

# TYNE AND WEAR FIRE AND RESCUE AUTHORITY

## PAY POLICY STATEMENT 2026/27

1	SCOPE AND PURPOSE OF POLICY.....	2
2	GENERAL PRINCIPLES.....	2
3	LOWEST-PAID EMPLOYEES .....	3
	Definitions .....	3
	Pay .....	3
4	CHIEF OFFICERS.....	3
	Definitions .....	3
	Scope .....	3
	Chief officers' pay and benefits.....	4
	Remuneration of chief officers on recruitment.....	5
	Payment on termination of employment.....	5
5	ALL OTHER EMPLOYEES .....	6
	Remuneration .....	6
	Green Book employees .....	6
	Grey Book employees .....	6
	Payment on termination of employment.....	6
	Green Book employees .....	6
	Grey Book employees .....	6
6	PAY AWARDS .....	7
7	RELATIONSHIP BETWEEN CHIEF OFFICERS' AND OTHER EMPLOYEES' PAY.....	7
8	PUBLICATION OF INFORMATION .....	7
	Annex 1: Green Book pay from 1 April 2025 .....	8
	Annex 2: Grey Book pay from 1 July 2025.....	9
	Annex 3: Apprentices' pay from 1 April 2026.....	9
	Annex 4: Chief officers' pay .....	10

## **1 SCOPE AND PURPOSE OF POLICY**

- 1.1 The aim of this document is to set out the Authority's pay policy in relation to the remuneration of its employees, particularly its senior officers, in accordance with Section 38 (1) of the Localism Act 2011 and taking into account national guidance issued by the government under section 40 of the Act.
- 1.2 The Act's primary intention is to increase accountability, transparency and fairness in the setting of local pay by strengthening the role of Members of the Authority in determining pay structures and providing information to local communities. In particular, there is a focus on senior management pay to ensure that it is commensurate with responsibilities and set in the context of the wider workforce.
- 1.3 The Statement provides transparency about the Authority's approach to setting employee pay by identifying:
- The methods by which employees' salaries are determined and publication of the Authority's salary scales; and
  - The detail and level of remuneration of its chief officers (as defined below).
- 1.4 The key principles of the policy are set out below and are effective from 1 April 2026. The policy is expected to, as a minimum, comply with the following requirements:
- Definitions of *chief officers* and their remuneration;
  - Definitions of *lowest-paid employees* and their remuneration; and
  - The relationship between the remuneration of chief officers and all other employees.
- 1.5 This Pay Policy Statement is approved by the Authority and published annually and will be published on the Authority's website as soon as reasonably practicable after approval.

## **2 GENERAL PRINCIPLES**

- 2.1 The Authority aims to recruit and retain a diverse, skilled workforce from the local community and beyond, and its HR policies and procedures are intended to support this ambition.
- 2.2 The Authority's pay and grading structure is centred around the National Joint Council's (NJC's) Green, Gold and Grey Book structures; the details are set out in Annexes 1, 2 and 4. Apprentices are set out at Annex 3.
- 2.3 The Authority's pay structures allow incremental advancement for all Green Book employees. Increments are paid on 1 April each year until they reach the top of their grade, subject to the following:
- New appointments should be made at the bottom spinal column point (SCP) of the relevant pay band unless there are special circumstances justifying the employee starting at a higher SCP - to be agreed with the Director of People Services; and

- Employees with less than six months' service in the relevant grade as at 1 April are granted their first increment six months after their appointment, promotion or re-grading: except where their salary on the 1 April would be less than one SCP in excess of the salary they would have received on that day had they remained on their previous grade, when they will be entitled to their increment on 1 April.

### 3 LOWEST-PAID EMPLOYEES

#### Definitions

- 3.1 The definition of *lowest paid employees* is those full-time employees being paid at scale 1 at spinal column point 3, as set out in Annex 2.

#### Pay

- 3.2 Scale 1, spinal column point 3 is currently £24,796 per annum from 1 April 2025 (pay award for 1 April 2026 pending), or £12.85 per hour. Due to increases in National Living Wage, Sc1 is now limited to spinal column point 3 only.
- 3.3 The National Living Wage from 1 April 2025 is £12.21 and is set to increase to £12.71 from 1 April 2026. All staff will be paid at least this amount per hour.

### 4 CHIEF OFFICERS

#### Definitions

- 4.1 The strict definitions of chief officers as set out in the Local Government and Housing Act 1989 are as follows:
- The *head of paid service* designated under section 4(1);
  - The *monitoring officer* designated under section 5(1);
  - *Statutory chief officers* designated under section 2(6);
  - *Non-statutory chief officers* designated under section 2(7); and
  - *Deputy chief officers* designated under section 2(8).

