

MEETING:	People & Culture Committee
MEETING DATE:	5 March 2020
REPORT OF:	The Deputy Clerk
SUBJECT:	Annual Review of the Remuneration of the Chief Fire Officer / Chief Executive

1. SUMMARY

This report invites the People & Culture Committee to review the pay of the Chief Fire Officer / Chief Executive (CFO) and to make a recommendation to the Fire Authority for approval.

2. RECOMMENDATIONS

The Committee is asked to recommend to the Fire Authority that there be no local pay increase in the CFO’s salary for 2020/21.

3. BACKGROUND

3.1. The CFO is conditioned to the conditions of service agreed nationally by the NJC and set out in the Gold Book.

3.2. In respect of salaries the Gold book provides:

- 9. *The NJC will publish annually recommended minimum levels of salary applicable to chief fire officers/chief executives employed by local authority fire and rescue authorities.*
- 10. *There is a two-track approach for determining levels of pay for Brigade Manager roles. At national level, the NJC shall review annually the level of pay increase applicable to all those covered by this agreement. In doing so, the NJC will consider affordability, other relevant pay deals and the rate of inflation at the appropriate date. Any increase agreed by the NJC will be communicated to fire authorities by circular.*
- 11. *All other decisions about the level of pay and remuneration to be awarded to individual Brigade Manager roles will be taken by the local Fire and Rescue Authority, who will annually review these salary levels.*

- 3.3. Any local award would apply from 1 April but NJC awards apply from the immediately preceding 1 January.
- 3.4. The pay rates for Principal and Statutory Officers as of 1 January 2020 (NJC pay award pending) are:

Role	Existing Postholders	New appointments from 01.09.18
Chief Fire Officer / Chief Executive	£152,214	£143,183
Assistant Chief Fire Officer	£114,160	£107,387
Directors / Statutory Officers	£98,939	£93,069

- 3.5. The Fire Authority reduced the salary when recruiting for a new CFO in Spring 2018 and this took effect from 1 September 2018. The new pay rates apply to appointments commencing on or after 1 September 2018. Those employees in post prior to that date maintain their existing salaries.
- 3.6. It should be noted that all members of the Service Leadership Board and the Statutory Officers are paid a set percentage of the CFO salary and any decision made equally affects their pay as per the Pay Policy Statement. Please also note that this applies to the Clerk when appointed.
- 3.7. Each Principal and Statutory Officer has been consulted and all have indicated that they do not wish to make a local pay claim for the coming year and on this basis no local pay increase is recommended for 2020/21.

4. CONSIDERATIONS

4.1. Contribution to Key Policy Priorities

It is important that the Fire Authority has within its senior roles quality and talented individuals to drive its priorities.

4.2. Financial Implications

Any increase agreed nationally will be met from existing budgets.

4.3. Legal Implications

These are dealt with in this report from a contractual perspective.

4.4. Equality & Diversity Implications

None identified.

4.5. Corporate Risk Assessment

Salary levels can impact upon retention and recruitment.

4.6. Environmental/Sustainability Implications

None identified.

4.7. Health & Safety Implications

None identified.

4.8. Crime & Disorder Implications

None identified.

5. **BACKGROUND PAPERS**

National Joint Council for Principal Fire Officers of Local Authority Fire Brigades 'Constitution and scheme of conditions of service', known as the Gold Book.

AFA Pay Policy Statement 2020/21

6. **APPENDIX**

None.

7. **REPORT CONTACT**

David Daycock, Deputy Clerk to the Fire Authority, extension 231.