



Freedom of Information Request FOI 24 81

yearly salary of the male and female staff in senior positions where they do the same job

Query and Response:

I would like to know the yearly salary of the male and female staff in the most senior position where a man and woman perform the same job.

The most senior male and female who carry out the same role within DWFRS would be our Corporate Heads of Department. They are Grade J with an associated salary scale commencing at £57,348 rising by annual increments to £63,099.

DWFRS have four staff groups:- Wholetime, On Call, Fire Control and Corporate Staff. As set out in our pay policy statement Wholetime, On Call and Fire Control staff groups terms and conditions are governed by the National Joint Council (NJC) for Local Authority Fire Brigades (Grey Book) and Corporate Staff are governed by the NJC for Local Authority (Green Book). The rates of pay for both NJCs are set nationally through negotiations with the recognised Trade Unions.

The rate of pay for staff on Grey Book terms and conditions are determined by the 'role' undertaken. The determination of role level is made locally. Pay scales for corporate staff are determined by a job evaluation process – DWFRS use the Greater London Job Evaluation Scheme. The job evaluation process is conducted locally and the evaluation panel includes trade union representation.

In this regard, salary is not dictated by an individual's gender it is about the role undertaken and the salary that role attracts, in accordance with the specific NJC terms and conditions that individuals are employed on.

As per our responsibilities under the Local Government Transparency Code 2015, information on employees with a salary of at least £50,000 can be found on our web site by using the following link: <https://www.dwfire.org.uk/wp-content/uploads/2024/02/Copy-of-Senior-Salaries-31.3.2023-Approved-for-publication.xlsx>

Information/Detail accurate on the date provided: 02, August 2024