



York and North Yorkshire Combined Authority Pay Policy Statement 2026/2027

This pay policy statement applies from 1st April 2026

Introduction

This document sets out the Combined Authority's Pay Policy in relation to the remuneration of its employees in accordance with section 38 of the Localism Act 2011. The policy is subject to annual review which must be approved by the Combined Authority each year. Any amendments during the course of the year must also be considered and approved by the Combined Authority. The policy will be published on the Combined Authority's website as soon as reasonably practicable after approval or amendment.

1. The Combined Authority is committed to ensuring fairness, transparency and equality of pay in the remuneration of its employees

Chief Officers and Senior Management Team

2. Posts within the Combined Authority defined as Chief Officers under the Localism Act, consist of the following:

Job title	Grade	Salary range
Chief Executive (Head of Paid Service)	Spot Salary	£128,565
Director of Legal and Governance (Monitoring Officer)	CA DIR2	£103,292 – £114,280
Director of Resources (S73 Officer)	CA DIR2	£103,292 – £114,280
Chief Fire Officer	NFCFO	£143,635 – 152,804
Deputy Chief Fire Officer	NFDCFO	£122,090 –129,883

Delegated financial duties in respect of Police, Fire and Crime are provided by the Chief Finance Officer employed by the Cleveland Police and Crime Commissioner by way of a collaboration agreement.

Details of grade and salary will be published in accordance with their respective pay policy statement.

3. Other posts within the senior team of the Combined Authority consist of the following:

Job title	Grade	Salary
Director of Economy	CA DIR2	£103,292 – 114,280
Director of Transport	CA DIR2	£103,292 – £114,280
Director of People and Transformation	CA DIR1	£89,556 - £100,545
Director of Policing Fire and Crime	CA DIR1	£89,556 - £100,545
Assistant Director of Communications	CA AD	£80,216 - £89,556
Head of Skills Education and Employment	CA HOS2	£71,425 - £80,216
Head of Partnerships and Commissioning	CA HOS2	£71,425 - £80,216
Head of Transformation and Change	CA HOS2	£71,425 - £80,216
Head of Public Confidence and Assurance	CA HOS2	£71,425 - £80,216
Head of Business Growth and Innovation	CA HOS2	£71,425 - £80,216
Head of Strategy Policy and Planning	CA HOS2	£71,425 - £80,216
Head of Assurance	CA HOS1	£58,239 - £69,228
Head of Compliance	CA HOS1	£58,239 - £69,228
Head of Mayors Office	CA HOS1	£58,239 - £69,228
Head of Governance	CA HOS1	£58,239 - £69,228
North Yorkshire Fire and Rescue Service posts		
Area Manager - Director of Service Operational Support and Assurance	NFWAMB	£67,792 - £98,859
Director of Service Design and Delivery (0.8FTE)	NFENLS2	£60,852 - £69,098
Area Manager - Director of Prevention and Protection	NFWAMB	£67,792 - £98,859
Area Manager - Director of Response and Workforce Training	NFWAMB	£67,792 - £98,859

4. Joint National Conditions of service (JNC for Chief Officers, PSC for PFC roles and National Joint Council (NJC) for Fire and Rescue Services (Gold and Grey Books) are incorporated into all contracts of employment.

Chief Officers (excluding Fire)

5. The salaries for Chief Officers (JNC for Chief Officers and PSC for PFC) have been determined through independent analysis and benchmarking and reflect rates which are reasonably sufficient to recruit and retain senior officers, taking into account market conditions. The grades attributable to Chief Officer posts are subject to job evaluation and based on clear salary differentials which reflect the level of responsibility attached to any particular role.
6. Chief Officers do not receive bonus payments or performance related pay nor do they receive any benefits in kind paid for by the employer. Where a Chief Officer meets the criteria for entitlement to expenses these are paid in accordance with

the Combined Authority's policies, aligned with those of North Yorkshire Council. Increases in pay for Chief Officers will occur only as a result of:

