

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

3 June 2016

CIRCULAR EMP/1/16

Dear Sir/Madam,

PAY AWARD 2016

1. Authorities will be aware that the usual annual settlement date for employees covered by the National Joint Council for Local Authority Fire and Rescue Services (NJC) is 1 July.
2. As such members of the Employers' Side of the NJC have considered the matter of a pay award for 2016. In doing so members of the Employers' Side took into account a number of issues including:
 - the financial challenges facing fire authorities;
 - economic pressures on the workforce;
 - Government current public sector pay policy;
 - the current settlements for local authority employees and more widely;
 - the views of interested parties; and
 - the views of its Advisory Forum which contains chief fire officer, human resources, finance and legal advisers drawn from differing types of fire and rescue services across the UK.
3. At yesterday's meeting of the National Joint Council the Employees' Side presented a pay claim (set out in the accompanying joint circular - NJC/3/16).
4. The Employers' Side responded as follows:

'The National Employers have considered the matter of a pay award for 2016 including today's claim. 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 a number of factors such as affordability.

Whilst unable to agree a long-term pay formula, the National Employers are in a position today to offer an across the board increase of 1.0% effective from 1st July 2016, which includes Continual Professional Development payments.

We believe this is the best offer possible.'

5. You will also be aware from circular NJC/3/16 that the Fire Brigades Union and the Fire Officers Association will now separately consult their respective members before responding to the offer.
6. Further information in respect of the timetable and subsequent outcome will be provided to authorities in due course.

Continual professional development payments

7. For the avoidance of doubt, the 1.0% offer also applies to Continual Professional Development scheme payments, which is in line with that agreement.

Yours faithfully,

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

Gill Gittins
Principal Negotiating Officer