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**NATIONAL JOINT COUNCIL
FOR BRIGADE MANAGERS OF
LOCAL AUTHORITY
FIRE AND RESCUE SERVICES**

**To: Chairs of Fire Authorities
Chief Fire Officers
Clerks to Fire Authorities
Directors of Human Resources
Members of the National Joint Council**

29 October 2019

Dear Sir/Madam

Brigade Managers Pay Survey 2019 - Report

1. We would like to thank all fire authorities for responding to this year's Brigade Managers Pay Survey.
2. Please find the final report attached.

Yours faithfully,

**NAOMI COOKE
ANDREW HOPKINSON
Joint Secretaries**

NJC for Brigade Managers Salaries and Numbers Survey 2019

October 2019



To view more research from the Local Government Association's Research and Information team please visit: <http://www.local.gov.uk/local-government-intelligence>

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Summary

Background

The salaries and numbers survey was sent to chairs and clerks of all 49 fire authorities in the United Kingdom at the end of March 2019. The survey collected information relating to pay, covering basic salary and gross total pay, and salary schemes in use for Brigade Managers within the scope of the NJC, including those who pay managers on locally agreed rates. The survey also collected information on working status and some personal characteristics of these senior managers. It took some considerable time and extended deadlines to obtain responses from all services during which a pay uplift of 2.0% was agreed, effective from 1st January 2019. That uplift is therefore not reflected in this survey and report.

A copy of the survey notes of guidance is provided in Annex A.

Key findings

- It has been two years since the survey was last conducted so any comparisons between the findings in both years should be treated with caution as the personnel covered may have changed over that time.
- The survey found a total of 49 chief fire officers, 35 deputy chief fire officers and 73 assistant chief fire officers. Of these, two posts at chief fire officer level, two at deputy level and six at assistant level were reported as being non-operational¹. While these figures reflect a sharing arrangement between two Fire and Rescue Services which slightly lowers the overall number of brigade managers, the survey counted 49 chief fire officers because one FRS temporarily had two people in this post for a handover period at the survey operative date.
- The average basic pay for chief fire officers in all fire and rescue services in 2019 was £140,137 and their average gross pay was £141,656. Among deputy chief fire officers average basic pay was £117,103 and average gross pay was £119,074, and for assistant chief fire officers the average basic pay was £105,354 and their average gross pay was £106,574.
- Average basic pay for chief fire officers has increased by two per cent since the survey was last conducted in 2017, while for deputies and assistants the increase on basic pay was three per cent. There was a one per cent increase in the overall average gross total pay for chief fire officers while the overall average for deputy and assistant chief fire officers' gross total pay increased by four per cent since 2017.
- In 2019 five chief fire officers, four deputy chief fire officers and six assistant chief fire officers were female.

¹ In the guidance notes that accompanied the survey, 'non-operational' is defined as non-uniformed personnel employed on Gold Book terms and conditions.

- The survey found that one chief fire officer was from a minority ethnic background as were two deputy and two assistant chief fire officers.

Methodology

Survey Response

The survey was conducted via email, a copy of the form in an excel spreadsheet was sent to chairs and clerks of fire authorities and copied to chief fire officers at the end of March 2019. Reminders were sent in April and May. A copy of the survey notes of guidance is available in Annex A.

All 49 fire authorities took part in the survey giving a response rate of 100 per cent, however it should be noted that the Isle of Wight has a joint arrangement whereby it shares its brigade managers with Hampshire and so these fire authorities provided a joint response.

Survey Findings

Number of posts

Although the Isle of Wight and Hampshire share a chief fire officer the survey found a total of 49 chief fire officer posts in 2019 because one FRS temporarily had two people in this post for a handover period at the survey operative date. There was a decrease in the number of deputy chief fire officer posts which reduced from 39 posts in 2017 to 35 posts in 2019, but there was an increase of one among assistant chief fire officers who grew in number from 72 in 2017 to 73 in 2019. Table 1 illustrates these findings.

Of these posts, two at chief fire officer level, two at deputy chief fire officer level and one at assistant chief fire officer level were vacant at the time of the survey.

