

## HUMBERSIDE FIRE AUTHORITY PAY POLICY STATEMENT 2016/17

### INTRODUCTION

1. This Statement has been produced with due regard to the Guidance issued by the Secretary of State under Section 40 of the Localism Act 2011.
2. This Statement extends to all members of the Corporate Management Team (CMT) whether or not they meet the definition of a 'Chief Officer' as set out in the Act.
3. CMT comprises the Chief Fire Officer/Chief Executive, the Deputy Chief Fire Officer/Executive Director of Service Delivery, Executive Director of Service Support/S.151 Officer and four Directors.
4. All CMT members are employed by the Authority and not retained under a contract for services.

### REMUNERATION OF:

CHIEF FIRE OFFICER AND CHIEF EXECUTIVE (CFO)

DEPUTY CHIEF FIRE OFFICER/EXECUTIVE DIRECTOR OF SERVICE DELIVERY (DCFO)

DIRECTORS (x 3 OPERATIONAL)

5. The CFO, DCFO and the three operational Directors are employed under contracts of employment on the terms and conditions as set out in the National Joint Council for Brigade Manager of Local Authority Fire and Rescue Services Constitution and Scheme of Conditions of Employment (Gold Book), as supplemented by the Authority's local terms and conditions as amended from time to time.
6. The process for determining the pay of the CFO is set out in the Gold Book as follows:

*The NJC will publish annually recommended minimum levels of salary applicable to chief fire officers/chief executives employed by local authority fire and rescue authorities.*

*There is a two-track approach for determining levels of pay for Brigade Manager roles. At national level, the NJC shall review annually the level of pay increase applicable to all those covered by this agreement. In doing so, the NJC will consider affordability, other relevant pay deals and the rate of inflation at the appropriate date. Any increase agreed by the NJC will be communicated to fire authorities by circular.*

*All other decisions about the level of pay and remuneration to be awarded to individual Brigade Manager roles will be taken by the local Fire and Rescue Authority, who will annually review these salary levels.*

7. The CFO's salary, agreed from 1 January 2015 is £138,147.
8. The DCO's salary is determined by Humberside Fire Authority as 85% of the CFO's salary and is £117,424 from 1 January 2015.
9. The operational Directors' salary is determined by Humberside Fire Authority as 55% of the CFO's salary and is £75,981 from 1 January 2015.
10. Each officer is provided with a motor vehicle for the performance of their duties.

11. No bonuses are paid.
12. Appropriate professional fees and subscriptions are paid.
13. There is no performance related pay scheme
14. A restricted range of legitimate and evidenced expenses may be claimed. Wherever possible, the Service will centrally procure travel and accommodation, e.g. rail tickets and hotel accommodation, to achieve best value.

REMUNERATION OF:-  
 EXECUTIVE DIRECTOR OF SERVICE SUPPORT/S151 OFFICER  
 DIRECTOR (NON-OPERATIONAL)

15. The Executive Director Service Support/S151 Officer and the non-operational Director are employed under a contract of employment on the terms and conditions set out in National Joint Council for Local Government Services National Agreement as supplemented by the Authority's local terms and conditions as amended from time to time.
16. The Executive Director Service Support/S151 Officer's salary for the post is determined by Humberside Fire Authority as 70% of the CFO's salary and is £96,703 from 1 January 2015.
17. The non-operational Director's salary is determined by Humberside Fire Authority as 48% of the CFO's salary and is £66,311 from 1 January 2015.
18. No bonuses are paid.
19. Appropriate professional fees and subscriptions are paid.
20. There is no performance related pay scheme.
21. A restricted range of legitimate and evidenced expenses may be claimed. Wherever possible, the Service will centrally procure travel and accommodation, e.g. rail tickets and hotel accommodation, to achieve best value.

REMUNERATION OF ALL OTHER EMPLOYEES

22. All other employees are paid in accordance with nationally agreed rates under relevant national schemes of conditions of service and the Authority's grading structures.
23. For the purposes of this Policy Statement, "lowest-paid" employees are defined by reference to the lowest graded posts on the support staff salary pay scale as these are the posts with the lowest level of remuneration. The lowest-paid post attracts a starting salary of £13,614. The CFO is paid 10.14 times more than the lowest paid employee.
24. The median average pay in the Service is £29,345. The CFO is paid 4.71 times more than the median average pay.

TERMINATION PAYMENTS

25. In cases of redundancy, payment is calculated based on actual weeks' pay for employees in positions where the Local Government Scheme applies and, for employees in positions where the Firefighters / New Firefighters Pension Schemes apply, subject to necessary changes in those schemes to enable payment on this basis. There are discretionary payments on early retirement available to posts to which the Local Government Pension Scheme applies which the Authority would consider on a case by case basis based on its policy regarding such payments as at 1 April 2014.

## RE-EMPLOYMENT FOLLOWING TERMINATION

26. There is no prohibition on employees who have left employment and are in receipt of pension, redundancy/early retirement payments from being re-employed subsequently in response to a public recruitment advertisement.
27. In the case of an employee who is a member of the Local Government Pension Scheme and who is re-employed to a position to which that Scheme applies, the pension scheme rules provide discretion to the administering authority regarding abatement of pension. As the relevant administering authority, the East Riding Pension Fund has decided that, where the re-employment starts after 31st March 2007, there will be no abatement of the retirement pension.
28. In the case of an employee who is a member of the Firefighters Pension Scheme or New Firefighters Pension Scheme and who is re-employed by the Authority to a position to which these schemes apply, the Authority exercises its discretion within the schemes to abate the retirement pension. Abatement is not applied in any other circumstances.

## REVIEW

29. This Statement will be reviewed annually by the Fire Authority and at other times if necessary.

## PUBLICATION

30. This Statement will be published on the Humberside Fire and Rescue Service website ([www.humbersidefire.gov.uk](http://www.humbersidefire.gov.uk)).

