

### Hampshire Fire and Rescue Service (HFRS)

#### Pay Policy Statement

Pay for all HFRS 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, and the NJC for Brigade Managers of Local Authority Fire and Rescue Services, the Hampshire Fire & Rescue Authority locally and representative bodies nationally. Terms and conditions of employment for staff within the HFRS pay framework are set nationally with any variations negotiated and agreed locally.

The HFRS pay framework for non-operational support staff was implemented in March 2002 in line with National guidance, with the grade for each role being determined by a consistent job evaluation process. This followed a national requirement for 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.

The HFRS pay framework for operational uniformed 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. Pay awards are considered annually for all staff.

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

With respect to Chief Officers' pay, this is agreed by the Hampshire Fire & Rescue Authority (HFRA). Taking into account relevant available information, including the salaries of Chief Officers in other comparable Fire & Rescue Services nationally, Chief Officer pay awards are based on NJC recommendations, together with any additional performance related pay enhancement, agreed locally with the HFRA. To support the annual review, information may be provided on inflation, earnings growth and any significant considerations from elsewhere in the public sector.

Senior staff at Director level and above receive remuneration based on direct percentage proportions of the Chief Officer's pay and hence any agreed Chief Officer pay award (as described above) will be reflected in the remuneration of these staff. Chief Officer pay may be varied during a financial year (e.g. if the incumbent post holder were to leave and a replacement be recruited). Any changes to remuneration, (whether increases or decreases), in this situation, (or for any other legitimate reason) must be approved by the HFRA. The effects of any changes cascading from any change to other existing Director level staff and above would also require review and HFRA approval at that time. The Monitoring Officer and Chief Finance Officer for

HFRS are roles carried out by Hampshire County Council under contracts for legal and financial services. Payments under these contracts are unlikely to exceed:

- Legal Services - £70,000pa. and
- Financial Services - £325,000pa.

Pension scheme contributions from Employers have been shown on the Senior Employees Pay Summary as part of salary costs. There are no special arrangements for Chief Officers in relation to pensions. All staff have the option to join the pension scheme relevant to their role and benefits under each scheme are based on contributions, final salary and length of time in the scheme.

Operational staff joining the Service now are eligible to join the New Firefighters Pension Scheme (NFPS). Existing operational staff, including Chief Officers may be members of the previously available Fireman's Pension Scheme (FPS) or the NFPS. Non-operational staff are eligible to join the Local Government Pension Scheme (LGPS) as are some more senior operational staff who have taken re-employment after retiring from the FPS. Details of available Pension Schemes:

[New Firefighter Pension Scheme \(NFPS\)](#)

[Local Government Pension Scheme \(LGPS\)](#)

HFRS does not currently pay performance related pay or bonuses to any staff or Chief Officers. Similarly, no special payments are routinely made to any staff member or Chief Officer on leaving the Service. The management of redundancy in HFRS is detailed in:

[Service Order 1/33 - Redundancy Procedure](#)

There have been a 1% pay awards to operational staff in July 2012 and July 2013.  
There has been a 1% pay award to non-uniformed support staff in April 2013.  
There has been a 1% pay award to Chief Officers in January 2013.