Table 1: Number of posts in 2017 and 2019

Population Band	Chief Fire Officer		Deputy Chief Fire Officer		Assistant Chief Fire Officer	
	2017	2019	2017	2019	2017	2019
1	3	3	3	2	1	2
2	24	25	20	17	34	32
3	11	11	9	8	14	19
4	9	9	5	6	18	15
London	1	1	2	2	5	5
Total	48	49	39	35	72	73

Base: All respondents (48 in 2017 and 2019)

The number of non-operational posts at chief fire officer level increased by one, from one in 2017 to two in 2019, but there was no change at deputy chief fire officer level with two non-operational posts in both years. There was a large reduction of non-operational posts at assistant chief fire officer level which decreased from 11 in 2017 to six in 2019. A breakdown of these findings is shown in Table 2.

Table 2: Number of non-operational posts in 2017 and 2019

	2017	2019
Chief Fire Officer	1	2
Deputy Chief Fire Officer	2	2
Assistant Chief Fire Officer	11	6

Base: All respondents (48 in 2017 and 2019)

Pay

The average basic pay of chief fire officers in all fire and rescue services in 2019 was £140,137, an increase of two per cent since 2017 when their average basic pay was £137,623. Among deputy chief fire officers, average basic pay increased by three per cent from £113,320 in 2017 to £117,103 in 2019. The average basic pay of assistant chief fire officers also increased by three per cent, going from £102,026 in 2017 to £105,354. A breakdown of average basic pay in fire and rescue services by population band is shown in Table 3.

Table 3: Average basic pay in 2017 and 2019

Population Band	Chief Fire Officer		Deputy Chief Fire Officer		Assistant Chief Fire Officer	
	2017	2019	2017	2019	2017	2019
1	110,954	114,309	94,446	98,662	91,830	91,045
2	131,423	133,353	105,704	108,370	94,535	99,328
3	143,834	144,785	119,560	121,051	100,272	105,399
4	150,386	155,035	131,317	130,446	113,091	112,006
Total (inc London)	137,623	140,137	113,320	117,103	102,026	105,354

Base = All respondents (48 in 2017 and 2019)

There was a one per cent increase in the overall average gross total pay for chief fire officers which went from £139,970 in 2017 to £141,656 in 2019. The overall average for deputy chief fire officers increased by four per cent to £119,074 and assistant chief fire officers' gross total pay also increased by four per cent from £102,889 in 2017 to £106,574 in 2019. A full breakdown of average gross total pay by population band in fire and rescue services is shown in Table 4.

Table 4: Average gross total pay in 2017 and 2019

Population Band	Chief Fire Officer		Deputy Chief Fire Officer		Assistant Chief Fire Officer	
	2017	2019	2017	2019	2017	2019
1	113,454	116,769	94,446	98,662	91,830	91,045
2	133,633	135,606	108,005	112,089	95,708	100,647
3	144,709	144,960	120,554	121,206	100,498	105,666
4	155,108	156,017	131,565	131,199	114,150	114,793
Total (inc London)	139,970	141,656	114,761	119,074	102,889	106,574

Base = All respondents (48 in 2017 and 2019)

The number of officers in receipt of additional pay, such as car allowances or flexi-duty/standby allowance, decreased by nine per cent overall from 33 in 2017 to 30 in 2019. The numbers receiving additional pay at chief fire officer level reduced by four, down from 12 to eight. There were eight deputy chief fire officers in receipt of additional pay, which is one less than in 2017. However, at assistant chief fire officer level there was an increase of two, with 14 receiving additional pay in 2019. These findings are shown in Table 5.

Table 5: Number of officers in receipt of additional pay in 2017 and 2019		
	2017	2019
Chief Fire Officer	12	8
Deputy Chief Fire Officer	9	8
Assistant Chief Fire Officer	12	14
All	33	30

Base = All respondents (48 in 2017 and 2019)

Respondents were asked to indicate where they were paying officers on scales rather than on a single point salary. There were seven authorities using scales in 2019, down from 11 in 2017.

Of the authorities using multi-point scales, three in both 2017 and in 2019 reported paying the affected officers using the national pay agreement. It is likely that they meant that they apply the nationally agreed pay award to their pay scales as opposed to adhering to the use of single point pay scales.

Workforce characteristics

All of the information on gender, ethnicity and age relates to postholders in respondent authorities only so the findings can be affected by survey non-response or vacancies at the time the survey was conducted. Demographic information was provided for more posts in 2019 than in 2017.

