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FIRE & RESCUE SERVICES National Employers

Matt Wrack
Fire Brigades Union
Bradley House
68 Coombe Rd
Kingston upon Thames
Surrey, KT2 7AE

25 April 2024

BY EMAIL ONLY

Dear Matt,

Having recognised the important contribution of emergency fire and rescue control employees, the NJC was asked to consider the matter of the pay differential and agreed that a joint job evaluation process be undertaken, in order to inform that deliberation.

The NJC Joint Secretaries jointly engaged an independent provider (Incomes Data Research) to conduct that job evaluation. Their report concluded:

“The job evaluation scores indicate that while both roles are equivalent to an IDR Job Level 5, the score for Firefighter is higher than that for Fire Control Operator. In our view, this may provide grounds for a differential in pay between the two roles. However, we have serious concerns about evaluating roles based on paperwork drawn up almost two decades ago and recommend that the role maps are updated before reaching a conclusion on the role evaluations.”

The National Employers therefore conclude, that based on the existing nationally agreed role maps, the job evaluation process does not provide grounds on which to amend the existing pay differential.

This closes the commitment given through last year's pay negotiations, but that does not mean that the national employers would not be open to further without prejudice discussions with the employee side on this broader issue, as part of our on-going dialogue within meetings of the Joint Secretaries.

Yours sincerely,



Sarah Ward
Acting Employers' Secretary