



FAIR PAY *OR* FIRE STRIKE

The FBU has received a revised pay offer of 5% from fire service employers. The Executive Council are recommending rejection. [Read why here.](#)



**VOTE TO
REJECT**

What is the revised offer from fire service employers?

On **4 October 2022** fire service employers made a revised pay offer of a **5% increase** on all Grey Book rates of pay, including CPD, from 1 July 2022.

The Executive Council considered the revised offer and, by unanimous decision, agreed the following:

- The Executive Council recommends that the offer is **rejected** but this is a decision for our members to make.
- The Executive Council has agreed to commence a membership consultation on the revised proposals. This will consist of a period of consultation briefings and meetings followed by a consultative ballot.

Why did the employers make a revised offer?

When employers came forward with the initial 2% proposal, they told us that it was the final offer and they had no more to give. **The only reason they came forward with a revised proposal is because you made your anger and your obvious determination to fight for fair pay clear.**

The Fair Pay or Fire Strike campaign will continue until you decide that a pay offer is acceptable. The work to achieve a legally compliant strike ballot is still ongoing.

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Why is the recommendation to reject the offer?

At a time of such high inflation, **the Executive Council does not believe that the revised offer represents fair pay for the fire service.** When inflation is taken into account, the 5% offer still represents a cut in real wages and follows years of austerity, pay stagnation, and falling living standards.

Firefighters and firefighters control have already lost pay worth 12% (£4,000) in real-terms over the last decade and, having worked on the frontline throughout the covid crisis, it is now time for the employers to deliver fair pay.

What is an acceptable offer?

You decide what is - or is not - an acceptable offer. One of the many strengths of the FBU is that we are a democratic union. That is why we will be launching a consultative ballot for you to have your say.

To be clear: the obligation to make an acceptable and reasonable offer lies with the fire service employers and government.

What happens now?

We are using the time before the consultative ballot is launched to arrange meetings and talk the issues through with members. **Please make sure to attend your local meetings and discuss the issues with your workmates.**



We will let you know through all of our information channels when the consultative ballot is launched, what form it will take, and how long it will run for. We will also send information about what to do if you don't receive a consultative ballot.

This is a consultative ballot so the anti-trade union laws don't apply. This means we can use a mix of online and postal balloting.

We know that using an online ballot means a higher return, so please register your email address with the union as soon as possible if you haven't already done so. This way, we can send you a ballot paper electronically.

Please send an email to **membershipservices@fbu.org.uk** with your email address, your brigade and membership number (if you know it). Please also note we can only take your personal email address, not your fire service email address.

Government and employers have been telling us for over a decade that we either have to accept low pay or cuts - but then they try to force through both. Enough is enough.

We must win fair pay. The current situation cannot continue and only through standing and fighting together can we achieve a desperately needed pay rise.

It is not too late for the government to provide additional funding for a pay rise and for employers to make a substantially better pay offer for you to consider. We will keep you informed of all developments.

ENOUGH IS ENOUGH. VOTE TO REJECT.