

Appendix 1
Pay Benchmarking

Based on the last survey figures (2020), the average basic pay across the UK for Chief Fire Officers in all fire and rescue authorities at that time was £143,874 and average gross pay was £147,137. Among Deputy Chief Fire Officers, average basic pay was £120,147 and average gross pay was £121,770, whilst for Assistant Chief Fire Officers the average basic pay was £106,507 and average gross pay was £108,946.

The national pay offer, if accepted, would therefore lift the average salaries to:

	Basic pay p.a. 2022	Financial increase 2022	Basic pay p.a. 2023	Financial increase 2023	Total financial increase
Chief Fire Officer	£149,629	£5,755	£154,866	£5,237	£10,992
Deputy Chief Fire Officer	£124,953	£4,806	£129,326	£4,373	£9,179
Assistant Chief Fire Officer	£110,767	£4,260	£114,644	£3,877	£8,137

By comparison, the local pay offer, if accepted, would lift salaries in Essex to:

	Basic pay p.a. 2022	Financial increase 2022	Basic pay p.a. 2023	Financial increase 2023	Total financial increase
Chief Fire Officer	£159,600	£7,600	£165,186	£5,586	£13,186
Deputy Chief Fire Officer	£136,500	£6,500	£141,277	£4,777	£11,277

Assistant Chief Fire Officer	£120,750	£5,750	£124,976	£4,226	£ 9,976
-------------------------------------	----------	--------	----------	--------	---------

Similar and Local Benchmarking

Based upon looking at pay policy statements¹ for similar sized fire and rescue services and then taking the average² of the basic pay for Chief Fire Officers, Deputy Chief Fire Officers and Assistant Chief Fire Officers in Hampshire and Isle of Wight, Kent, Dorset and Wiltshire and Cambridgeshire³, prior to any pay award for 2022, the average* basic pay across these similar services was £160,528 for Chief Fire Officers, £132,631 for Deputy Chief Fire Officers and £123, 980 for Assistant Chief Fire Officers.

By comparison, the result of the current national pay offer on average salaries of similar fire and rescue services would be:

	Basic pay p.a. 2022	Financial increase 2022	Financial increase 2023	Total financial increase
Chief Fire Officer	£166,949	£6,421	£5,843	£12,264
Deputy Chief Fire Officer	£137,939	£5,320	£4,827	£ 10,147
Assistant Chief Fire Officer	£128,939	£4,959	£4,512	£ 9,471

¹ Where pay bandings are utilised, the lower end of the banding has been used.

² Average calculated by dividing the total by the number of services.

³ Whilst a smaller Service, Cambridgeshire was used as a regional comparison.