



Essex Police, Fire and Crime Commissioner Fire and Rescue Authority

Decision Report

Report reference number: 036-20

Government security classification: Official (not protectively marked)

Title of report: Brigade Managers Pay Award

Area of county / stakeholders affected: Gold Book Officers (Brigade Managers)

Report by: CFO Jo Turton

Date of report: 26 November 2020

Enquiries to: CFO Jo Turton

1. Purpose of the report

To present to the Police, Fire and Crime Commissioner the case for a cost of living pay award for Principal Officers, who fall outside of the NJC Grey and Green Book pay awards.

2. Recommendations

The Police, Fire and Crime Commissioner is asked to note the contents of this report and approve a cost of living pay rise of 2% on basic salary levels to the Principal Officers backdated to 1st January 2020, in line with the award from the National Joint Council (NJC) for Brigade Managers.

3. Benefits of the proposal

The Police, Fire and Crime Commissioner is seen to value the staff concerned and to be committed 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 (staff from Fire Fighter to Area Manager) 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 either Grey or Green Book staff.

The following principal officer roles fall outside of these terms and conditions. Their terms and conditions, including pay, are set by the employer (in this case the Essex Police, Fire and Crime Commissioner Fire and Rescue Authority):

- Chief Fire Officer
- 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 secured pay awards as a result of the collective national pay bargaining route, with Green Book staff receiving a 2.75% pay award for 2020 and Grey Book staff a 2% pay award for 2020. This is backdated to July 2020 and has been applied to staff within Essex County Fire and Rescue Service.

As a result of these pay awards, the Gold Book Brigade Managers, who fall outside these terms and conditions, are the only members of staff who have not received any cost of living pay award for 2020.

The NJC for Brigade Managers has offered a 2% pay rise back dated to January 2020 and this was accepted by the employees' side (see Appendix 1). As these posts are employed under terms and conditions set by the employer (Essex Police, Fire and Crime Commissioner Fire and Rescue Authority), 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 four 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 kind 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. Principal Officers are awarded a 2% cost of living pay rise. This would ensure salaries remain competitive and ensure that Principal Officers are awarded

the same as colleagues on other terms and conditions. This is aligned to our budget for 2020/21.

3. Principal Officers are awarded a 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 a 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 priorities 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.

8. Financial implications

ECFRS has budgeted within the Medium-Term Financial Plan (MTFP) 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 a circa £10,000 saving from the budget. Conversely if option 3 was chosen this would likely result in the need to find additional funding to support the decision.

9. Legal implications

None.

10. Staffing implications

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

11. Equality and Diversity implications

There are no direct equality implications associated with this paper.

12. Risks

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

13. Governance Boards

None.

14. Background papers

Appendix 1 – National Joint Council for Brigade Managers of Local Authority Fire and Rescue Services – Pay Award 2020



PFCCFRA 036-20
Appendix 1 - NJC for

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 this recommendation.



Sign: . Rick Hylton

Date: 26/11/2020

Step 1B – Consultation with representative bodies

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

The NJC for Brigade managers has accepted a 2% pay award for 2020, backdated to January. No other consultations are required with representative bodies locally.

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-Isherwood

Date: 1 December 2020

Chief Finance Officer

Sign:



Date: 26/11/2020

Step 3 - Publication

Is the report for publication? **YES**

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** **NO**

2 **Of Appendix** **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

Print: Roger Hirst

Date signed: 1 December 2020

I do not agree the recommendations to this report because:

.....
.....

Sign: (PFCC / DPFCC)

Print:

Date signed: