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## Document Control

Active date	Review date	Author	Editor	Publisher
8 <sup>th</sup> December 2017	October 2024	Nick Mernock	CFO	Sue Nash

### Amendment History

Version	Date	Author	Reasons for Change
1.0		Nick Mernock	Old format
2.0	08.12.17	Nick Mernock	Updated & in new format
3.0	20.10.18	Nick Mernock	Updated
4.0	Jan 2020	Nick Mernock	Annual Review
4.1	Feb 2021	Nick Mernock	Annual Review
4.2	May 2022	Nick Mernock	Annual Review & Update
4.3	September 2023	Nick Mernock	Annual Review & Update
4.4	October 2024	Mike Pilkington	Annual Review & Update

### Equalities Impact Assessment

Initial	Full	Date	Reviewed by	Comments
	x		DAG	Portal: Approved EIA Forms

### Civil Contingencies Impact Assessment

Date	Reviewed by	Comments

### Related Documents

Doc. Type	Ref No.	Title	Location
SI	0859	Pay Review Process	Portal:Service Instructions

### Distribution List

Name	Position	I/R
SLT	All SLT Members	

### Sign-Off List

Name	Position
SLT	All SLT Members: Signed off at meeting

### Target audience

All MFRS	X	Ops Crews		Fire safety		Community FS	Support Staff	
Principal off.		Senior off.						

**Ownership**

FOI exemption required?	Yes		URL	
	No	X	Reason	

**Legislation**

<b>Title</b>	<i>Fire &amp; Rescue Service Act</i> <i>National Framework for Fire and Rescue Service (England)</i>	<b>2004</b> <b>2012</b>
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POD POLICY

## Pay Policy

### 1. Policy Introduction and Background

This Statement sets out the Authority's policies in relation to the pay of its workforce, particularly its Senior Officers, in line with Section 38 of the Localism Act 2011. The Statement is approved by the Authority each year and published on the Authority's website demonstrating an open and transparent approach to pay policy.

### 2. Policy Explanation

This Statement draws together the Authority's policies relating to the payment of the workforce, particularly:-

- Senior Officers
- Its lowest paid employees; and
- The relationship between the pay of Senior Officers and the pay of other employees.

The Authority's operates a pay policy to ensure that:-

- It is competitive and allows the Authority to recruit and retain high quality staff to deliver its vision and to make its staff and its communities safer.
- Is fair and equitable both within the organisation, whilst considering relevant comparable data with other similar organisations and roles.
- Is transparent and open to public scrutiny.

In deciding pay levels all roles take account of National Conditions of Service as well as undertaking Organisational Job Evaluation using a national jointly agreed scheme that is endorsed by the representative bodies. This process will take account of a range of measurable factors that ensures organisational transparency, continuity and equality in relation to pay.

***Details of the Pay Review process can be found within Service Instruction SI 0859***

This process where appropriate can also be supplemented were necessary to take account of:-

a) Market Forces and comparators

Comparisons are undertaken where deemed appropriate or equitable roles can be identified:-

- With other Metropolitan and similar sized Fire and Rescue Services
  - With other pan Merseyside and local district organisations
  - Other comparator and private sector salaries where appropriate (particularly for professional services roles)
- b) The relative size and efficiency of the management team  
c) The level and breadth of responsibility both at a local or national level  
d) The full range of benefits afforded to the individual  
e) Organisational Success

If this approach is to be adopted it is at the approval of the Director of People and Legal.

The Authority regularly reviews its management structures and pay scales to ensure they remain efficient and applicable. Although recognising the national pay framework, the Authority has also negotiated a more flexible local agreement which has enabled it to reduce overall numbers and deliver savings on the staffing budget.

The Authority has moved to a structure of single pay points for its senior managers. The pay points were introduced as individual roles within the management team became subject to review.

The Authority no longer operates any bonus or performance pay mechanism for its senior managers.

### **Decision Making Process**

The Full Authority body ultimately agrees the structure and pay levels for the organisation. The Authority is made up of locally elected Councillors from the five districts of Merseyside and the Police and Crime Commissioner for Merseyside. The Authority's responsibility is to ensure that the fire and rescue service is run properly and responsibly. More information about the running of the Authority can be found at [www.merseyfire.gov.uk](http://www.merseyfire.gov.uk)

### **Reemployment**

It is not in the Authority's policy to re employ or contract with senior managers who have been made redundant, or sought voluntary severance unless there are exceptional circumstances where their specialist knowledge and expertise is required for a specific defined period.

### **Openness and Accountability**

The Authority is committed to openness and accountability to the communities it serves. Information about pay and rewards is published:-

- In this pay policy annually
- In its annual accounts statement
- On its website

### **Pay Arrangements for The Strategic Leadership Team (Senior Officers)**

For the purposes of this policy, Senior Officers are defined as the Strategic Leadership Team (SLT). SLT is responsible for implementing the policies procedures and decisions of the Fire Authority and carry out a variety of professional advisory roles.