#### Scope

- 4.2 The following posts have been identified as matching the definition of chief officers:
- The *head of paid service* designated under section 4(1) is interpreted as the Chief Fire Officer and Chief Executive / Clerk to the Authority
  - The *monitoring officer* designated under section 5(1) is interpreted as the Assistant Director of Law and Governance at Sunderland City Council, who also acts as Deputy Clerk to the Authority.
  - *Statutory chief officers*: under the Act, the only statutory chief officer within the Authority not already identified above is the Director of Finance, Estates and Facilities who has responsibility, under s151 of the Local Government Act 1972 and s73 of the Local Government Act 1985,

for the administration of the Authority's financial affairs and is employed on Green Book terms and conditions.

- **Non-statutory chief officers:** these are interpreted as the Deputy Chief Fire Officer and Assistant Chief Fire Officer who both report directly to the Chief Fire Officer and Chief Executive / Clerk to the Authority. As well as performing organisational management functions these officers provide the most senior operational command for the Authority. The Authority's three most senior officers are termed Principal Officers and are employed on the terms defined by the National Joint Council (NJC) for brigade managers of fire and rescue services (the Gold Book).
- **Deputy Chief Officers** as referred to in section 2(8) of that Act are interpreted as those senior employees reporting directly to a statutory or non-statutory chief officer:
  - Area managers (Grey Book) x 4
  - Directors (Green Book) x 3
  - Head of Financial Services (Green Book) x 1
  - Head of Estates and Facilities (Green Book) x 1

#### **Chief officers' pay and benefits**

4.3 The following officers are covered within this pay policy statement:

- Chief Fire Officer and Chief Executive / Clerk to the Authority
- Deputy Chief Fire Officer
- Assistant Chief Fire Officer
- Director of Finance, Estates and Facilities
- Area managers
- Directors
- Heads of service

4.4 The Authority has, over a number of years, operated within an arrangement whereby the Monitoring Officer and Deputy Clerk roles are provided through a Service Level Agreement with Sunderland City Council. As the individual who fulfils these roles for the Authority is not employed by the Authority, their pay is not covered within this policy document but may be found in the Pay Policy Statement of their employer.

4.5 The pay details of all chief officers is set out in Annex 4, noting that 2026/27 pay awards are pending at the time of publication.

4.6 The Chief Fire Officer's pay is reviewed taking into consideration market factors, the NJC relevant minimum salary levels for the population band covered, and relevant benchmark data. This figure is uplifted for any annual pay increases published by the NJC.

4.7 Gold Book: the Chief Fire Officer, Deputy Chief Fire Officer and Assistant Chief Fire Officer were awarded a 3.2% pay award with effect from 1 July 2025 (agreed nationally by the NJC). An additional £1,500 cash increase was agreed from January to July 2025 to reflect the change in date from January to July. The pay award from 1 July 2026 has not yet been agreed.

4.8 Non-statutory chief officers' pay has historically been set in relation to the percentages of the Chief Fire Officer's salary:

- Deputy Chief Fire Officer is 85% of Chief Fire Officer's salary; and
- Assistant Chief Fire Officer is 80% of Chief Fire Officer's salary.

However, this ratio has been slightly changed due to the £1,500 cash payment noted above.

4.9 The Director of Finance, Estates and Facilities received a pay award of 3.2% effective from 1 April 2025. There is no defined relationship between this role and the Grey Book chief officers.

4.10 There is no defined relationship between Gold Book employees' pay and that of other Authority employees (i.e. Grey or Green Book).

4.11 In addition to the pay details set out in Annex 2, Gold, Grey and Green Book chief officers are provided with a car (plus all running costs), with the value of the vehicle being linked to their salary (figures are inclusive of VAT):

- Chief Fire Officer: £73,797
- Deputy Chief Fire Officer: £60,882
- Assistant Chief Fire Officer: £59,037
- Area Managers x 4: £54,610
- Directors x 3: £50,767

4.12 Chief officers do not receive bonuses of any kind and are not subject to performance-related pay or termination payments.

#### **Remuneration of chief officers on recruitment**

4.13 On recruitment, the Authority will consider and agree the conditions of employment and salary of the three Principal Officers (or Gold Book employees). Consideration will be given to market forces, national policy, local indicators and NJC guidance.

