

WEST YORKSHIRE FIRE AND RESCUE AUTHORITY PAY POLICY STATEMENT

1 April 2026 - 31 March 2027

Introduction and purpose

This Pay Policy Statement (the 'statement') sets out West Yorkshire Fire and Rescue Authority's (WYFRA) approach to pay policy in accordance with the requirements of Section 38 of the Localism Act 2011. The purpose of the statement is to provide transparency about WYFRA's approach to setting the pay of its employees by identifying:

- The methods by which salaries of all employees are determined.
- The detail and level of remuneration of its most senior staff i.e. Chief Officers/Directors, as defined by the relevant legislation.
- The Committees/Departments responsible for ensuring the provisions set out in this statement are applied consistently throughout WYFRA and recommending any pay policy amendments to the Fire Authority.

This policy statement has been approved by the Fire Authority and is effective from 1 April 2026. It will be subject to review annually and in accordance with new or proposed legislation to ensure that it remains relevant and effective.

Accountability and decision making

The WYFRA Constitution outlines the responsibilities for decision making in relation to the recruitment, pay, terms and conditions and severance arrangements in relation to employees of WYFRA.

Responsibility and scale

WYFRA is directly responsible for a budget of circa £117 million and for the employment of 1,364 employees within 1,473 posts. 109 of our current employees hold multiple roles within WYFRA.

Pay strategy and design

In determining the pay and remuneration of its employees, WYFRA complies with all relevant UK employment, equality and public sector legislation. This includes, but is not limited to, the Equality Act 2010 (including the Public Sector Equality Duty and equal pay provisions), the Employment Rights Act 1996, the National Minimum Wage Act 1998, the Part-time Workers (Prevention of Less Favourable Treatment) Regulations 2000, the Fixed-term Employees (Prevention of Less Favourable Treatment) Regulations 2002, the Agency Workers Regulations 2010, the Transfer of Undertakings (Protection of Employment) Regulations 2006, and the Localism Act 2011. WYFRA takes the following approach to assessing individual and overall pay levels.

- Salaries of 'Green Book' employees in the Service are set using locally determined pay scales within the nationally determined pay spine and the nationally agreed Job Evaluation Scheme, with the Hay Job Evaluation Scheme being used for posts at Grade EO1 and above.
- Salaries of 'Grey Book' employees in the Service are set using nationally agreed pay levels.
- Where applicable, annual awards are normally made in April for Green Book employees, July for Grey Book employees and January for Chief Officers.
- WYFRA does not use performance related pay for its Chief Officers.
- WYFRA does not award bonuses to Chief Officers.

Pay structure

To encourage Green Book employees to develop in their role and to improve their performance, WYFRA has arranged salaries within 13 pay grades. There are also pay increments within each grade. Progression through the pay grade is based on:

- Meeting identified performance goals
- Length of service
- Promotion and development

New employees will usually be appointed to the minimum pay level for the relevant grade unless relevant supporting experience of existing pay can be identified.

Managers have the discretion to recommend an employee for acceleration of increments within the grade when/where they have demonstrated exceptional performance.

Grey Book employees can increase in rank through successfully completing the promotion assessment process. Within role, individuals will either be paid at a competent or development rate. This will be dependent upon them completing the requirements of development for that role.

From time to time, it may be necessary to pay special allowances or supplements to individual employees as part of their employment contract and/or outside of their employment contract, where specific circumstances require this and where it can be justified, with a supporting business case in accordance with WYFRA policies.

Other employment-related arrangements

Subject to meeting the qualifying conditions, employees are automatically opted in to a pension scheme. The pension schemes WYFRA employees are currently members of include:

- The Local Government Pension Scheme (LGPS): employee contribution rates, which are defined by statute, currently range between 5.5% and 12.5 % of pensionable pay.
- Firefighters Pension Scheme 2015: employee contribution rates currently range between 11.09% and 17.09% of pensionable pay.

Under the LGPS, the Authority has the discretion to award additional pension up to the maximum allowed by the scheme rules or waive actuarial reductions where an individual retires early.

Pay arrangements for Chief Officers

West Yorkshire Fire and Rescue Authority Chief Officers' pay is determined by the conditions of service to which officers are subject.

In this case, they are the National Joint Council for Brigade Managers of Fire and Rescue Services (Gold Book) and the Joint Negotiating Committee for Chief Officers of Local Authorities (Blue Book).

The information detailed below is approved by the Full Authority of elected members and the statement is available on the West Yorkshire Fire and Rescue Authority website, www.westyorksfire.gov.uk.

Director salaries are determined as a percentage of the Chief Fire Officer salary. The relationship between the salary of the Chief Fire Officer and Deputy Chief Fire Officer is 85%.

	Salary Point One	Salary Point Two	Salary Point Three	Lease Car Contribution
Chief Fire Officer Nominal Pay	£199,437	£204,552	£209,668	£9,368
Deputy Chief Fire Officer	£169,307	£173,762	£178,218	£8,214
Assistant Chief Fire Officer	£149,388	£153,320	£157,251	£8,214
Director of Finance and Procurement	£124,490	£127,766	£131,043	£5,865
Director of People and Culture	£124,490	£127,766	£131,043	£5,865
Director of Corporate Services	£0	£0	£94,351	£5,865

The above is based on Full Time Equivalents.

