

For Publication

Bedfordshire Fire and Rescue Authority
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Item No. 10

REPORT AUTHOR: SECRETARY/MONITORING OFFICER

SUBJECT: NJC PAY AWARDS

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Background Papers: NJC notification attached

Implications (tick ✓):

LEGAL		FINANCIAL	✓
HUMAN RESOURCES	✓	EQUALITY IMPACT	
ENVIRONMENTAL		POLICY	✓
ORGANISATIONAL RISK		OTHER (please specify)	

Any implications affecting this report are noted at the end of the report.

PURPOSE:

To inform Members of the NJC pay awards and offers for Green Book and Grey Book staff and to seek authority to implement the pay award for Brigade Managers.

RECOMMENDATIONS:

1. For Members to be aware of the NJC Green Book Pay Award for 2018 and 2019;
 2. For Members to consider/confirm the application of the NJC Brigade Managers Pay Award for 2018;
 3. For Members to be aware of the ongoing NJC Grey Book pay negotiations for 2017/18 and the interim payment.
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1. Introduction

- 1.1 On 10 April 2018 the Service received confirmation that an agreement had been reached between the National Employers and the NJC Trade Union Side for the National Joint Council for Local Government Services on rates of pay applicable from **1 April 2018** and **1 April 2019**. This national agreement is automatically accepted and pay for those bound by **Green book terms** and conditions (**support professional staff**) have been updated accordingly. The agreement was quite complex, the essence of which is:
 - A pay increase of between 15% and 4.3% for those on the current SCPs 7 – 28.
 - 4.04% increase over two years, for those above the current SCP 29, including those above SCP 49.
 - A new pay spine from 2019, with new scale points 1-43 and even 2% pay gaps between SCPs 6-28.
- 1.2 On 27 July 2018 the NJC for Brigade Managers of Local Authority Fire and Rescue Services (**Principal Officers**) agreed a two-stage approach in respect of the 2018 pay settlement for this group, which provides a 1.0% increase on 2017 basic salary levels with effect from 1 January 2018, rising to a 2.0% increase on 2017 basic salary levels with effect from 1 July 2018. The pay of all Brigade Managers covered by the NJC's agreement should therefore be increased by this amount with effect from that date (Appendix 1). This pay increase is not automatically implemented. The national pay award for Brigade Managers was not applied in 2015 as this was the same year as a local review. The national pay award of 1% was applied in January 2016. A 1% increase was applied with effect from 1 January 2017. There has been no local review conducted since 2015 and the application of the National agreement is for Members to consider.

- 1.3 We are aware that discussions stemming from the 2017 pay award for Grey Book (**operational and control staff**) are ongoing. As an interim measure and whilst negotiations continued it was agreed on 7 December 2017 to uplift those bound by grey book terms and conditions (operational employees) by 1.0% across the board, including continual professional development payments, backdated to 1 July 2017.
- 1.4 To recap, the annual settlement date for employees covered by the National Joint Council for Local Authority Fire and Rescue Services (Grey Book) is 1 July. On 3 July the Employers side of the NJC put forward an offer. On 25 July the FBU formally rejected the pay offer in its current form. On 26 July 2017 the Employers side wrote to the FBU mutually agreeing for further engagement and discussion on the issue. The offer was:
- (i) **Stage 1** – to immediately apply a 2.0% increase on basic pay across the board with effect from 1 July 2017. This includes CPD payments. This will allow time to reach a permanent agreement that can meet both parties' aspirations.
 - (ii) We expect to be able to reach a deal through the NJC which would: build upon the current broadening the role of firefighters negotiations; agree a permanent position; and include how the arrangements for the pay awards for 2018, 2019, and possibly 2020 will be staged fitting into an overall pay framework (including that relating to Retained Duty System firefighters).
 - (iii) **Stage 2** - Assuming the deal referred to in (ii) above is reached, we will apply a further 3% increase with effect from 1 April 2018 as part of the 2017 settlement.
 - (iv) However, as you are aware fire and rescue services have had to deal with significantly reduced finances over recent years. Therefore, to be absolutely clear, in order to be able to apply the stage 2 increase it will also have to be subject to governments across the UK providing funding to enable us to do so.
- 1.5 On 14 September 2017, the FBU formally rejected the offer with a commitment to engaging in further discussion. As a result the FBU also notified the Employers Side that the current NJC trials on EMR and other work would cease.

- 1.6 On the 27 July 2018 the employers made an offer that basic pay and continual professional development payments are uplifted by 2.0% with effect from 1 July 2018 while negotiations continue to put in place a longer term deal. The FBU have proposed to the membership that the pay uplift is made and negotiations should continue. The FBU intend to make a decision at the Executive Council scheduled for 18-20 September 2018.
- 1.7 We await further detail around the outcome of the continued discussions for grey book pay.

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SECRETARY/MONITORING OFFICER

Implications

FINANCIAL

Through the budget setting process national pay negotiation is anticipated and the impact on salary budgets is considered and planned for. Depending on the outcome of the Grey Book increases, further budgetary implications will be addressed.

Human Resources

National pay bargaining machinery exists for all employees employed by the authority.

Policy

A paper to FRA communicating this information is in line with existing Service Policy.