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To: All Members

Dear Member,

Pay Award – Acceptance of 3.8%

The consultative ballot on pay has concluded today and the results are as follows:

Accept	54%
On a turnout of	68%

FBU members have voted by a majority to accept the following pay offer from Fire Service Employers:

A 3.8% increase on all NJC basic pay rates and Continual Professional Development payments with effect from 1 July 2026.

The FBU will now move forward with this decision and urge employers to apply it to all Grey Book employees as a matter of urgency.

Following this implementation, FBU negotiators will continue detailed engagement through National Joint Council structures to achieve an agreed programme of pay reform across Fire & Rescue Services. This will be done in accordance with the objectives established by FBU Conference and reflects members' continued commitment to achieving meaningful improvements to pay, progression and professional recognition across the UK.

The FBU has long argued that the current national pay structure no longer adequately reflects the skills, responsibilities and professionalism required of modern firefighters and firefighters control staff. The work ahead is therefore focused on delivering a fairer and more transparent pay system, improved opportunities for career progression, greater consistency nationally, and stronger recognition of skills, competence, and development.

Whilst significant work remains to be done, I am determined to build on the progress already made and pursue the positive continue reforms that members have demanded. The Executive Council remains committed to ensuring that these changes deliver genuine improvements whilst protecting nationally agreed terms and conditions, professional standards, and public safety.

The NJC Joint Secretaries will soon issue a revised circular containing the newly agreed pay bandings.

In unity,

Steve Wright
General Secretary