

**NATIONAL JOINT COUNCIL FOR LOCAL AUTHORITY
FIRE & RESCUE SERVICES**

**NJC Joint Working Groups
Report of the Joint Secretaries**

1. As part of the NJC agreement reached in 2023, the following commitment was given to explore the more complex issues of the employees' side pay claim through a series of joint working groups:

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."

2. The joint working group has met regularly and debated a wide range of subject areas, with the summation of that work captured in the report at annex 1.

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."

3. Discussions have taken place at Joint Secretaries on how best to approach this issue, while work is now underway to progress the issue it has not been concluded in time to report to this meeting of the NJC - but that work will continue with the undertaking completed before the end of June 2024.

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."

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."

4. The joint working party has met regularly explored this issue in some detail, with the summation of that work captured in the report at annex 2.

New roles:

6. 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.
7. This issue has been a theme throughout the working group and working party discussions, as is reflected in the attached papers.