



## **AGENDA ITEM: 14**

### **NORTH WALES FIRE AND RESCUE AUTHORITY**

**21 September 2015**

#### **CHIEF OFFICERS' PAY AWARD 2015**

**Report by Ken Finch, Treasurer**

#### **Purpose of the Report**

- 1 Members are asked to endorse the agreement in respect of the pay award for 2015 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 an agreement in respect of the pay award for 2015 which is an increase of 1.0% on basic salary effective from 1 January 2015 as stated in the memo dated 18 June 2015 attached at Appendix 1.
- 6 Appendix 2 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.

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**NATIONAL JOINT COUNCIL  
FOR BRIGADE MANAGERS OF  
LOCAL AUTHORITY  
FIRE AND RESCUE SERVICES**

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**To: Chairs of Fire Authorities  
Chief Fire Officers  
Clerks to Fire Authorities  
Directors of Human Resources  
Members of the National Joint Council**

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18 June 2015

Dear Sir/Madam

**Pay Award 2015**

1. The NJC has agreed an increase of 1.0% in brigade managers' pay with effect from 1st 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. Revised minimum annual rates of pay for chief fire officers are **overleaf**.
2. The minimum salary arrangements for new appointments in population bands 1 and 2 remain as defined in the 2006/2007 pay settlement (issued by circular on 7 December 2006), and will be subject to review in due course.

Yours faithfully,

SIMON PANNELL  
STUART ERRINGTON  
Joint Secretaries

## Appendix 2

### Annual Rates of Pay for Chief Fire Officers From 1st January 2015

<b>Population band 1</b>	Up to 500,000
<b>Minimum rate of pay</b>	£98,788*
<b>Population band 2</b>	500,001 to 1,000,000
<b>Minimum rate of pay</b>	£98,788*
<b>Population band 3</b>	1,000,001 to 1,500,000
<b>Minimum rate of pay</b>	£107,803
<b>Population band 4</b>	1,500,000 and above (except London)
<b>Minimum rate of pay</b>	£118,483
<b>Population band 5</b>	London
<b>Minimum rate of pay</b>	£130,232

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