

Report of Head of Legal Services

7. Pay Negotiations 2014 - Update

Purpose of report

1. To update Members on the progress of the different pay negotiations that affect the Service and note the settlements, where agreed.
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Recommendations

It is recommended that Members note:

- i) the outcomes of the pay settlements for uniformed staff and Brigade Commanders; and***
- ii) that Principal Officer salaries, expressed as a percentage relative to the Chief Fire Officer's pay, will now differ slightly from the percentages given in the Annual Pay Policy Statement.***

Introduction

2. There are three different sets of pay negotiations that impinge upon the Authority affecting uniformed staff (Grey book), Brigade Commanders (Gold book) and non-uniformed staff (Green & Red books).

Uniformed staff

3. Pay negotiations for all uniformed staff up to and including Area Commanders is dealt with through the National Joint Council for Local Authority Fire and Rescue Services. It was announced on 7th August that a pay settlement of 1% had been agreed with effect from 1st July 2014. This was in line with the offer made by the National Employers.

Brigade Commanders

4. Brigade Commanders are subject to separate terms and conditions as set out in the 'Gold book'. Settlement of their pay award has also now been agreed, backdated to 1st January 2014, as follows:
 - An increase of 1.0% on basic salary applicable to brigade managers earning a basic salary of £99,999 or lower; and
 - A flat rate increase of £1,000 on basic salary applicable to brigade managers earning a basic salary of £100,000 or more.

5. Due to the way this pay award is structured, the 1% pay increase when applied to the Deputy Chief Fire Officer, Assistant Chief Fire Officer and Director of Finance & Assets will mean that their salaries will now be at a very slightly higher percentage, relative to the Chief Fire Officer (who will receive a flat rate increase of £1,000), than the percentages stated in the Authority's annual Pay Policy Statement approved in February 2014, as follows:

	Previously	New
Chief Fire Officer	100%	100%
Deputy Chief Fire Officer	80%	80.14%
Assistant Chief Fire Officer	75%	75.13%
Director of Finance & Assets	60%	60.10%

Non-Uniformed Staff

6. Non-Uniformed staff within the Service are subject to terms and conditions negotiated by the National Joint Council for Local Government Services. Employee representative bodies previously rejected an offer of 1% for most grades and a UNISON staged a one day strike on 10th July (a GMB strike on the same day did not apply within the Fire Service). A further strike is being planned for 14th October 2014.

Budget Implications

7. The 2014/15 budget contains provision for the potential costs of a 2% pay award for all staff. The budgetary consequences of an actual award of 1% are detailed in the Budget Monitoring Report elsewhere on this Agenda.

Conclusion/Summary

8. The pay awards agreed so far are all within budget.

Corporate Considerations

Resource Implications (identify any financial, legal, property or human resources issues)	See paragraph 7 above
Strategic Policy Links (identify how proposals link in with current priorities and policy framework and if they do not, identify any potential implications).	The report relates to both the 'People' and 'Resources' aspects of Our Strategy

Risk Management / Health & Safety (identify any risks, the proposed control measures and risk evaluation scores).	None
Consultation (identify any public or other consultation that has been carried out on this matter)	None
Equalities (has an Equalities Impact Assessment been completed? If not, why not?)	There are no equalities issues associated with this report

Supporting Information

Background papers – NJC Circulars

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