

Staff Salaries

Pay for all Hampshire Fire and Rescue Service (HFRS) staff is determined through negotiation with various national bodies, relevant Trades Unions and Hampshire Fire & Rescue Authority locally. Details of the Service's approach to pay for all staff, including Senior and Chief Officers are contained in the HFRS Pay Policy Statement.

The HFRS pay policy statement has been prepared with due regard to the (Draft) guidance issued by the CLG (Communities and Local Government) as required under section 40 of the Localism Act 2011.

- [Hampshire Fire and Rescue Service Pay Policy \(link to policy\)](#)

Pay scales for all staff are as follows:

- [Hampshire Fire and Rescue Service Pay Scales –Operational Staff \(link to pay scales\)](#)
- [Hampshire Fire and Rescue Service Pay Scales –Support Staff \(link to pay scales\)](#)

The average salary of HFRS support staff is £28,490pa* (Including employer pension contributions)

The average salary of HFRS wholetime operational staff is £37,304**(Including employer pension contributions)

*Includes all support staff posts (37 hours per week) with employer pension contributions but excludes incident command unit staff whose earnings vary considerably based on levels of operational activity and the volume of incidents.

**Includes all wholetime staff posts and Control (42 hours per week) but excludes retained firefighters whose part-time earnings vary considerably based on levels of operational activity and the volume of incidents to which they respond.

Chief Officer Remuneration:

The combined salaries for the Service Management team represents 2% of the HFRS total pay bill.

The lowest paid employee receives payment on the Grade A pay scale (see pay scales above). Chief Officer's Remuneration represents a multiple of 11.1 to this level of pay, whilst the relationship to average support staff pay is a multiple of 6.1 and to operational staff average pay is 4.7.

HFRS define the 'lowest paid employee' as that post-holder receiving the lowest (FTE) annual salary (inclusive of Employer pension contributions if applicable). This definition has been chosen as the most representative and equitable method for comparison with Chief Officer remuneration. Retained Firefighters have been excluded from this definition and from average figures quoted elsewhere, as their inclusion would significantly distort any derived average statistics downwards. This applies similarly to a small number of support staff who are also employed on the Incident Command unit, for the same reason.

HFRS rely on the transparency and equality of application in the operational and support staff job evaluation processes to achieve equitable pay rates for all roles. As such, there is no specific policy to set or achieve a particular pay multiple in relation to Chief Officer remuneration compared to the pay levels of other staff.

Details of the salary for the Chief Officers are published annually in the Hampshire Fire & Rescue Authority [Statement of Accounts](#). ([link to Accounts](#))

- **View the latest details of Senior Officer remuneration** ([link to appropriate spreadsheet](#))