



NOTTINGHAMSHIRE
Fire & Rescue Service
Creating Safer Communities

Nottinghamshire and City of Nottingham
Fire and Rescue Authority

PRINCIPAL OFFICER PAY REVIEW

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

Date: 20 December 2019

Purpose of Report:

To consider the recommendation of the Policy and Strategy Committee in relation to the outcomes from the Principal Officer pay review which is undertaken on a two-yearly basis.

Recommendations:

To approve the recommendation of the Policy and Strategy Committee, at its meeting on 8 November 2019, to agree continuation at the current Principal Officer Pay Level, as of 1 January 2020.

CONTACT OFFICER

Name : Malcolm Townroe
Clerk to the Fire Authority

Tel : 0115 8764332

Email : Malcolm.townroe@nottinghamcity.gov.uk

**Media Enquiries
Contact :** Therese Easom
(0115) 967 0880 therese.easom@notts-fire.gov.uk

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 Gold Book makes the following statements with regard to salary and also gives advice and guidance to Authorities on pay determination, as attached as Appendix A of this report:

“The NJC will publish annually recommended minimum levels of salary applicable to Chief Fire Officers employed by Local Authority Fire and Rescue Authorities.

There is a two-track approach for determining pay for Brigade Manager roles:

(i) at a national level, the NJC shall review annually the level of pay to all of those covered by this agreement;

(ii) all other decisions about the level of pay and remuneration to be awarded to individual Brigade Manager roles will be taken by the Fire Authority locally who will annually review those salary levels” – advice on other considerations when setting salary levels has also been provided by the NJC and is included within Appendix A.

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. Those Fire and Rescue Authorities who make up the Family Group are set out at Appendix B.

1.4 The Policy and Strategy Committee considered a detailed Principal Officer Pay Review report from the Clerk and Treasurer to the Fire Authority at its meeting on 8 November 2019.

2. REPORT

2.1 The Principal Officer Pay report considered by the Policy and Strategy Committee set out the current pay arrangements for the Chief Fire Officer, Deputy Chief Fire Officer and Assistant Chief Fire Officer which have

previously been agreed by the Fire Authority, and which is reported and published annually within the Authorities' Pay Policy.

- 2.2 The last salary review took place in 2017 and was considered by the Policy and Strategy Committee on 10 November 2017. This review did not support a local increase in Principal Officer pay for the period commencing 1 January 2018.
- 2.5 It was noted in the latest report to Policy and Strategy that the pay of the Chief Fire Officer, Deputy and Assistant Chief Fire Officer has increased in line with the application of incremental and national pay awards since this time, in line with their agreed contractual terms. This saw an increase of 2% from 1st January 2018 and 2% from 1st January 2019.
- 2.6 The Chief Fire Officer pay rate is currently £156,404 per annum, which includes the application of the national 2% pay award agreed from 1 January 2019.
- 2.7 A benchmarking review has been undertaken using the salary data from the "family group" of eighteen fire authorities. The outcome of this review is attached as Appendix C.
- 2.8 The median salary within this group is £148,574 per annum, although the range is from £119,748 to £164,020. The maximum salary applied to the Chief Fire Officer pay band is £140,763-£156,404 per annum, with the current incumbent being paid at the top of the scale as set out in Paragraph 2.6.
- 2.9 It was noted within the report that there is nothing 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.
- 2.10 Members of the Committee commented as follows:
- (a) given the level of responsibility and the important and far-reaching work undertaken by the Chief Fire Officer, it is appropriate for principal pay to remain at the current level, slightly above the median;
- (b) even with consideration of the impact of austerity on the Service, continuation of the current pay level is agreeable.

With the range in Chief Fire Officer pay between £119,748 and £164,020, members of the committee requested further information in future reports on the make-up and responsibilities of the Services listed, to better enable a comparison with NFRS.

The Committee RESOLVED that the recommendation be submitted to the next Fire and Rescue Authority meeting to agree continuation at the current Principal Officer Pay Level, as of 1 January 2020.

3. FINANCIAL IMPLICATIONS

- 3.1 The budget for Principal Officer 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 the following salaries are applied:

Chief Fire Officer -	£156,404 (100%)
Deputy Chief Fire Officer -	£122,581 (95%)
Assistant Chief Fire Officer -	£105,573 (90%)

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, an equality impact assessment has not 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. COLLABORATION IMPLICATIONS

As this is a local pay review, determined by the Fire Authority, there are no collaboration implications.

10. RECOMMENDATIONS

That the Fire Authority agree to the continuation of the current Principal Officer Pay Level, as of 1 January 2020.

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

None.

Charlotte Radford
TREASURER TO THE AUTHORITY

Malcolm R. Townroe
CLERK TO THE AUTHORITY

APPENDIX A

NJC GUIDANCE AND SALARY STRUCTURES

1. When determining the appropriate level of salaries for all Brigade Managers, the FRA should refer to the relevant minimum salary of the CFO and the most relevant benchmark data.
2. Normally the FRA will wish to begin by determining appropriate salary for their most senior manager.
3. When deciding how these posts should be remunerated, the following factors are to be considered:

(a) The CFO's salary and that of any service staff not covered by the Scheme of Conditions of Service (Gold Book).

(b) The relationship of current salary to the appropriate illustrative national benchmark

(c) Any special market considerations.

(d) Any substantial local factors not common to FRA's of a similar type and size e.g. London weighting, complex local regional or national responsibilities which bring added value.

(e) Comparative information to be supplied on request by the Joint Sec's on salaries in similar Authorities.

(f) Top management structures and size of management team compared to those other Fire and Rescue Authorities of similar type and size;

and

(g) The relative job size of each post, as objectively assessed through an appropriate Job Evaluation process or otherwise, and

(h) Incident command responsibility and the requirement to provide operational cover with the employing authority and beyond.

The process for setting salary levels should include consideration of the following criteria:

- Minimum salary levels for CO's in relevant sized local authorities.
- Market rates of pay for service managers in a range of private and public-sector organisations; and
- Evidence of recruitment and / or retention difficulties with existing minimum rates.

FAMILY GROUP

Avon*
Cheshire*
Cleveland*
Derbyshire*
Essex*
Hampshire*
Hereford and Worcester*
Hertfordshire
Humberside*
Kent*
Lancashire*
Leicestershire*
Lincolnshire
Nottinghamshire*
Northern Ireland
Staffordshire*
South Wales
Surrey

* Combined Fire Authorities

APPENDIX C

COMPARATOR SALARY LEVELS (in ascending order)

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

119,748

125,748

132,416

132,663

133,668

134,594

135,252

146,616

147,770

Median point - £148,574

149,379

152,214

152,493

154,808

155,997

156,404

161,517

162,088

164,020