



# Workforce Reform

The NJC, barrier or enabler ?

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## Who says we need to Reform?

- Rt Hon Theresa May MP
- Rt Hon Brandon Lewis MP
- Sir Ken Knight
- Adrian Thomas
- CFOA / NFCC
- LGA Fire Commission
- Just about everyone.

## Why do we need to Reform ?

- Too slow to respond to changing needs.
- Byzantine, excessively complicated
- Needs to be more transparent.
- Regarded as a barrier to innovation.
- Repercussions if we don't
- Lack of confidence in the current NJC

# What do we want from reform?

- A National pay bargaining body in which employers' and employees' representatives have influence and confidence.
- A simple core set of terms and conditions for fire fighters and national pay negotiations.
- A clear national framework with locally agreed variation clearly recognised.
- An NJC that is transparent, effective and fit for purpose.
- A future proof NJC that embraces change.
- Consensus between employers and employees

# How will we reform ?

- Complex process, Consensus
- Debate / Discussion / Consultation
- Communication
- Clarity.
- Consistent.
- Transparency
- Inclusion

# When should we reform ?

- At Pace
- Before Government decide we are too slow.
- Before the Fire Sector loses confidence in the NJC.
- No time like the present.
- Ambitious time scale.

## What if we don't Reform?

- Risk of Government imposing their pay review body
- Fire and Rescue Services finding it more difficult to keep pace with innovation and change
- Risk to our high public reputation