The number of female chief fire officers increased to five in 2019 from two in 2017, two of these posts were non-operational in both years. At deputy chief fire officer level the number of females reported decreased from five in 2017 to four in 2019. Two of these posts were non-operational in 2017 while just one was non-operational in 2019. There were six female assistant chief fire officers both years, four of these posts were non-operational in 2017 and two were non-operational in 2019. These findings are shown in Table 6.

Table 6: Number of officers by gender in 2017 and 2019

Gender	Chief Fire Officer		Deputy Chief Fire Officer		Assistant Chief Fire Officer	
	2017	2019	2017	2019	2017	2019
Male	42	41	30	29	60	65
Female	3	5	5	4	6	6
Total	45	46	35	33	66	71

Base = All respondents (48 in 2017 and 2019)

In 2019, one chief fire officer and two deputy chief fire officers were from a minority ethnic background, this contrasts with 2017 when no chief fire officers or deputy chief fire officers were from a minority ethnic group. Among assistant chief fire officers two were from a minority ethnic background in both 2017 and 2019. A breakdown of these figures is shown in Table 7.

Table 1: Number of officers by ethnic background in 2017 and 2019

Ethnic Background	Chief Fire Officer		Deputy Chief Fire Officer		Assistant Chief Fire Officer	
	2017	2019	2017	2019	2017	2019
White	42	40	33	29	57	66
Mixed	0	1	0	2	1	0
Asian / Asian British	0	0	0	0	1	1
Black / Black British	0	0	0	0	0	0
Arab / Other Ethnic Group	0	0	0	0	0	1
Not known	2	6	2	2	5	4
Total	44	47	35	33	64	72

Base = All respondents (48 in 2017 and 2019)

Overall brigade managers most commonly fell into the 45-49 and 50-54 age groups in both 2019 and 2017. At chief fire officer level there were no officers in the up to 39 age group in either 2017 or 2019, and there was just one in the 40-44 group in 2019, down

from two in 2017. There were 17 and 15 in the 45-49 age group in 2017 and 2019 respectively, 17 and 20 in the 50-54 age group in 2017 and 2019 respectively, and eight and ten officers in the 55+ age group in 2017 and 2019 respectively.

Among deputy chief fire officers, none featured in the up to 39 age group in either 2017 or 2019. Five were in the 40-45 age group in 2017 and two in 2019, 14 were in the 45-49 age group in 2017 and 10 in 2019, 13 were in the 50-54 age group in 2017 and 16 in 2019, and two were over 55 in 2017 and five were in this group in 2019.

At assistant chief fire officer level two officers were in the up to 39 age group in 2017 and there were three in 2019. There were seven in the 40-44 age group in 2017 and six in 2019, 27 in the 45-49 age group in 2017 and 32 in 2019, 24 were aged 50-54 in 2017 and 21 in 2019, and there were six aged over 55 in 2017 and eight in 2019. A full breakdown of these findings is shown in Table 8.

Table 8: Number of officers by age in 2017 and 2019

Age Group	Chief Fire Officer		Deputy Chief Fire Officer		Assistant Chief Fire Officer	
	2017	2019	2017	2019	2017	2019
Up to 39	0	0	0	0	2	3
40-44	2	1	5	2	7	6
45-49	17	15	14	10	27	32
50-54	17	20	13	16	24	21
55+	8	10	2	5	6	8
Total	44	46	34	33	66	70

Base = All respondents (48 in 2017 and 2019)

Terms and Conditions

The number of fire authorities using local pay rates at one or more Brigade Manager levels has decreased slightly from 27 in 2017 (56 per cent) to 25 (52 per cent) in 2019. No fire authorities in population band 1 were using local pay rates in either 2017 or 2019. In population band 2, the number using local pay rates increased from 13 in 2017 to 14 in 2019, it decreased from nine to six in population band 3 and stayed the same at four in population band 4. There is a breakdown of these findings in Table 9.

Table 9: Authorities using local pay agreements in 2017 and 2019

Population Band	2017	2019
1	0	0
2	13	14
3	9	6
4	4	4
London	1	1
Total	27	25

Base = All respondents (48 in 2017 and 2019)

The survey asked a series of questions about fire authorities' use of NJC (Gold Book) terms and conditions when setting contracts of employment and salary levels. In 2019 40 applied NJC terms and conditions when setting the contracts of employment for their chief fire officers, 34 used them in for their deputy chief fire officers, although nine did not employ officers at this level, and 35 of the 41 who employed assistant chief fire officers used gold book conditions. These numbers were very similar to the findings of the 2017 survey when 39 fire authorities used the NJC terms and conditions for their chief fire officers, 34 for their deputy chief fire officers and 33 for assistant chief fire officers. Among the latter two groups there were six authorities who did not employ officers within these roles in 2017. These findings are shown in Table 10.

