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**REPORT AUTHOR:** SECRETARY/MONITORING OFFICER

**SUBJECT:** NJC PAY AWARDS

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Background Papers: NJC notification attached

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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.*

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**PURPOSE:**

To inform Members of the NJC pay awards and offers for Green Book, Grey Book and Brigade Managers.

**RECOMMENDATIONS:**

1. For Members to be aware of the NJC Green Book Pay Award which has been applied;
  2. For Members to confirm the application of the NJC Brigade Managers Pay Award for 2017;
  3. For Members to be aware of the ongoing NJC Grey Book pay negotiations for 2017.
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## 1. Introduction

- 1.1 On 16 May 2016 the Service received confirmation that the National Joint Council for Local Government Services has agreed a 1% increase in 2016 and 2017 for employees on pay points 18 and above. This national agreement is automatically accepted and pay for Green Book employees has been updated accordingly from 1 April 2016 and 1 April 2017 accordingly.
- 1.2 On 27 July 2017 the NJC for Brigade Managers of Local Authority Fire and Rescue Services has agreed an increase of 1% in Brigade Managers' pay with effect from 1 January 2017. 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. There is no local review in 2017 and the application of the National agreement is for Members to consider and approve.
- 1.3 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.

- 1.4 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.
- 1.5 Whilst discussions continue the National Employers have suggested that the NJC agree to uplift salaries across the board now by 1.0%, including continual professional development payments, backdated to 1st July 2017. We are yet to receive a conclusion to these discussions.

**J ATKINSON**  
**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.