

**TYNE AND WEAR FIRE AND RESCUE AUTHORITY**

**Item No 10**

**MEETING: 19 NOVEMBER 2012**

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**SUBJECT: PAY AWARD 2012**

**JOINT REPORT OF THE CHIEF FIRE OFFICER, CLERK TO THE AUTHORITY,  
THE FINANCE OFFICER AND PERSONNEL ADVISOR**

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**1 INTRODUCTION**

- 1.1 The Authority has been informed in various recently released National Joint Council (NJC) Circulars of the agreed 'Grey Book' employee pay award for 2012 and other associated issues.
- 1.2 This report outlines the position with regard to pay awards for all sectors of the Service for the information of Members.

**2 NJC CIRCULAR 5/2012 - PAY AWARD – 'GREY BOOK' EMPLOYEES**

- 2.1 The pay award under employees' conditions relating to the National Joint Council for Local Authority Fire and Rescue Services Scheme of Conditions of Service ('Grey Book'), determined on the basis of a national agreement, has produced an increase of 1.0% effective from 1st July 2012. Arrangements are now in place to ensure that the relevant pay increases are paid to all eligible staff.
- 2.2 No increase will be applied in 2012/13 to continual professional development payments or to allowances set at national level.
- 2.3 The Employers and Employees sides of the National Joint Council commit to work jointly on changes identified by each Side to ensure that there is a pay framework alongside terms and conditions in the fire and rescue service which reflect the responsibilities of, and current and future demands on, the service and the profession. Consequently, it has been agreed that the work on all issues the Sides wish to raise will commence immediately, to conclude in time to report to the NJC in June 2013.
- 2.4 Furthermore, specifically in response to the Employers' Side belief that current mileage rates are too high, it has been agreed to engage in a joint review to consider the appropriate level for mileage rates in the fire service on a robust and objective basis. This will be based upon factors considered by appropriate bodies such as the HMRC and the AA and take into account actual mileage travelled and costs within the fire and rescue service. A report will be presented to the NJC meeting in October 2012. If a revision to the rates is agreed, it will be implemented with effect from 1 November 2012.

### **3 'GREEN BOOK' EMPLOYEES**

- 3.1 The National Employers informed the 'Green Book' unions that they were unable to make a pay offer in response to their 2012 pay claim.
- 3.2 The Trade Union Side subsequently made a formal request that the matter be referred to arbitration. Following consultation with the Employers' Side it has been confirmed that they cannot accede to this request.
- 3.3 Arbitration can take place only where both parties are prepared to commit themselves to accepting that the outcome is binding. The National Employers are not able to give such an assurance as it would be irresponsible to leave councils exposed to potential unaffordable expenditure. It would be equally unfair to raise the expectations of the workforce that there might be a pay award for 2012 when that is not the case.
- 3.4 However, the National Employers are keen to avoid a fourth year of a pay freeze in 2013.

### **4 BRIGADE MANAGERS**

- 4.1 The Authority is advised that pay review arrangements for Brigade Managers, whose historic settlement date is 1 January each year, are set out in the Scheme of Conditions of Service (Gold Book). The Employees' Side of the NJC recently put forward a claim seeking an increase in pay of 1.0%.
- 4.2 Having carefully considered the claim the Employers' Side has now advised the Employees' Side that it does not wish to apply a pay award for 2012.

### **5 FINANCIAL IMPLICATIONS**

- 5.1 The effect of the 1.0% pay award in 2012/2013 is approximately £260,000. The financial implications of this can be met from within the existing 2012/2013 Revenue Budget, as prudent provision was made for pay increases. The full year effect of the pay award will be built into the base budget from 2013/2014.

### **6 RISK MANAGEMENT**

- 6.1 A risk assessment has been undertaken to ensure that the risk to the Authority has been minimised as far as practicable. The assessment has considered an appropriate balance between risk and control; the realisation of efficiencies; the most appropriate use of limited resources; and a comprehensive evaluation of the benefits. The risk to the authority has been assessed as low utilising the standard risk matrix based on control measures being in place. The complete risk assessment is available on request from the Chief Fire Officer.

## 7 RECOMMENDATIONS

7.1 The Authority is requested to:

- a) Note the contents of this report;
- b) Endorse the action taken by the Chief Fire Officer;
- c) Receive further reports as appropriate.

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## BACKGROUND PAPERS

The undermentioned Background Papers relate to the subject matter of the above report:-

- National Joint Council for Local Authorities' Fire Brigades Circular NJC/5/12 and NJC/6/12
- Various pay circulars.

