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FIRE & RESCUE SERVICES National Employers

Matt Wrack
General Secretary
Fire Brigades Union
Bradley House
68 Coombe Rd
Kingston upon Thames
Surrey, KT2 7AE

8 February 2023

BY EMAIL ONLY

Dear Matt,

Following the joint discussions earlier today, the National Employers have agreed to make the following offer:

- A 7 per cent increase on all basic pay rates and Continual Professional Development payments with effect from 1 July 2022
- A 5 per cent increase on all basic pay rates and Continual Professional Development payments with effect from 1 July 2023

In addition, the employers' side of the NJC is committed to explore the additional points which were raised in your pay claim. Given the complexity of the issues, the following approaches are proposed:

- **Retained Duty System firefighters:**
Firefighters employed on the retained duty system are an important part of the workforce. It is proposed that both parties commit to a joint working group to include review of the retained duty system pay and rewards package. Membership of the group and a schedule of dates should be agreed as soon as possible once the current pay award negotiations are concluded with the intention of the joint working group concluding its work within 8 months.
- **Firefighters (Control):**
The employers' side of the NJC recognises the important contribution of emergency fire and rescue control employees. To inform NJC consideration on the matter of the pay differential it is proposed that a joint job evaluation process be undertaken as soon as possible once the current pay award negotiations are concluded.
- **Pay progression:**
The employers' side of the NJC is content to continue discussions around pay structure and progression. It is proposed that both parties commit to a joint

working party commencing as soon as possible once the current pay award negotiations are concluded with the intention of the joint working party concluding its work within 8 months.

- **New roles:**

The employers' side of the NJC also remains committed to developing the work of the fire and rescue service and to do so by agreement. It also recognises the need for this to be supported by appropriate investment as well as employee reward.

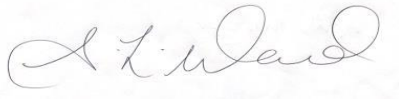
- **Continuous Professional Development:**

The employers' side notes the issues raised in the claim and is open to exploring further. Given the overlap with the pay progression point, it is proposed that consideration be incorporated into that proposed working party.

Progress reports would be made on each point above to the June meeting of the NJC.

During our lengthy discussions throughout this process, we have explained that this offer reaches the very limit of what we can do, and it is made with the hope that it forms the basis of an agreement between the two sides.

Yours sincerely,

A handwritten signature in cursive script, appearing to read 'S. Ward', written in dark ink on a light background.

Sarah Ward
Acting Employers' Secretary