



Northamptonshire Fire and Rescue Service

Please ask for: Service Information Team Leader

Tel: 01604 797000

Our Ref:

Your Ref: N/A

Date: 03 December 2020

If you have any difficulty in obtaining the above telephone number please email enquiries@northantsfire.gov.uk.

Re: Request for information (our ref: NFRS2020-245-284)

I am writing in response to your request for information under the Freedom of Information Act 2000, received 04 November 2020. Our response is provided below:

In 2017, the employment courts decided – in the case of Bear (Scotland) v Fulton – that employers were required to take into account all remuneration earned (including non-guaranteed overtime) when calculating holiday pay.

Q1 Has your fire authority implemented this ruling?

Northamptonshire Fire and Rescue Service (NFRS) has not implemented the ruling outlined above as a local agreement was already in place in NFRS where holiday pay for Retained Duty System (RDS) staff is calculated using the total salary paid during the preceding calendar year January to December. Due to pay being one month in arrears, pay information is taken from the pay slips for February through to the following January. Retaining fees, holiday pay and non-pay elements (such as mileage, subsistence and telephone rental reimbursements) are excluded from the calculation.

Q2 If the answer to Q1 is yes, what date was the ruling implemented?

N/A, please refer to answer provided for Q1.

Q3 If the answer to Q1 is yes, was a collective agreement signed with the Fire Brigades Union or any other representative body prior to implementation?

N/A, please refer to answer provided for Q1.

Q4 If the answer to Q1 is yes, if a collective agreement was signed, please can I view a copy?

N/A, please refer to answer provided for Q1.

If I can be of any further assistance, please do not hesitate to contact me quoting reference NFRS2020-245-284.

Continued.../2

Yours sincerely

Service Information Team Leader

If you are unhappy with the response, you can ask the Service to review it. To do this, please email enquiries@northantsfire.gov.uk or alternatively write to the address below:

Service Information Manager
Northamptonshire Fire and Rescue Service
Moulton Logistics Centre
Moulton Way
Northampton
NN3 6XJ

If our internal review does not resolve the issue to your complete satisfaction, you have the right to apply to the Information Commissioner for a decision at the following address:

Information Commissioner
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF