

Salaries

22. Officers' Remuneration

(a) Senior Employees

The remuneration paid to the Authority's senior employees in 2023/24 (covering the period 1st April 2023 to 6th May 2024) is as follows:

	Salary (including allowances) £	Expenses Chargeable to Income Tax £	Remuneration excluding Pension Contributions £	Employer Pension Contributions £	2023/2024 Total £
(i) Chief Fire Officer - Jonathan Dyson	163,955	-	163,955	47,787	211,742
(ii) Deputy Chief Fire Officer	132,416	-	132,416	38,598	171,014
	296,371	-	296,371	86,385	382,756

For the purposes of comparison to the previous financial year which covered a conventional 12 month period, the remuneration paid to the Authority's senior employees between 1st April 2023 to 31st March 2024 was:

	Salary (including allowances) £	Expenses Chargeable to Income Tax £	Remuneration excluding Pension Contributions £	Employer Pension Contributions £	2023/2024 Total £
Chief Fire Officer - Jonathan Dyson	148,857	-	148,857	42,871	191,728
Deputy Chief Fire Officer	120,126	-	120,126	34,596	154,722
	268,983	-	268,983	77,467	346,450

The Police, Fire & Crime Commissioner (PFCC) for North Yorkshire is Zoe Metcalfe. The post holder's full remuneration is reflected in the PFCC Group Accounts. The costs incurred within these accounts in 2023/24 (covering the period 1st April 2023 to 6th May 2024) amounts to £4,185.

The current Chief Finance Officer of the Authority is Michael Porter. This function is discharged by the Police, Fire and Crime Commissioner for North Yorkshire via a collaboration agreement with the Police and Crime Commissioner for Cleveland who reflect the post holder's remuneration in its accounts. The costs incurred within these accounts in 2023/24 (covering the period 1st April 2023 to 6th May 2024) amounts to £34,192.

2022/23 Comparative Figures

	Salary (including allowances) £	Lease Car Allowance £	Expenses Chargeable to Income Tax £	Remuneration excluding Pension Contributions £	Employer Pension Contributions £	2022/2023 Total £
(i) Acting Chief Fire Officer	27,405	887	-	28,292	7,893	36,185
(ii) Chief Fire Officer/Acting Deputy Chief Fire Officer	129,363	-	-	129,363	41,523	170,886
(iii) Deputy Chief Fire Officer	36,260	-	-	36,260	6,177	42,437
	193,028	887	-	193,915	55,593	249,508

(i) The Acting Chief Fire Officer retired from the Authority on 17th June 2022.

(ii) The Acting Deputy Chief Fire Officer became the Chief Fire Officer on 18th June 2022.

(iii) The current Deputy Chief Fire Officer was appointed on the 4th December 2022. Prior to this, the post holder was seconded on an acting basis from West Yorkshire Fire & Rescue between 13th June and 3rd December at a cost of £77,074.

The Police, Fire & Crime Commissioner (PFCC) for North Yorkshire is Zoe Metcalfe. The post holder's full remuneration is reflected in the PFCC Group Accounts. The costs incurred within these accounts in 2022/23 amounts to £3,785.

The current Chief Finance Officer of the Authority is Michael Porter. This function is discharged by the Police, Fire and Crime Commissioner for North Yorkshire via a collaboration agreement with the Police and Crime Commissioner for Cleveland who reflect the post holder's remuneration in its accounts. The costs incurred within these accounts in 2022/23 is £30,287.

(b) The following table sets out the number of employees whose total remuneration, excluding pension contributions, was more than £50,000 for the 13 months ended 6th May 2024. For the purposes of comparison to the previous financial year which covered a conventional 12 month period, the total number of employees between 1st April 2023 to 31st March 2024 is also included. The table excludes employees reported in (a) above.

Band:	13 month		
	period ended 6/5/2024	Year ended 31/3/2024	Year ended 31/3/2023
	Number of employees		
£50,000 - £54,999	71	33	24
£55,000 - £59,999	29	19	13
£60,000 - £64,999	24	11	5
£65,000 - £69,999	8	6	3
£70,000 - £74,999	10	4	6
£75,000 - £79,999	1	4	4
£80,000 - £84,999	4	4	-
£85,000 - £89,999	6	2	1
£90,000 - £94,999	1	2	1
£95,000 - £99,999	3	1	-
£100,000 - £104,999	1	-	-
£105,000 - £109,999	1	-	-
	159	86	57

Remuneration is all amounts receivable by an employee, including expenses and allowances chargeable to tax and the estimated money value of any other benefits received. The increase in employee numbers within the first three bandings in the year ended 31st March 2024 is due to both the impact of the 5% pay increase awarded to Firefighters' with effect from 1st July 2023 alongside payments to staff providing vacancy cover and working within the operational staffing reserve.

The further increase in numbers in the year ended 6th May, is due to the extended reporting period.