

# NORTH YORKSHIRE FIRE AND RESCUE AUTHORITY

## PAY POLICY STATEMENT 2016/17

The pay structure for employees conditioned to the scheme of conditions of service for local authorities' fire and rescue services provides for a two point pay structure. Rates of pay are based on defined stages of development leading to demonstration of competence in the employee's role. The lower pay point is paid whilst in the development phase of the role. After all the applicable functions have been assessed as having been achieved, competence is deemed to have been demonstrated and the 'competent' pay rate is applied.

The pay structure for members of corporate management board is locally negotiated with the Fire Authority and is based on percentage links to the Chief Fire Officer/Chief Executive's (CFO/CE) pay. The previous method of linking pay to the mean level of other Chief Fire Officers of precepting authorities (excluding London) has ceased and pay awards are now the same as employees conditioned to the scheme of conditions of service for local authorities' fire and rescue services.

The pay structure for employees conditioned to the national joint council for local government services pay and conditions of service provides pay levels on a spinal column point basis and the NJC job evaluation scheme is used to assess the grade for a post, with the spinal column points configured into groups of three to provide incremental pay points. The incremental rises occur on the 1st April, or 6 months after appointment, if the appointment is made within 6 months of the 1st April. The current pay and grading structure was agreed by the Authority in April 2004.

For both groups, pay awards applied to the salary scales are as agreed through the national joint council and notified to Authorities.

### **Definition of "lowest paid" employee:**

Grade 2, spinal column point 11, is the lowest paid non-operational employee, this is the starting level on appointment, rising to spinal column point 13 in incremental stages on the 1st April or 6 months after appointment, if the appointment is within 6 months of the 1st April.

Firefighter (trainee) is the lowest paid operational employee, however the maximum period of time this pay rate is applicable is 12 weeks, that being the duration of a wholtime recruits course, after which the level is Firefighter (development)

### **Remuneration of Chief Fire Officer/Chief Executive and Principal Officers (Brigade Managers)**

The Brigade Managers pay structure is aligned to the general pay structure of all uniformed employees by applying a two point pay scale to cover 'development' and 'competent' rates. New starters would be placed in development until competence in role has been demonstrated and assessed. This is set at a development rate of 11% below the current competent rate. The contract mirrors the standard annual pay award for other operational employees.

The other Brigade Managers and members of corporate management board are paid at a percentage of the Chief Fire Officer/Chief Executive, as follows:

- Deputy Chief Fire Officer 80%
- Director of Finance and Technical Services 65%

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In addition to annual pay, the Brigade Managers receive a car allowance as they are required to provide a vehicle through the lease car scheme. The non-operational Brigade Manager receives 5/7ths of the allowance to reflect that this post is not conditioned to the continuous duty system.

### Relationships between remuneration

The following table shows the relationship between the Brigade Managers and the lowest paid employees expressed as a ratio.

| <b>OPERATIONAL RATIOS</b>                                 | <b>First pay point<br/>(Development)</b> | <b>Second pay point<br/>(Competent)</b> |
|---|--|---|
| Chief Fire Officer/Chief Executive to Firefighter         | 5.8 : 1                                  | 5.1 : 1                                 |
| Deputy Chief Fire Officer to Firefighter                  | 4.6 : 1                                  | 4.1 : 1                                 |
| Director of Finance and Technical Services to Firefighter | 3.8 : 1                                  | 3.3 : 1                                 |
| <b>NON-OPERATIONAL RATIOS</b>                             | <b>Lowest pay point</b>                  | <b>Highest pay point</b>                |
| Chief Fire Officer/Chief Executive to Grade 2             | 8.7 : 1                                  | 9.3 : 1                                 |
| Deputy Chief Fire Officer to Grade 2                      | 7 : 1                                    | 7.5 : 1                                 |
| Director of Finance and Service Development to Grade 2    | 5.7 : 1                                  | 6.1 : 1                                 |

The ratio between the highest paid salary and the median average salary of the whole of the authority's workforce, known as the pay multiple, is 5.1:1

### Other Payments

The operational Brigade Managers are eligible to be members of the Firefighters Pension Scheme, the New Firefighters Pension scheme, on ceasing their office they will be entitled to scheme benefits in accordance with the rules of that scheme at that time. Should any of these posts be disestablished and the post holder made redundant, only the statutory redundancy pay in accordance with the Employment Rights Act 1996, or subsequent amendments, could be paid. These employees are not covered by the Local Government (Early Termination of Employment) (Discretionary Compensation) Regulations 2006.

The Director of Finance and Technical Services is eligible to be a member of the Local Government Pension Scheme and would be entitled to scheme benefits in accordance with that scheme at the time of ceasing their office. The Authority approved enhanced redundancy payments using its discretion provided by the Local Government (Early Termination of Employment) (Discretionary Compensation) Regulations 2006 to pay actual salary in the calculation of a weeks pay and also if voluntary redundancy is applicable to pay up to a maximum of 60 weeks, this post is covered by these provisions.

There are no other payments applicable to the Brigade Manager posts.