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Employers' Secretary, Sarah Messenger

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FIRE & RESCUE SERVICES National Employers

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

Members of the Employers' Side of the NJC

5 May 2010

CIRCULAR EMP/02/10

Dear Sir/Madam,

PAY 2010

1. The current Employers' Side position is that whilst the matter of an approach to pay for 2010 has been the subject of consideration within the Employers' Side, no decisions have been taken other than to agree that when or if a claim is received it will be considered at that time.
2. I write to advise you that we have today received notification of a pay claim from the Employees' Side of the NJC. A copy of the letter containing the detail of the claim is **attached**.
3. The next meeting of the Employers' Side is scheduled for 15 June. Given that RPI figures are normally updated mid-month that is also likely to be the first date upon which the level of the claim is actually known.

Yours faithfully,



Gill Gittins
Principal Negotiating Officer



The Fire Brigades Union

GENERAL SECRETARY: MATT WRACK

BRADLEY HOUSE, 68 COOMBE ROAD, KINGSTON UPON THAMES, SURREY, KT2 7AE

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Our Ref: MW/sll

5 May 2010

Sarah Messenger
Service Director
Local Government Employers
3rd Floor
Local Government House
Smith Square
London
SW1P 3HZ

Dear Sarah

On behalf of the Employee side of the National Joint Council, including the MMNB, this is to register a formal claim for a pay rise for 2010.

You are aware that we have argued for a long time that pay should be settled by means of a long-term pay formula. This would avoid the potential of difficulties arising in relation to annual pay bargaining and would provide the stability which we think is necessary for delivering a first-class Fire and Rescue Service. Regrettably the Employers have consistently rejected such an approach.

Therefore our claim for 2010 is for a rise on all NJC rates of pay equal to the percentage increase in inflation as identified by the Retail Price Index (RPI) for June 2010.

This is an extremely moderate claim but one which is based on the idea that Firefighters pay should increase so as to ensure that living standards can be maintained. It is also clear to us any attempt to reduce real wages would have a dangerous and detrimental impact on the prospects for economic recovery.

Firefighters have seen significant changes to their roles and responsibilities since 2004 and they have the right to expect that their pay will not suffer real reductions after demonstrating such commitment to the development of a first-class public service.

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The Service faces further challenges over the next couple of years as we attempt to build on our planning for major events such as the significant floods we have seen on a number of recent occasions. The 2012 Olympics will provide a further significant challenge to the planning and preparations made by our Fire and Rescue Services. Firefighters already have the recall to duty arrangements within the Grey Book and these have been demonstrated to have delivered for the Service when required.

We hope that we can face these forthcoming challenges in the same spirit of cooperation as we have seen in similar circumstances in the recent past. I trust that this can also be reflected in a rapid agreement in relation to our pay claim.

Yours sincerely

A handwritten signature in black ink, appearing to read "M. Wrack". The signature is written in a cursive, slightly slanted style.

MATT WRACK
GENERAL SECRETARY