
**To: Chief Fire Officers
Chief Executives/Clerks to Fire Authorities
Chairs of Fire Authorities
Directors of Human Resources**

Members of the Employers' Side of the NJC

14 January 2013

CIRCULAR EMP/1/13

Dear Sir/Madam,

PART-TIME WORKERS (PREVENTION OF LESS FAVOURABLE TREATMENT) REGULATIONS – FIRE BRIGADES UNION and RETAINED FIREFIGHTERS UNION AGREEMENTS

Background

1. Circulars NJC/1/12 and EMP/2/12 advised authorities that the process of issuing compensation offers to eligible individuals under the above agreements would be handled in a number of stages through an independent third party, *Popularis*. The reason for each stage was also explained.
2. Since then the process of issuing offers to those *Popularis* has been able to match against union data has been underway.

Current position

3. That part of the process is now drawing to a close and any remaining new or amended offers that have been notified to *Popularis* by FRAs for individuals who have been identified as members of either the FBU or RFU have just been issued and will follow the usual process.

Next steps

4. Offers will shortly be issued to those who fall into the final category, namely individuals who:
 - a) are not union members but are nonetheless covered by the terms of the settlement agreement with the FBU;
 - b) are union members but for whatever reason it has not been possible to match them against the membership data provided to *Popularis* by the unions despite several attempts to do so.

5. As the majority, if not all, individuals in this category will not be supported by either the FBU or RFU it is necessary to make some amendment to the process following the offer stage. Further information and confirmation of the despatch date will be provided shortly.

Yours faithfully,

A handwritten signature in black ink, appearing to read 'G. Gittins', with a long horizontal flourish underneath.

Gill Gittins

Principal Negotiating Officer