

Pay negotiations for all uniformed staff



KEY QUESTIONS

1. THE PAY OFFER

Q. How does this amended pay offer compare to the June pay offer?

A. Our original proposal was to increase firefighter basic pay by 16.95% cumulative by July 2022 however our revised offer would see a pay increase of 17% cumulative compared to firefighters' pay in June 2019.

In money terms this would see basic firefighter pay increase by £3,153 by April 2020 and in total by £5,201 by April 2022.

If the pay award is accepted our monthly salary bill for firefighter pay will increase by £0.5M. Each month that the pay increase is delayed means we are not paying that £0.5M out to firefighters in their basic pay. If the offer is rejected we will be unable to spend this money elsewhere in the Service as the Scottish Government, in backing our pay offer, were clear that they could only approve an increase in our budget if the expanded role for firefighters was secured.

As we said previously, the overall level of increase in pay and the increase by April 2020, contained our current offer, has not been seen in firefighter pay in more than 15 years.

Q. What is the Service proposing for CPD payments in the amended offer?

A. Following the discussions with staff in our engagement sessions earlier in the year we are now guaranteeing to maintain the current arrangements for CPD.

Q. What is the Service proposing for ARA payments?

A. Regarding ARAs, we are proposing that Water Rescue and Line Rescue ARAs, which are currently paid to 970 WDS and 30 RDS firefighters, are consolidated into basic pay. These roles are statutorily placed upon the Service by the Fire (Additional Function) (Scotland) Order 2005 and therefore form part of all firefighters' duties. In line with many UK FRS, we do not pay allowances for any other specialist role and so recognising one specialism above others is not equitable.

Q. What impact will the changes in CPD and ARA payments have on my pension contributions?

A. CPD is pensionable and currently results in payment of an Additional Pension Benefit (APB) on retirement. ARAs are not pensionable.

Q. Does your offer include Control staff?

A. Yes, as it is for all staff included in the Grey Book Schemes and Conditions of Service.

Q. What will happen if we reject this offer?

A. The pay of firefighters employed by the SFRS is not covered by Scottish Government pay policy, unlike support staff. If we cannot reach a deal for Scotland within the NJC process we have to, once again, attempt to reach a UK wide agreement.

If agreement on any future pay increases cannot be reached through NJC negotiations then there will be no pay increases for firefighters across the UK. If through the NJC, employers and the FBU reach an agreement on future pay increases, we will pay whatever the NJC award. We will not be able to, without an agreement being reached in Scotland, go beyond any award reached through the NJC.

2. WHAT DIFFERENCE WOULD THE PAY OFFER MAKE TO ME?

The impact of the proposed offer on the pay scales for wholetime, retained and control staff is listed below.

WHOLETIME (WT) FIREFIGHTERS

Basic pay

	FF	CC	WC	SC	GC	AC
July 2018	30533	33851	37854	43428	50270	58397
July 2019	31144	34528	38611	44297	51275	59565
January 2020	32390	35909	40155	46069	53326	61948
April 2020	33686	37345	41761	47912	55459	64426
April 2021	35033	38839	43431	49828	57677	67003
July 2022	35734	39616	44300	50825	58831	68343

Change offer (cash and %) for WT firefighters currently receiving basic pay

	FF	CC	WC	SC	GC	AC
July 2018						
July 2019	611 (2%)	677 (2%)	757 (2%)	869 (2%)	1005 (2%)	1168 (2%)
Jan 2020	1246 (4.08%)	1381 (4.08%)	1544 (4.08%)	1772 (4.08%)	2051 (4.08%)	2383 (4.08%)
April 2020	1296 (4.24%)	1436 (4.24%)	1606 (4.24%)	1843 (4.24%)	2133 (4.24%)	2478 (4.24%)
April 2021	1347 (4.41%)	1494 (4.41%)	1670 (4.41%)	1916 (4.41%)	2218 (4.41%)	2577 (4.41%)
July 2022	701 (2.30%)	777 (2.30%)	869 (2.30%)	997 (2.30%)	1154 (2.30%)	1340 (2.29%)
	5201 (17%)	5765 (17%)	6446 (17%)	7397 (17%)	8561 (17%)	9946 (17%)

Change offer (cash and %) for WT firefighters in receipt of basic pay and CPD.

