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FBU
OFFICIAL
PICKET

Fire Brigades Union

The professional voice of your firefighters
www.fbu.org.uk | @fbunational

Pay Dispute
2022/ 23

What is Industrial Action?



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It can be:

Action Short of Strike (ASOS) - Work to rule – No voluntary overtime – Not undertaking activities that would normally be undertaken

Strike – Removal of labour (fully or partially)

Partial Performance:

If workers take industrial action, of either type, and refuse to carry out part of their contractual work, this is called 'partial performance'. If an employer refuses to accept partial performance, they must tell employees.

You do not have to pay employees who take industrial action.

Previous FBU Industrial Action - 1977



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The first ever national strike undertaken by firefighters, lasted nine weeks from November 1977 to January 1978



The FBU demanded a 30% pay rise to address the fact that Firefighters had been surviving on so little pay.

Previous FBU Industrial Action - 2002



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FBU demand a 39 percent increase in pay, which would have brought the average firefighter's wage to around £30,000.



It balloted its members for a strike in late 2002 and the industrial action began in November. It was the first nationwide firefighters' strike in the UK since 1977.

Local authorities recommended a pay increase of 4%, whilst an independent review advised 11%. The FBU rejected both of these requesting nearly 40%.

Pay Campaign Special No. 1 • May 2002

FBU **FIREFIGHTER**

Professionals get
professional **pay...**
so we're demanding **£30K**

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Because we're **worth it!**

Pay parity means:
£30K for Emergency Fire Control Staff & Firefighters;
A **£7,500** retainer, and **£13.74** for every hour worked
by Firefighters on the Retained duty system.

When did the FBU last strike - 2013



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Firefighters in England announce new industrial action, following a 78% mandate from FBU members

Members of Fire Brigades Union to strike, in long-running dispute with government over pensions

Pay consultation 2022: Unanimous rejection of 2% offer



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Speakers Include...

Fire Brigades Union
General Secretary
Matt Wrack

Southern Region
EC Member
Steve Wright

Bucks FBU
Brigade Secretary
Chris Wycherley

All Members Meeting
Buckinghamshire
11am
30th September 2022
Aylesbury Fire Station

And local officials attending
For updates on pay campaign etc.

“The Executive Council has met today (18 July 2022) to consider the results of discussions with FBU members on the employers' proposal for a 2% increase in pay

The result of this is that the Executive Council has voted unanimously to reject the 2% pay offer. The employers will now be informed of this.

Furthermore, the Executive Council has agreed that plans should be urgently prepared to develop our campaign for decent pay, including the need to prepare for strike action.

Therefore, at their meeting on 2 September the Executive Council decided that there is no other option than to now put in place preparations for a ballot of members for strike action to fight for fair pay.”

Pay consultation 2022: FBU recommend rejection of 5% offer



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4 October 2022 fire service employers at the National Joint Council (NJC) made a revised pay offer of a 5% increase on all Grey Book rates of pay, including CPD, from 1 July 2022.

The FBU's executive council has recommended that the offer is rejected.

**FAIR PAY
OR FIRE
STRIKE**



ONLINE ALL MEMBERS BRIEFING
Tuesday 11 October
18:30-20:15

with Matt Wrack, FBU general secretary
Ian Murray, FBU president

Register at bit.ly/FairPayOrFireStrikeAMM

FBU Consultative Ballot 5% Revised Pay Offer



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**FAIR
PAY
OR
FIRE
STRIKE**



The FBU has received a revised pay offer of 5% from fire service employers. The Executive Council are recommending rejection. [Read why here.](#)



**VOTE TO
REJECT**

- The Executive Council recommends **that the revised pay offer is REJECTED** but this is a decision for our members to make.
- The Executive Council has agreed to commence a membership consultation on the revised proposals. This will consist of a period of consultation, briefings and meetings followed by a consultative ballot.
- A consultative ballot of FBU members on the offer will now take place.

Current Timeline



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Week Starting	14 November	21 November	28 November	5 December	30 January 2023	13 February 2023
Activity	Consultative ballot ends and result released.	FBU will register a Dispute with employers over pay.	One week notice to ballot for IA	Eight week strike ballot commences	Subject to ballot outcome, 14 days notice of intended IA	Earliest period for IA

The FBU stated, in an all members circular that:

- On 21 November, they will submit letters to employers setting out a trade dispute on the issue of pay.
- On 28 November, they will notify all employers of their intention to ballot members for strike action.
- On 5 December, the FBU intend to commence a seven-week postal ballot of all members, with a recommendation to vote in favour of strike action.
- On 30 January 2023, this ballot will close.
- Depending on the ballot result, 14 days' notice would be required of any planned strike dates.

London Fire Brigade (LFB) local pay offer:



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On 12 January 2023, London Fire Commissioner Andy Roe, wrote to Matt Wrack the FBU General Secretary, making a local pay offer for London Firefighters.

The pay offer made by LFB for 2022/23 and 2023/24 is set out below:

- Year 1 2022/23 - the offer is an increase of six per cent on basic pay, backdated to 1 July 2022
- Year 2 2023/24 - the offer is an additional increase of five per cent on basic pay from 1 July 2023

Discussions continue between London Fire Commissioner and the FBU, and this has shifted the first potential strike date back to **23 February 2023**.

Industrial Action: Strategic Principles and Objectives



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Industrial Action – Strategic Principles and Objectives:

BFRS SMB approved Industrial Action Strategic Principles and Objectives.

Key principles:

- Put the community at the heart of Business Continuity Planning
- Respect the rights, views, and perspectives of all our people by upholding the Authority's values
- Protect the spirit of collaboration and support to each other to maximise the safety of our people and communities
- Safeguard the high degree of pride and commitment from our people coming out of any dispute to protect the long-term improvement of the service

Industrial Action: Thames Valley Mobilising Strategy



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Working in partnership in the Joint Operational Control Centre the Thames Valley Fire and Rescue Services aim to:

- Provide initial support to deploy the nearest available assets to incidents where there is a credible and immediate risk to life. This would include, but not be limited to incidents such as Persons Reported Fires or where persons are trapped.
- Where incidents present non-life threatening risks, such as those to property, over the border support will be considered dynamically based on the risk and available resource at the time.
- Share information with other partners where it supports the delivery of improved service response and safety to the public and staff.
- Support where possible the crewing and deployment of specialist resources to maximise the capabilities across the Thames Valley.
- Work together to support the delivery of non-response based services to improve effective and efficient delivery across the Thames Valley. For example, protection, prevention and communications activities.

Industrial Action Planning



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- Call Handling and Mobilising
- Resourcing
- Incident Response
- Communications