

2018, 2019 and 2020 Pay Review

Formal Offer to the Jersey Fire and Rescue Service Association (FRSA) – 1 October 2019

1. Terms of the Employer's final pay offer to FRSA

After further discussion between negotiators acting for the States Employment Board (SEB) and FRSA, the following final offer is presented to FRSA to enable the Association to consider it, with a view to reaching agreement on the 2018-20 pay review.

This offer, constrained by the Medium Term Financial Plan in 2018 and 2019, frees up a significantly above cost of living increase in 2020 including the establishment of a sharing arrangement based on the identification of new and additional savings and efficiencies. This will allow an additional, defined and consolidated increase on which Association members can be consulted.

This offer represents SEB's absolute and final position and comprises the following:

- Pay increases and non-consolidated payments implemented in respect of 2018 and 2019 remain unchanged;
- Pay will be increased from 1 January 2020 by the value of the September 2019 Retail Prices (All Items) Index plus 1.3%. This increase will be consolidated. The current forecast from the September RPI figure is 3.1% which would result in a consolidated increase of 4.4% although the actual RPI figure at that time, published on 18 October, will be used regardless of whether it is higher or lower. Consequently Association members are guaranteed an increase that will be 1.3% above the rate of inflation;
- I am pleased to confirm that, as part of this offer, a further 0.2% of pay will be added to consolidated pay with effect from 1 January 2020. We have previously discussed a "gainshare" arrangement and, in the context of the Jersey Fire and Rescue Service Association, budgeted reductions of 0.4% of operational costs across the Service have now been hard-wired into financial plans to achieve this. The remaining 0.2% (ie 50% of 0.4%) will remain within the budgets of the Service. This solution, importantly, enables us to confirm now, to FRSA members, what they will receive by way of consolidated increase from 1 January 2020.

This offer also includes the following "no betterment" clause; in the event that the other remaining Uniformed Service still involved in negotiations with SEB achieves, through negotiation, an improvement over and above that offered to FRSA, then that will be applied to FRSA. It is emphasised by SEB that this situation is not expected to arise. FRSA will be aware that an identical final offer has been made to the Jersey Prison Service Association and on that basis the question of betterment in either direction will not arise. The Jersey Police Association also have a no-betterment clause but that is not triggered in the event that FRSA accept the offer set out in this letter because, under the terms of their agreement reached with SEB there is no gainshare element.

As this meets the stated aspirations of FRSA, as set out in our comprehensive negotiations, I would welcome your confirmation that the Association will warmly support this offer to members.

I also wish to address concerns about the employer's commitment to the NISA with FRSA, in the context of unagreed implementation of SEB's offer for 2018 and 2019. At no point did the employer intend, wittingly or otherwise, to convey any lack of commitment to the NISA and I can categorically state that it was never SEB's intention to breach the agreement. At that time (November 2018) the employer wished to ensure that Association members, alongside members of other pay groups, received pay awards effective from 1 January 2018 and 1 January 2019, plus associated backpay, and lump sum payments, prior to Christmas and this was viewed by SEB as a partial implementation of a 3-year offer that remained in negotiation. It is now clear that even implementation of part of an offer without agreement is contrary to the intentions of the NISA and SEB are determined that this will not be repeated. In order to reaffirm the employer's commitment to the NISA therefore, and in order to rebuild trust in this key aspect of our ongoing relationship, on behalf of SEB I can confirm that no aspect or element of any future offer on terms and conditions changes proposed by the employer will

be implemented without agreement or, if agreement is not reached through negotiation, prior to binding arbitration.

FRSA, together with other relevant parties, will be invited to participate in a root-and-branch review of the Fire and Rescue Service, alongside other uniformed services including civil servants who support the Services. The terms of reference originally drawn up for the Uniformed Services Review are currently being revised for discussion and agreement with FRSA and others. The Review will firstly focus on organisational structures, roles, and grading, and will then look at pay and other terms and conditions of employment. The clear aim of the Review is to work closely with FRSA, starting in October 2019, with joint development of any changes needed to ensure the Service is organised and run as efficiently as possible for the mutual benefit of the Service, those who rely on it, and those who work within it. This comprehensive review will ensure all uniformed services and their support staff are included, and will be based on reliable and robust benchmarking data which we will seek to agree with all parties. Any changes will be clearly evidence-based and will support the broad principle, already accepted by all the Services, of equal pay for work of equal value.

I look forward to receiving the Association's response in due course.

Jonathan Donovan
Strategic Director Employment Relations
On behalf of the States Employment Board