



**NOTTINGHAMSHIRE**  
**Fire & Rescue Service**  
*Creating Safer Communities*

Nottinghamshire and City of Nottingham  
Fire and Rescue Authority

# PRINCIPAL OFFICER PAY REVIEW

Report of the Clerk and Interim Treasurer to the Fire and  
Rescue Authority

**Date:** 15 December 2017

**Purpose of Report:**

To approve the recommendation of the Policy and Strategy Committee in relation to the outcomes of the Principal Officer pay review.

## CONTACT OFFICER

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## **1. BACKGROUND**

- 1.1 The conditions of service for Principal Officers within Nottinghamshire Fire and Rescue Service are largely determined by the National Joint Council (NJC) for Brigade Managers of Local Authority Fire and Rescue Services. The NJC seeks to reach agreement on a national framework of pay and conditions for Brigade Managers for local application throughout the Fire and Rescue Services in the UK. Collectively the agreements are contained within the “Gold Book”.
- 1.2 The Authority has determined that, in addition to annual pay review undertaken at a national level by the NJC, a two yearly local review of principal officer pay would be undertaken.
- 1.3 At its meeting on 31 January 2014, the Policy and Strategy Committee agreed revised benchmarking arrangements as part of its local review of Chief Officer pay. The comparator group comprises of 18 Fire and Rescue Services who form the ‘Family Group’ of authorities who are similar to the Nottinghamshire Fire and Rescue Service in terms of population size, deprivation levels, risk area and total fire calls. In determining its decision on an appropriate pay level, it was agreed that consideration would be given to the median average salary of this review group.
- 1.4 The last review was undertaken in 2015, at which time it was determined that the pay of the Chief Fire Officer was in line with the median average salary of the review group, and therefore there was no case for the application of a local pay award.

## **2. REPORT**

- 2.1 The Policy and Strategy Committee, at its meeting on 10 November 2017, considered a report from the Authority Treasurer and Clerk to the Fire Authority which set out the outcomes from the Chief Fire Officer salary review. The comparator salaries used were those of the ‘Family Group’ referred to in Paragraph 1.3.
- 2.2 The outcome of this review is attached as Appendix A.
- 2.3 The median salary within this group is £ £144,948 per annum, although the range is from £ £116,738 to £157,449.
- 2.4 Previously Members have approved a three-point pay structure for Principal Officers such that salary would be based on 90% of the full role salary in the first year of appointment, on 95% in the second year of appointment and 100% in the third year of appointment. Progression to be subject to confirmation of satisfactory performance in role.

- 2.5 The current salary banding for the Chief Fire Officer role is therefore in the range £135,297 (90%) to £150,330. The Chief Fire Officer is paid at the top of this band due to his length of tenure in role.
- 2.6 Based upon the outcomes of the pay review, there is nothing, therefore, that would suggest that the pay of the Chief Fire Officer in Nottinghamshire is significantly out of line with some of the other Chief Officers within the comparator group. This would indicate that the pay of the Chief Fire Officer is currently set at the appropriate level, and the Policy and Strategy Committee recommended that there should be no pay increase applied.

### **3. FINANCIAL IMPLICATIONS**

The budget for Principal Officers' pay is based on the incremental point in the three-point scale which is appropriate for each of the Officers. At this point in time all three Principal Officers are paid at 100% of the current maximum salary for each role, in line with their length of service.

### **4. HUMAN RESOURCES AND LEARNING AND DEVELOPMENT IMPLICATIONS**

- 4.1 A local two-yearly review of Principal Officer pay levels forms a contractual provision for the roles of Chief Fire Officer, Deputy Chief Fire Officer and Assistant Chief Fire Officer.
- 4.2 Any change in the way that Principal Officer pay is undertaken by the Authority would need to be reflected in the published Pay Policy.
- 4.3 Any proposal to reduce the pay of the Chief Fire Officer to the level of the family group median salary may need to involve some level of pay protection.

### **5. EQUALITIES IMPLICATIONS**

As there are no implications for existing policy or to service provision, no equality impact assessment has been undertaken.

### **6. CRIME AND DISORDER IMPLICATIONS**

There are no crime and disorder implications arising from this report.

### **7. LEGAL IMPLICATIONS**

- 7.1 In line with the requirements of the Localism Act, any decisions relating to pay in excess of £100k per annum must be discussed and agreed by the full Fire Authority at a public meeting.

- 7.2 The Authority is required to publish its pay policy which includes the way in which Principal Officer pay is determined.

## **8. RISK MANAGEMENT IMPLICATIONS**

A robust and auditable methodology for setting Principal Officer salary levels is essential to ensure that the Service can stand up to external and internal scrutiny in respect of this matter. In establishing its pay policy, the Service needs to ensure that it can recruit and retain a high calibre of senior officers to ensure that NFRS meets the expectations of the Service and the community.

## **9. COLLABORATION IMPLICATIONS**

There are no collaboration implications arising from this report.

## **10. RECOMMENDATIONS**

It is recommended that Members:

- 10.1 Approve the recommendation of the Policy and Strategy Committee to apply no increase to the pay of the Chief Fire Officer based upon the outcomes of the local pay review.
- 10.2 Note that the next Principal Officer pay review take place in 2019, for application from 1 January 2020.

## **11. BACKGROUND PAPERS FOR INSPECTION (OTHER THAN PUBLISHED DOCUMENTS)**

None.

Malcolm Townroe  
**CLERK TO THE FIRE AUTHORITY**

Theresa Channell  
**TREASURER TO THE FIRE AUTHORITY**

**COMPARATOR SALARY LEVELS (in ascending order)**

(Please note that this information has been provided on the basis that it does not identify participant authorities.)

116,738

120,865

121,106

121,784

125,959

127,513

129,820

140,923

144,854

Median point - £144,948

145,043

146,571

148,796

150,330

153,779

155,231

155,794

156,090

157,449