



Employment Committee

**Minutes of the Meeting Held on 5 October 2023 at
12 noon in the Council Chamber, County Hall**

Present:

CLlr Kay Mason Billig (Chairman)
CLlr Andrew Jamieson (Vice-Chairman)
CLlr Bill Borrett
CLlr Stuart Dark

Substitutes present:

CLlr Chrissie Rumsby substituted Cllr Steve Morphew

Also Present:

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| Derryth Wright | Interim Director for People |
| Kat Hulatt | Director Legal Services & Monitoring Officer |
| Sally Albrow | HR Senior Consultant - Policy and Reward team |
| Maisie Coldman | Trainee Committee Officer |

1. Apologies for Absence

1.1 Apologies were received from Cllr Saul Penfold, Cllr Carl Smith and Cllr Steve Morphew (substituted by Cllr Chrissie Rumsby)

2. Minutes

2.1 The minutes of the meeting held on 12 July 2023 were **agreed** as an accurate record and signed by the Chair.

3. Declarations of Interest

None.

4 Urgent Business

None.

5 Senior Fire Roles – salary review

5.1 Derryth Wright, Interim Director for People introduced the report to the committee. The report provided the pay reviews of the three senior roles in the Norfolk Fire and Rescue Service and the recommendations ensured that there was a reasonable

difference between the pay boundaries. She highlighted the differences between Grey, Gold and Green book pay awards and terms. Grey referred to operational officers, gold referred to senior officers and green referred to the Director of Norfolk Fire & Rescue Service and non-operational employees.

5.2 The following points were discussed and noted:

- Members offered their recognition of the work that the Norfolk Fire Service does. All staff contribute to the success of the service and particular praise was given to Ceri Summer, Chief Fire Officer at Norfolk Fire and Rescue Service.
- A member of the committee felt that all Norfolk Fire and Rescue Service staff should be rewarded with a bonus to recognise their contributions to the services. It was confirmed that the Norfolk Fire and Rescue Service do have means to recognise exceptional service and the Chief Fire Officer could decide where to apply this. The report brought to the committee did not relate to recognition and focused specifically on senior officer pay. Another member questioned the appropriateness of awarding one department at Norfolk County Council (NCC) with recognition when there are many extraordinary departments.
- The content and layout of the report was praised, and authors were thanked for making it an easy read.
- It was felt that the pay increases would provide benefits to NCC by safeguarding the council by ensuring the recruitment of the senior staff.

5.3 The Committee

1. **AGREED** that with effect from 1 July 2022, allowances are included when determining the minimum salary for the Assistant Chief Fire Officer (ACFO) and Deputy Chief Fire Officer (DCFO).
2. **AGREED** that with effect from 1 July 2022 the salary level of the Director of Fire (Chief Fire Officer (CFO)) will be set at 25% above that of the Deputy Chief Fire Officer to reflect national benchmarks for the role. This will be achieved by applying a market pay supplement. The market supplement will be reviewed annually to ensure the pay for this post remains in line with national benchmarks and does not go below the minimum differential of 22.5%.
3. **AGREED** to give the Chief Executive in consultation with the Director for People discretion to amend the pay for these roles to maintain the minimum differential levels of salary and reflect national benchmarks when future pay awards are agreed, with any decisions to go outside these agreed parameters reserved for the Employment Committee.

6 **Exclusion of the Public**

6.1 The Committee **agreed** to exclude the public from the meeting under section 100A of the Local Government Act 1972 for consideration of “ Senior Fire Roles - salary review: Appendix A and Appendix B” on the grounds that they involve the likely disclosure of exempt information as defined by paragraph 3 and 4 of Part 1 of Schedule 12A to the Act, and that the public interest in maintaining the exemption outweighs the public interest in disclosing the information.

7 Senior Fire Roles - salary review: Appendix A and Appendix B

7.1 The Committee **NOTED** Appendix A and Appendix B.

The meeting concluded at 12:16

Chair