



FIRE AUTHORITY MEETING: 26 JUNE 2023

SUBJECT: PAY AWARD FOR BRIGADE MANAGERS OF FIRE AND RESCUE SERVICES

REPORT OF THE FINANCE DIRECTOR

1 PURPOSE OF REPORT

- 1.1 This paper provides an update to members on the final pay award proposed by the National Employers for the Fire Service (the NJC for Brigade Managers of Fire and Rescue Services) which will affect all 'Gold Book' employees of the fire service (i.e. the Principal Officers).
- 1.2 The Pay award was agreed on 31st May 2023 (Appendix 1) which now has had the proposed caps on the annual increases removed from the revised pay offer made by the employers previously on 4th March 2023 (Appendix 2).
- 1.3 The pay award for this service will impact on the remuneration paid to the Chief Fire Officer, the Deputy Chief Fire Officer and the Assistant Chief Fire Officer (the Principal Officer Team).
- 1.4 Members are requested to consider the options set out in the report and recommend their preferred option.

2 BACKGROUND INFORMATION

- 2.1 The Gold Book pay offer affects only the three most senior officers in the service.
- 2.2 The pay proposals will apply from 1st January 2022 and 1st January 2023 respectively.
- 2.3 Initially in early March 2023 a revised pay offer from the Employers consisted of a twin tracked approach whereby the NJC recommended that the Authority could choose to adopt the proposed national pay award for its Principal Officers (which was agreed on 31st May 2023) or alternatively the Authority could itself decide on the levels of pay and remuneration to be awarded to its individual Brigade Manager roles.
- 2.4 The Revised National pay award proposals in March 2023 were:



- a) an increase of 4% from 1st January 2022 but that any increase was capped at £5,000 and,
- b) an increase of 3.5% from 1st January 2023 but that any increase was capped at £4,000.

- 2.5 The Agreed NJC Final Pay Award was received on 31st May 2023 however and the above increases were confirmed but importantly the cap for each year was removed. In summary this means an increase of 4% from 1st January 2022 and a further 3.5% increase from 1st January 2023 with backdating as necessary.
- 2.6 The alternative option to the NJC Employers award is one that has prevailed until recently across the whole of the fire service in that the Principal Officers (Gold Book) receive the same pay award as all other firefighters as this would then ensure that the pay differentials in role and responsibilities is maintained across the whole of the firefighter staffing structure.

3 OPTIONS FOR CONSIDERATION

- 3.1 There are thus 2 options for members to consider in this report.
- 3.2 OPTION 1 - The Authority adopts the NJC Final Pay Award as set out in paragraph 2.5 of this report.
- 3.3 OPTION 2 – The Authority determines Gold Book Officers Pay with the proposal that they receive the same pay award as their grey book (firefighter) counterparts. This would mean an increase of 7% from 1st January 2022 and then an increase of 5% from 1st January 2023.

This would provide equity with the pay award for all of the different levels of firefighter staffing throughout the fire service structure and thereby maintain the pay differentials that are in place to reflect the special roles and responsibilities of the Principal Officer Team.

- 3.4 The Revenue budget can accommodate both sets of proposals.

4 RISK MANAGEMENT

- 4.1 There are no identified risks to the Fire Authority associated with this paper

5 FINANCIAL IMPLICATIONS

- 5.1 The financial implications are as follows:

Option 1 pay cost £31,937, total cost including salary overheads £45,543.



Option 2 pay cost £51,626, total cost including salary overheads £73,619.

As mentioned previously the revenue budget can accommodate both options as the pay awards assumption was that the pay awards would be applied equally to all levels of the uniformed staff including the Principal Officers.

6 EQUALITY AND FAIRNESS IMPLICATIONS

- 6.1 There are no equality and fairness implications in respect of this report.

7 HEALTH AND SAFETY IMPLICATIONS

- 7.1 There are no health and safety implications in respect of this report.

8 RECOMMENDATION

- 8.1 The Authority is recommended to comment on the report and approve their preferred option to be applied to the remuneration of the service's Gold book staff for both the 1st January 2022 and 1st January 2023 pay periods.