Table 10: Terms and conditions of brigade managers

Role	Apply NJC		Do not apply NJC		Sample size*	
	2017	2019	2017	2019	2017	2019
CFO	39	40	9	8	48	48
DCFO	34	34	8	5	42	39
ACFO	33	35	9	6	42	41

Base = All respondents (48 in 2017 and 2019) *FRS's who employ officers within this level

The number of fire authorities reporting that they determined their chief fire officer's basic salary levels in accordance with the guidance and minimum salaries set out in the NJC increased by one in 2019, going up to 29, it decreased by one for deputies, going down to 25 and it stayed the same for assistant chief fire officers at 24. These figures are shown in Table 11.

Table 11: Determination of basic salary levels for brigade managers

Role	Apply NJC		Do not apply NJC		Sample size*	
	2017	2019	2017	2019	2017	2019
CFO	28	29	20	19	48	48
DCFO	26	25	16	14	42	39
ACFO	24	24	18	17	42	41

Base = All respondents (48 in 2017 and 2019) *FRS's who employ officers within this level

The fire authorities who reported that they do not use the NJC guidance and minimum salaries were asked whether they linked their local pay arrangement to the periodic pay awards agreed by the NJC. Of those who answered the question, 12 applied it for their chief fire officers, and nine did so for their deputy and assistant chief fire officers. These figures were lower than in 2017 when 13 applied the NJC pay award to their chief fire officers and 11 linked to it for their deputy and assistant chief fire officers. A breakdown of these findings is shown in Table 12.

Table 12: Pay awards for brigade managers with non-NJC salaries

Role	Apply NJC		Do not apply NJC		Sample size*	
	2017	2019	2017	2019	2017	2019
CFO	13	12	7	7	20	19
DCFO	11	9	5	5	16	14
ACFO	11	9	7	7	18	16

Base = All respondents (48 in 2017 and 2019) *FRS's who answered the question and employ officers within this level

There were four fire authorities who did not apply the same terms and conditions to all of their brigade managers. Two of these did not apply NJC terms and conditions when setting the contracts of employment for their chief fire officers as they did for the rest of their officers, and the other two did not use the NJC guidance and minimum salaries to determine the salaries of their chief fire officers but did use it for their other brigade managers.

Annex A

Survey form and notes of guidance

NATIONAL JOINT COUNCIL FOR BRIGADE MANAGERS OF LOCAL AUTHORITY FIRE & RESCUE SERVICES

SALARIES AND NUMBERS ANNUAL SURVEY 2019 NOTES FOR GUIDANCE

1. **Scope and timing of survey**

This survey relates to the salaries of brigade managers (i.e. Chief Fire Officers, Deputy Chief Fire Officers and Assistant Chief Fire Officers) at 1st February 2019. **Information from all brigades is required, including those who determine salaries without reference to the NJC pay levels.**

The minimum salary points for chief fire officers in 2017 is attached as *Appendix B page 6*.

2. **Population**

In the boxes provided in the top right hand corner of the form please indicate the total population (in '000s) used for salary calculation purposes and the population range under the NJC's agreement within which that falls:

Band 1	Up to 500,000
Band 2	500,001 to 1,000,000
Band 3	1,000,001 to 1,500,000
Band 4	1,500,001 and above (except London)
Band 5	London

3. **Highest role below brigade manager level**

Please indicate the highest role below brigade manager level which is used in your fire and rescue service (e.g. Group Manager A, Group Manager B, Area Manager A, Area Manager B).

On each horizontal line of the main table please enter the following information in respect of each brigade manager post in your brigade

4. **Post**

Enter one of the following codes:

- A = Chief Fire Officer
- B = Deputy Chief Fire Officer
- C = Assistant Chief Fire Officer

5. **Points**

Please enter the number of points in scale (which under Gold Book terms and conditions will be 1). If not operating a single salary point please give a brief explanation of the scale in use.

6. **Non Operational Posts**

If the post is non-operational, i.e. non-uniformed, and only if the member of staff is employed on Gold Book terms and conditions please enter a 1 in this column.

