



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

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**FIRE BRIGADES UNION**  
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CIRCULAR 2009HOC0319MW

4 June 2009

TO: ALL MEMBERS

Dear Brother/Sister

**PAY - NATIONAL JOINT COUNCIL 3<sup>RD</sup> JUNE 2009**

Circular 2009HOC0277MW updated members on the debate at our Annual Conference on the issue of pay. Following that debate, the Employers were informed of the position adopted by the Conference. The National Joint Council meeting scheduled for yesterday (3<sup>rd</sup> June 2009) was the last meeting before the settlement date for pay of 1<sup>st</sup> July. It was therefore entirely reasonable for the FBU to expect that an offer would be made on pay at this meeting.

You will recall that the Conference instructed the Executive Council to continue to negotiate with the Employers with a view to maintaining members' living standards and seeking to make up any lost ground as a result of previous below-inflation pay rises. The Conference also clearly stated its opposition to:

- Any attempt to link a pay rise to detrimental changes to conditions of service.
- Any attempt to threaten FBU members with a time limited offer.

These views were very clearly expressed to the Employers prior to the meeting of the National Joint Council.

We were informed shortly before the meeting that the Employers side was not in a position to make an offer on pay. As a result of this the Executive Council agreed the following approach which was subsequently implemented.

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At the NJC the FBU made a statement outlining the following points:

- Our anger and frustration at the inability of the Employers to make an offer on pay at the meeting before the pay rise was due.
- Noting that we had participated in good faith in a Joint Working Party on pay for more than seven months alongside further talks through Joint Secretaries but that neither of these had produced an offer on pay from the Employers.
- The stated desire of both sides to improve industrial relations and the functioning of the National Joint Council. While some progress has been made on this in recent years the Employers' latest stance can only set this back.
- The very high pay rises given at local level to Chief Fire Officers and other principal managers.
- The apparent inability of Fire Service Employers to fulfill their role as the politicians elected to make such decisions and to negotiate with the trade union on this most important of issues.

The FBU then registered a claim for a pay rise across all roles for 2009 of 2.5% which had been discussed at the Executive Council in view of the Conference Policy. We then stated that it was not possible to discuss other matters on the agenda of the National Joint Council in view of the fact that pay had not been resolved or even discussed properly. The meeting then adjourned without the discussion of any other business.

The NJC was followed by a meeting of the Middle Managers Negotiating Body (MMNB) at which the same points were made. This meeting was also adjourned after our statement on pay and no other business could be discussed.

The Employers stated at both meetings that it was their hope and intention to be able to make an offer on pay prior to the settlement date of 1<sup>st</sup> July. However, in view of their failure to do so to date, the Executive Council will discuss this position in full. Further reports will be provided by Executive Council members through our Committees and further circulars will be issued in due course.

Best wishes.

Yours fraternally

A handwritten signature in black ink, appearing to read 'M. Wrack', written in a cursive style.

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

*MW/sll*