



AGENDA ITEM: 12

NORTH WALES FIRE AND RESCUE AUTHORITY

18th June 2012

SENIOR PAY REVIEW

Report by Colin Everett, Clerk to the Authority

Purpose of Report

- 1 To inform Members of the requirement for an independent review of senior pay within the fire and rescue service for the five designated senior posts.

Background

- 2 Under an agreement by the National Joint Council for Brigade Managers of Local Authority Fire and Rescue Services (NJC). It is recommended that a twin track approach is applied to senior salaries with a national pay increase negotiated annually to reflect inflation. In addition, there is also a recommendation that at regular intervals, each authority carries out a review of senior salaries. The purpose of the review is to ensure that senior salaries (1) have parity with salaries in comparable Fire and Rescue Authorities (2) are competitive and (3) reflect job complexity. It is good employment practice to maintain salary levels through periodic comparison and review.
- 3 Accordingly NWFRA determined in December 2006

"that the Authority undertakes a review of the Service's 'Principal Officers' salaries every three years, with the outcomes of the review to be implemented from 1st April in that year. The next review should be undertaken in 2009";

- 4 At the March 2012 Authority meeting, Members approved the Pay Policy Statement which is now required under the Localism Act 2011.
- 5 The Authority's pay policy sets out the relationship between the remuneration of its chief officers and its employees who are not chief officers. For this purpose, chief officers are defined as the Chief Fire Officer and the Deputy Chief Fire Officer. In that policy it was confirmed that the remuneration of chief officers is aligned to the two-track approach for determining levels of pay for Brigade Manager roles as prescribed by the NJC for Brigade Managers of Fire and Rescue Services. In essence, this is as recommended in paragraph 2.
- 6 The previous review was undertaken in 2009 and implemented on 1st April 2009. Based on the 2006 agreement - that a review is undertaken every three years - the next review is now overdue.
- 7 It is recommended that the independent external assessor who had previously undertaken this review be commissioned again in order to maintain a consistency of approach. The assessor has also undertaken the work for Mid and West Wales Fire and Rescue Authority. The review will be overseen by the Clerk to ensure independence given the conflict of interest of senior officers within the scope of the review.

Recommendations

- 8 Members are asked to commission the next senior pay review.