7. **Actual Basic Salary**

Please note: Basic salary is the standard rate of pay before additional payments such as allowances and bonuses. Please enter the postholder's actual basic salary in whole pounds per annum as at 1st February 2019. (If the post was vacant at that date please enter the actual basic salary (or minimum point if there is more than one) and advise that it is vacant by entering a 1 in the Vacancies column). For part-time postholders please enter their actual salary and provide the full-time equivalent salary in the description column.

Any additional payments/honoraria (i.e. calculated as a separate allowance) for e.g. market supplements, performance related pay, long service increments, allowances etc. should be excluded from the actual basic salary (see note 8 below regarding additional payments).

8. **Gross Total Pay**

Please enter the postholder's gross salary in whole pounds per annum as at 1st February 2019. Please leave blank if the post was vacant at that date and advise that it is vacant by entering a 1 in the Vacancies column. For part-time postholders please enter their actual salary and provide the full-time equivalent salary in the description column.

The total gross salary figure should include all elements of the postholder's remuneration package but should not include any reimbursements such as telephone allowances or expenses (See paragraph 8 above.) Please give a brief outline of all the elements of pay in the description column which are above basic pay and which have been included in gross total salary figures (e.g. performance related pay, regional allowances, market supplements etc).

9. **Locally Agreed Pay Rates**

If the postholder's pay has been determined locally i.e. without reference to the NJC (gold book) guidance and/or the NJC (gold book) agreed annual award, please enter a 1 in the column headed Local Pay.

10. **Contract Hours (FT/PT)**

Enter F if the current postholder is full-time (i.e. their basic hours are the same as the post's standard working week)

Enter P if the current postholder is part-time (i.e. their standard working hours are less than full-time)

11. **Vacancies**

If the post was temporarily vacant at 1st February 2019 please insert the actual basic salary (or minimum point if there is more than one) in the column 'actual basic salary' and enter a 1 in this column. The gender, ethnic origin and age columns should then be left blank.

12. **Gender**

Enter F if the current postholder is female
Enter M if the current postholder is male.

13. **Ethnic Origin**

Please use the single letter code shown before the classification to enter the ethnic origin of the postholder.

White

- A English/Welsh/Scottish/Northern Irish/British
- B Irish
- C Gypsy or Irish Traveller
- D Any other White background

Asian or Asian British

- I Indian
- J Pakistani
- K Bangladeshi
- L Chinese
- M Any other Asian background

Mixed

- E White and Black Caribbean
- F White and Black African
- G White and Asian
- H Any other Mixed / Multiple ethnic background

Black or Black British

- N Black Caribbean
- O Black African
- P Any other Black / African / Caribbean background

Other Ethnic Group

- Q Arab
- R Other Ethnic Group
- S Not Known

14. **Age**

Please enter the current postholder's age in years as at 1st February 2019.

15. **Description**

Please use this column to enter descriptions of alternative salary schemes in use as indicated by the entry of a 1 in the Local Pay column.

Please also use this column to give a brief outline of the additional pay elements which make up the gross total pay (see paragraph 8).

This column can also be used to provide full-time equivalent salary for any part-time post holders shown on the form.

16. **Additional Questions**

There are two additional questions at the bottom of the form relating to adherence to the NJC (gold book) terms and conditions and use of the NJC (gold book) pay rates, please answer yes or no to indicate whether or not these are used in your FRS.

**ANNUAL RATES OF PAY FOR CHIEF FIRE OFFICERS
FROM 1st JANUARY 2018**

Population band 1	Up to 500,000
Minimum rate of pay	£ 101,782*
Population band 2	500,001 to 1,000,000
Minimum rate of pay	£ 101,782
Population band 3	1,000,001 to 1,500,000
Minimum rate of pay	£ 112,169
Population band 4	1,500,000 and above (except London)
Minimum rate of pay	£ 123,282
Population band 5	London
Minimum rate of pay	£ 135,506

It is emphasised that these are minimum rates of pay only. The minimum rate for one population band should not be construed as the maximum of the band below. The national agreement does not set an upper limit for the pay of any chief fire officer in any band.

*** The minimum salary arrangements for new appointments in population bands 1 and 2 remain as defined in the 2006/2007 pay settlement (issued by circular on 7 December 2006).**



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