

Matt Wrack
General Secretary
Fire Brigades Union
via email

The London Fire Commissioner is the
fire and rescue authority for London

Date 12 January 2023

Dear Matt,

London Pay Offer

I am writing to make a local pay offer for London firefighters in recognition of the cost-of-living pressures that are particularly extraordinary and significant in London. As you know London weighting allowance was subsumed into basic pay for London firefighters in October 2019. This additional element to London firefighter pay exists in recognition of the continued cost-of-living pressures in London. The following pay offer is made recognising that the pressure of London cost-of-living has increased with rising inflation. The offer is consistent with the process for local pay negotiations set out by the National Joint Council (NJC) as per the correspondence attached. In that context as the General Secretary once you have reviewed the offer please could you forward it to the London region (copied in) for their formal consideration.

As you are aware on 14 November 2022 members of the Fire Brigades Union (FBU) voted nationally to reject the 5% pay offer from employers and subsequently the national Executive Council of the FBU moved forward with a ballot for strike action. I know that strike action is not taken lightly and is the last resort for firefighters when they can see no other option. As an employer I believe I have a responsibility to both the people of London and our employees and have worked hard with the Mayor of London, colleagues in the Greater London Authority (GLA) and the FBU to try and find a resolution to the dispute.

I can confirm that this offer could not have been made any earlier as the funds were not available, and all options to go beyond the national 5% pay offer had been exhausted. It is only now that I am able to offer a two-year local pay offer which is as a result of the Local Government settlement announced in December 2022 and the strong support of the Mayor of London.

The pay offer for 2022/23 and 2023/24 is set out below:

- **Year 1 2022/23 - the offer is an increase of 6% on basic pay, backdated to 1 July 2022**
- **Year 2 2023/24 - the offer is an additional increase of 5% on basic pay from 1 July 2023**
- **Work will also be expedited through the London Joint Council for Firefighters (JCF) in relation to additional payments for specialist skills**

It is also important to recognise that a 2% skills payment was provided to London firefighters in April 2022 in relation to firefighters attending a Marauding Terrorist Attack on the condition that firefighters received the appropriate training for such incidents. Taking this into account, overall, it would equate to a 13% pay increase for London firefighters by July 2023 should this offer be

accepted with no conditions attached to the offer. If the two-year pay offer is accepted we would also apply this to our colleagues in control.

If as a result of continued national pay negotiations a better or identical pay offer to the one above was made through the NJC, London Fire Brigade (LFB) would revert to that offer.

I understand the FBU will need to consider this offer and I fully respect the internal democracy and governance of the union. However, I would expect an individual consultative ballot to take place and that the London Region withdraw from strike action whilst the proposal is being considered. I would also need the statutory two weeks' notice to be given to LFB if the intention were to move to a strike subsequent to this. This will enable the LFB to delay the removal of fire appliances from fire stations to service the contingency arrangements whilst the offer is under consideration. We believe that this is in the best interests of both your members and Londoners as the removal of appliances both reduces operational cover and is disruptive and distressing to firefighters.

Unfortunately, this offer will be withdrawn if strike action goes ahead. The reason for this is that if a strike were to take place we would have no other option than to use the funding set aside for the offer to pay for the strike contingency arrangements that we are mandated to provide under the Civil Contingencies Act. As you will be aware, the contingency arrangements in London can cost up to £1m per 24-hour period when enacted, to ensure we provide a minimal level of operational cover. LFB would much rather invest that money in its own staff and hope you would feel the same.

I very much hope we can now move forward together in a positive way to resolve the current situation in the best interests of your members, the LFB and Londoners and I would welcome the opportunity to discuss this offer further.

Yours sincerely



Andy Roe

London Fire Commissioner

cc. Baroness Fiona Twycross, Deputy Mayor for Fire & Resilience
David Bellamy, Chief of Staff to Mayor of London
Andy Dark, Assistant General Secretary, FBU
Dave Shek, Executive Council Member, London FBU
Jon Lambe, Regional Secretary, London FBU
Gareth Beeton, Regional Chair, London FBU
Gareth Cooke, Regional Organiser, London FBU
Jason Hunter, Regional Treasurer, London FBU
Nick Chard, Chair of the Employer's Side National Joint Council for Fire
Naomi Cooke, Employers' Secretary, Local Government Association
Gill Gittins, Assistant Employers' Secretary, London Government Association