- Pay awards agreed by way of national/local collective pay bargaining arrangements.
 - significant changes to a Chief Officer's role which result in a higher salary being appropriate as confirmed by the outcome of an appropriate job evaluation process; or
 - recruitment and/or retention payments which, in all the given circumstances at the relevant time, are deemed necessary in the best interests of the Combined Authority and which are determined under the relevant policy relating to such payments.
7. It is expected that Chief Officers will perform to the highest level. Performance related pay therefore does not form part of current remuneration arrangements. This position will be reviewed if legislation and/or guidance relating to Chief Officer posts changes.
8. Under the Combined Authority's constitution, appointment to the Chief Executive and senior statutory officer roles are a matter for the Combined Authority. All other posts are appointed under delegation to the Chief Executive.

Fire and Rescue Service

9. The terms and conditions of the Chief Fire Officer and Deputy Chief Fire Officer are in accordance with the NJC Brigade Managers of the Fire and Rescue Service Scheme Conditions of Service ('The Gold Book') under the twin track approach. This approach includes an annual NJC agreed Gold Book pay award (track 1) alongside a separate local review of remuneration that considers the NJC award, comparative pay information, and any substantial local factors (track 2).
10. The Deputy Chief Fire Officer's basic salary (minus operational allowance) is set as 85% of the Chief Fire Officer's basic salary. The levels of pay are established with consideration of comparative information and any substantial local factors.
11. There is no bonus scheme in operation for any role across the Service. This ensures that there is the appropriate accountability and transparency of salaries and, in particular, the salaries of senior staff. It is expected that Chief Officers will perform to the highest level and therefore performance related pay will not form part of current remuneration arrangements.
12. The Chief Fire Officer's performance is monitored and reviewed by the Deputy Mayor for Policing, Fire and Crime. The Deputy Chief Fire Officer's

performance is reviewed by the Chief Fire Officer. The annual performance review is used to determine level of progression up the pay scale. This could range from no movement to a shift at an accelerated rate (maximum 2 points within a 4 point pay scale). Area Managers are expected to complete a development folder. Once all their role requirements have been assessed as having been achieved, competence is deemed to have been demonstrated and pay elevated from 'development' to 'competent'.

13. The Chief Fire Officer, Deputy Chief Fire Officer and 3 Area Manager posts have an operational allowance to reflect the requirement to work the continuous duty system, set at 10% of the lowest pay point in the Deputy Chief Fire Officer's basic pay scale, currently £12,209.
14. The pay structure for an Area Manager is based on the NJC determined flexible duty Area Manager salary rates (development and competent) together with the equivalent operational allowance to that of the Chief Fire Officer and Deputy Chief Fire Officer for operating under the continuous duty system. The Area Manager posts receive an annual NJC agreed Grey Book pay award.
15. In addition to annual pay, the operational Brigade and Area Managers are provided with a Service vehicle for the purposes of providing continuous duty and for which they can make an election for private use.
16. The Director for Service Design and Delivery is employed on Green Book (non-uniformed staff) terms and conditions which includes an annual NJC agreed Green Book pay award.

Payments to Chief Officers upon termination of their employment (excluding Fire)

17. Chief Officers who cease to hold office or be employed by the Combined Authority will receive payments calculated using the same principles as any other member of staff, based on entitlement within their contract of employment, their general terms and conditions, and existing policies. The Combined Authority adopts the policies of North Yorkshire Council, for application in these circumstances.
18. In the case of termination of employment by way of early retirement, redundancy (voluntary or otherwise) or on the grounds of efficiency of the service, the Local Government Pension Scheme Early Retirement Policy sets out provisions which apply to all staff regardless of their level of seniority. The Local Government Pension Scheme Early Retirement Policy also sets out the applicable provisions in respect of awarding additional pension entitlement by way of augmentation or otherwise.

