

Naomi Cooke/ Sarah Ward
Employers' Secretary
Fire and Rescue Services
National Employers
18 Smith Square
London
SW1P 3HZ

6th March 2023

BY EMAIL ONLY

Dear Sarah

Re: NJC for Brigade Managers of LAFRS – Pay Offer

I write to you in response to your letter of the 4th March which makes a pay offer for 2022 and 2023 to Brigade Managers covered by the Gold Book Conditions of Service, which I outline below:

- *A 4 percent increase on basic pay with effect from 1 January 2022, capped at £5000.*
- *A 3.5 percent increase on basic pay with effect from 1 January 2023, capped at £4000.*

The Council of the Fire Leaders Association have given a clear mandate to **reject** the current offer from the employers.

Furthermore any offer which involves a cap on members pay awards outside of a percentage increase only serves to narrow the pay differentials at each level and compounds the aspect of ongoing recruitment and retention.

I would like to acknowledge and thank you for the constructive meetings to date and the FLA remain committed to continue to engage in meaningful discussions and it is hoped that this basis can begin to reach a collective agreement for the pay years 2022 and 2023

Yours sincerely



Simon Shilton

FLA National Secretary

Cc Gill Gittens, Cllr Nick Chard