	FF	CC	WC	SC	GC	AC
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July 2018						
July 2019	627 (2.00%)	693 (2.00%)	773 (2.00%)	885 (2.00%)	1021 (2.00%)	1184 (2.00%)
January 2020	1279 (4.08%)	1414 (4.08%)	1577 (4.08%)	1805 (4.08%)	2084 (4.08%)	2416 (4.08%)
April 2020	1330 (4.24%)	1470 (4.24%)	1640 (4.24%)	1877 (4.24%)	2167 (4.24%)	2512 (4.24%)
April 2021	1383 (4.41%)	1530 (4.41%)	1706 (4.41%)	1952 (4.41%)	2254 (4.41%)	2613 (4.41%)
July 2022	720 (2.30%)	796 (2.30%)	888 (2.30%)	1016 (2.30%)	1173 (2.30%)	1359 (2.30%)
	5339 (17%)	5903 (17%)	6584 (17%)	7535 (17%)	8699 (17%)	10084 (17%)

Change offer (cash and %) for WT firefighters in receipt of basic pay, CPD and ARA

	FF	CC	WC	SC	GC	AC
July 2018						
July 2019	627 (1.95%)	693 (1.96%)	773 (1.96%)	885 (1.97%)	1021 (1.97%)	1184 (1.97%)
January 2020	529 (1.65%)	664 (1.88%)	827 (2.10%)	1055 (2.35%)	1334 (2.57%)	1666 (2.78%)
April 2020	1330 (4.14%)	1470 (4.15%)	1640 (4.16%)	1877 (4.17%)	2167 (4.18%)	2512 (4.19%)
April 2021	1383 (4.31%)	1530 (4.32%)	1706 (4.33%)	1952 (4.34%)	2254 (4.35%)	2613 (4.36%)
July 2022	720 (2.24%)	796 (2.25%)	888 (2.25%)	1016 (2.26%)	1173 (2.26%)	1359 (2.27%)
	4589 (14.30%)	5153 (14.55%)	5834 (14.80%)	6785 (15.08%)	7949 (15.34%)	9334 (15.54%)

Change offer (cash and %) for WT firefighters who receive basic pay and ARA

	FF	CC	WC	SC	GC	AC
July 2018						
July 2019	611 (1.95%)	677 (1.96%)	757 (1.96%)	869 (1.97%)	1005 (1.97%)	1168 (1.97%)
January 2020	496 (1.59%)	631 (1.82%)	794 (2.06%)	1022 (2.31%)	1301 (2.55%)	1633 (2.76%)
April 2020	1296 (4.14%)	1436 (4.15%)	1606 (4.16%)	1843 (4.17%)	2133 (4.18%)	2478 (4.19%)

April 2021	1347 (4.31%)	1494 (4.32%)	1670 (4.33%)	1916 (4.34%)	2218 (4.35%)	2577 (4.36%)
July 2022	701 (2.24%)	777 (2.24%)	869 (2.24%)	997 (2.24%)	1154 (2.24%)	1340 (2.24%)
	4451 (14.23%)	5015 (14.49%)	5696 (14.75%)	6647 (15.05%)	7811 (15.31%)	9196 (15.55%)

RETAINED FIREFIGHTERS

Under our Pay Protection Policy, we guarantee that no RDS staff will be in detriment as a result of any pay deal which is agreed. This means we would ensure that no-one took home less in any year than they currently receive.

Retainer

	FF	CC	WC	SC
July 2018	3053	3385	3785	4056
July 2019	3114	3453	3861	4137
January 2020	3239	3591	4015	4302
April 2020	3369	3735	4176	4474
April 2021	3504	3884	4343	4653
July 2022	3574	3962	4430	4746

Change offer (cash and %) for RDS firefighters on 100 % contract currently receiving basic pay

	FF	CC	WC	SC
July 2018				
July 2019	61 (2.00%)	68 (2.01%)	76 (2.01%)	81 (2.00%)
January 2020	125 (4.09%)	138 (4.08%)	154 (4.07%)	165 (4.07%)
April 2020	130 (4.26%)	144 (4.25%)	161(4.25%)	172 (4.24%)
April 2021	135 (4.42%)	149 (4.40%)	167 (4.41%)	179 (4.41%)
July 2022	70 (2.29%)	78 (2.30%)	87 (2.30%)	93 (2.29%)
	521 (17%)	577 (17%)	645 (17%)	690 (17%)

Change offer (cash and %) for RDS firefighters currently receiving basic pay and CPD