Payments to Chief Officers upon termination of their employment (Fire)

19. Chief Officers who cease to hold office or be employed will receive payments calculated using the same principles as any other member of staff, based on

their contracts of employment, their general terms and conditions and existing policies. In the case of termination of employment by way of early retirement, redundancy (voluntary or otherwise) or on the grounds of efficiency of the service, the Early Retirement and Redundancy Policy sets out provisions which apply to all staff regardless of their level of seniority. The Early Retirement and Discretions policies also set out the applicable provisions in respect of awarding additional pension entitlement by way of augmentation or otherwise.

Employment of Individuals Already in Receipt of a Local Government Pension (excluding Fire)

20. The administering authority will not reduce pension payments as a result of re-employment. However, where those in receipt of a pension have been awarded additional service as compensation by their former employer the extra pension from this service may be abated due to re-employment with a Scheme employer under the Local Government (Early Termination of Employment) (Discretionary Compensation) (England and Wales) Regulations 2000 as amended.

Employment of Individuals Already in Receipt of a Local Government Pension (Fire)

21. In accordance with the Regulations of the Pension Schemes, if an employee retires and then returns to work, the Fire Authority may reduce or stop “abate” the employees’ pension. Each case will be considered individually.

Employment of Ex-Employees as Chief Officers under a Contract for Services (excluding Fire)

22. The Combined Authority does not generally support the employment of ex-employees as Chief Officers under a contract for services. However, there may be circumstances where the employment of an ex-employee under these terms is the most effective and efficient way of meeting the Combined Authority’s needs. If this situation applies formal approval will be sought from the Chief Executive in their role as head of the paid service, in consultation with members, and any such arrangement would not progress without their support. In addition, the Government has introduced legislation to enable the recovery of exit payments for higher paid employees returning to the public sector.

Employment of Ex-Employees as Chief Officers (Fire)

23. In accordance with the requirements of the 2018 Fire and Rescue Framework for England the Authority has a policy of not re-appointing principal officers (Brigade Managers) after retirement to their previous, or a similar, post except for in exceptional circumstances when such a decision is necessary in the interests of public safety.

Remuneration of Lowest Paid Employees

24. The Combined Authority (excluding Fire) have adopted the 'Single Status Framework' in line with North Yorkshire Council. The lowest paid employees within the Combined Authority are appointed to jobs which have been evaluated using the NJC Job Evaluation Scheme and are remunerated accordingly.
25. The Combined Authority is committed to the annual review of the Voluntary Living Wage (currently £13.45 per hour).
26. The Combined Authority is committed to reviewing Apprentice pay for entry level apprentices with a future aim to increase rates to the National Living Wage.

Relationship between Chief Officer and Non-Chief Officer Remuneration

27. The 'pay multiple' for the Combined Authority is determined by comparing the pay of the highest paid employee (Chief Fire Officer) against the median average pay, using hourly rates as February 2026, for employees within the scope of this statement.
28. The Combined Authority's current Median Hourly rate is £19.63 and the pay multiple (the ratio between the highest paid salary and the average salary of the whole of the Combined Authority's workforce) has reduced to 3.6:1.

General Principles Regarding the Remuneration of Staff

29. The Combined Authority has established pay and grading structures, founded on evaluation of job roles using job evaluation, which ensures a fair and transparent approach to pay and the same grading of jobs which are rated as equivalent.
30. The Combined Authority is committed to reducing the gender pay gap.

Publication of and access to Information Relating to Remuneration of Chief Officers

The Combined Authority will publish their Pay Policy Statement, following approval of the Combined Authority, on the organisations website. In addition, remuneration related data associated with the Pay Policy Statement and Code of Recommended Practice for Local Authorities on Data Transparency will be published on the Combined Authority's website no later than 30th April, and information related to the public sector equality duty no later than 31st March. The Authority is committed to ensuring that pay and staffing decisions are in line with the Authority's duties and legal obligations under all relevant employment legislation including the Equality Act 2010.