

**ESTABLISHMENT 2019/20**

**What is this information explaining?**

This information provides details of all the roles within the Service, their salary range and the number of people within each role/grade.

**What do each of the columns tell me?**

Role - This shows the role titles / pay grades.  
 Salary Range - This details the basic salary range for each role/grade excluding allowances  
 Establishment - This is the number of established posts approved within the Service's 2019/2020 budget.  
 Strength - This reflects the number of full time equivalent (FTE) people within each grade  
 Vacancy - This reflects true vacancies in established posts  
 Headcount - This indicates the actual number of people within the role  
 Comments - This details any additional comments applicable to the role

**CORPORATE MANAGEMENT BOARD** (salaries inclusive of continuous duty system allowance)

Role	Salary Range (£)	Establishment	Strength	Vacancy	Headcount	Comments
Chief Fire Officer	118, 973 - 131, 213	1.00	1.00	0.00	1.00	Secondment from Leicestershire FRS, substantive effective Dec 2019
Deputy Chief Fire Officer	96, 941 - 106, 733	1.00	1.00	0.00	1.00	
NY Fire Locally Determined Area Manager Head of Section	70, 392 - 79, 092	2.00	2.00	0.00	2.00	
NY Fire Locally Determined Support Head of Section	53, 496 - 60, 109	2.00	1.00	0.00	1.00	Non Uniformed Roles. Head of Technical Services seconded to Enable Head of Assets role
<b>Totals</b>		<b>6.00</b>	<b>5.00</b>	<b>0.00</b>	<b>5.00</b>	

**UNIFORMED NON RIDER** - uniformed managers in specialist roles who are not attached to operational fire stations. They provide operational cover in accordance with their duty system rota.

Role	Salary Range (£)	Establishment	Strength	Vacancy	Headcount	Comments
Group Manager B	46, 254 - 51, 275	9.00	9.00	0.00	9.00	
Station Manager B	40, 161 - 44, 297	16.00	16.00	0.00	16.00	
Watch Manager B	35, 275 - 38, 611	21.00	20.00	0.00	20.00	
Crew Manager	33, 101 - 34, 528	11.00	8.00	0.00	8.00	
<b>Totals</b>		<b>57.00</b>	<b>53.00</b>	<b>0.00</b>	<b>53.00</b>	

**UNIFORMED RIDER** - uniformed personnel attached to operational fire stations and who work either to a shift, day crewing or operational staffing reserve duty system.

Role	Salary Range (£)	Establishment	Strength	Vacancy	Headcount	Comments
Watch Manager B	35, 275 - 38, 611	9.00	8.00	1.00	8.00	WM Harrogate
Watch Manager A	35, 275 - 36, 255	23.00	23.00	2.00	23.00	WM Huntington & WM Malton
Crew Manager	33, 101 - 34, 528	45.00	50.00	0.00	50.00	
Firefighter	23, 366 - 31, 144	165.00	160.79	9.00	162.00	
<b>Totals</b>		<b>242.00</b>	<b>241.79</b>	<b>12.00</b>	<b>243.00</b>	

**UNIFORMED ON-CALL** - uniformed personnel who provide on-call availability to retained duty system fire stations.

Role	Salary Range (£)	Establishment	Strength	Vacancy	Headcount	Comments
Retained Watch Manager B	1, 764 - 3, 861	25.00	18.25	6.75	21.00	Colburn, Skipton and Summerbridge
Retained Watch Manager A	1, 764 - 3, 626	7.00	5.25	1.75	7.00	
Retained Crew Manager	1, 655 - 3, 453	64.00	59.75	4.25	72.00	
Retained Firefighter	1, 168 - 3, 114	284.00	198.25	85.75	232.00	
<b>Totals</b>		<b>380.00</b>	<b>281.50</b>	<b>98.50</b>	<b>332.00</b>	

**CONTROL** - staff working in the Service's control room who handle emergency calls

Role	Salary Range (£)	Establishment	Strength	Vacancy	Headcount	Comments
Station Manager B (Control)	38, 153 - 42, 082	1.00	1.00	0.00	1.00	
Watch Manager B (Control)	33, 511 - 36, 680	2.00	2.00	0.00	2.00	
Crew Manager (Control)	31, 446 - 32, 802	7.00	7.00	1.00	8.00	
Firefighter (Control)	22, 198 - 29, 587	7.20	6.71	0.00	8.00	
<b>Totals</b>		<b>17.20</b>	<b>16.71</b>	<b>1.00</b>	<b>19.00</b>	

**NON UNIFORMED** - (non uniformed) support staff working at various locations throughout the County.

Role	Salary Range (£)	Establishment	Strength	Vacancy	Headcount	Comments
Grade 14	43, 862 - 45, 591	2.00	2.00	0.00	2.00	
Grade 13	40, 760 - 42, 683	0.00	0.00	0.00	0.00	
Grade 12	37, 849 - 39, 782	5.00	5.00	0.00	5.00	Transport & Logistics Manager disestablished as part of T2020 31/07/2019
Grade 11	34, 788 - 36, 876	2.00	2.00	0.00	2.00	Workshop Manager established as part of T2020 May 2019
Grade 10	32, 029 - 33, 799	3.00	2.00	1.00	2.00	Vacancy - Management Accountant
Grade 9	29, 636 - 31, 371	13.68	12.68	2.18	13.00	Development Analyst established, CAO Lead Administrator disestablished as part of T2020 31/07/2019. Vacancies - development analyst (1.0 FTE) & HR Advisors (1.18 FTE).
Grade 8	26, 999 - 28, 785	11.00	10.00	4.00	10.00	Deputy Transport & Logistics Manager & ICT Technician (Servers) disestablished as part of T2020 31/07/2019. Vacancies - ICT Technician (Servers), ICT Technician Networks, PA (Directors) & Accounting Technician.
Grade 7	24, 313 - 26, 317	12.00	11.50	0.00	13.00	Business Fire Safety Inspector regraded from 6 to 7 (all BFSI included in establishment & strength regardless of salary).
Grade 6	22, 911 - 23, 836	13.00	10.61	1.00	13.00	Data Analyst established, Supplies Officer disestablished as part of T2020 31/07/2019. Vacancy - data analyst.
Grade 5	21, 589 - 22, 462	4.00	3.00	0.00	3.00	
Grade 4	20, 344 - 21, 166	2.00	1.00	1.00	1.00	Vacancy Technical Support York
Grade 3	19, 171 - 19, 945	12.33	10.30	1.14	16.00	3 x CAO Admin assistants disestablished as part of T2020. Vacancies - District Admin Asst1 (Malton 0.5 FTE & Huntington 0.14 FTE) CAO Admin Asst1 (0.5 FTE)
Grade 2	18, 065 - 18, 795	4.31	4.31	1.00	5.00	CAO Clerical assistant disestablished as part of T2020.
<b>Totals</b>		<b>84.32</b>	<b>74.40</b>	<b>11.32</b>	<b>85.00</b>	