

## Senior salaries (Information @ 1 April 2019)

Tyne and Wear Fire and Rescue Service serves a resident population of 1.129 million spread amongst the five constituent councils of Gateshead, Newcastle, North Tyneside, South Tyneside and Sunderland in the North East of England. The population density of the area is comparable to that of other Metropolitan areas (Greater Manchester, Merseyside, South Yorkshire, West Midlands and West Yorkshire), and accounts for 43% of the North East's population in just 6% of the total land area. The area covered by the Service covers 538 square kilometres and borders with Counties of Durham to the south and Northumberland to the north.

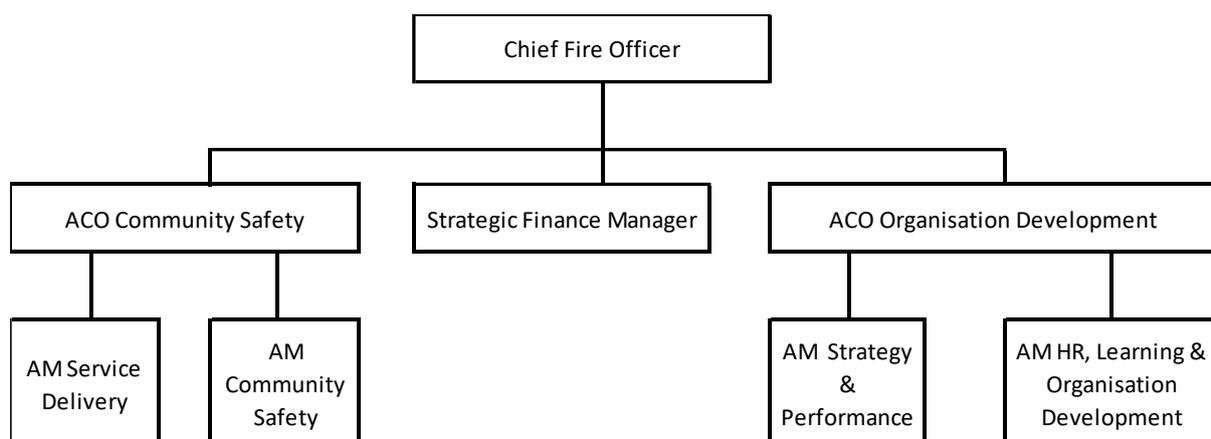
The Authority currently has 842 employees and its net expenditure was £46.65 million in the financial year 2017/18.

### Chief Fire Officer

The Chief Fire Officer has the responsibility for policy and strategy within the organisation. This principally involves ensuring that the organisation is in a position to meet any emerging challenges, and in so doing, that the services provided are maintained and improved upon. The Chief Fire Officer is responsible for the 842 staff who work for the Authority.

The Chief Fire Officer's annual salary is currently £149,379, and receives no performance related pay or bonuses.

### Executive Leadership Team



The role of the Executive Leadership Team is to support the Chief Fire Officer in discharging his duties and fulfilling the Authority's statutory duties and provide advice to Members on policy matters. They are responsible for the implementation of the

policies and priorities of the Authority to ensure that resources are deployed efficiently and effectively.

### **Assistant Chief Fire Officer – Organisation Development**

This ACO's reference covers Human Resources, Learning and Organisational Development and Strategy functions of the Service. This includes the HR, Learning & Development, ICT, Policy & Engagement and Risk & Information Departments.

### **Assistant Chief Fire Officer – Community Safety**

This ACO is responsible for the prevention and response elements of the Service including Operations, Resilience, Legislative Fire Safety, delivery of Community Safety, Response to emergency incidents, Operational Standards and Technical Services.

### **Strategic Finance Manager**

The Strategic Finance Manager is the Authority's statutory Section 151 Officer, having a duty to manage all of the financial affairs of the service, and a responsibility to the local taxpayers of Tyne and Wear to ensure sound and proper arrangements are in place to effectively administer the financial affairs of the Authority. Internally, the role has responsibility for Finance, Procurement, Payroll, Estates and Facilities functions. The net revenue budget for which the Strategic Finance Manager has overall responsibility is £48.615 million for 2019/20.

The Executive Leadership Team salaries are shown in the table below. The employees in these roles receive no performance related pay or bonuses. They have access to the Firefighters Pension Scheme or the Local Government Pension Scheme. The CFO and ACO roles require 24/7 blue light response capability, therefore they have access to the car leasing scheme.

Members of the Executive Leadership Team are able to reclaim legitimate business expenses, and are subject to the same audit requirements as other staff; needing to provide receipts, having expenditure authorised and retaining records of purpose.

Job Title	Service Area	FTE	Annual FTE Salary £
Chief Fire Officer	Strategy	1	149,379
Assistant Chief Fire Officer	Organisation Development	1	119,503
Assistant Chief Fire Officer	Community Safety	1	119,503
Strategic Finance Manager	Finance	1	80,512