



AGENDA ITEM: 15

NORTH WALES FIRE AND RESCUE AUTHORITY

22 September 2014

INDUSTRIAL ACTION COSTS

Report by Dawn Docx, Deputy Chief Fire Officer

Purpose of Report

- 1 To inform Members of the expenditure incurred to date relating to the Fire Brigades Union (FBU)'s strike action.

Background

- 2 Since the initial strike action on 25 September 2013, the FBU has called 32 periods of industrial action up to and including the last strike on 16 August 2014.
- 3 In order for the Service to carry out its business continuity arrangements (which ensure that it maintains its provision of emergency and critical services), contingency arrangements have to be put in place for each period of industrial action. These arrangements inevitably result in additional costs to the Service.

Information

- 4 The attached table shows a breakdown of the additional costs incurred up to and including 31 July 2014. Whilst some costs are easily identifiable, others are not and estimates have been used for the purpose of this report.
- 5 The additional cost to the Service for contingency arrangements during industrial action has amounted to £208,990.66. This amount takes account of the savings made from the deduction of wages from employees for strike action.

Recommendation

- 6 That Members note the contents of this report.

Industrial Action Costs to 31 July 2014

	Pay	Non Pay
Strike Deductions from wages		
2013/14	-30,581.89	
2014/15	-74,841.07	
TOTAL	-105,422.96	
Military Costs		
Military costs paid in 2013/14		100,835.57
Outstanding estimated invoice		44,642.70
TOTAL		145,478.27
Central costs monitored by Finance		
Travel expenses 14/15		3,965.21
Travel expenses estimate 13/14		2,000.00
Subsistence		3,527.64
Accommodation		1,128.94
Fuel estimate for service vehicles		1,250.00
TOTAL		11,871.79
Departmental Costs		
WT/RDS	26,691.87	
Operations	2,463.51	59,928.11
Fleet	1,122.78	21,948.75
ICT	6,679.79	15,522.19
Corporate Communications	3,170.31	2,081.16
Training	3,783.76	848.00
HR	0.00	5,921.10
Control	5,806.44	0.00
Finance	1,095.77	0.00
TOTAL	50,814.24	106,249.32

-54,608.72 263,599.38

TOTAL COSTS

208,990.66

Opportunity Cost of BCM Meetings

15,996.17