

POTENTIAL ALTERNATIVES TO THE EXISTING NATIONAL NEGOTIATING MACHINERY

Option 1

Transfer of the employees covered by the NJC for Brigade Managers to an alternative and existing national negotiating body.

Two negotiating bodies were identified as potential options in theory.

<i>Joint Negotiating Committee for Chief Executives</i>	<i>Pros and Cons</i>
<p>Chief Executives of all principal local authorities in England and Wales fall within the scope of this JNC. The Staff side consists of chief executives nominated by the Association of Local Authority Chief Executives (ALACE). ALACE is registered as an independent trade union. The term chief executive means the officer who is the head of paid service and has authority over all other employees of the council. The JNC has little involvement in terms and conditions of employment referring largely to a default position that chief executives should not be treated less favourably than “other officers employed by a council”. Salary is determined by the employing local authority. Average and average maximum salaries are issue by the JNC each year to provide a national framework for authorities attempting to set or review the salary of its chief executive. The figures act as reference points and are set to be considered alongside a number of other defined factors e.g. market considerations. Either side may call upon the national Joint Secretaries for advice on the conduct and implementation of a local review.</p>	<ul style="list-style-type: none"> • These are not UK-wide bodies • Brigade Managers do not fit neatly in to the scope of either group. Such a split is unlikely to be attractive to fire authorities. • The status of APFO within any other national body would have to be resolved if change were to be by agreement. • The status of the existing terms and conditions in comparison to those already existing within the respective JNC would have to be resolved. • Employees would need to have their contracts varied in respect of how their terms and conditions would be negotiated in the future. Existing terms and conditions would remain in place until alternatives agreed
<p><i>Joint Negotiating Committee for Chief Officers</i></p> <p>This committee has within its scope any officer of a local authority in England and Wales who:</p> <p>1) is a chief officer designated by the employing authority as the administrative and executive head either of a separate department or a particular function or service which in either case is regarded by the authority as important in relation to the total activities of the authorities; or</p> <p>2) is designated by the employing authority as a recognised deputy to any chief officer covered by (1) above including any officer of deputy status but whose post may carry a different title.</p>	

<p>The JNC deals with a number of usual terms and conditions such as annual leave, maternity, disciplinary procedure etc. Advice is also provided on establishing a local salary structure in the context of median salaries issued by the JNC annually following a pay and numbers survey.</p>	<p>locally.</p>
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Option 2

Review Body on Senior Salaries

<i>Review Body on Senior Salaries</i>	<i>Pros and Cons</i>
<p>The review body makes recommendation on the remuneration of holders of judicial office; senior civil servants, senior officers of the armed forces; very senior managers in the NHS; and other such public appointments as may from time to time be specified. Its terms of remit were revised in 2001 to allow the devolved bodies access to the Review Body's advice and in 2007 to add certain very senior NHS managers e.g. chief executives. The Review Body can also be asked to advise upon the pay and pensions of Peers, Ministers and Members of Parliament.</p>	<ul style="list-style-type: none"> • Remit is not UK-wide • Takes decisions out of the control of fire authorities. • Advice is not always followed by the Government e.g staged implementation • Employees would need to have their contracts varied in respect of how their terms and conditions would be agreed in the future. Existing terms and conditions would remain in place until alternatives agreed locally. • The Review Body has similar criteria when making recommendations e.g retention issues and govt policy.

Option 3

Retain the Status Quo

<i>Continue with the NJC for Brigade Managers</i>	<i>Pros and Cons</i>
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	<ul style="list-style-type: none"> • UK-wide negotiations would continue • No need for change given the recent complete overhaul of the Gold Book • The Gold Book is not currently adhered to in its entirety by each FRS. Therefore this negotiating body could be regarded as an inefficient way of reviewing the pay and conditions of a group of no more than 250 (currently approx 118) employees given the existing two-track approach to pay
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Option 4

Local Determination

<i>Withdraw from the NJC for Brigade Managers</i>	<i>Pros and Cons</i>
	<ul style="list-style-type: none"> • Greater local control and responsiveness to local circumstances in setting pay and conditions. • Simplifies the current approach to pay removing the two-track approach. • Negotiations are repeated by each FRS.

Appendix A

	<ul style="list-style-type: none">• No nationally agreed minimum standards for terms and conditions.• Employees would need to have their contracts varied in respect of how their terms and conditions would be negotiated in future.• The existing terms and conditions would remain in place until alternatives agreed locally. Existing terms and conditions would remain in place until alternatives agreed locally.
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