

Brigade Managers' National Pay Award 2015

Report of the Chief Fire Officer

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1 Purpose of Report

The purpose of this report is to inform the Brigade Managers' Employment Panel of the national pay award for Brigade Managers in 2015.

2 Recommendations

The Brigade Managers' Employment Panel is asked to note the report.

3 Background

The pay process for Brigade Managers ('Gold Book' staff) in the fire and rescue services (as specified by their terms and conditions of employment) consists of a two-track approach, with a National Joint Council (NJC) annual review of pay in January, and a second level of decisions taken locally by each Fire Authority annually.

In practice, national agreement does not usually occur prior to January and in 2015 notification of an award was not received until June and this report is brought to inform Members of that award.

4 2015 National Pay Award

In June 2015 the National Joint Council, issued an agreement in respect of the pay award, which stated:

- i. The NJC has agreed an increase of 1.0% in brigade managers' pay with effect from 1 January 2015. The pay of all Brigade Managers covered by the NJC's agreement should therefore be increased by this amount with effect from that date.

No local proposal was made by the Brigade Managers for any further consideration under the two-track approach in 2015.

5 Financial Implications

A 1% increase for the Brigade Managers is built into the pay and prices contingency and amounts to a combined total in the region of £3,000 per annum for three posts going forward.

6 Legal Comment

There are no legal implications arising from this report.

7 Initial Impact Assessment

This report sets out details of historical fact. An Initial Impact Assessment is not, therefore, required.

8 Equality Impact Assessment

There are no discriminatory practices or differential impacts upon specific groups arising from this report. An initial impact assessment has not, therefore, been completed.

9 Appendices

There are no appendices attached to this report.

10 Background Papers

National Joint Council for Brigade Managers of Local Authority and Fire and Rescue Services Letter 18 June 2015 detailing pay award for 2015