

By: Chief Executive

To: Senior Officer Appointment and Conditions Committee – 16 October
2014

Subject: REMUNERATION OF OPERATIONAL DIRECTORS DURING PERIODS
OF INDUSTRIAL ACTION

Classification: Unrestricted

FOR INFORMATION

SUMMARY

The purpose of this report is to advise Members of a decision, dealt with as urgent business in accordance with the Scheme of Delegations to the Chief Executive, relating to applying to the Operational Directors the same remuneration arrangements for working during strike periods as apply to other staff.

CONCLUSION

Members are requested to:

1. Consider and note the decision to apply to the Operational Directors the same remuneration arrangements for working during periods of industrial action as apply to other staff (para 4 refers).

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BACKGROUND PAPERS: None

COMMENTS

Background

1. During periods of industrial action the Authority has been able to maintain fire cover by crewing vehicles with non-striking officers and firefighters. These resilience arrangements have worked well and allowed the Authority to provide up to 18 fire engines and other response vehicles at varying times of the day and night.
2. From the start of the industrial action on 25 September 2013 a pay structure was put in place for all those people who agreed to work. This was designed not just to provide cover during the strike hours but also for travelling to and from the various resilience locations around the county, and preparation time for testing kit and equipment at the start and end of each session.
3. The Chief Executive and Directors have not been paid for any strike periods except for the ones on Christmas Eve and New Year's Eve when Members agreed to pay the Directors (not the Chief Executive) on a similar basis to other staff who volunteered their services as part of the Authority's resilience arrangements.
4. At the time it was not anticipated that industrial action would continue for so long. However, with a further 15 strike periods planned over the summer months it was agreed, following consultation with the Chairman, that it would be fair and reasonable to include the Directors within the pay arrangements. Following discussions with the Director, Finance and Corporate Services, it was accepted that the payments would only apply to the two operational Directors as they carry out a significantly greater workload during strike periods. The Chief Executive continues to remain unpaid. So far, there have been a total of 47 strike periods.
5. Given the timings of Authority and Committee meetings it was agreed to progress this matter as urgent business under the Scheme of Delegations to the Chief Executive, and all Members of this Committee were sent a copy of the relevant correspondence. This report meets the requirement for urgent decisions to be reported to the next appropriate meeting.

IMPACT ASSESSMENT

6. The remuneration arrangements bring the Operational Directors in line with other staff who provided cover during the strike periods.

CONCLUSION

7. Members are requested to:
 - 7.1 Consider and note the decision to apply to the Operational Directors the same remuneration arrangements for working during periods of industrial action as apply to other staff (para 4 refers).