

Hereford & Worcester Fire and Rescue Service

Pay Policy Statement

Introduction

Pay for all Hereford & Worcester Fire and Rescue Service (HWFRS) staff is determined by the Local Government Employers with the Employers' Sides of the National Joint Council for Local Authority Fire and Rescue Services, the Middle Managers' Negotiating Body, the NJC for Brigade Managers of Local Authority Fire and Rescue Services, the Fire and Rescue Authority locally and representative bodies nationally. Pay awards are considered annually for all staff.

Terms and conditions of employment for staff within the HWFRS pay framework are set nationally with any variations negotiated and agreed locally.

Non Uniformed Support Staff

The HWFRS pay framework for non-operational support staff was implemented in 2003 in line with national guidance, with the grade for each role being determined by the national Greater London Provincial Council (LGPC) Job Evaluation scheme. The Scheme was developed to support Local Authorities in carrying out their obligations under the national agreement on single status. The national agreement required all Local Authorities, and a number of other public sector employers, to review their pay and grading frameworks to ensure fair and consistent practice for different groups of workers with the same employer.

For non-uniformed support staff any outcome of national consultations by the Local Government Employers in negotiation with the Trade Unions is applied in April each year.

Uniformed Staff

The HWFRS pay framework for operational staff was implemented in December 2003 following a rank-to-role exercise in line with National guidance, with the grade for each role being determined by a consistent job evaluation process.

For operational staff any outcome of national consultations by the Local Government Employers in negotiation with the Trade Unions is applied in July each year.

Chief Fire Officer /Chief Executive's Pay

The Chief Fire Officer/Chief Executive's pay is considered by the Fire and Rescue Authority. Account is also taken of other relevant available information, including the salaries of Chief Officers in other comparable Fire and Rescue Services nationally. To support the annual review, information may be provided on inflation, earnings growth and any significant considerations from elsewhere in the public sector.

Latest Pay Award

Annual pay awards take place as follows:

- Chief Officers – January

- Non-uniformed support staff - April
- Uniformed staff - July

However there has been no annual pay award to these groups since the following dates:

- Non-uniformed support staff - April 2009
- Uniformed staff - July 2009
- Chief Officers - January 2009

Appendix A details the remuneration relating to the above groups.