- The Chief Fire Officer is currently paid at salary point 3
- The Deputy Chief Fire Officer is currently paid at salary point 3
- The Assistant Chief Officer is currently paid at salary point 3
- The Director of Finance and Procurement is paid at salary point 3
- The Director of People and Culture is paid at salary point 2 (this will move to point 3 on 1 July 2026)
- The Director of Corporate Services is paid at salary point 3

Chief Officers also receive reimbursement for internet and telephone charges and for professional subscriptions.

Lowest paid employees

The lowest paid persons employed under a contract of employment with WYFRA are employed on full time 37 hours equivalent salaries in accordance with the salary scale currently in use within WYFRA.

As of 1 April 2025, the lowest scale is point 4 within Grade 1 of the Authority's pay scale and has a salary of £25,185 (£13.05 per hour). The National Living Wage (for those aged 21 and over) currently stands at £12.21 per hour which equates to a salary of £23,809 per annum. This will rise to £12.71 per hour on 1 April 2026. The Authority is committed to paying the Real Living Wage. This currently stands at £13.45 per hour outside London. The Real Living Wage rates increase in November each year and the Authority has 6 months to implement any increase (the increase will be implemented on 1 April 2026). It should be noted that the national pay award, effective from 1 April 2026, is still to be determined. It is likely that any award will ensure the Authority's lowest paid employees remain above the living wage. If this is not the case, then a salary supplement will be paid in accordance with Authority policy.

The term 'lowest paid employees' is defined as a full-time equivalent employee on the bottom scale column point of the Authority's pay scale or the lowest paid role/rank for Grey Book employees.

The Authority adopts this definition because pay arrangements for employees' who are not Chief Officers, are based upon nationally negotiated pay scales from the National Joint Council for Local Authority Fire and Rescue Services ('Grey Book') and the National Joint Council for Local Government Services ('Green Book').

The relationship between Chief Officers' pay and other Authority employees is represented by the pay multiple between the two categories:

- The pay multiple between the highest and lowest paid salaries is 8.33 (7.82 in 2025-26, 8.01 in 2024-25, 8.12 in 2023-24 and 9.09 in 2022-23).
- The pay multiple between the highest paid salary and the median salary of the whole of the Authority's workforce is 5.24 (5.07 in 2025-26, 5.11 in 2024-25, 5.33 in 2023-24, 5.19 in 2022-23). The current Median salary is £39,983.16.

Chief Officers' salaries are determined by reference to appropriate National Joint Council conditions of service, comparison of salaries in similar authorities and occasionally by reference to employment consultants. The last external review was completed in 2022, data has been shared for 2023, 2024 and 2025.

All the information relating to the remuneration of Chief Officers is available in West Yorkshire Fire and Rescue Service's Statement of Accounts published on the website and is also available under 'Transparency' in the Finance section on the Authority website.

In addition, the pay scales of all other senior staff within the Authority are available under 'Transparency' in the Finance section on the Authority website.

Payment on termination of employment

Those Chief Officers who are contracted to the National Joint Council for Brigade Managers of Fire and Rescue Services are members of the Firefighters Pension Scheme (FPS). Those within the FPS pay contributions between 15.59% and 17.09%. Any payments made to them on retirement are subject to the rules and regulations of this pension scheme.

Similarly, those Chief Officers contracted to the Joint Committee for Chief Officers of Local Authorities are members of the Local Government Pension Scheme (LGPS) and are subject to the rules and regulations of that pension scheme. Those within the LGPS pay pension contributions of between 9.9% and 10.5%. In addition, there is provision at a local level for them to request flexible retirement via the Flexible Retirement Policy which is available on the Authority website.

Under the LGPS, the Authority also has the discretion to augment membership of the scheme up to a maximum of ten extra years, or to enable early access to the scheme.

In cases where an employee's contract is terminated on the grounds of redundancy or on grounds of efficiency there is discretion to pay a lump sum of up to 104 weeks' pay. Further details of these payments can be found within the Authority's 'Early Termination Policy' sited within the Human Resources section of the Authority website. This will be reviewed once the Government plans to cap public sector exit payments are enacted to ensure full compliance.

Those Chief Officers who are members of the Firefighters Pension Scheme do not receive any enhancements to redundancy payments.

Publication of pay policy statement

Upon approval by the Fire Authority, this statement will be published on the West Yorkshire Fire and Rescue Authority website; www.westyorksfire.gov.uk. In addition, for posts where the full-time equivalent salary is at least £50,000, the Authority's annual statement of accounts will include a note setting out the total amount of:

- Salary, fees or allowances paid to or receivable by the person in the current and previous year
- Any bonuses so paid or receivable by the person in the current and previous year

- Any sums payable by way of expenses allowance that are chargeable to UK income tax
- Any compensation for loss of employment and any other payments connected with termination
- Any benefits received that do not fall within the above.