

HFRS STAFF PAY AWARDS – ANNUAL UPDATE

SUMMARY

1. This report is intended to give the Humberside Fire Authority an update report outlining the pay position of all of the staff groups it employs, including current arrangements and awards made over the previous five years for comparison.
2. It is considered important that the HFA have a transparent and detailed view of staff pay and how that is changing over time in order that they may contextualise other reports to the HFA in respect of efficiencies and new ways of working and be able to better place the Service in the wider public sector service providers in terms of their own and/or home Authority experience.

RECOMMENDATIONS

3. That Members note:
 - (a) That Grey book staff have accepted a pay increment of 1% for 2015/16 from the National Employers (NJC) Grey Book;
 - (b) That Green book staff have accepted a pay increment equivalent to 1% for 2015/16 from the National Employers (NJC) Green Book;
 - (c) That Gold book staff have accepted a pay increment of 1% for 2015/16 from the National Employers (NJC) Gold Book.

BACKGROUND

4. It was noted last year by the CFO/CE that the pay position of all staff groups working for the HFA has been somewhat under-reported in recent years. As new Members are elected year-on-year this often leaves the Authority, in part, unsighted on the pay position of its staff groups, the negotiations around pay that take place annually and the mechanisms that exist for pay negotiations for each staff group. This report is the second 'Annual Update' on pay which addresses the need to report regularly on pay matters.
5. Grey Book staff are those uniformed members of staff in the roles of Fire-fighter to Area Manager. They are represented at their national employer NJC by the Fire Brigades Union (FBU) and Fire Officers Association (FOA). In addition, there also exists a Middle Managers' Negotiating Body (MMNB) who have plenary powers to deal with the pay and conditions of middle managers (Station Managers, Group Managers and Area Managers) within the framework of the NJC. The NJC consists of 28 members appointed by representative bodies (14 employers' representatives and 14 Fire Brigades' Union representatives). The MMNB consists of 28 members (14 employers' representatives, 13 Fire Brigades' Union and 1 Fire Officers' Association representative). The mechanism for pay negotiation for Grey Book staff involves an annual pay claim followed by an offer in response by their NJC employers' side. Any pay increments agreed are due for payment in July annually.

6. Green Book members of staff are all those members of staff who are non-operational, usually in support roles. They are represented at their national employer NJC by UNISON, GMB and UNITE. The NJC consists of 70 members, 12 from employers' representatives, 31 from UNISON, 16 from GMB and 11 from UNITE.
7. Gold Book members of staff are those members of staff in the most senior management positions occupying the roles of Brigade Manager or similar. They are represented at their national employer NJC by the Association of Principal Fire Officers (APFO). The mechanism for pay negotiation for Gold Book staff involves an annual pay claim which is submitted in September/October annually followed by an offer in response by their NJC employers' side. Any pay increments agreed are due for payment in January annually.
8. However, in addition to the process described in the paragraph above Gold Book staff have, within their terms and conditions, negotiated a further mechanism to address pay described as the 'twin track' approach which states:

"There is a twin-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."

9. The 'twin track' approach allows Gold Book staff to negotiate pay awards locally with their employing authorities in addition to and/or separately from the national arrangements. This mechanism was originally introduced to allow for an opportunity to even out the wide variance in Brigade Manager pay around the country which often disadvantaged those at the lower end of the pay scales when accepting nationally negotiated, annual percentage increments.
10. This approach means that a report should be submitted to the employing authority, in this case the HFA, annually to outline the national position on pay and to make a recommendation to Members with regard to a pay award, if appropriate.
11. The table below summarises the pay awards for each staff group in HFRS since 2010.

Staff Group/Pay Award	2009/10	2010/11	2011/12	2012/13	2013/14	2014/15
Green Book	1%	0	0	0	1%	1%
Grey Book	1%	0	0	1%	1%	1%
Gold Book	0	0	0	0	1%<£100k £1k>£100k	1%

12. Members are reminded that the period of 2010-12 represented a governmental pay cap across the public sector of an average of 1%. Members will note from the table above those staff groups that have received pay awards in line with the cap or have not received awards at all. In the latest budget statement the Chancellor of the Exchequer stated that he expected public sector pay awards to be capped at 1% for the next 3 years.
13. It is the intent of the CFO/CE to submit a pay summary report to Members of the HFA annually. He will also incorporate, where considered necessary, a pay claim for Gold Book staff members under the 'twin track' approach as a supplement to the pay summary report. These actions will redress the lapse in pay reporting that has occurred in recent years.

14. As the NJC (Gold Book) offer for 2015 has been accepted by APFO it is not felt necessary to submit a pay claim for this staff group under the twin track approach for this year.

STRATEGIC PLAN COMPATIBILITY

15. This report is compatible with the Strategic Plan 2014-17 particularly Strategic Objective 4: "Making the best use of the resources we have" and Objective 5: "Continuing to develop a committed, skilled and safe workforce"

FINANCIAL/RESOURCES/VALUE FOR MONEY IMPLICATIONS

16. A notional percentage pay award is added to the salary budget lines annually in order to anticipate and budget for pay awards. Pay awards that are less than those notionally added are shown as salary underspends in year.

LEGAL, EQUALITY IMPACT ASSESSMENT/HR, CORPORATE RISK MANAGEMENT and HEALTH AND SAFETY IMPLICATIONS

17. None arising

COMMUNICATION ACTIONS ARISING

18. Pay Awards are communicated, once agreed, by the National Employers representing the various staff groups to the Fire Authority by circular.

DETAILS OF CONSULTATION

19. Staff Pay is currently a matter of national negotiation with the exception of the 'twin track' approach to Gold Book pay described in paragraphs 8-10 of this report.

BACKGROUND PAPERS AVAILABLE FOR ACCESS

20. None

RECOMMENDATIONS RESTATED

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 - (c) That Gold book staff have accepted a pay increment of 1% for 2015/16 from the National Employers (NJC) Gold Book.

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