

By: Chief Executive
To: Senior Officer Appointment and Conditions Committee – 19 June 2013
Subject: PAY AWARD FOR CHIEF EXECUTIVE AND DIRECTORS
Classification: Unrestricted

FOR DECISION

SUMMARY

The purpose of this report is to seek Members' consideration of the 2013 pay award for the Chief Executive and Directors.

RECOMMENDATION

Members are requested to:

1. Approve a pay award to the Chief Executive and Directors with effect from 1 January 2013 equivalent to that given to 'Green Book' staff (para 2 refers).

LEAD/CONTACT OFFICER: Head of HR Services – Karen Irvine
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BACKGROUND PAPERS: None

COMMENTS

Background

1. This Committee has the responsibility for considering and making decisions in relation to the Chief Executive's and Directors' terms and conditions of employment, including their remuneration framework. Since 2000 their pay awards have been based on nationally negotiated arrangements through the 'National Joint Council for Brigade Managers of Local Authority Fire and Rescue Services', more commonly known as the 'Gold Book'. As part of the 2004 settlement, and subsequently reinforced in the 2005 settlement, fire and rescue authorities were encouraged to undertake local reviews of pay levels where appropriate. The last award of 1% was made in January 2009.

Pay Award 2013

2. The Authority's operational staff ('Grey Book') and support staff ('Green Book') have separate national negotiating machinery but indications are that they will agree on a similar pay award for 2013. Currently 'Green Book' unions are consulting their Members on a final offer from the employer's side of 1%. Given this position, and in the interests of fairness across all pay groups, it is suggested that 'Gold Book' staff should receive an award in line with 'Green Book' staff, regardless of any outcome of 'Gold Book' negotiations. If the final award is 1% the overall cost for the Chief Executive and Directors will be £7k (including on-costs).

IMPACT ASSESSMENT

3. By adopting the approach to the 2013 pay award outlined above, the Authority will achieve parity across all staff pay groups.

RECOMMENDATION

4. Members are requested to:
 - 4.1 Approve a pay award to the Chief Executive and Directors with effect from 1 January 2013 equivalent to that given to 'Green Book' staff (para 2 refers).