**Freedom of Information - Humberside Fire and Rescue Service**

**2025/26 070 Local Differences in Pay and Conditions from national deal**

**The request is:**

1) Are there any differences in pay from the National Pay Deal? Specifically this pay deal [https://url.avanan.click/v2/r02/\_\_\_https://www.fbu.org.uk/pay-rates/pay-settlement-2025\_\_\_.YXAxZTpodW1iZXJzaWRlZmlyZTphOm86NTczODM0ZWZlYmE1NmVkODYyNjA1MDI5MGFlODhkZGI6NzozMWI2OmI3MDgxYzNmZWI3MzNjNmEyNjhkZmNiOTkzNzEyMDYzNDY4MmVhYTBiMGE2M2ZjOWM0NjdiZGRlYjQxZTM2MGY6cDpUOk4](https://url.avanan.click/v2/r02/___https%3A/www.fbu.org.uk/pay-rates/pay-settlement-2025___.YXAxZTpodW1iZXJzaWRlZmlyZTphOm86NTczODM0ZWZlYmE1NmVkODYyNjA1MDI5MGFlODhkZGI6NzozMWI2OmI3MDgxYzNmZWI3MzNjNmEyNjhkZmNiOTkzNzEyMDYzNDY4MmVhYTBiMGE2M2ZjOWM0NjdiZGRlYjQxZTM2MGY6cDpUOk4)

2) If Yes, can you specify what these differences in the pay are? If there is a different grade structure, can I have a copy of the grade structure.

3) Are there any local conditions i.e maternity leave, holiday, hours agreements that differ from or improve upon the National Pay Deal?

4) If yes, can I have original copies of any local condition documents, please send these over, as I would prefer to review the full details. If full documents are not available explaining local differences will suffice.

5) Do you have any employees on a separate pay deal from the Fire Service National Pay deal? If so, could you specify who they are?

6) If yes, can you specify if they have, have a union recognised to barging on their behalf?

7) If yes, can you give the union, the date of the last settlement was implemented from and the % pay rise given.

**The response is:**

1) On Call Firefighters are paid subject to their availability, although the minimum paid to an On Call Firefighter is 7.5%, which equates to the minimum rate within the agreement.  Area Managers are paid at a rate of 60% of the CFO’s salary as opposed to the agreed Area Manager rates of pay.  Firefighters all start on Development Pay.

2) As above.

3)  Humberside Fire and Rescue Service have a local agreement for maternity pay which is up to 1 year at full pay.

4) Our Adoption, Maternity, Neonatal Care and Paternity Leave Policy can be found on our website [here](https://humbersidefire.gov.uk/about-us/our-policies).

5) N/A

6) N/A

7) N/A

If you are unhappy with the handling of your request, you have the right to ask for an internal review. A request for an internal review should be made within 40 working days of the date of this email. If you are not happy with the outcome of the internal review, you have the right to apply direct to the Information Commissioner at [www.ico.org.uk/foicomplaints](https://newsletter.ico.org.uk/c/1lULiJldYNwfIFlCf3c4BKJdO). The postal address is: Information Commissioner’s Office, Wycliffe House, Water Lane, Wilmslow, Cheshire SK9 5AF.