

Buckinghamshire & Milton Keynes Fire Authority



Financial Options

1. Options for Firefighter Apprentice Pay (Based on a 42 hour week)

	On Entry	At 6 Month Point	At 12 Month Point	At 18 Month Point	Total p.a. with on-costs (Pension and N.I.)	Pay At End of 2 Year Point	Total Salary for 2 Year Apprenticeship
National ³ Living Wage	£15,724 p.a.	£15,724 p.a.	£15,724 p.a.	£15,724 p.a.	£19,404 p.a.	T.B.C.	£31,448
Proposed Authority Pay scales (Recommended)	£15,724 p.a.	£17,144 p.a.	£20,000 p.a.	£21,799 p.a.	£27,728 p.a.	T.B.C.	£37,333

Footnotes

1. This pay scheme is for illustrative purposes only and is subject to change.
2. Salary at end of Year 2 would depend upon whether or not the individual is offered a contract or not. This would then be at the appropriate rate for the post.
3. This is the £7.20 per hour National Living Wage rate payable from April 2016.

N.B. All figures are approximate and based on current (May 2015) NJC rates and April 2016 National Living Wage rates.

Therefore if adopted, when the lower salary costs payable to apprentices (proposed pay scale as detailed above) and the negated costs of residential training are considered, for an investment of £460,695 the Authority would gain 10 fully qualified Firefighters against an outlay of £633,820 if traditional recruitment and training pathways were used. **This represents a reduction in costs of £173,125.** The apprentices will be sufficiently skilled to take a substantive riding position on a fire appliance after approximately 6 months.

Options for Support Services and non-operational Service Delivery staff Apprentice Pay

	On Entry	At 6 Month Point	At 12 Month Point	At 18 Month Point	Total p.a. with on-costs (Pension and N.I.)	Pay At End of 2 Year Point	Total Salary for 2 Year Apprenticeship
National ³ Living Wage	£15,724 p.a.	£15,724 p.a.	£15,724 p.a.	£15,724 p.a.	£19,404 p.a.	T.B.C.	£31,448
Proposed Authority Pay scales (T.B.C.)	To be in line with the Hay job evaluation for the post. Recommendation: Managers in conjunction with POD will determine the correct approach on salaries taking into account the skill, experience and progression of the apprentice.						T.B.C.
<p>Footnotes:</p> <ol style="list-style-type: none"> 1. This pay scheme is for illustrative purposes only and is subject to change. 2. This figure would depend upon whether or not the individual is offered a F/T contract or not. This would then be at the appropriate rate for the post. 3. This is the £7.20 per hour National Living Wage rate payable from April 2016. <p>N.B. All figures are approximate and based on current (May 2015) NJC rates and April 2016 National Living Wage rates.</p>							

3. Options for Administrative Support

Funding will be required for the provision of administrative support for the apprenticeship scheme. Options for this support include:

- Collaboration options with other services i.e. Buckinghamshire or Milton Keynes Council, other Fire and Rescue Services

Creation of a fixed term additional post within the Learning and Development team. This would require job evaluation however it is estimated that the post is likely to be at grade G or H currently between £25,047 -£27,560 p.a.

4. Accreditation and Training Provider Costs

BMKFA will have to enter into a partnership arrangement with a training provider for accreditation of qualifications and for assisting with other elements of the apprenticeships. Having more than 250 employees categorises BMKFA as a 'Large Employer' under apprenticeship funding rules and as such we do not attract any automatic funding for training costs from central government though some could be forthcoming on a discretionary basis. No training costs would be automatically available for any apprentices aged 25 or over. In any case, any funding would be paid directly to the training provider.