

# Top Management Group 2022 Pay Settlement and Salary Progression

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**Report to:**

People Board  
Commissioner's Board

**Date:**

18 October 2022  
3 November 2022

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**Report by:**

Kate Bonham - Assistant Director People Services

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**Report classification:**

For decision

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**For publication**

I agree the recommended decision below.



**Andy Roe**  
London Fire Commissioner

**Date** This decision was remotely  
signed on 01 December 2022

# PART ONE

## Non-confidential facts and advice to the decision-maker

### Executive Summary

This report seeks agreement for the London Fire Commissioner to implement the 2022 pay settlement for Top Management Group staff which has been reached with the trade union (Prospect). It also seeks the alignment of the Top Management Group pay settlement date to 1 April consistent with the Fire and Rescue Staff pay settlement date.

### Recommended decisions

The London Fire Commissioner agrees to commit the revenue expenditure for the implementation of the 2022 Top Management Group pay settlement and implement this pay settlement as set out within this report. The London Fire Commissioner also agrees to align the Top Management Group pay settlement date to 1 April.

## 1 Introduction and background

- 1.1 The annual settlement date for the Top Management Group (TMG) cost of living increase is 1 January and the effective date of the annual salary progression increase (SPI) i.e. progression through the pay band, is 1 April.
- 1.2 The TMG salary was not increased in 2021 because of a pay freeze and the last increase was the 2020 pay settlement.
- 1.3 For 2022, discussions and negotiations have continued since 8 April 2022 and a formal offer was made by the Brigade to the trade union on 9 June 2022. Following a meeting with the trade union on 16 September 2022, the trade union subsequently accepted the offer on 17 September 2022. The offer accepted by the trade union (based on current salary) is as follows:

#### From 1 January 2022

- A cost of living increase to TMG staff up to the grade of Assistant Director of 1.5 per cent.
- No cost of living increase for the grade of Director.

#### From 1 April 2022

- A salary progression increase of 2.5 per cent to those eligible TMG staff.

## 2 TMG 2022 Pay Settlement and Salary Progression Increase

- 2.1 The LFC 'Final 2022/23 Budget' report (LFC-0679) that was approved forecasts a 2 per cent pay award increase for staff. The settlement is for a 1.5% cost of living increase and a 2.5% SPI increase.
- 2.2 The overall cost of the total pay settlement including the 1.5 per cent cost of living increase and the 2.5 per cent SPI increase is £140,985 based on current staff salaries plus staff eligibility for the SPI, and this is broken down in the table below:

	Cost of living 1.5% increase	SPI 2.5%
Operational TMG Staff	£36,187	£44,400
Non-operational TMG Staff	£30,684	£29,714

Please note that the SPI costs are based on those eligible staff meeting the criteria set out in paragraph 1.3 above and that there are 11 staff within TMG who started or were promoted into role after the 1 April 2022.

- 2.3 The annual settlement date for Fire and Rescue Staff (FRS) pay is 1 April and aligning the TMG settlement date from 1 January to 1 April will provide the opportunity for greater consistency and reduce potential delays to TMG staff when negotiating with the trade unions across the different staffing groups within the collective bargaining arrangements and improve efficiency. This will provide the opportunity for the trade union to make a cost of living pay increase from 1 April 2022.

## 3 Objectives and expected outcomes

- 3.1 The objective of the recommendations within this report and therefore the expected outcomes are to implement the 2022 TMG pay settlement which has been reached with the trade union, and align the TMG pay settlement date to the FRS pay settlement date.

## 4 Equality comments

- 4.1 The LFC is required to have due regard to the Public Sector Equality Duty (section 149 of the Equality Act 2010) when taking decisions. This in broad terms involves understanding the potential impact of policy and decisions on different people, taking this into account and then evidencing how decisions were reached.
- 4.2 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.
- 4.3 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.
- 4.4 The Public Sector Equality Duty requires decision-takers in the exercise of all their functions, to have due regard to the need to:
- eliminate discrimination, harassment and victimisation and other prohibited conduct.
  - advance equality of opportunity between people who share a relevant protected

characteristic and persons who do not share it.

- foster good relations between people who share a relevant protected characteristic and persons who do not share it.

**4.5** 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.

**4.6** 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.

**4.7** 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
- promote understanding.

**4.8** The pay increase will be applied to all TMG staff including those with protected characteristic so they will not be disadvantaged nor treated less favourable. There is a positive impact for all TMG staff in that a pay increase is generally accepted to be beneficial.

## **5 Other considerations**

### **Workforce comments**

**5.1** It is anticipated that there will be a positive impact on the TMG workforce because a pay increase is generally accepted to be beneficial. The 2022 pay settlement and aligned settlement date has been accepted by the trade union (Prospect).

### **Sustainability comments**

**5.2** There are no direct sustainability implications arising from the recommendations within this report.

### **Procurement comments**

**5.3** There are no direct procurement implications arising from the recommendations within this report.

### **Communications comments**

**5.4** A communications message will be sent to the TMG staff notifying them directly of the pay settlement and other pay arrangements. The TMG pay scales guidance and Policy No. 821 Pay Policy Statement will be updated and uploaded onto Hotwire for all staff to view. In addition the

new Pay 2022/23 Hotwrie page will be updated with the settlement details.

## **6 Financial comments**

- 6.1** The report recommends that the 2022 Top Management Group pay settlement is agreed with a cost of living increase of 1.5 per cent, at a cost of £66,871 and a salary progression increase of up to 2.5 per cent, at a cost of up to £74,114 for a total cost of up to £140,985. The 2022/23 Budget includes funding of 2 per cent for the cost of living increase, any underspend against the pay contingency for this award, will be considered as part of regular financial position reporting. The salary progression increase is funded by staff turnover within the TMG group, as staff leave at the higher end of pay scales and join at a lower point on the scale.
- 6.2** The report also updates the TMG settlement date from 1 January to 1 April, to align for Fire and Rescue Staff (FRS). The financial impact of any award in April 2022 will be addressed as part of the overall pay consideration, including budget, for the operational and FRS staff groups.

## **7 Legal comments**

- 7.1** This report seeks approval to implement the TMG pay settlement figures for 2022, following agreement reached with representative bodies.
- 7.2** The statutory basis for the actions proposed in this report is provided by the Fire and Rescue Services Act 2004 ('the Act'), under which the Commissioner must secure the provision of personnel. Under the Act the Commissioner may also do anything that they consider incidental or indirectly incidental to his core functions. Accordingly, the recommendations fall within the Commissioners general power.

# List of appendices

Appendix	Title	Open or confidential*
	None	

## **Part two confidentiality**

Only the facts or advice considered to be exempt from disclosure under the FOI Act should be in the separate Part Two form, together with the legal rationale for non-publication.

**Is there a Part Two form:** NO