: a 3.8% increase on all basic pay rates and Continual Professional Development payments with effect from 1 July 2026.

What does it mean for our members?

If FBU members accept this offer:

- It will increase the annual salary of wholetime competent firefighters to £40,358.
- The annual retainer for retained competent firefighters will increase to £6,054.
- The annual salary of competent control firefighters will increase to £38,341.
- Other rates from development firefighters to area managers will be adjusted accordingly.
- Continual Professional Development will also increase by 3.8%.

There are no strings or conditions attached to the offer.

How was the figure negotiated?

The employers' pay offer was made at the scheduled National Joint Council meeting between the FBU and fire employers this week.

The offer is the outcome of intensive negotiations over recent months, in which the fire employers improved their offer from their starting position.

The FBU's negotiators believe that this is the best offer the union can secure without industrial action. In the current political climate, even substantial periods of industrial action may not secure an improved offer.

What does it mean for pay progression?

Successive FBU conferences in recent years have committed the FBU to pursue negotiations on pay progression. This was again confirmed at FBU conference in May 2026.

The FBU's strategy recognises that firefighters and emergency control staff have very few opportunities to increase their pay once they reach competent level, other than a promotion. This is the result of the pay structure implemented after the 2002-03 pay dispute.

Over the last year, the FBU, fire employers and central government have reached an outline of a new pay structure, which would provide an additional route for our members to increase their pay when they obtain additional skills.

This pay offer includes a further clear commitment to on-going negotiations around Grey Book pay reform, including pay progression, which are longstanding expectations of the FBU.

The FBU's Executive Council is recommending that members accept the offer. There is more information on our social media channels. Please consider the offer carefully, discuss it with your workmates and cast your vote.

In unity,

A handwritten signature in black ink, appearing to read 'Steve Wright', with a stylized, flowing script.

Steve Wright
General Secretary