

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

15 June 2010

CIRCULAR EMP/03/10

Dear Sir/Madam,

PAY CLAIM 2010

1. Authorities will be aware from circular EMP/2/10 that the Employers' Side of the National Joint Council last month wrote to the National Employers to submit a pay claim for "a rise on all NJC rates of pay equal to the percentage increase in inflation as identified by the Retail Price Index (RPI)" announced in June (which is the May RPI figure).
2. The Office of National Statistics announced this morning that the figure for RPI in May was 5.1%. Hence the claim is for an increase of 5.1%.
3. The National Joint Council and Middle Managers Negotiating Body met earlier today following a meeting of the National Employers at which the aforementioned claim was considered.
4. At those meetings the Employers' Side advised the unions that it would be guided by the key principles of affordability and sustainability both for now and the future. It would also wish to take in to account the impact of the budget statement scheduled for 22 June. Accordingly the Employers' Side is not yet in a position to make a formal response. However, a formal response will be provided shortly thereafter.
5. Attached is a copy of the press release issued today.

Yours faithfully,



Gill Gittins
Principal Negotiating Officer

Fire pay talks must balance public safety and affordability

Responding to the trade union pay claim for an across the board increase of 5.1%, Cllr Maurice Heaster, Chairman of the Employers' Side of the National Joint Council, the joint employer and union body, which determines pay and conditions of employment for uniformed fire service staff, including firefighters said: -

"In responding to this claim the key principles for the National Employers are affordability and sustainability both for now and the future. We must ensure that any pay settlement is affordable to the taxpayer within this tough economic climate, sustainable over the longer term, does not impact upon public safety, and ensures the fire service continues to be an attractive place to work.

The National Employers are very mindful that a pay settlement may mean fire authorities will have to make unpleasant choices between cutting front line services and laying off staff, neither of which either the union or the employers want to see.

"The National Employers are taking a very firm approach in considering this claim and will be mindful of the prevailing difficult economic situation that we currently find ourselves operating within. We also wish to take in to account the impact of the budget statement scheduled for 22 June and will make a formal response soon after."

Ends