

HUMBERSIDE FIRE AUTHORITY PAY POLICY STATEMENT 2026/27

INTRODUCTION

1. This Statement has been produced with due regard to the Guidance issued by the Secretary of State under Section 40 of the Localism Act 2011.
2. The purpose of this Statement is to provide transparency and accountability in relation to the Authority's pay and remuneration arrangements, including senior officer pay, pay determination processes, pay multiples, and policies relating to termination and re-employment.
3. This Statement extends to all members of the Strategic Leadership Team (SLT) whether or not they meet the definition of a 'Chief Officer' as set out in the Act.
4. SLT comprises the Chief Fire Officer/Chief Executive, the Deputy Chief Fire Officer/Executive Director of Service Delivery, the Assistant Chief Fire Officer, the Executive Director of Finance and S.151 Officer, the Assistant Director of People and Culture and three Area Managers.
5. All SLT members are employed by the Authority and not retained under a contract for services.
6. The Authority ensures that senior pay decisions are taken with regard to affordability, market context, internal pay coherence, transparency and maintaining public confidence.
7. Summary of SLT pay relationships (based on % of CFO salary): CFO – 100%; DCFO – 85%; ACFO – 80%; Area Managers – 60%; Executive Director of Finance & S.151 Officer – 70%; Assistant Director of People & Culture – 42%.

REMUNERATION OF: CHIEF FIRE OFFICER AND CHIEF EXECUTIVE (CFO), DEPUTY CHIEF FIRE OFFICER/EXECUTIVE DIRECTOR OF SERVICE DELIVERY (DCFO), ASSISTANT CHIEF FIRE OFFICER (ACFO), AREA MANAGERS (OPERATIONAL X 3)

8. The CFO, DCFO, ACFO and the three Area Managers are employed under contracts of employment on the terms and conditions as set out in the National Joint Council for Brigade Manager of Local Authority Fire and Rescue Services Constitution and Scheme of Conditions of Employment (Gold Book), as supplemented by the Authority's local terms and conditions as amended from time to time.
9. The process for determining the pay of the CFO is set out in the Gold Book as follows:

The NJC will publish annually recommended minimum levels of salary applicable to chief fire officers/chief executives employed by local authority fire and rescue authorities.

There is a two-track approach for determining levels of pay for Brigade Manager roles. At national level, the NJC shall review annually the level of pay increase applicable to all those covered by this agreement. In doing so, the NJC will consider affordability, other relevant pay deals and the rate of inflation at the appropriate date. Any increase agreed by the NJC will be communicated to Fire Authorities by circular.

All other decisions about the level of pay and remuneration to be awarded to individual Brigade Manager roles will be taken by the local Fire and Rescue Authority, who will

annually review these salary levels through the appointments and remuneration Committee

10. Where a national NJC pay award is agreed, the Authority implements it in line with national circulars. Local decisions on senior pay, including spot salary adjustments and role evaluation, are made through the Appointments and Remuneration Committee.
11. The CFO's salary as of 1 April 2026 is £198,674.
12. The DCFO salary (85% of CFO) reflects the statutory responsibilities, organisational accountability and operational command duties of the role. Salary: £168,873 as of 1 April 2026.
13. The ACFO salary (80% of CFO) reflects strategic leadership responsibilities, organisational risk functions and operational leadership. Salary: £158,807 as of 1 April 2026
14. The Area Manager salary (60% of CFO) reflects operational command responsibilities, service leadership duties and the need to maintain clear internal pay differentials. Salary: £119,204 as of 1 April 2026.
15. Each officer is provided with a motor vehicle for the performance of their duties. This supports resilience, recall to duty and operational requirements.
16. No bonuses are paid.
17. Appropriate professional fees and subscriptions are paid.
18. There is no performance related pay scheme.
19. A restricted range of legitimate and evidenced expenses may be claimed. Wherever possible, the Service will centrally procure travel and accommodation, e.g. rail tickets and hotel accommodation, to achieve best value.

REMUNERATION OF: - EXECUTIVE DIRECTOR OF FINANCE AND S151 OFFICER, ASSISTANT DIRECTOR OF PEOPLE AND CULTURE (NON-OPERATIONAL x 2)

20. The post-holders are employed under a contract of employment on the terms and conditions set out in National Joint Council for Local Government Services National Agreement known as the Green book and supplemented by the Authority's local terms and conditions as amended from time to time.
21. The Executive Director of Finance & S.151 Officer salary (70% of CFO) reflects statutory financial responsibilities and portfolio complexity. Salary: £132,072 as of 1 April 2026.
22. The Assistant Director of People & Culture salary (42% of CFO) reflects professional leadership responsibilities for organisational development, workforce strategy and people governance. Salary: £83,443 as of 1 April 2026.
23. No bonuses are paid.
24. Appropriate professional fees and subscriptions are paid.
25. There is no performance related pay scheme.

26. A restricted range of legitimate and evidenced expenses may be claimed. Wherever possible, the Service will centrally procure travel and accommodation, e.g. rail tickets and hotel accommodation, to achieve best value.

REMUNERATION OF ALL OTHER EMPLOYEES

27. All other employees are paid in accordance with nationally agreed rates under relevant national schemes of conditions of service and the Authority's grading structures.
28. For the purposes of this Policy Statement, "lowest paid" employees are defined by reference to the lowest graded posts on the Fire staff salary (Green book) pay scale as these are the posts with the lowest level of remuneration. The lowest-paid post attracts a starting salary of £24,413. The CFO is paid 8.13 times more than the lowest paid employee.
29. The median average pay in the Service is £41,771. The CFO is paid 4.76 times more than the median average pay.

TERMINATION PAYMENTS

30. In cases of redundancy, payment is calculated based on actual weeks' pay for employees in positions where the Local Government Scheme applies and, for employees in positions where the Firefighters / New Firefighters Pension Schemes apply, subject to necessary changes in those schemes to enable payment on this basis.

RE-EMPLOYMENT FOLLOWING TERMINATION

31. There is no prohibition on employees who have left employment and are in receipt of pension, redundancy/early retirement payments from being re-employed subsequently.
32. In the case of an employee who is a member of the Local Government Pension Scheme and who is re-employed to a position to which that Scheme applies, the pension scheme rules provide discretion to the administering authority regarding abatement of pension. As the relevant administering authority, the East Riding Pension Fund has decided that, where the re-employment starts after 31st March 2007, there will be no abatement of the retirement pension.
33. In the case of an employee who is a member of the Firefighters Pension Scheme or New Firefighters Pension Scheme and who is re-employed by the Authority to a position to which these schemes apply, the Authority exercises its discretion within the schemes to abate the retirement pension. Abatement is not applied in any other circumstances.

REVIEW

34. This Statement will be reviewed annually by the Fire Authority and at other times if necessary.

PUBLICATION

35. This Statement will be published on the Humberside Fire and Rescue Service website (www.humbersidefire.gov.uk).