

Employers' Secretary, Simon Pannell
Local Government House, Smith Square,
London, SW1P 3HZ
Telephone 020 7187 7335
e-mail: firequeries@local.gov.uk

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

Employees' Secretary, Matt Wrack
Bradley House, 68 Coombe Rd
Kingston upon Thames KT2 7AE
Telephone 020 8541 1765

**To: Chief Fire Officers
Chief Executives/Clerks to Fire Authorities
Chairs of Fire Authorities
Directors of HR (Fire Authorities)**

Members of the National Joint Council

4 June 2014

CIRCULAR NJC/01/14

Dear Sir/Madam,

PAY 2014

1. Authorities will be aware that the annual settlement date for employees covered by the National Joint Council for Local Authority Fire and Rescue Services (NJC) is 1 July 2014.
2. At today's meetings of the National Joint Council and the Middle Managers Negotiating Body the Employees' Side Secretary presented the following claim:

'FBU members have suffered falling real living standards for some time. This follows the introduction of a pay freeze by Fire Service Employers and subsequent years of pay restraint.

At the same time other costs have continued to rise substantially, creating increasing hardship for our members. This includes costs specifically arising out of their work within the Fire and Rescue Service. Pension costs for employees in the Fire Service schemes are already among the most expensive in the UK and this has been worsened as a result of three years of contribution increases.

These matters need to be addressed. The FBU therefore seeks a pay rise for 2014 which addresses the issue of falling living standards and rising costs. We also seek a clear commitment from the Employers to address this issue for the long-term in discussions over coming years.'

3. The Employers' Side responded as follows:

'The National Employers have considered the matter of a pay award for 2014. In doing so they have been mindful of the Employees' Side claim, and a desire to provide a pay increase for all NJC employees, balanced against matters such as affordability.

The National Employers have today agreed to offer an across the board increase of 1.0%. We believe this is the best offer possible and at the limit of what fire authorities can manage financially. Therefore we have to advise you that this is a final offer.

We would hope that agreement can be reached quickly so that a pay award can be actioned.'

4. The Employees' Side Secretary replied that the Employees' Side will now consult its respective members before responding to the offer.
5. Respective Sides will be notified of the timetable in due course.

Yours faithfully

SIMON PANNELL
MATT WRACK
Joint Secretaries