

**Hereford & Worcester Fire and Rescue Authority
Pay Policy Statement 2012/13**

Job	Remuneration	Pay Relationship to CFO	Salary Range	
			Min	Max
1. Principal Officers				
Chief Fire Officer/Chief Executive	£121,254	Set by Appointments Committee		
Deputy Chief Fire Officer (DCFO)	£96,426	0.80		
Assistant Chief Fire Officer (ACFO)	£90,400	0.75		
Director of Finance and Assets	£72,320	0.60		
2. Monitoring Officer				
Clerk/Monitoring Officer (Under review)				
3. Statutory Chief Officer				
Treasurer (Under review)				
4. Senior Managers				
Area Commander Community Safety and Trai	£70,536 *	0.58	£59,000	£70,536
Area Commander Operations	£70,536 *	0.58	£59,000	£70,536
Area Commander Corporate Services	£70,536 *	0.58	£59,000	£70,536
Head of Assets	£48,861	0.40	£45,195	£48,861
Head of Organisational Development	£48,861	0.40	£43,396	£48,861
Head of Human Resources	£48,861	0.40	£43,396	£48,861
Finance Manager	£45,195	0.37	£41,616	£45,195
Executive Personal Assistant	£26,276	0.22	£24,626	£28,636
5. Lowest Paid Employees **				
Uniformed				
Firefighter (Control)	£20,935	0.17	£20,099	£26,790
Non Uniformed				
General Assistant	£13,189	0.11	£12,489	£13,189

Notes:

* Includes 20% allowance to provide out of hours fire cover on a continuous rota system

Includes an additional 8% enhancement to provide a higher level of fire cover responsibility

** The lowest paid workers are paid in accordance with their job evaluation score which matches across to Scale 1 of the Service's Pay and Grading structure which is the lowest grade

All those in numbers 1, 2, 3, 4 above are provided with a mobile p phone with the exception of the Executive Personal Assistant.
Any private use is chargeable

All Principal Officers and Senior Managers with the exception of Finance Manager, Head Of Human Resources, Head of Organisational Development and Executive PA, are provided with a motor vehicle for work purposes.
Any private use is chargeable