4.14 On recruitment for all other chief officer posts, standard pay scales will be used (as set out in Annex 4).

#### **Payment on termination of employment**

4.15 The final payment to Principal Officers on the ceasing of their employment will be in line with the benefits accrued through meeting the qualifying requirements of the Firefighters' Pension Scheme or Local Government Pension Scheme, as applicable.

4.16 In the case of any redundancy payments to be made to Principal Officers, these payments will be set using Gold Book regulations. Redundancy payments will be calculated based on the statutory maximum weekly pay.

4.17 Any other payments will be subject to the approval of the Authority on a case-by-case basis.

## **5 ALL OTHER EMPLOYEES**

### **Remuneration**

#### Green Book employees

- 5.1 Salaries of Green Book employees in the Service are set using nationally agreed NJC pay scales and the NJC's Job Evaluation Scheme.
- 5.2 Green Book employees are entitled to join the Local Government Pension Scheme; the employer costs associated with admission (currently 14.7% of salary) are set out in Annex 1.

#### Grey Book employees

- 5.3 Salaries of Grey Book employees are set using nationally agreed NJC pay levels.
- 5.4 Grey Book employees are entitled to join the Firefighters' Pension Scheme; the employer costs associated with admission (currently 37.6% of salary) are set out in Annex 2.

### **Payment on termination of employment**

#### Green Book employees

- 5.5 The payment to Green Book employees on the ceasing of their employment will be in line with the benefits accrued through meeting the qualifying requirements of the relevant Pension Scheme, assuming they are a member of a relevant pension scheme.
- 5.6 In the case of any redundancy payments to be made to Green Book Employees these payments will be set using the existing regulations for Green Book employees. Redundancy payments are calculated based on the actual weekly pay.
- 5.7 If the affected employee is a member of the Local Government Pension Scheme, in the case of redundancy the guidance contained within the pension policy statement will apply under the existing conditions of the Local Government Pension Scheme.

#### Grey Book employees

- 5.8 The payment to Grey Book Employees on the ceasing of their employment will be in line with the benefits accrued through meeting the qualifying requirements of the relevant pension scheme, assuming they are a member of a relevant pension scheme.
- 5.9 In the case of any redundancy payments to be made to Grey Book employees these payments will be set using the existing Redundancy Policy regulations for Grey Book employees. Redundancy payments will be calculated based on the actual weekly pay.

## **6 PAY AWARDS**

- 6.1 Where national pay awards are agreed, changes are made to pay scales on an annual basis and these updated pay scales are applied to all employees. This annual award is normally applied in April for Green Book employees, July for Grey and Gold Book employees.

## **7 RELATIONSHIP BETWEEN CHIEF OFFICERS' AND OTHER EMPLOYEES' PAY**

- 7.1 One of the requirements of the Localism Act 2011 is that the Authority has a policy on pay multiples for senior staff.
- 7.2 The definition of lowest paid employees is those staff who are employed in jobs which are paid at Scale 1 level (from spinal column point 3) (see Annex 1), this being the lowest salary paid to employees other than apprentices. The salaries attributable to apprentices depend on age and are those set out within the National Minimum Wage legislation. Given the specific nature of these appointments, the Authority does not include apprentices within the definition of lowest paid employees for the purposes of this document.
- 7.3 While pay is important as a whole, it is fairness which is of most importance. The current pay multiples for the Chief Fire Officer and lowest paid employee is 9.20:1 (taking into account salary and employer's national insurance and pension contributions). This is well within the Government expectation that the pay multiple relationship should be below 20:1 in local government.

## **8 PUBLICATION OF INFORMATION**

- 8.1 In addition to the annual publication of this Statement on the Authority's website, for posts where the full-time equivalent salary is at least £50,000, the Authority's annual Statement of Accounts includes a note setting out:
- Any salary, fees, taxable allowances and bonuses paid to or payable to the employee in the current and previous years;
  - Any compensation for loss of employment or other payments connected with the termination of employment; and
  - Any other benefits received not disclosed above.
- 8.2 The Authority has numerous disclosure responsibilities under the Local Government Transparency Code; this information is published on the Authority's website and there may be some overlaps with the information.

