



AGENDA ITEM: 7

NORTH WALES FIRE AND RESCUE AUTHORITY

18th December 2006

Rank to Role

**Report by Paul Claydon
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Purpose of Report

- 1.** To provide members with an update on the substantive move from Rank to Role in North Wales Fire & Rescue Service.

Introduction

- 2.** The substantive move from the previous rank based structure to an IPDS (Integrated Personal Development System) role based structure is currently underway in North Wales Fire & Rescue Service in accordance with the June 2003 pay agreement.
- 3.** The first stage of this process has been applied up to the supervisory management level (Firefighter, Crew Manager and Watch Manager) and the subsequent appeals process has been completed. Control staff were not included in this process due to a national review of the National Occupational Standards that make up the role maps of Control staff.



Background

4. National Joint Council (NJC) circular 13/03 set out the arrangements for assimilating employees from the former pay structure, relating to ranks, to the new pay structure, relating to roles, with effect from 7th November 2003. Shown in table A for staff on the Wholetime Duty System (WDS) and table B for those on the Retained Duty System (RDS).

Table A (WDS)	
Existing Substantive Rank	New Role
Firefighter	Firefighter
Leading Firefighter	Crew Manager
Sub Officer	Watch Manager A

Table B (RDS)	
Existing Substantive Rank	New Role
Firefighter	Firefighter
Leading Firefighter	Crew Manager
Sub Officer	Watch Manager A
Sub Officer in Charge of Station	Watch Manager B

5. It was re-emphasised in December 2003 in NJC Circular 15/03 that this assimilation exercise (shown in the tables above) was 'for pay purposes only' and did not in itself implement the IPDS role structure. This was because all the appropriate national agreements were not in place. The circular went on to state "While fire authorities will undoubtedly want to start giving consideration to issues surrounding the implementation of the IPDS role structure, it would be premature for them to make final decisions at this stage on the longer term allocation of roles to existing jobs".



Background *(continued)*

6. NJC circular 09/05 issued in August 2005 provided the Fire and Rescue Service with guidance on the substantive move from Rank to Role to replace the 'for pay purposes only' assimilation. The circular made clear that, in terms of the overall budget, Rank to Role should be cost neutral, any increases being met from efficiency savings.
7. Pay protection issues arising from Rank to Role were covered in NJC circular 12/05 following the matter of pay protection arrangements in respect of the substantive move from rank to role being referred to ACAS for conciliation, and subsequently to arbitration. The arbitration process agreed that an individual would retain pay protection for a period of three years from assimilation. This would include pay increases.

Information

8. As NJC circular 09/05 contained guidance and not a definitive process for moving from Rank to Role a task and finish group consisting of representation from the three Fire and Rescue Services in Wales and representation from the Fire Brigades Union (FBU) was formed to create a model for implementation in the Welsh Region.
9. The task and finish group concluded its work and the finished model was agreed by all parties for application across Wales with effect from 1st July 2006. The model incorporates all the guidance contained in the NJC circular including a measurable system for job sizing to evaluate A or B status and an appeals procedure.



Information *(continued)*

- 10.** North Wales Fire & Rescue Service has already used the agreed model in undertaking the assimilation from Rank to Role of 805 Firefighters, Crew Managers and Watch Managers across both RDS and WDS staff with the subsequent appeals of 13 members of staff.

Financial Implications

- 11.** As stated above the financial implications are intended to be nil as costs should be met from efficiency savings. The end of the pay protection after three years will represent a reduction on the salary budget.
- 12.** Supervisory level assimilations have realised an £8k increase in salary costs currently. There will be an expected reduction in 2009 of £10500 with the end of pay protection (at current rates).

Recommendations

- 13.** That members note the contents of this report; and
- 14.** That a further report on the outcomes of the assimilations of the other management levels (Station Manager, Group Manager and Area Manager) be made available to members upon completion of the Rank to Role process for those levels.