



NOTTINGHAMSHIRE
Fire & Rescue Service
Creating Safer Communities

Nottinghamshire and City of Nottingham
Fire and Rescue Authority
Policy and Strategy Committee

PRINCIPAL OFFICER PAY REVIEW

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

Date: 18 December 2015

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. The last review was undertaken in 2013, and recommendations applied from 1 January 2014 and ^t January 2015.
- 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.

2. REPORT

- 2.1 The Policy and Strategy Committee, at its meeting on the 13 November 2015, 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 £143,552 per annum, although the range is from £113,120 to £152,256.
- 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 £132,736 (90%) to £147,368.
- 2.6 As part of their considerations, Members noted that the recent reductions in Principal Officer posts which have resulted in the deletion of an Assistant

Chief Fire Officer post (August 2013) and Director of Finance and Resources post (1 October 2015) have led to additional responsibilities being undertaken by the remaining Principal Officers without any adjustment to pay. Also, that the Sir Ken Knight report ("Facing the Future", 2013), which pre-empted these post deletions, showed that Nottinghamshire FRS had the leanest management structure in the review.

- 2.7 Having considered the benchmarking information, the Committee accepted the view of the Authority Treasurer that the pay of the Chief Fire Officer in Nottinghamshire is not significantly out of line with comparative Chief Officer salaries within the comparator group, and that the pay of the Chief Fire Officer is currently set at the appropriate level.

3. FINANCIAL IMPLICATIONS

- 3.1 The budget for Principal Officer's 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 95% of the current maximum salary for each role.
- 3.2 The salaries applied to Principal Officers below the level of Chief Fire Officer are based upon a % of the Chief Officer salary, as follows:
- Deputy Chief Fire Officer – 82.5%
 - Assistant Chief Fire Officer – 75%

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, Assistant Chief Fire Officer and Assistant Chief 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.

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 if the Service is going to stand up to external and internal scrutiny in respect of this matter. Additionally the Service needs to ensure that it is able to recruit and retain quality officers to ensure that NFRS meets the expectations of the Service and the community.

9. RECOMMENDATIONS

It is recommended that Members:

- 9.1 Approve the recommendation of the Policy and Strategy Committee to maintain the existing pay arrangements for the Chief Fire Officer, including the previously agreed phasing of incremental progression.
- 9.2 That the next Principal Officer pay review take place in 2017, for application from 1 January 2018.

10. BACKGROUND PAPERS FOR INSPECTION (OTHER THAN PUBLISHED DOCUMENTS)

None.

Neil Timms
TREASURER TO THE AUTHORITY

Malcolm R. Townroe
CLERK TO THE AUTHORITY

APPENDIX A

COMPARATOR SALARY LEVELS (in ascending order)

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

113,120

121,784

123,400

128,548

132,000

138,147

140,000

142,018

143,420

Median point - £143,552

143,684

144,800

145,864

147,368

148,353

150,344

150,683

151,500

152,256