	FF	CC	WC
July 2018			
July 2019	65 (2.00%)	72 (2.01%)	80 (2.01%)
January 2020	133 (4.09%)	146 (4.08%)	162 (4.07%)
April 2020	139 (4.25%)	153 (4.25%)	170 (4.25%)
April 2021	144 (4.42%)	158 (4.40%)	176 (4.41%)
July 2022	75 (17%)	83 (17%)	92 (17%)

Change offer (cash and %) for RDS firefighters currently receiving basic pay, CPD and ARA

	FF	CC	WC	SC
July 2018				
July 2019	65 (1.62%)	72 (1.66%)	80 (1.69%)	85 (1.70%)
January 2020	-617 (-15.40%)	-604 (-13.92%)	-588 (-12.41%)	-577 (-11.52%)
April 2020	139 (3.46%)	153 (3.52%)	170 (3.58%)	181 (3.60%)
April 2021	144 (3.60%)	158 (3.64%)	176 (3.72%)	188 (3.75%)
July 2022	75 (1.87%)	83 (1.91%)	92 (1.94%)	98 (1.95%)
	-195 (-4.86)	-139 (-3.19%)	-71 (-1.49%)	-26 (-0.51%)

Change offer (cash and %) for RDS firefighters currently receiving basic pay and ARA

	FF	CC	WC	SC
July 2018				
July 2019	61 (1.60%)	68 (1.64%)	76 (1.68%)	81 (1.69%)
January 2020	-625 (-16.43)	-612 (-14.80%)	-596 (-13.14%)	-585 (12.17%)
April 2020	130 (3.42%)	144 (3.48%)	161 (3.55%)	172 (3.58%)
April 2021	135 (3.55%)	149 (3.60%)	167 (3.68%)	179 (3.72%)
July 2022	70 (1.84%)	78 (1.89%)	87 (1.92%)	93 (1.94%)
	-229 (-6.02%)	-173 (-4.18%)	-105 (-2.32%)	-60 (-1.25%)

OPERATIONS CONTROL

Change offer (cash and %) for Operations Control

Basic Pay						
	FF	CC	WC	SC	GC	AC
July 2018	29006	32158	35961	41257	47757	55477
July 2019	29586	32801	36680	42082	48712	56587
January 2020	30769	34113	38147	43765	50660	58850
April 2020	32000	35478	39673	45516	52686	61204
April 2021	33280	36897	41260	47337	54793	63652
July 2022	33946	37635	42085	48284	55889	64925

Change from Previous - no allowances						
	FF	CC	WC	SC	GC	AC
July 2018						
July 2019	580 (2%)	643 (2%)	719 (2%)	825 (2%)	955 (2%)	1110 (2%)
January 2020	1183 (4.08%)	1312 (4.08%)	1467 (4.08%)	1683 (4.08%)	1948 (4.08%)	2263 (4.08%)
April 2020	1231 (4.24%)	1365 (4.24%)	1526 (4.24%)	1751 (4.24%)	2026 (4.24%)	2354 (4.24%)
April 2021	1280 (4.41%)	1419 (4.41%)	1587 (4.41%)	1821 (4.41%)	2107 (4.41%)	2448 (4.41%)
July 2022	666 (2.30%)	738 (2.29%)	825 (2.29%)	947 (2.30%)	1096 (2.29%)	1273 (2.29%)
	4940 (17%)	5477 (17%)	6124 (17%)	7027 (17%)	8132 (17%)	9448 (17%)

Change from Previous - CPD only						
	FF	CC	WC	SC	GC	AC
July 2018						
July 2019	596 (2.00%)	659 (2.00%)	735 (2.00%)	841 (2.00%)	971 (2.00%)	1126 (2.00%)
January 2020	1216 (4.08%)	1345 (4.08%)	1500 (4.08%)	1716 (4.08%)	1981 (4.08%)	2296 (4.08%)
April 2020	1265 (4.24%)	1399 (4.24%)	1560 (4.24%)	1785 (4.24%)	2060 (4.24%)	2388 (4.24%)
April 2021	1316 (4.41%)	1455 (4.41%)	1623 (4.41%)	1857 (4.41%)	2143 (4.41%)	2484 (4.41%)
July 2022	685 (2.30%)	757 (2.30%)	844 (2.30%)	966 (2.30%)	1115 (2.30%)	1292 (2.30%)
	5078 (17%)	5615 (17%)	6262 (17%)	7165 (17%)	8270 (17%)	9586 (17%)

3. THE BROADENING ROLE

Q. The FBU say our offer is vague – why is there not more detail?

A. In our pay offer we are clear that it is linked to the expansion of the role of firefighters that we have spoken about within the Service over the last 24 months. In our discussions with the FBU we were aware of the reasons for the rejection of the UK wide pay deal and so set out our pay offer as a clearly defined, expanded role for firefighters.

