

Freedom of Information request reference number: 6510.1

Date of response: 23 May 2022

Request:

- 1 *Please can you provide me with the number of individual salary increases that have been requested and granted within the last 2 years across the organisation, and specifically within the Fire Safety department (Prevention & Protection). This refers to anyone who has been uplifted to a higher salary scale level within their substantive or temporary FRS grade.*
 - a. *What were the FRS grades these agreed uplifts apply to?*
 - b. *What gender and ethnicity these agreed uplifts were awarded to?*
 - c. *How many have been rejected/refused (including FRS grades, gender and ethnicity)?*
 - d. *How long it took to get from initial request to agreement in each case?*

- 2 *Please can you confirm in writing if there is a policy is on:*
 - a. *How salary uplift is decided?*
 - b. *Who are the decision makers?*
 - c. *What criteria needs to be met?*
 - d. *How long it should take for a decision to be made on a salary uplift?*
 - e. *Please direct me to this policy?*

- 3 *Does the same process apply to incoming new external candidates who wish to negotiate their initial starting salary? If not, how is it different and why?*

Response:

For question 1:

The table below shows the number of salary increases approved within the last two years by department:

Internal/External	DEPARTMENT	Number of a salary increases approved in the last two years
External candidates	Commissioners & Directors	3
	Communications	6
	Finance Services	4
	Fire Safety	18
	General Counsel's Department	2
	Information & Comm Technology	3
	People Services	5
	Property Services	14
	Strategy & Risk	1
	Technical & Commercial	3
	Training & Professional Dev	2
Total		61

Internal staff members	Communications	1
	General Counsel's Department	2
	Operational Policy	1
	People Services	1
	Property Services	2
Total		7
Grand Total		68

a. *What were the FRS grades these agreed uplifts apply to?*

Grade	Number of a salary increases approved in the last two years
FRS B	3
FRS C	6
FRS D	16
FRS E	14
FRS F	11
FRS G	11
TMG C	5
TMG A	2
Grand Total	68

b. *What gender and ethnicity these agreed uplifts were awarded to?*

Gender	Number of a salary increases approved in the last two years
Female	28
Male	40
Grand Total	68

Ethnicity	Number of a salary increases approved in the last two years
BAME	17
Not Provided	6
White	45
Grand Total	68

c. *How many have been rejected/refused (including FRS grades, gender and ethnicity)?*

The table below shows the number of salary increases rejected within the last two years by department:

Department	Number of a salary increases rejected in the last two years
Fire Safety	1
Property Services	2
Grand Total	3

Broken down by grade:

Grade	Number of a salary increases approved in the last two years
FRS C	1
FRS D	1

FRS F	1
Grand Total	3

Broken down by gender:

Gender	Number of a salary increases rejected in the last two years
Female	1
Male	2
Grand Total	3

Broken down by ethnicity:

Ethnicity	Number of a salary increases rejected in the last two years
Not Provided	1
White	2
Grand Total	3

d. How long it took to get from initial request to agreement in each case?

DATE REQUEST WAS RAISED	DATE UPLIFT WAS AGREED/REJECTED (rejected marked in orange)
Mar-22	Mar-22
Mar-22	Mar-22
Feb-22	Mar-22
Feb-22	Mar-22
Feb-22	Feb-22
Feb-22	Feb-22
Feb-22	Feb-22
Feb-22	Feb-22
Jan-22	Jan-22
Dec-21	Dec-21
Dec-21	Dec-21
Dec-21	Dec-21
Nov-21	Nov-21
Oct-21	Oct-21
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Jul-21	Aug-21

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May-21	Jun-21
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Mar-21	Mar-21
Mar-21	May-21
Feb-21	Feb-21
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Nov-20	Dec-20
Nov-20	Nov-20
Nov-20	Dec-20
Aug-20	Aug-20
Aug-20	Aug-20
Jul-20	Jul-20
Jul-20	Jul-20
Jul-20	Jul-20
Jul-20	Jul-20
Jul-20	Jul-20
Jun-20	Jun-20
Apr-20	Apr-20
Apr-20	Apr-20

Response to questions 2 and 3:

There is a section in the [LFB policy number 972: 'Recruitment policy - FRS and Control'](#) in relation to salary uplifts for external joiners:

"11 Salary on appointment

11.1 Salary on appointment shall normally be the starting salary for the grade of the vacancy This may be negotiable depending on career history and experience but may not exceed the range for the salary band. Before making an offer in excess of the starting salary, the manager recruiting for the post must submit a business case to the head of HR services for their consideration and determination in consultation with the assistant director people services as required. The job applicant's previous salary may need to be verified by production of appropriate original documentation such as a previous wage slip. Where a salary is offered to a candidate above the minimum of the pay scale the new employee will not be eligible to receive a pay award during their first year of employment. A record will be maintained by People Services of all salaries offered above the starting salary for organisational monitoring purposes."

There is not a policy on internal uplifts, they have always been at the discretion of the head of service/director (with oversight of the Assistant Director for People Services).

We have dealt with your request under the Freedom of Information Act 2000. For more information about this process please see the guidance we publish about making a request on our website:
<https://www.london-fire.gov.uk/about-us/transparency/request-information-from-us/>