

Date: Tuesday, 26 May 2009

## **ALL MEMBERS**

### **NATIONAL STRIKE ACTION - PAY**

Dear Brother/Sister,

I have enclosed an All Members Circular from the General Secretary, Matt Wrack, who informs members of the current status regarding pay negotiations.

You will see also that the General Secretary has included the Emergency Resolution 8 on Pay that was moved by Bro Wrack on behalf of the Executive Council and which received unanimous support from Conference.

Bullet point one of the resolution calls upon Brigade Committees to prepare for a campaign leading to possible strike action in pursuit of an acceptable pay settlement which has to be unconditional without any detrimental changes to conditions of employment.

I can confirm that your brigade committee is now preparing for the strike action that appears imminent and unavoidable given recent stances taken by the Government and National Employers.

Members will be kept fully informed at all stages and I ask that you discuss this at your branch meetings.

Yours in unity

L Skarratts  
Brigade Secretary

enclosures



**DEFEND CONTROL JOBS**  
AN INJURY TO ONE IS AN INJURY TO ALL

Bradley House, 68 Coombe Road, Kingston upon Thames, Surrey, KT2 7AE

**FIRE BRIGADES UNION**  
**General Secretary: Matt Wrack**  
Telephone: 020-8541-1765  
Facsimile: 020-8546-5187  
E-Mail : office@fbu.org.uk

CIRCULAR: 2009HOC0277MW

20 May 2009

TO: ALL MEMBERS

### FIRE SERVICE PAY 2009

Our Annual Conference last week debated the vital issue of pay. This debate took place in the midst of the worst financial and economic crisis in living memory and that has an inevitable impact on our talks with employers who have so far failed to resolve this issue for 2009.

In relation to discussions on pay FBU members are asked to consider the following background:

- The 2003 Pay and Conditions Agreement produced a formula based on the movement of pay of Associate Professional and Technical (APT) employees within the annual pay survey conducted by the Office for National Statistics. This APT formula was to operate for two years. This covered pay for 2005 and 2006.
- Subsequently the Union sought pay rises in line with the APT formula. This was successfully achieved for 2007 and 2008.
- Concerned at the level of these rises, our Conference instructed us to investigate the performance of the APT formula. Research was carried out by the Labour Research Department and a report was presented to the Executive Council and reported to Regional/Sectional and Brigade Committees.
- In relation to pay for 2009 and 2010 the National Joint Council agreed to establish a Joint Working Party which began to meet in the autumn of 2008. Despite a number of discussions at this forum there has been no agreement on the issue of pay.

In the light of this background Conference agreed that discussions with our employers should continue in an attempt to obtain a pay offer which maintains living standards and attempts to make up any ground lost as a result of previous below inflation rises.

Contd2...

Conference sent a clear message to our employers that the FBU would oppose:

- Any attempt to link detrimental changes to conditions of service to pay.
- Any attempt to threaten FBU members by offering a time limited offer such as was recently made to workers in other areas of Local Government.

Conference also agreed that any offer on pay should be subject to consultation with members through our normal structures.

I can now report that these views and concerns have been clearly reported to our employers and we await a response. The National Joint Council meets on 3 June and the issue of pay will be the central discussion. A further report will be issued as soon as is possible.

The Emergency Resolution agreed by Conference is attached for your information.

Best wishes.

Yours fraternally



**MATT WRACK**  
**GENERAL SECRETARY**

MW/sll

Att.



Emergency  
Resolution 8 - Pay.doc

## Emergency Resolution 8

### PAY

Conference notes with concern that the aim agreed last year by the National Joint Council to negotiate the basis for a pay settlement for 2009 and 2010 by March 2009 has not been achieved.

Conference reiterates its longstanding view that pay in the Fire and Rescue Service is best addressed by means of an agreed formula. The refusal of the Fire and Rescue Service Employers to consider such a mechanism is a recipe for industrial conflict and will do nothing to improve our service.

Conference endorses the stance taken by the Executive Council that the FBU is unwilling to trade conditions of service for fractional increase in pay.

Conference notes the report prepared by the Labour Research Department on the operation of the APT pay formula and agrees that in view of the rapidly changing economic position the FBU will need to carefully review wider trends in pay before identifying a longer term claim for a pay formula or other mechanism for resolving pay.

Conference notes the meagre and time-limited offers on pay made recently by employers to other local government workers. Any similar pay offers from our employers involving time-clauses for acceptance or links to detrimental changes in conditions of employment would be considered derisory and inflammatory by FBU members. Therefore this Conference:

- Calls upon Brigade Committees to prepare members for a campaign leading to possible strike action in pursuit of an acceptable pay settlement and/or in opposition to detrimental changes to conditions of employment linked to pay;
- Instructs the Executive Council to continue pay negotiations with the employers whilst preparing the necessary steps in readiness for a trade dispute and ballot in the event of our employers failing to make an acceptable offer on pay. These discussions should seek to maintain the living standard of FBU members and their families and should seek to make up any lost ground resulting from previous below-inflation rises;
- Instructs the Executive Council to consult with the membership through the FBU committee structures before deciding on any percentage pay increase to the existing pay scales which the employers may offer;
- Instructs the Executive Council to reject any pay offer the employers may make linked to detrimental changes in conditions.

**EXECUTIVE COUNCIL**