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Circular: 2026HOC071SW

Date: 04 June 2026

To: All Members

Dear Member,

2026 Pay Offer – National Employers Letter

The Executive Council of the Fire Brigades Union met on 3 June 2026 to consider the 2026 pay offer from the National Employers, that followed weeks of intensive negotiations between the Fire Brigades Union and the National Employers.

The offer is set out in the attached letter, and represents a **3.8% pay increase to all Grey Book roles and Continuous Professional Development (CPD)**, and should it be accepted, would be effective from the 1st of July 2026.

After careful consideration, the Executive Council has voted, on balance, to **recommend acceptance** of this offer.

The factors for which the Executive Council had to consider, were not limited to but included; the cost of living, with inflation in April recorded at 2.8%; the financial pressures faced by services; and the need to maintain our task of delivering a collective approach to the necessary funding case for Pay Reform.

A period of consultation with members has now begun. It is essential that all members engage with this process and make their views known.

An electronic ballot will open on 15 June 2026 and close on 2 July 2026.

Further details on how to vote, along with supporting materials, will be provided in advance of the ballot opening.

This decision rests with the membership. Therefore, we encourage all members to:

- Review the details of the offer carefully
- Take part in the consultation process
- Cast your vote in the ballot

Your participation is crucial in determining our final position.

Additional information and guidance will be circulated during the consultation period. Your brigade/area, and regional representatives will also be available to provide support and answer any questions.

Yours in solidarity,

A handwritten signature in black ink, appearing to be 'Steve Wright', written in a cursive style.

Steve Wright
General Secretary

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FIRE & RESCUE SERVICES National Employers

Steve Wright
General Secretary
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03 June 2026

BY EMAIL ONLY

Dear Steve,

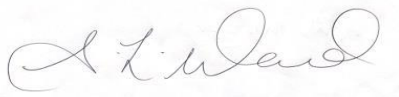
Following our discussions at the National Joint Council this morning, the National Employers are now able to set out the position in relation to pay for 2026.

The National Employers have agreed to make the following offer:

- A 3.80 per cent increase on all basic pay rates and Continual Professional Development payments with effect from 1 July 2026.

The National Employers hope this letter can form the basis of an agreement between the two sides, enabling us to continue our important joint work on pay structure reform, which remains the priority of the NJC.

Yours sincerely,



Sarah Ward
Employers' Secretary