To be clear, not all firefighters will be expected to undertake all of the elements for the broadened role at all times. The roles will be linked to a risk based assessment of local communities and firefighters will deliver the elements of the broadened role that meet the needs of the communities they serve.

In drafting the principles with the FBU, we thought we had reached clarity and joint agreement about what each element of the expanded role would contain and importantly what it would not contain. Our initial documents contained much of the detail of what the expanded role looked like. However, during our joint discussions we agreed with the FBU that we would remove this detail. As an alternative and in parallel with the pay negotiations we agreed to hold focused discussions with the FBU to begin to mutually work out the details of the expanded role. These discussions are intended to provide details to support the higher-level description of the expanded role and the pay offer contained in the draft agreement and we are eager to continue to meet with the FBU to develop this level of detail further.

We are fully committed to continuing to work with the FBU in developing further details on the expanded role. We will work with them through our existing, tried and trusted mechanisms for negotiation within the Service. Our commitment to joint working with the FBU on all policy details to support the expanded role remains strong.

Set out below are further details on what is contained in the draft agreement in relation to the expanded role:

Slips, Trips and Falls

Q Why has the Service included a response to Slips, Trips and Falls in the expanded role for a firefighter?

A. We have been clear from the outset of the negotiations that as a public service we need to continue to adapt and evolve if we are to help meet the changing risks within Scotland's communities. As the composition of many of our communities is changing with more people living into old age, which in itself is a good thing, we need to be able to better respond to those altered risks.

Each year in Scotland around 23,000 people over the age of 65 experience a slip, trip or fall in or near their home that results in an emergency admission to a hospital. Almost half of these are people aged over 85. Falls represent about 64% of all unplanned hospital admissions for unintentional injury for people over the age of 65 in Scotland. Our partners in Health and Social Care and the Scottish Ambulance Service are the primary response services for supporting older people and their families when these events happen. Medical evidence tells us that the quicker appropriately trained people respond to a fall, to either help the older person to get safely back on their feet or to ensure they are appropriately looked after until full medical care can be delivered, the better it is for them. The longer they await an initial response the more risk there is that a fall will lead to a deterioration in their life circumstances or indeed lead to their early death.

We believe that the proximity we have to our communities through our unique station footprint, combined with the skills our operational crews already have, means we can help support our partners in Health and Social Care and in the Ambulance Service in providing an initial rapid response to a fall and therefore in reducing risks within our communities. Importantly this will mean we would be further demonstrating the value we bring to the health, safety and wellbeing of our older people.

In the negotiations we made it clear to the FBU that we would only deploy to slips, trips and falls as part of a co-response with partner agencies. We were also clear that we would only ever dispatch our crews through our own control rooms and not those of partner agencies. We gave further assurances to working with the FBU in reaching a full and legally binding agreement, a Memorandum of Understanding (MoU), with our partners setting out our role in co-responding to slips, trips and falls.

We fully committed to jointly developing detailed safeguards to ensure we would not deploy our crews without partner backup and that we would not be undertaking tasks for which our crews were not trained or equipped to deal with. We were clear in the negotiations that in co-responding to slips, trips and falls our role would be limited to helping an older person back on to their feet safely or to making them comfortable and safe while an ambulance crew or social care partner arrived to take over the incident. We will not ask crews to provide any social care and we will ensure crews are not tied down waiting on partners to co-respond with us to take over the management of an incident.

Q. Would attending slips, trips and falls place a huge burden on the Service and compromise our ability to respond to other incidents.

A. As a service we currently attend calls in relation to falls, mainly under effect entry protocols, where we deal with older people and others who may have fallen and are behind a locked door. In total in 2018 -19 we attended to around 4,500 such calls across the whole country. On average when we are called to effect entry calls we attend for around 25 minutes. There are isolated cases where this is not the case and the attendance time can be protracted. If we formally adopt an expansion to the role of a firefighter to include a slips, trips and falls response we would not be responding to all such incidents when they occur.