## Annex 1: Green Book pay from 1 April 2025

Grade	SCP	Salary from 1 April 2025*	Employer's National Insurance	Pension	TOTAL
<b>NJC:</b>					
<i>Not Used</i>	<b>1</b>				
<i>Not Used</i>	<b>2</b>				
Sc 1 and Sc 2	<b>3</b>	£24,796	£2,970	£3,645	£31,411
Sc 2	<b>4</b>	£25,185	£3,028	£3,702	£31,915
Sc 2 and Sc 3	<b>5</b>	£25,583	£3,088	£3,761	£32,432
Sc 3	<b>6</b>	£25,989	£3,148	£3,820	£32,957
Sc 3	<b>7</b>	£26,403	£3,211	£3,881	£33,495
Sc 4	<b>8</b>	£26,824	£3,274	£3,943	£34,041
Sc 4	<b>9</b>	£27,254	£3,338	£4,006	£34,598
Sc 4	<b>10</b>	£27,694	£3,404	£4,071	£35,169
Sc 4	<b>11</b>	£28,142	£3,471	£4,137	£35,750
<i>Not Used</i>	<b>12</b>				
<i>Not Used</i>	<b>13</b>				
Sc 5	<b>14</b>	£29,540	£3,681	£4,342	£37,563
Sc 5	<b>15</b>	£30,024	£3,754	£4,414	£38,192
Sc 5	<b>16</b>	£30,518	£3,828	£4,486	£38,832
Sc 5	<b>17</b>	£31,022	£3,903	£4,560	£39,485
<i>Not Used</i>	<b>18</b>				
Sc 6	<b>19</b>	£32,061	£4,059	£4,713	£40,833
Sc 6	<b>20</b>	£32,597	£4,140	£4,792	£41,529
Sc 6	<b>21</b>	£33,143	£4,222	£4,872	£42,237
Sc 6	<b>22</b>	£33,699	£4,305	£4,954	£42,958
SO1	<b>23</b>	£34,434	£4,415	£5,062	£43,911
SO1	<b>24</b>	£35,412	£4,562	£5,206	£45,180
SO1	<b>25</b>	£36,363	£4,705	£5,345	£46,413
SO2	<b>26</b>	£37,280	£4,842	£5,480	£47,602
SO2 and POD	<b>27</b>	£38,220	£4,983	£5,618	£48,821
SO2 and POD	<b>28</b>	£39,152	£5,123	£5,755	£50,030
POD and POE	<b>29</b>	£39,862	£5,229	£5,860	£50,951
POD and POE	<b>30</b>	£40,777	£5,367	£5,994	£52,138
POE	<b>31</b>	£41,771	£5,516	£6,140	£53,427
POE and POF	<b>32</b>	£42,839	£5,676	£6,297	£54,812
POF	<b>33</b>	£44,075	£5,861	£6,479	£56,415
POF	<b>34</b>	£45,091	£6,014	£6,628	£57,733
POF and POG	<b>35</b>	£46,142	£6,171	£6,783	£59,096
POG	<b>36</b>	£47,181	£6,327	£6,936	£60,444
POG	<b>37</b>	£48,226	£6,484	£7,089	£61,799
POG and POH	<b>38</b>	£49,282	£6,642	£7,244	£63,168
POH	<b>39</b>	£50,269	£6,790	£7,390	£64,449
POH and POI	<b>40</b>	£51,356	£6,954	£7,549	£65,859
POH and POI	<b>41</b>	£52,413	£7,112	£7,705	£67,230
POI	<b>42</b>	£53,460	£7,269	£7,859	£68,588
POI and POJ	<b>43</b>	£54,495	£7,424	£8,011	£69,930
<b>Non-NJC:</b>					
POJ	<b>44</b>	£55,651	£7,598	£8,181	£71,430
POJ	<b>45</b>	£56,790	£7,769	£8,348	£72,907
POJ and POK	<b>46</b>	£57,927	£7,939	£8,515	£74,381
POK	<b>47</b>	£59,095	£8,114	£8,687	£75,896
POK	<b>48</b>	£60,244	£8,287	£8,856	£77,387
POK	<b>49</b>	£61,393	£8,459	£9,025	£78,877