The SLT has three Executive Officers:-

- **Chief Fire Officer**
- **Deputy Chief Fire Officer**
- **Assistant Chief Officer**

The Executive / Principal Officers follow a continuous cover operational duty system. Under this system Officers are available 24 hours a day, 7 days a weeks (except during periods of leave) to ensure

strategic level operational cover is maintained efficiently.

The Executive / Principal Officers also provide national leadership on behalf on Government as part of the Authority's lead roles for National Resilience (on behalf of the Home Office), and UK International Search & Rescue (on behalf of the Foreign, Commonwealth & Development Office).

Alongside the Executive, the Authority has a number of strategic managers to deliver its day to day business. The other members of SLT are:-

- Director of Strategy and Performance
- Director of Finance & Procurement (Section 151 Officer)
- Director of People
- Head of Legal and Democratic Services & Monitoring Officer
- Area Manager Operational Preparedness (Flexible Duty)
- Area Manager Operational Response (Flexible Duty)
- Area Manager Protection (Flexible Duty)
- Area Manager Prevention (Flexible Duty)
- Area Manager National Resilience (Flexible Duty). [This role is nationally funded]

### **Officers' Remuneration**

The current Chief Fire Officer was appointed in September 2018 and was appointed on a reduced salary (at his request) from that of the previous post holder. As part of the previous PO team the CFO froze his salary during the period of austerity (between 2011 and 2018).

The current salary (1<sup>st</sup> July 2024) is set at £193,411- £203,590. The Deputy Chief Fire Officer was also appointed in October 2018 and was appointed on a reduced salary to the previous post holder as the position is paid at 85% of the Chief Fire Officer salary. The Assistant Chief Fire officer position is paid at 75% of the Chief Fire Officers salary.

Director/Area Manager salaries range from £89k-£110k

***Other non-pay related benefits are attached in Appendix A***

### **Green Book Incremental Progression**

Green Book employees are paid within incremental pay scales, which allows for yearly progression until the top of the grade is achieved. It is Authority practice to place new employees, employees regraded through the pay review system or those employees promoted using a process of minimum point of advantage.

This is subject to a minimum floor increase of £750\* for existing staff following a regrade / promotion.

Existing staff will be placed at the bottom of the grade if that represents a salary increase for them of at least £750. If the pay increase is below £750, they will be placed on the next increment (if available) in the new grade which see a £750 increase.

\*If the top increment in the new grade is less than a £750 increase then the increase applied will reflect the difference between the top increment in the new grade and the previous rate of pay.

If (at the point of appointment / regrading) an individual can demonstrate they were already earning above the lowest salary point (for example where spinal points fall within more than one grade band), they will placed on the first appropriate spinal column point that represents a pay increase.

For existing staff this will be at least £750.

### **Definition of Lowest Paid Staff**

The Authority defines its lowest paid employees by alignment to the lowest grades of uniformed and non-uniformed / support staff.

***The lowest paid graded support staff role is Grade 2 (SCP2) with a starting salary of £23,656 pa.***

***The lowest paid grey book roles are:***

- ***Firefighter Trainee £28,265 pa***
- ***Firefighter (Control) Trainee £26,852 pa***

NB. The Authority also provides for a number of 'non established' temporary apprenticeship roles to enable individuals to gain valuable experience and development in support of securing full time permanent roles either either within MFRA or with other employers. Rather than paying the National Apprenticeship wage (which mirrors the National Minimum wage for under 18's) all apprentices are paid the National Living Wage for their age.

### **Comparison with Lowest Paid Staff**

In setting reward structures for Senior Managers, the Authority does not take direct account of multiples of pay, but it is mindful of the Hutton Recommendation, that multiples of over 20 might well be considered excessive.

The current ratios (based on agreed 2024 pay awards) between high and low paid graded salary staff are:-

***Highest paid Manager/Lowest paid member of all staff = 8.61 (Last year this was 8.75)***

***Highest paid Manager/Lowest paid Grey book roles:***

- ***Firefighter Trainee = 7.20 (Last year this was 7.20)***
- ***Firefighter (Control) Trainee = 7.58 (Last year this was 7.58)***

### **3. Policy Implementation**

The Service Instructions used to underpin this Policy are:

SI0859      Pay Review Process

POLICY

## Appendix A

### MERSEYSIDE FIRE AND RESCUE SERVICE

Pay Policy Other Benefits
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In 2015, new laws introduced a new scheme for firefighters - the Firefighters' Pension Scheme 2015 (FPS 2015). These laws included protections which meant that some members of the legacy schemes (FPS 1992 and FPS 2006) didn't join FPS 2015 either straight away or at all, depending on their age. After a legal challenge, the courts determined that these protections were age discriminatory.

