



AGENDA ITEM: 12

NORTH WALES FIRE AND RESCUE AUTHORITY

22 September 2014

CHIEF OFFICERS' PAY AWARD 2014

Report by Ken Finch, Treasurer

Purpose of the Report

- 1 Members are asked to endorse the agreement in respect of the pay award for 2014 that has been reached by the National Joint Council for Brigade Managers of Local Authority Fire and Rescue Services (NJC).

Background

- 2 The primary role of the NJC is to reach agreement on a national framework of pay and conditions for Brigade Managers for local application throughout the Fire and Rescue Service in the UK. Within NWFRS the term 'Brigade Managers' refers to the posts of Chief Fire Officer, Deputy Chief Fire Officer and the Assistant Chief Fire Officers.
- 3 Following the introduction of the Local Government (Wales) Measure 2011, the Local Authorities (Standing Orders) (Amendment) (Wales) Regulations were amended to reflect the changes introduced by the Measure. Although the majority of changes are directed towards local authorities, some are relevant to the fire and rescue authorities.
- 4 The 2014 Regulations make provision relating to remuneration of chief officers. This is to ensure any decision to determine or vary the remuneration of chief officers (or those to be appointed as chief officers) must be made by full authority, without the possibility of delegating it to a committee of the authority. This includes any annual pay increase agreed on a national basis.

Information

- 5 The NJC has reached the following agreement in respect of the pay award for 2014:
- an increase of 1.0% on basic salary applicable to brigade managers earning a basic salary of £99,999 or lower (as at 31 December 2013)
 - a flat rate increase of £1000 on basic salary applicable to brigade managers earning a basic salary of £100,000 or more (as at 31 December 2013).
- 6 Each of the approaches above is effective from 1 January 2014. Appendix A details the minimum annual rates of pay for chief fire officers.

Recommendation

- 7 That Members endorse the National Joint Council's decision as noted above.

Appendix A

Annual Rates of Pay for Chief Fire Officers From 1st January 2014

Population band 1	Up to 500,000
Minimum rate of pay	£97,810*
Population band 2	500,001 to 1,000,000
Minimum rate of pay	£97,810*
Population band 3	1,000,001 to 1,500,000
Minimum rate of pay	£106,738
Population band 4	1,500,000 and above (except London)
Minimum rate of pay	£117,310
Population band 5	London
Minimum rate of pay	£128,943

* New appointments in accordance with paragraph 5 of the report.