



PFCC
POLICE, FIRE AND CRIME
COMMISSIONER FOR ESSEX

**Essex Police, Fire and Crime Commissioner Fire and Rescue
Authority**

Decision Report

Please ensure all sections below are completed

Report reference number: 158-19
Government security classification Not protectively marked
Title of report: Uniformed Principal Officers Pay Award
Area of county / stakeholders affected: Uniformed Principal Officers
Report by : CFO Jo Turton Date of report: 9 October 2019 Enquiries to: CFO Jo Turton

1. Purpose of the report

To present to the Police, Fire and Crime Commissioner Fire and Rescue Authority ('PFCCFRA') the case for a cost of living pay award for Uniformed Principal Officers, who fall outside of the NJC (Grey) and (Green) pay awards.

2. Recommendations

The PFCCFRA is asked to note the contents of this report and approve a cost of living pay rise of 2% to the Uniformed Principal Officers, backdated to July 2019, in line with the award from the National Joint Council (NJC) for uniformed staff up to and including Area Managers.

3. Benefits of the proposal

The PFCCFRA is seen to value the staff concerned and to having a commitment to treating all staff in a fair and appropriate manner. Essex County Fire and Rescue Service will be viewed as an employer of choice for future managers and leaders.

4. Background and proposal

The vast majority of Essex County Fire and Rescue Service employees are conditioned to terms and conditions relating to either the Grey Book (uniformed staff from firefighters to Area Managers) or the Green Book (professional support staff). Pay awards for each of these are determined through national negotiation and pay bargaining through the National Joint Council for grey or green book staff.

The following Principal Officer roles fall outside of these terms and conditions and these terms and conditions including pay are set by the employer (in this case the PFCCFRA):

Deputy Chief Fire Officer
Assistant Chief Fire Officer (Director of Operations)
Assistant Chief Fire Officer (Director of Risk, Innovation and Future Development)

The two national negotiating bodies (NJC) for grey and green book staff have recently received pay awards as a result of the collective national pay bargaining route, with green book staff receiving at least a 2% pay award for 2019. In addition, despite a continued lack of progress between the employers and employees of the grey book NJC in agreeing a longer term pay formula and agreement on the broadening of the role of a firefighter, the NJC has agreed a 2% cost of living pay award for all grey book staff (from firefighters to Area Managers) for 2019. This is backdated to July 2019 and has been applied to staff within Essex County Fire and Rescue Service.

As a result of these pay awards, the three uniformed Principal Officers, who fall outside these terms and conditions are the only members of staff who have not received any cost of living pay award for 2019.

As these posts are employed under Terms and Conditions set by the employer (PFCCFRA) any pay award is to be determined by the employer.

5. Alternative options considered and rejected

The following options are available to the employer for these posts.

1. Maintain current levels of pay. This would mean that the three Uniformed Principal Officer posts would maintain their current salary levels. This would as a result of inflation mean that they would suffer a real terms reduction in salary. Continued restraint of this would result in the salaries of Principal Officers in Essex becoming less competitive and the risk of not retaining or attracting the quality of officer required.
2. Uniformed Principal Officers are awarded 2% cost of living pay rise. This would ensure salaries remain competitive and ensure that Uniformed Principal Officers are awarded the same as colleagues on other terms and conditions.

3. Uniformed Principal Officers are awarded an alternative pay award that is determined by the employer. This option would require the employer to set out a clear evidence base and process for the determination of any pay award. Any award greater than the 2% being applied to other staff would potentially attract adverse attention and would need to be underpinned by clear rationale and process. In addition any award greater than 2% would impact on the medium term financial planning assumptions.

6. Strategic priorities

We have committed to the promotion of a positive culture in the workplace and to make the best use of our resources. Both of these commitments could be seen to be impacted without the agreement to and implementation of this award.

7. Operational implications

None immediately however staff retention may be affected in the medium to long term if the recommendation is not agreed.

8. Financial implications

ECFRS has budgeted within the Medium Term Financial Plan for a 2% pay award for all staff and therefore this cost is currently budgeted for. However, if option 1 was chosen this would result in circa £7,000 saving from the projected budget. Conversely if option 3 was chosen this would likely result in the need to find additional funding to support this.

9. Legal implications

None.

10. Staffing implications

Without the pay award there is an immediate financial impact on individuals with a potential retention issue arising. Future recruitment could further be affected if Essex is not seen to be offering competitive salaries and therefore fails to attract the best candidates.

11. Equality and Diversity implications

There are no direct equality implications within this paper.

12. Risks

It is an employer's duty to protect the health, safety and welfare of their employees and other people who might be affected by their business.

13. Governance Boards

None. This proposal was been discussed at a meeting between the PFCCFRA and the Chief Fire Officer on 14 October 2019.

14. Background papers

None

Decision Process

Step 1A - Chief Fire Officer Comments

(The Chief Fire Officer is asked in their capacity as the Head of Paid Service to comment on the proposal.)

I support the recommendation

Sign: 

Date: 24/10/19

Step 1B - Consultation with representative bodies

(The Chief Fire Officer is to set out the consultation that has been undertaken with the representative bodies)

not appropriate.

Step 2 - Statutory Officer Review

The report will be reviewed by the Essex Police, Fire and Crime Commissioner Fire and Rescue Authority's ("the Commissioner's") Monitoring Officer and Chief Finance Officer prior to review and sign off by the Commissioner or their Deputy.

Monitoring Officer

Sign: 

Print: P. Brent

Date: 04/11/2019

Chief Finance Officer

Sign: 

Print: GENUO MCDONNELL

Date: 24/10/19

Step 3 - Publication

Is the report for publication? YES/~~NO~~

If 'NO', please give reasons for non-publication (Where relevant, cite the security classification of the document(s). State 'none' if applicable)

N/A

If the report is not for publication, the Monitoring Officer will decide if and how the public can be informed of the decision.

Step 4 - Redaction

If the report is for publication, is redaction required:

1 Of Decision Sheet YES/NO

2 Of Appendix YES/NO

If 'YES', please provide details of required redaction:

.....
..... N/A

Date redaction carried out:

If redaction is required, the Chief Finance Officer or the Monitoring Officer are to sign off that redaction has been completed.


Sign:

Print:

Date signed:

Step 5 - Decision by the Police, Fire and Crime Commissioner or Deputy Police, Fire and Crime Commissioner

I agree the recommendations to this report:

Sign:  (PFCC / DPFCC)

Print: R C. HIRST

Date signed: 4/11/19

I do not agree the recommendations to this report because:

.....
.....

Sign: (PFCC / DPFCC)

Print:

Date signed: