



LONDON FIRE BRIGADE

Decision title

# Top Management Group Pay Settlement 2020

Recommendation by  
Director of Corporate Services

Decision Number  
LFC-0280D

Protective marking: **NOT PROTECTIVELY MARKED**

Publication status: Published in full

## Summary

Report LFC-0280 recommends that the London Fire Commissioner approves and implements the pay settlement for Top Management Group (TMG) staff which has been agreed with Prospect (the trade union which collectively represents TMG staff). The recommended pay increase of 2 per cent is in line with the LFC's and Mayor's budgetary provision for LFC staff pay increases in 2019/20 and succeeding years.

## Decision

That the London Fire Commissioner approves and implements a 2 per cent pay increase for TMG staff from 1 January 2020, as agreed with Prospect.

**Andy Roe**  
London Fire Commissioner

Date: 11<sup>th</sup> Aug 2020

### Access to Information – Contact Officer

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LONDON FIRE BRIGADE

Report title

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## Top Management Group Pay Settlement 2020

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Report to

Commissioner's Board  
Deputy Mayor's Fire and Resilience Board

Date

4 December 2019  
21 January 2020

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Report by

Assistant Director, People Services

Report number

LFC-0280  
FRB-0099

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### Summary

This report recommends that the London Fire Commissioner approves and implements the pay settlement for Top Management Group (TMG) staff which has been agreed with Prospect (the trade union which collectively represents TMG staff). The recommended pay increase of 2 per cent is in line with the LFC's and Mayor's budgetary provision for LFC staff pay increases in 2019/20 and succeeding years.

### Recommended decision(s)

That the London Fire Commissioner approves and implements a 2 per cent pay increase for TMG staff from 1 January 2020, as agreed with Prospect.

### Background

1. Under the 2016 collective agreement with Prospect (see FEP2591, appendix B), the general pay review settlement date for TMG staff is 1 January. Under this agreement, TMG pay was to increase annually in line with government pay policy for public sector pay. At the time, public sector pay policy was 1 per cent, and so TMG pay increased by 1 per cent on 1 January 2017 and 1 January 2018. However, in late 2017 the government announced the end of the 1 per cent public sector pay policy.
2. In January 2018, the Mayor issued his draft Consolidated Budget for 2018/19. The Background Statement to this budget included the following: "Based on the advice of the London Fire Commissioner, the Mayor has now decided to budget for a 2 per cent pay award for all Fire Brigade staff from 2018-19 onwards." Accordingly, from 2018/19 onwards, the LFC has budgeted for 2 per cent pay awards for all staff. Hence this 2 per cent figure is in the 2019/20 budget, the proposed 2020/21 budget, and in the LFC's forward budget forecasting.
3. Arising from this, the TMG general pay settlement from 1 January 2019 was a 2 per cent pay increase, and it is recommended that this is the TMG pay settlement from 1 January 2020. This settlement has been discussed and agreed with Prospect. Officers are still discussing with Prospect the increase in the TMG salary band maxima and minima from 1 January 2020 as the

2016 collective agreement links this to a complex formula, and officers believe there is scope for this to be simplified.

### **Budgetary impact**

4. The estimated cost of a 2 per cent pay award for TMG staff in 2019/20 is £32,006, with a full-year impact of £128,024. As indicated above, paragraph 2, this amount is included within the 2019/20 budget, and the proposed 2020/21 budget.

### **Finance comments**

5. This report recommends that a 2 per cent pay increase for TMG staff is approved from 1 January 2020. This will result in an estimated cost of £32k in 2019/20 and £128k from 2020/21 and is in line with the budget estimate for this award.

### **Workforce comments**

6. This report concerns negotiations with Prospect over the 2020 TMG pay settlement.

### **Legal comments**

7. Under section 9 of the Policing and Crime Act 2017, the London Fire Commissioner (the "Commissioner") is established as a corporation sole with the Mayor appointing the occupant of that office. Under section 327D of the GLA Act 1999, as amended by the Policing and Crime Act 2017, the Mayor may issue to the Commissioner specific or general directions as to the manner in which the holder of that office is to exercise his or her functions.
8. The statutory basis for the actions proposed in this report is provided by the Fire and Rescue Services Act 2004, under which the Commissioner must secure the provision of personnel and may take any action they consider appropriate to do this.

