



## **KENT AND MEDWAY FIRE AND RESCUE AUTHORITY**

**Meeting of the Senior Officers Appointment  
and Conditions Committee**

**Thursday, 14 October 2021**

**12 noon or on the conclusion  
of the Authority Meeting  
whichever is later**



## AGENDA

### KENT AND MEDWAY FIRE AND RESCUE AUTHORITY SENIOR OFFICER APPOINTMENT AND CONDITIONS COMMITTEE

**Thursday, 14 October 2021, 12 noon or on the conclusion of the Authority meeting, whichever is the later.**

Ask for: **Marie Curry**

Cornwallis Suite, Courtenay Road, Maidstone  
ME15 6LF

Telephone: **(01622) 692121**

*Members:- Mr Chard (Chairman – by virtue of Standing Order 2.6), Mr D Daley, Mr V Maple, Mr C Simkins and Mr S Tranter.*

#### **UNRESTRICTED ITEMS**

*(During these items the meeting is likely to be open to the public)*

1. Membership  
*To note the membership of the Committee for 2021/22 as set out above.*
2. Election of Vice-Chairman of the Committee for 2021/22
3. Declarations of Interest in Items on this Agenda
4. Minutes  
*In view of the infrequency of meetings of the Committee, to authorise the Chairman of the Committee to sign the agreed Minutes of this meeting.*
5. Pay Award for Chief Executive and Directors
6. Other Items the Chairman decides are urgent
7. Motion to Exclude the Press and Public  
*That, under Section 100A of the Local Government Act 1972, the public be excluded from the meeting for the following business on the grounds that it involves the likely disclosure of exempt information as defined in paragraph 1 of Schedule 12A of the Act.*

#### **EXEMPT ITEMS**

8. Flexible Retirement

Marie Curry  
Clerk to the Authority

5 October 2021

*Please note that any background papers referred to in the accompanying reports may be inspected by arrangement with the Lead/Contact Officer named on each report.*

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By: Chief Executive  
To: Kent and Medway Fire and Rescue Authority – 14 October 2021  
Subject: PAY AWARD FOR CHIEF EXECUTIVE AND DIRECTORS  
Classification: Unrestricted

**FOR DECISION**

**SUMMARY**

This report seeks Members' approval to agree the 2021 pay award for the Chief Executive and the Directors of the Kent Fire and Rescue Service.

**RECOMMENDATION**

Members are requested to agree:

1. That the Chief Executive and Directors are awarded a 1.5% pay award with effect from 1 January 2021 (paragraph 5 refers).

LEAD/CONTACT OFFICER: Director of Finance and Corporate Services – Alison Kilpatrick  
TELEPHONE NUMBER: 01622 692121 extn 8262  
EMAIL: [alison.kilpatrick@kent.fire-uk.org](mailto:alison.kilpatrick@kent.fire-uk.org)  
BACKGROUND PAPERS: None

## **COMMENTS**

### **Background**

1. The Senior Officer Appointment and Conditions (SOAC) Committee has the responsibility for determining all aspects of the Chief Executive's and Directors' terms and conditions of employment including remuneration and annual pay awards.
2. In recent years it has been the recommendation of these Officers, that they propose to accept the lower of the two pay awards agreed for Corporate Support staff (green book) and Firefighters, which have been settled by the employers' National Joint Council (NJC), regardless of the settlement for Chief Executives and Chief Officers.
3. On the 24 June the NJC agreed an increase of 1.5% on basic salary levels for Chief Executives and Chief Officers effective from the 1 January 2021. Some four days later, on the 28 June the NJC agreed an increase of 1.5% from 1 July 2021 for all firefighters.
4. But at the time of drafting this report, there has still been no confirmation of the acceptance of the 1.75% offer made by the National Employers for local government services to Green Book colleagues. Any offer, once accepted, would apply from the 1 April 2021. However, whilst negotiations are still ongoing, given that 1.75% has been offered it is highly unlikely that the offer that is finally accepted will be less than the 1.75%.
5. As such Members of this committee are asked to confirm that the 1.5%, agreed by the NJC in June this year, can be awarded to the Chief Executive and Directors, back dated to the 1 January 2021.

### **IMPACT ASSESSMENT**

6. As previously agreed, the funding provision for pay awards agreed in 2021 will be funded in-year from Earmarked Reserves however, the impact on the base budget will be incorporated in the Medium-Term Financial Plan for future years.

### **RECOMMENDATION**

7. Members are asked to agree:
  - 7.1 That the Chief Executive and Directors are awarded a 1.5% pay award with effect from 1 January 2021. (Paragraph 5 refers).