

NORTH WALES FIRE AND RESCUE SERVICE
FIRE AND RESCUE AUTHORITY EXECUTIVE PANEL REPORT

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PURPOSE OF REPORT:	To advise members of an area adding pressure to next year's budget setting

1. **INTRODUCTION**

- 1.1 This paper advises members of the impact that the Rank to Role Assimilation is likely to have on next year's budget setting.

2. **RANK TO ROLE ASSIMILATION**

- 2.1 The issue of NJC circular 09/05 released on 24th August 2005 finalised the agreement on the move from the previous rank based system within the FRS to that of role based. Moving from rank to role is a component part of the June 2003 pay agreement and is fundamental in the Integrated Personnel Development System. The circular also contained guidance on how Fire and Rescue Service (FRS) could implement the move. The roles that are relative to this document are Watch Manager, Station Manager, Group Manager and Area Manager. (The Crew manager role is a single band role not having A & B grades, Brigade Manger role is not covered by the agreement).
- 2.2 All operational employees of the FRS have been assimilated to a point on the new role based scale for pay purposes only. This assimilation took place without any in depth examination of job function, responsibility or job size, this assimilation was carried out under the direction of NJC 13/03. The majority of assimilations within North Wales Fire and Rescue Service (NWFRS) were to the lower A grading within the roles.
- 2.3 A task and finish group consisting of members of the three Welsh FRS has been set up to develop a model for the substantive move from rank to role and ensure consistency of approach across all of Wales. The work of the group has recently been expanded to examine and agree a generic job description for each of the roles within the new structure. These job descriptions can then be used in the allocation of roles to the posts that each FRS has to meet the needs of its service delivery.

2. **RANK TO ROLE ASSIMILATION** *(continued)*

2.4 The process, although not yet fully finalised, has the potential for the scaling of some posts up the pay band. This will therefore have a direct implication on the payroll budget. Calculations have been undertaken to identify the potential costs that may be produced. The estimated cost is based on those that were assimilated to an A grading being evaluated and moving to the higher paid B grade. The potential additional cost would be in the region of £220,000.00 with additional costs of back pay to November 2003, which has not yet been identified.

3. **CONCLUSION**

3.1 The cost associated with rank to role is consequent from the 2003 pay agreement. Until the assimilation has taken place it is not possible to determine the exact impact on the payroll budget.

4. **RECOMMENDATION**

4.1 That the members note the contents of this report.