

Report to	North Wales Fire and Rescue Authority
Date	16 September 2019
Lead Officer	Treasurer
Contact Officer	Ken Finch (01745 535286)
Subject	Principal Officers' Pay Award 2019



PURPOSE OF REPORT

- 1 Members are asked to note and implement the agreements in respect of the pay award for Principal Officers for 2019. These agreements have been reached by the National Joint Council for Brigade Managers of Local Authority Fire and Rescue Services (NJC) in respect of the Chief Fire Officer and Assistant Chief Fire Officers and the Joint Negotiating Committee for Chief Officers of Local Authorities (JNC) for the Assistant Chief Officers and the Treasurer.

EXECUTIVE SUMMARY

- 2 The negotiating bodies have reached the following agreements for 2019:
 - i. The NJC has agreed an increase of 2% applicable from 1 January 2019. This agreement applies to the Chief Fire Officer and the Assistant Chief Fire Officers.
 - ii. During July 2018, the JNC confirmed a two year approach for the periods commencing 1 April 2018 and 1 April 2019. This included a 2% award from 1 April 2019. This agreement applies to the Assistant Chief Officers and the Treasurer.

RECOMMENDATION

- 3 That members endorse the decisions as noted above.

OBSERVATIONS FROM THE EXECUTIVE PANEL/AUDIT COMMITTEE

- 4 This report has not previously been considered by Members.

BACKGROUND

- 5 The primary role of the NJC and JNC is to reach agreement on national frameworks of pay and conditions for Brigade Managers and Chief Officers in the UK. Within NWFRS the term Principal Officer refers to the posts of Chief Fire Officer, Deputy Chief Fire Officer, Assistant Chief Fire Officers, Assistant Chief Officers and Treasurer. The post of Deputy Chief Fire Officer is currently vacant.
- 6 Following the introduction of the Local Government (Wales) Measure 2011, the Local Authorities (Standing Orders) (Wales) (Amendment) Regulations 2014 were updated. Although the majority of changes are directed towards local authorities, some are relevant to the fire and rescue authorities.
- 7 The 2014 Regulations make provision relating to remuneration of chief officers. This is to ensure any decision on the remuneration of chief officers (or those to be appointed as chief officers) must be made by full authority, without the possibility of delegating it to a committee of the authority.

INFORMATION

- 8 Appendix 1 details the agreements including the minimum annual rates of pay for chief fire officers.

IMPLICATIONS

Wellbeing Objectives	Not relevant.
Budget	Provision has been included in the budget related to the posts covered by this national pay award.
Legal	The recommendations are consistent with the individual contractual terms and conditions.
Staffing	The recommendations ensure consistency with the Pay Policy approved by the Authority in March 2019.
Equalities/Human Rights/ Welsh Language	No specific implications arise from approving the recommendation.
Risks	No specific risks arise from approving the recommendation.

Employers' Secretary, Simon Pannell Local Government House, Smith Square London, SW1P 3HZ Telephone 020 7664 3188 e-mail: firequeries@local.gov.uk

Staff Side Secretary, Andy Hopkinson 9 -11 Pebble Close Amington Tamworth Staffordshire B77 4RD Telephone 01827 302300

**NATIONAL JOINT COUNCIL FOR BRIGADE MANAGERS OF LOCAL AUTHORITY
FIRE AND RESCUE SERVICES**

To: Chairs of Fire Authorities, Chief Fire Officers, Clerks to Fire Authorities, Directors of Human Resources, Members of the National Joint Council

30th July 2019

Dear Sir/Madam

Pay Award 2019

1. We write to inform you that the NJC has agreed an increase of 2.0% on basic salary levels with effect from 1st January 2019.
2. The pay of all brigade managers covered by the NJC's agreement should therefore be increased and backdated accordingly
3. Revised minimum annual rates of pay for chief fire officers for 1st January 2019 are attached.
4. In each case the minimum salary arrangements for new appointments in population bands 1 and 2 remain as defined in the 2006/2007 pay settlement (issued by circular on 7 December 2006), and will be subject to review in due course.
5. The Staff Side has also made a suggestion to 'explore establishing a small working group to discuss the potential impact and implications the ongoing 'Broadening the Role' negotiations may have on Brigade Managers in the future'. You will be aware that negotiation is currently paused. The Employers' Side has therefore indicated it is content to consider such a suggestion once the position going forward is clear.

Yours faithfully,

SIMON PANNELL

ANDREW HOPKINSON

Joint Negotiating Committee for Chief Officers of Local Authorities

**To: Chief Executives in England and Wales (N Ireland for information)
(copies for the Finance Director and HR Director)
Regional Directors
Members of the Joint Negotiating Committee**

12 July 2018

Dear Chief Executive,

CHIEF OFFICERS' PAY AGREEMENT 2018-20

Agreement has now been reached on pay awards applicable from **1 April 2018** and **1 April 2019**.

The individual basic salaries¹ of all officers within scope of the JNC for Chief Officers of Local Authorities should be increased by 2.0% with effect from 1 April 2018 and 2.0% with effect from 1 April 2019 (NB: the percentage increases apply to individual salaries as well as pay points if applicable).

The JNC has also agreed to cooperate on a joint survey on the levels of stress, workload pressures and unpaid overtime being experienced by Chief Officers.

This pay agreement covers the period 1 April 2018 to 31 March 2020.

Yours faithfully,

Simon Pannell

Karen Leonard

Joint Secretaries

cc Mike Short, UNISON

¹ Basic salary should exclude other separately identified payments such as Returning Officer fees etc.