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**NATIONAL JOINT COUNCIL
FOR LOCAL AUTHORITY
FIRE AND RESCUE SERVICES**

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Shropshire and Wrekin Fire Authority
Human Resources Committee
12 July 2006

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

Members of the National Joint Council

31 May 2006

CIRCULAR NJC/2/06

Dear Sir/Madam

Introduction of continual professional development payments

1. The introduction of continual professional development (CPD) payments is referred to in paragraph 4.27 of the Pay and Conditions Agreement 2003:

“By 1st July 2006 the NJC will negotiate the introduction of payments based on the principle of rewarding continual professional development. All employees would have an equal opportunity of access to such payments, which would be outside both the IPDS basic pay structure ... and the provision for additional responsibility payments... “

2. We write to advise you of the current position.
3. The NJC has put in place a joint working party, which has now met on several occasions.
4. On 19th May 2006, both sides reported to a meeting of the NJC's Joint Standing sub-Committee that the working party has made good progress on a number of issues and remains committed to meeting the deadline of 1st July 2006 contained in the agreement.
5. While fire authorities will undoubtedly want to start giving consideration to issues surrounding implementation of the CPD payment scheme it would be inappropriate to comment upon the detail of the group's work while sensitive negotiations are still taking place. However, as soon as we are able to do so, authorities will be notified by circular.

Yours faithfully
MIKE WALKER
MATT WRACK
Joint Secretaries