**Note: 2026/27 pay award is pending**

## Annex 2: Grey Book pay from 1 July 2025

Grade	Pay scale	Salary from 1 July 2025*	Employer's National Insurance	Pension	TOTAL
<b>Operational staff</b>					
Firefighter (development)	FF 1	30,384	3,808	11,424	45,616
Firefighter (competent)	FF 2	38,881	5,082	14,619	58,582
Crew Manager (dev)	CM 1	41,322	5,448	15,537	62,307
Crew Manager (comp)	CM 2	43,104	5,716	16,207	65,027
Watch Manager (dev)	WM 1	44,038	5,856	16,558	66,452
Watch Manager (comp A)		<i>Not used</i>			
Watch Manager (comp B)	WM 3	48,202	6,480	18,124	72,806
Station Manager (dev)	SM 1	50,135	6,770	18,851	75,756
Station Manager (comp A)		<i>Not used</i>			
Station Manager (comp B)	SM 4	55,301	7,545	20,793	83,639
Station Manager (dev) - flexi	SM 1	60,162	8,274	22,621	91,057
Station Manager (comp B) - flexi	SM 4	66,361	9,204	24,952	100,517
Group Manager (dev)	GM 1	69,292	9,644	26,054	104,990
Group Manager (comp A)		<i>Not used</i>			
Group Manager (comp B)	GM 3	76,816	10,772	28,883	116,471
Area Manager (dev)	AM 1	91,180	12,927	34,284	138,391
Area Manager (comp A)		<i>Not used</i>			
Area Manager (comp B)	AM3	100,014	14,252	37,605	151,871
<b>Control Room staff</b>					
Firefighter (Control) Trainee		<i>No longer used</i>			
Firefighter (Control) dev	CO2	30,384	3,808	4,466	38,658
Firefighter (Control) comp	CO3	38,881	5,082	5,716	49,679
Crew Manager (Control) dev	CO-CM1	41,322	5,448	6,074	52,844
Crew Manager (Control) comp	CO-CM2	43,104	5,716	6,336	55,156
Watch Manager (Control) dev	CO-WM1	44,038	5,856	6,474	56,368
Watch Manager (Control) comp A		<i>Not used</i>			
Watch Manager (Control) comp B	CO-WM3	48,202	6,480	7,086	61,768
Station Manager (Control) dev	CO-SM1	50,135	6,770	7,370	64,275
Station Manager (Control) comp A		<i>Not used</i>			
Station Manager (Control) comp B	CO-SM3	55,301	7,545	8,129	70,975
Group Manager (Control) dev	CO-GM1	57,743	7,911	8,488	74,142
Group Manager (Control) comp A		<i>Not used</i>			
Group Manager (Control) comp B	CO-GM3	76,816	10,772	11,292	98,880

**Notes: 1. 2026/27 pay award is pending**

**2. Salaries exclude Continuous Professional Development (£1,250 where paid)**

## Annex 3: Apprentices' pay from 1 April 2026

Grade	Salary from 1 April 2026	Employer's National Insurance	Pension	TOTAL
Apprentices aged under 19, or 19 or over and in the first year of their apprenticeship	£15,434	£1,565	£2,269	£19,268
For apprentices over 19, normal national living wage rates apply				

**Per National Living Wage information; payable from April 2026**

## Annex 4: Chief officers' pay

<b>Gold Book chief officers (Principal Officers)</b>	Salary (from 1 July 2025*)	Rota allowance	Continuous professional development	Employer's national insurance	Employer's pension contributions	Total
Chief Fire Officer	£189,934	NIL	NIL	£27,740	£71,415	£289,089
Deputy Chief Fire Officer	£161,676	NIL	NIL	£23,501	£60,790	£245,967
Assistant Chief Fire Officer	£152,256	NIL	NIL	£22,088	£57,248	£231,592
<b>Grey Book chief officers</b>	Salary (from 1 July 2025*)	Rota allowance	Continuous professional development	Employer's national insurance	Employer's pension contributions	Total
Area Managers <i>in development</i>	£67,792	£23,388	£1,250	£13,115	£34,754	£140,299
Area Managers <i>competent</i>	£74,360	£25,546	£1,250	£14,440	£38,075	£153,779
<b>Green Book chief officers</b>	Salary (from 1 April 2025*)	Rota allowance	Continuous professional development	Employer's national insurance	Employer's pension contributions	Total
Director of Finance, Estates and Facilities ( <i>in development</i> )	£82,588	NIL	NIL	£11,638	£12,140	£106,366
Director of Finance, Estates and Facilities ( <i>competent</i> )	£94,038	NIL	NIL	£13,356	£13,824	£121,218
Director of Corporate Services ( <i>in development</i> )	£69,715	NIL	NIL	£9,707	£10,248	£89,670
Director of Corporate Services ( <i>competent</i> )	£73,358	NIL	NIL	£10,254	£10,784	£94,396
Director of People Services ( <i>in development</i> )	£69,715	NIL	NIL	£9,707	£10,248	£89,670
Director of People Services ( <i>competent</i> )	£73,358	NIL	NIL	£10,254	£10,784	£94,396
Heads of Service (SCP 46 – 49)	£57,927 - £61,393	NIL	NIL	£7,939 - £8,459	£8,515 - £9,025	£74,381 - £78,877

**Note:** 2026/27 pay awards are pending