### **Sustainability implications**

9. There are no direct sustainability implications arising from this report.

### **Equalities implications**

10. The London Fire Commissioner and decision-takers are required to have due regard to the Public Sector Equality Duty (s149 of the Equality Act 2010) when exercising our functions and taking decisions.
11. It is important to note that consideration of the Public Sector Equality Duty is not a one-off task. The duty must be fulfilled before taking a decision, at the time of taking a decision, and after the decision has been taken.
12. The protected characteristics are: Age, Disability, Gender reassignment, Pregnancy and maternity, Marriage and civil partnership (but only in respect of the requirements to have due regard to the need to eliminate discrimination), Race (ethnic or national origins, colour or nationality), Religion or belief (including lack of belief), Sex, and Sexual orientation.
13. The Public Sector Equality Duty requires us, in the exercise of all our functions (i.e. everything we do), to have due regard to the need to:
  - (a) Eliminate discrimination, harassment and victimisation and other prohibited conduct.
  - (b) Advance equality of opportunity between people who share a relevant protected characteristic and persons who do not share it.
  - (c) Foster good relations between people who share a relevant protected characteristic and persons who do not share it.

14. Having due regard to the need to advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it involves having due regard, in particular, to the need to:
- remove or minimise disadvantages suffered by persons who share a relevant protected characteristic where those disadvantages are connected to that characteristic;
  - take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it;
  - encourage persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.
15. The steps involved in meeting the needs of disabled persons that are different from the needs of persons who are not disabled include, in particular, steps to take account of disabled persons' disabilities.
16. Having due regard to the need to foster good relations between persons who share a relevant protected characteristic and persons who do not share it involves having due regard, in particular, to the need to:
- tackle prejudice, and
  - promote understanding.
17. An Equality Impact Assessment has not been undertaken. An EIA was not required as the pay settlement is to be applied equally across the TMG staffing group and therefore there is no differential impact within the TMG staffing group in respect of protected or other characteristics.
18. Table 1 below sets out the race/gender composition of the TMG staffing group (figures do not include the LFC who is not covered by this pay settlement). It is widely appreciated that this staffing group is not a diverse group in terms of being reflective of the London population. Interestingly, however, the TMG operational group is slightly more representative of women staff than the wider operational workforce (the figures in round brackets are higher than those in square brackets), and only slightly less representative of BAME staff than the wider operational workforce. This is not mirrored amongst the TMG non-operational group, which is far less representative of BAME and women staff than the wider non-operational (FRS) workforce. There are work streams underway to seek to improve diversity at the senior grades; the figures suggest that (some) different factors may apply when considering senior career progression amongst the operational and non-operational workforces.

**Table 1** – Race/gender composition of the TMG staffing group (as at 13/01/2020). Percentages in round brackets are those of the relevant category within the row total. Percentages in square brackets are those of the relevant category within the operational/non-operational (FRS) workforce as a whole.

	<b>BAME</b>	<b>White</b>	<b>Race not known</b>	<b>Female</b>	<b>Male</b>	<b>Total</b>
<b>Operational</b>	3 (12.0%) [13.3%]	22 (88.0%) [85.5%]	0 (0%) [1.3%]	2 (8.0%) [7.7%]	23 (92.0%) [92.3%]	25 (100%)
<b>Non-operational</b>	1 (4.3%) [29.6%]	21 (91.3%) [68.9%]	1 (4.3%) [1.5%]	6 (26.1%) [50.2%]	17 (73.9%) [49.8%]	23 (100%)
<b>Total</b>	4 (8.3%)	43 (89.6%)	1 (2.1%)	8 (16.7%)	40 (83.3%)	48 (100%)