

By: Chief Executive
To: Senior Officer Appointment and Conditions Committee – 16 October
2014
Subject: PAY AWARD FOR CHIEF EXECUTIVE AND DIRECTORS
Classification: Unrestricted

FOR DECISION

SUMMARY

This report seeks Members' approval to the implementation of the nationally-recommended pay settlement for 2014 as negotiated and agreed by the National Joint Council for Brigade Managers of Local Authority Fire and Rescue Services (NJC).

RECOMMENDATION

Members are requested to:

1. Approve a pay award to the Chief Executive and Directors with effect from 1 January 2014 in line with the NJC pay settlement (para 2 refers).

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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. Although there have been exceptions, it has been generally accepted that pay awards for this group of employees will follow the recommendations of the National Joint Council for Brigade Managers of Local Authority Fire and Rescue Services (NJC).

Pay Award 2014

2. The NJC has reached the following agreement in respect of the pay award for 2014:
 - (a) An increase of 1.0% on basic salary for employees earning less than £100k.
 - (b) A flat rate increase of £1000 on basic salary for employees earning more than £100k.
 - (c) The award is effective from 1 January 2014.
3. It is therefore proposed that the above settlement is applied to the Authority's Chief Executive and Directors. The cost of the award in a full financial year is £7k, although there will be an additional cost in the current year to reflect the fact that the award is effective from 1 January 2014.

IMPACT ASSESSMENT

4. By adopting this approach the Authority is acting in line with nationally-negotiated arrangements.

RECOMMENDATIONS

5. Members are requested to:
 - 5.1 Approve a pay award to the Chief Executive and Directors with effect from 1 January 2014 in line with the NJC pay settlement (para 2 refers).