To remove future discrimination from the scheme and ensure equal treatment, all remaining protected members of the legacy schemes who were not currently members of FPS 2015 transferred into this scheme on 1 April 2022.

This means that future service for all members will build up in the existing FPS 2015 - this scheme is not changing.

Final salary benefits already built up in either of the legacy schemes (FPS 1992 or FPS 2006) are fully protected.

Uniformed firefighters including the Chief Fire Officer (CFO), Deputy Chief Fire Officer (DCFO) and Assistant Chief Fire Officer (ACFO) and the Area Managers can all be members of the Firefighter Pension Scheme 2015 (FPS 2015).

FPS 2015 is a contributory scheme; this means that the employee contributes to the scheme from his or her own salary. Grey Book members of staff (operational staff) contribute between 11% to 14.5% of their salaries dependant on grade. Employer's contribution to the FPS 2015 are 37.6%. Both employee and employer's contribution are paid into an Authority pensions account and the cost of pensions, when they are taken, are also then paid from this account with the net deficit then reimbursed by Government.

The rules governing the pension scheme are contained in regulations made by Parliament and are available at <http://www.gov.uk>

Non-Uniformed staff can be members of the Local Government Pension Scheme which is a contributory scheme; this means that the employee contributes to the scheme from his or her own salary.

The employee contribution rate is between 5.5% and 12.5% and the Employer's contribution to the LGPS is currently 17.9% (the figure varies depending upon how much is needed to ensure benefits under the scheme are properly funded, and are set independently). The rules governing the pension scheme are contained in regulation made by Parliament and are available at <http://www.lgps.org.uk>

#### **Other Benefits**

The Strategic Leadership Team (SLT) work such hours as are necessary to ensure the job gets done. This routinely involves evening and weekend work as well as the standard Monday to Friday business week. No extra payments are made for such extended hours.

In addition, the CFO, DCFO and ACFO work a 'continuous duty' system whereby they have to remain available for operational response for protracted periods. The very nature of a senior officer role also means that they regularly have evening and weekend work commitments.



Where a car is required to carry out their duties each Officer is provided with a lease car arrangement to which the Authority makes a contribution.

The individuals are given the flexibility to add to this lease amount at their own expense if they want to exercise their personal choice for a more expensive car. The Authority has clear guidelines on the type of vehicle that can be used given the operational nature of the role and recognition of emissions.

In addition, other organisational benefits may be applicable. The Authority strives to be an excellent employer and makes a wide range of benefits and support available to **all** staff. The Executive team may be eligible/take advantage of these benefits in certain instances.

### **General Benefits**

- Enhanced maternity and adoption leave
- Paid paternity leave
- Shared parental leave
- Agile and Hybrid Working arrangements for applicable roles
- Flexible Working arrangements and opportunities to apply for career breaks
- Ability to accrue hours to take flexi days (for certain roles)
- Support for Armed Forces Reservists including enhanced leave for training.
- Access to membership of the Blue Light Card scheme which offers a wide range of discounts across a number of retail, hospitality and leisure companies.
- Free car parking at all MFRS sites for staff
- Access to childcare vouchers
- Corporate Uniform available (for roles where applicable)
- Relocation expenses

### **Health & Wellbeing benefits**

- Internal and external counselling services
- Regular health checks for staff
- Physiotherapy referrals

- Access to a team of Occupational Health medical team; Personal Training Instructors; and Nutritionist to assist with improving fitness and wellbeing.
- Discounted eye tests and prescription glasses vouchers
- Fast track scheme for diagnostic testing
- Employee Assistance Programme to staff members and their immediate family members
- Pastoral and Multi Faith support
- Days to undertake your own volunteering within the community
- Free use of gyms at all MFRS sites
- Mental and Physical Rehabilitation breaks with the Firefighters Charity open to all staff.
- Payment of prescription charges for menopause medication
- Active staff networks open to all staff
- Free Flu Inoculations
- Support for staff attending Firefighter Charity Rehabilitation centres

### **Education, Training and Development Recognition**

- High Potential Programme - to support the development of staff with leadership potential and the drive to take the Service forward, the programme will seek to develop their skills and knowledge around personal, organisational and community leadership, enhancing their potential to ensure we continue to deliver the best possible outcomes for the public.
- Fully and part funded professional qualifications available to all staff
- Coaching and mentoring programme to support all staff and assist with their development in roles
- Apprenticeship programmes – opportunities to gain a qualification whilst working at MFRS
- Leadership and Management qualifications for supervisory managers and above

### **Expenses/Allowances**

The Authority reimburses officers for costs incurred when working away from home, when at conferences, regional or national meetings etc. The costs of work travel, accommodation and subsistence are claimable. The very nature of the role means that SLT members are regularly required to work in different parts of the country and spend nights away from home. Claims are

either based upon actual expenditure incurred according to strict controls and rules or, on occasion, can be payable in line with the Authority's national scheme for Allowances.

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