

MERSEYSIDE FIRE AND RESCUE SERVICE

Pay Policy Other Benefits

Uniformed firefighters including the CFO, DCFO and the Area Managers are members of the Firefighter Pension Scheme (FPS). This is the scheme that covers the majority of firefighters although newer entrants are now members of the 'New Firefighter Pension Scheme'.

FPS is a contributory scheme; this means that the employee contributes to the scheme from his or her own salary. Firefighters contribute 14.2% of their salaries and more senior managers contribute at higher levels up to 17% of salary.

Since 2006 there has been an Employer's contribution to the FPS which is currently 26.5% and 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 are 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.

Senior managers contribute up to 12.5% of their salary and the Employer's contribution to the LGPS is currently 13.6% (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

All the SMG work such hours as are necessary. This routinely involves evening work as well as the standard Monday to Friday business week. Weekend working is required. No extra payments are made for such extended hours.

In addition the CFO and DCFO 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.

All officers are taxed on the benefit of their vehicle.

In addition other 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.

Benefits available to all Authority Employees

- PPC (Employee Assistance Programme)
- Counselling services
- Childcare vouchers
- Health advice clinics
- Specialist Nurse Advisor health assessment
- Physiotherapy services
- Early Intervention Diagnostic Assessment
- Internet access may be provided at home for access to critical Authority computer systems
- Essential Communications equipment may be provided
- Medical Financial Assistance
- Total Fitness Rehabilitation Exercise Referrals
- Massage Rehabilitation Clinic
- Smoking Cessation Support
- Absence and Attendance Policy
- Corporate Uniform and clothing allowances
- Flexi time
- Pre-retirement Leave
- Enhance maternity benefits
- Relocation Expenses
- On Site Gym
- Season Ticket Loans
- Additional personal Security based on a police risk assessment

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 SMG 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 scheme for Allowances.