

## APPENDIX D

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## FIRE & RESCUE SERVICES National Employers

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**To: Chief Fire Officers  
Chief Executives/Clerks to Fire Authorities  
Chairs of Fire Authorities  
Directors of Human Resources**

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**Members of the Employers' Side of the NJC**

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23 August 2012

### CIRCULAR EMP/11/12

Dear Sir/Madam,

#### **PAY CLAIM 2012**

1. Authorities are aware that a pay claim has been received from the Employees' Side. The claim seeks 'a rise in all NJC rates of pay equal to the percentage increase in inflation as identified by the Retail Price Index (RPI) which is available in June 2012'. That figure is 3.5%.
2. Circular EMP/10/12 issued on 2 August advised authorities of the Fire Brigades Union position in respect of the confidential negotiations that have taken place so far i.e. that it wishes to seek the view of its members before progressing the matter further.
3. Furthermore the circular advised authorities that the National Employers' would now consider the position of the Fire Brigades Union and the best way forward for the service and its workforce given that the National Employers are keen to create an environment to undertake the important reform work which it would like to see progressed in future months.
4. Since then discussion has continued at Joint Secretary level and the outcome has been reported back to members of the Employers' Side.
5. The Employers' have always been clear with the Employees' Side that they wish to see pay negotiations for 2012 concluded quickly. The issue of consultation has only latterly been raised by the FBU.
6. The National Employers recognise that the FBU wishes to consult its members on what it believes a settlement could look like. Mindful of the Employer sentiments in paragraph 3 above, the Employers' Secretariat has explored with members and the Employees' Secretariat how that can best be achieved and pay negotiations moved forward.

7. The current position is that the FBU will commence a postal consultation shortly and that it will make reference to a number of elements that have been discussed in negotiation -
  - commitment to work jointly and with a view to reaching agreement on reform of the pay framework, alongside terms and conditions. That review to conclude by June 2013
  - commitment to a separate, evidence-based, shorter term review on appropriate mileage rates
  - a potential increase of 1% on basic pay (excluding Continual Professional Development payments and national allowances)
8. For clarity, an offer has not been made. However, the consultation paper will include an Executive Council recommendation to accept such a position should it be offered.
9. We expect to be able to share a copy of the consultation paper with authorities in the next few days.

Yours faithfully,

A handwritten signature in black ink, appearing to read 'G. Gittins', with a long horizontal flourish underneath.

**Gill Gittins**

**Principal Negotiating Officer**