



Essex Police, Fire and Crime Commissioner Fire and Rescue Authority

Decision Report

Please ensure all sections below are completed

Report reference number: 052/21

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: 19 July 2021

Enquiries to: CFO Jo Turton

1. Purpose of the report

To present to the Police Fire and Crime Commissioner the outcome of the NJC pay award for Brigade managers.

2. Recommendations

The Police Fire and Crime Commissioner is asked to note the contents of this report and to maintain the current level of salary for the Uniformed Principal Officers (Brigade Managers) thereby not applying the 1.5% pay rise proposed by the National Joint Council (NJC) for Brigade Managers.

3. Benefits of the proposal

The Police Fire and Crime Commissioner is seen to respond to the Government's expectation that there will be a pay pause this year in the public sector. Essex County Fire and Rescue Service will not add further to the on-going budget pressure that will result from the NJC 2021 pay award to grey book staff.

4. Background and proposal

Most Essex County Fire and Rescue Service employees are conditioned to terms and conditions relating to either Grey Book (Uniformed staff from Fire Fighter to Area Manager) or 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.

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 Essex Police Fire and Crime Commissioner Fire 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 have recently been offered pay awards as a result of the collective national pay bargaining route. Green Book staff were offered a 1.5% pay award for 2021 but this has been rejected by the employee side. Grey Book staff were also offered a 1.5% pay award (firefighter to Area Manager) for 2021 and this has been accepted by the employee side. This pay award is backdated to July 2021 and will be applied to staff within Essex County Fire and Rescue Service.

The NJC for Brigade Managers have offered a 1.5% pay rise back dated to 1 January 2021 and this was accepted by the employees' side (See Appendix 1).

As pay for these posts is set by the employer (Essex Police Fire and Crime Commissioner Fire Authority) any pay award is to be determined by the employer. It is usual however, to ensure salaries within Essex County Fire and Rescue Service remain competitive and to afford principal officers within Essex parity with colleagues from other fire and rescue services that the Commissioner awards pay awards in line with NJC outcomes. It is however, accepted that in extreme circumstances the Commissioner has the right to step outside of the NJC. Given the unique circumstances over the past twelve months and notwithstanding Principal officers within Essex County Fire and Rescue Service have contributed significantly to local and national response to the pandemic and maintaining service, it is felt this year is an extreme circumstance.

5. Alternative options considered and rejected

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

1. Uniformed Principal Officers are awarded 1.5% pay rise. In his most recent Budget Statement, the Chancellor of the Exchequer set out some of the steps the Government was taking to address the economic impact of covid. One of those measures was a pay pause for one year within the public sector. ECFRS set a 0% pay award assumption as part of the 2021/22 budget setting process and built this into the MTFs. The NJC pay award of 1.5% to Grey Book staff has

therefore not been budgeted for and will require the Service to find additional savings of £700,000 in this and future years to be able to balance the budget. In this context and understanding the difficulty of finding additional in-year savings it would be difficult to justify agreeing additional budget pressure and savings to fund a pay rise for senior officers albeit this would be a small amount in context.

2. Uniformed Principal Officers are awarded a pay award, however, 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 outside of the NJC award. In addition, any pay award would impact on the Medium-Term Financial planning assumptions.

6. Strategic priorities

We have committed to make the best use of our resources, this strategy could be seen to be impacted without the agreement to, and implementation of this recommendation.

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 Strategy for 0% pay award for all staff and therefore this cost is not currently budgeted for. Options 1 and 2 would result in the need to find additional funding to support.

9. Legal implications

None.

10. Staffing implications

The staff involved have been consulted on this proposal. Whilst there will be a financial impact on the individuals, they are all in agreement that the proposal to not accept the pay award is the correct course of action.

11. Equality and Diversity implications

There are no direct equality implications with this paper.

12. Risks

Future recruitment could be affected if Essex are not seen to be offering competitive salaries and therefore not attracting the best candidates, however this is a one-off response to an extra-ordinary situation and will not form part of an on-going trend.

13. Governance Boards

None.

14. Background papers

Appendix 1 – NJC – BM Pay Award

Decision Process: 052-21 BM Pay Award 2021

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:

Date: 19/07/21

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 1.5% pay award for 2021, 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: Darren Horsman - Deputy MO

Date: 18.11.2021

Chief Finance Officer

Sign:



Date: 4/9/2021

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*)

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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:

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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.

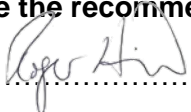
Sign:

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 2021

I do not agree the recommendations to this report because:

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Sign: (PFCC / DPFCC)

Print:

Date signed: