



AGENDA ITEM: 13

NORTH WALES FIRE AND RESCUE AUTHORITY

19th March 2007

Rank to role (Supplementary)

**Report by Paul Claydon,
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Purpose of Report

1. To provide members with the further information they requested on extending pay protection arrangements following the Rank to Role paper (Agenda Item 7) of the Authority's meeting on the 18th December 2006.

Introduction

2. Members will recall that following discussions on the Rank to Role paper, mentioned above, more detail on the ongoing financial implications and a further report on completion of the remaining management level assimilations was requested.
3. North Wales Fire & Rescue Service has now completed the assimilation from Rank to Role of 850 Firefighters, Crew Managers, Watch Managers, Station Managers, Group Managers and Area Managers across both Retained Duty System (RDS) and Wholetime Duty System (WDS) staff with the subsequent appeals of 17 members of staff.
4. Assimilation of the posts within the control room function have not been undertaken pending review of the National Occupational Standards for these posts. This review is currently taking place.



Financial considerations

5. Total costs for the Rank to role implementation thus far in NWFRS is an increase in pay of £26,252. This excludes back pay.
6. Savings that will be realised when National Joint Council (NJC) agreed pay protection of three years from the date of the assimilation/appeal ceases will be £24,091*

** costs given are based on current rates of pay*

Pay Protection Considerations

7. The revocation of the compulsory retirement age means that a definitive projection on costs cannot be provided. However projections based on retirement of existing staff at 55 and 60 years of age on a sliding scale is provided below in table 1.



Table 1

Retirement at 55		Retirement at 60	
Year	Cost per annum £	Year	Cost per annum £
2010	13465	2010	18085
2011	12541	2011	18085
2012	11154	2012	16237
2013	9767	2013	15313
2014	8381	2014	13927
2015	8381	2015	13927
2016	6994	2016	13003
2017	5608	2017	11617
2018	5608	2018	10231
2019	5146	2019	8844
2020	5146	2020	8844
2021	3297	2021	7459
2022	3297	2022	6070
2023	2835	2023	6070
2024	1910	2024	5608
Total	103530*	Total	173320*

**Costs are based on current rates of pay*

- The age profile of the staff involved currently ranges from 37 to 55. With this profile an extension of pay protection beyond the NJC agreed time scale has the potential to impact negatively on budgets until at least 2027.

Legal implications

- Provision of lifetime pay protection would have wider reaching implications. Information received from the Service's employment law consultants indicate that the Authority could be vulnerable to equal pay claims if pay protection were given to a group of staff for whom a recognised agreement already exists and protection was awarded beyond the period set in the agreement.



Legal implications *(continued)*

- 10.** A decision to provide such pay protection will set a precedent and subsequently influence any other cases where individuals or groups of staff become eligible for pay protection outside of the rank to role process.

Recommendations

- 11.** That:
 - 11.1** members note the contents of the report and the financial implications:
 - 11.2** members note that any pay protection in excess of three years would be outside of the NJC agreement signed by all relevant parties; and
 - 11.3** the Authority pays three years protection in line with the NJC agreement.