We will only respond on a co-response basis where we can get to that older person more quickly than our partners, due to our proximity to local communities, in order to make that person safe and comfortable until our partners arrive to take over the care of the person who has fallen.

In our offer we were clear to the FBU that in developing our approach we would do so on a mutually agreed basis.

We also agreed with the FBU that we would put in place appropriate safeguards on how these incidents would be managed. We were clear that detailed proposals would be jointly developed to ensure; we only respond to incidents on a co-response basis with partners; that full and appropriate training and equipment would be provided to crews; that we would only provide a recovery response and not personal care and importantly that we would test and fully evaluate with the Scottish FBU pilot exercises for a slips, trips and falls response before rolling it out across the Service.

In doing this we believe that this will allow us to better manage partner relations and how partners work with us in this area. By co developing our response with our partners, and critically the FBU, we believe that we can properly design and implement this role in a safe and planned manner. We are confident this will not cause unmanageable pressures on operational crews or on the Service as a whole. But we are clear in our belief that we can and should make this significant difference to the lives and quality of life of the frail, vulnerable and elderly population we aim to protect.

Response to terrorist activity (mass casualty events)

The SFRS has a responsibility to respond to all terrorist activity, including operating within the 'warm zone' as part of a multi-agency response. We propose this role for the treatment and removal of casualties.

Our offer extends the contractual responsibility of appropriately trained and equipped firefighters to work in the warm zone.

Out of hospital emergency response

In the offer we proposed that firefighters will be required to co-respond to out of hospital emergency situations where there is an immediate risk to life.

For clarity we stated that co-response means we will respond as part of a mobilisation including an ambulance and where firefighters are appropriately trained and equipped to do so. The appropriate scope of incidents will be agreed with the Scottish Ambulance Service (SAS) and jointly managed by the SFRS and SAS through a binding Memorandum of Understanding (MoU). We also propose to work in partnership with the FBU to help us draw up the MoU with SAS. We see this as working fully within our ongoing commitments to partnership working contained in the Working together Framework that we jointly agreed with all the FBUs representing staff in the SFRS.

In our offer we are clear that to support this development:

- firefighters will not administer intravenous drugs or transport individuals to or from hospital.
- firefighters will be suitably equipped, appropriately trained and skills will be refreshed in line with clinical governance provided by SAS.
- we will extend our psychological support services available for operational crews in recognition of the new demands that responding to out of hospital emergencies may bring to some staff.

Safe and Well

We propose to develop our approach to prevention through a new Safe and Well programme. We are clear that we want to build upon our Home Fire Safety Visit model to help us identify the most vulnerable individuals and households in our communities who are at greatest risk of harm. We further propose to support our partners to deliver improved outcomes for those people.

We do not see this as dilution of our core duties as this would also provide the opportunity for us to deliver advice and interventions, as part of our current legislative duties, on behalf of and in support of SFRS partners. We propose this would mean that we would refer people to our partners so that specialist services could be provided for those who need them most.

Under the offer, firefighters would promote positive outcomes in homes and communities through:

- building stronger community connections and helping reduce loneliness
- helping in the early identification of dementia and signposting to appropriate services
- reducing the risk of slips, trips and falls.

To achieve this we propose that firefighters will internally signpost on these matters within the Service and that our Community Action Teams will then make formal referrals to our partner agencies.

Our proposal is also clear that firefighters will not be required to provide diagnosis, treatment or dementia advice.

We further propose that we would:

- train members of the wider community in the use of defibrillators and the application of CPR
- deliver education intervention and enhanced youth engagement programmes and activities

- work with local partners to offer fire-specific interventions and sign-posting to those experiencing domestic abuse; and,
- develop interventions to respond to slips, trips and falls.

In proposing to develop interventions to support our partners in dealing with slips, trips and falls in the home environment we see this again as being developed on a co-response basis and also supported by Memorandums of Understanding (MoU) with our partners. The MoUs would include:

- time limits for the SFRS being relieved at scene;
- our commitment to actively monitor, through the MoU, the impact on core services and take appropriate actions if required; and,
- that the mobilisation of the SFRS resources would be through Operations Control.

Business safety

We propose to expand the range and scope of the advice on fire safety that we can offer to the business sector. Station-based personnel already carry out regulatory and other visits and through these we propose they would identify issues to, once again be internally referred, to fire safety specialists to respond on behalf of the Service.