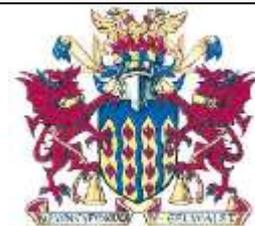


| | |
|-----------------|----------------------------------------------|
| Report to | North Wales Fire and Rescue Authority |
| Date | 17 September 2018 |
| Lead Officer | Treasurer |
| Contact Officer | Ken Finch (01745 535286) |
| Subject | Chief Officers' Pay Award 2018 |



PURPOSE OF REPORT

- 1 Members are asked to endorse the agreements in respect of the pay award for Chief Officers for 2018. 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 2018.
- 3 The NJC has agreed a two-stage approach which includes a 1% increase from 1 January 2018 rising to 2% from 1 July 2018. This agreement applies to the Chief Fire Officer and the Assistant Chief Fire Officers.
- 4 The JNC has agreed a 2% award from 1 April 2018. This agreement applies to the Assistant Chief Officers and the Treasurer.

RECOMMENDATION

- 5 That members endorse the decisions as noted above.

OBSERVATIONS FROM THE EXECUTIVE PANEL/AUDIT COMMITTEE

- 6 This report has not previously been considered by members.

BACKGROUND

- 7 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 Chief 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.
- 8 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.
- 9 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

- 10 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 | No specific implications arise from approving the recommendation. |
| Staffing | No specific implications arise from approving the recommendation. |
| 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 New Prospect
House Leake Street London SE1 7NN email:
andrew.hopkinson@bedsfire.gov.uk telephone: 07825
402314

**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**

27th July 2018

Dear Sir/Madam

Pay Award 2018

1. We write to inform you that the NJC has agreed a two-stage approach in respect of the 2018 pay settlement for this group, which provides a 1.0% increase on 2017 basic salary levels with effect from 1st January 2018, rising to a 2.0% increase on 2017 basic salary levels with effect from 1st July 2018.
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 2018 and 1st July 2018 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. Members of the Employers' Side also noted the Employees' Side intention to present '*a detailed and well-evidenced business case for the 2019 pay year, based on the three criteria within the Gold book:*
 - *Affordability*
 - *Other relevant pay deals*
 - *Rate of Inflation at the appropriate date*
6. Further discussion, initially at joint secretariat level, will shortly commence in respect of the approach to negotiations for 2019.

Yours faithfully,
SIMON PANNELL
ANDREW HOPKINSON
Joint Secretaries

**ANNUAL RATES OF PAY FOR CHIEF FIRE OFFICERS
FROM 1st JANUARY 2018**

| | |
|--------------------------------------------------|-------------------------------------------------|
| Population band 1 Minimum rate of pay | Up to 500,000 £101,782* |
| Population band 2 Minimum rate of pay | 500,001 to 1,000,000 £101,782* |
| Population band 3 Minimum rate of pay | 1,000,001 to 1,500,000 £111,070 |
| Population band 4 Minimum rate of pay | 1,500,000 and above (except London) £122,074 |
| Population band 5 Minimum rate of pay | London £134,177 |

* New appointments in accordance with paragraph 4 above

**ANNUAL RATES OF PAY FOR CHIEF FIRE OFFICERS
FROM 1st JULY 2018**

| | |
|--------------------------------------------------|-------------------------------------------------|
| Population band 1 Minimum rate of pay | Up to 500,000 £101,782* |
| Population band 2 Minimum rate of pay | 500,001 to 1,000,000 £101,782* |
| Population band 3 Minimum rate of pay | 1,000,001 to 1,500,000 £112,169 |
| Population band 4 Minimum rate of pay | 1,500,000 and above (except London) £123,282 |
| Population band 5 Minimum rate of pay | London £135,506 |

* New appointments in accordance with paragraph 4 above

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.