



Home Office

## Appendix A

Director General  
Public Safety Group

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Councillor Nick Chard, Chair of Fire and Rescue Services National Employers  
Local Government Association  
18 Smith Square,  
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*By Email Only*

30 September 2022

Dear Nick

Thank you for your letters to the Home Secretary of 2 August and 1 September 2022, regarding your ongoing pay negotiations. I have been asked to respond on behalf of the Home Secretary to your request for Home Office funding support towards a higher pay offer for firefighters and control staff in 2022-2023.

We recognise and value the work of firefighters and control staff and believe that they should be paid fairly taking into account value for money for the taxpayer. We also recognise the difficult and unprecedented situation that public sector employers find themselves in and have welcomed the open communication on this matter.

Firefighters and control staff continue to play a vital role to protect the public and I am mindful of the potential impact of industrial action on public safety. However, in contrast to policing, the Home Office neither funds nor agrees fire pay. As you know, responsibility for that sits with Fire and Rescue Authorities through the National Joint Council (NJC). As such, Ministers have taken the decision not to take the unusual step of providing funding support towards a pay offer.

We do not wish to see industrial action within fire and rescue services and hope that a resolution can be found through your negotiations with the NJC. The former Home Secretary, in her letter of 23 August, asked you to undertake a full affordability assessment to consider what level of pay offer could be made. A rigorous assessment would be helpful in identifying whether a higher offer could potentially be made.

I understand your concerns about the impact any pay offer made for this year would have in the following two financial years and beyond. To that end, the Fire Minister is seeking to discuss this issue with his local government counterpart and has also asked officials to make representations to DLUHC regarding mitigating funding pressures for 2023-24 onwards.

As you are aware, the Government recently published its Fire Reform White Paper which sets out an ambitious programme of reform seeking to deliver increased professionalism, improved efficiency and better governance of the sector. This

included the Government's commitment to conduct an independent review into the effectiveness of the current pay negotiation mechanism. Further details will be announced in due course and my team will work closely with you as the review develops.

I know you will wish to reflect on this decision with the employers and I would welcome your continued open engagement with us on developments. The Minister and I also appreciate your continuing close engagement and planning with us in the event of industrial action, to ensure that your contingency arrangements are sound.

Yours Sincerely,

A handwritten signature in black ink, appearing to read 'Jae Samant', with a horizontal line underneath the name.

**Jae Samant**

**Director General  
Public Safety**