



**DRAFT**

# ANNUAL PAY POLICY STATEMENT

// 2017 - 2018

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**LEICESTERSHIRE**

**FIRE and RESCUE SERVICE**

*protecting our communities*

[www.leicestershire-fire.gov.uk](http://www.leicestershire-fire.gov.uk)



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# INTRODUCTION

This statement of Pay Policy is provided in line with Section 38(1) of the Localism Act 2011 and is authorised by Leicester, Leicestershire and Rutland Combined Fire Authority (the CFA).

## PURPOSE

The purpose of this statement is to provide transparency to the Pay Policy adopted by Leicestershire Fire and Rescue Service and to meet the objective of delivering a fair and equitable policy covering pay and other benefits.

## ACCOUNTABILITY

The CFA is responsible for establishing the Pay Policy for the employees of Leicestershire Fire and Rescue Service.

The CFA is directly responsible for reviewing the pay structure for Principal Officers including the Chief Fire and Rescue Officer and the Assistant Chief Fire and Rescue Officers.

The Chief Fire and Rescue Officer has delegated responsibility to establish appropriate grading and salaries for all other employees of Leicestershire Fire and Rescue Service.

## PAY NEGOTIATING BODIES

The CFA applies the annual pay settlements negotiated by:

- The National Joint Council for Local Government Services
- The National Joint Council for Local Authority Fire and Rescue Services
- The National Joint Council for Brigade Managers of Local Authority Fire and Rescue Services

The CFA undertakes negotiation with its recognised representative bodies on local agreements which affect the terms and conditions of its employees and which may include agreement of local allowances. The representative bodies recognised for negotiating purposes are:

- The Fire Brigades Union
- The Fire Officers Association
- The Association of Principal Fire Officers
- The Retained Firefighters Union
- UNISON

## PUBLICATION

The Pay Policy will be published on the Service website together with the Pay and Grading structure and information relating to senior management remuneration.

# SECTION ONE

## General Pay Policy

- 1.1 The CFA applies the pay scales adopted by the respective National Joint Councils (NJC) for all its employees up to the level of Principal Officer. In relation to this, the CFA introduced the principles of the 'National Living Wage' in 2015. No employee will be paid at an hourly rate below the National Minimum Wage.
- 1.2 Local pay arrangements for Principal Officers (Chief Officers) are established through the provisions of the NJC for Brigade Managers of Local Authority Fire and Rescue Services and are reviewed bi-annually by the CFA. Further details are set out in Section 2.
- 1.3 Upon appointment, Principal Officers are remunerated at a 'single point' scale.
- 1.4 The number and level of roles within the Service are determined by the CFA on advice from the Chief Fire and Rescue Officer.
- 1.5 Pay Policy reflects the different roles, duties and responsibilities undertaken by Service employees. This is reflected in pay differentials between different groups of workers and between workers in the same pay group. The pay bands established are based on nationally applied role maps (operational employees) or grading bands established through a job evaluation process (support employees). Upon appointment, staff are normally paid in accordance with the lowest point in the relevant scale. This can be adjusted if there is a justifiable reason that is supported by a Principal Officer.
- 1.6 Pay Policy reflects adherence to the principle of "equal pay for work of equal value".
- 1.7 In applying its policy, the CFA will work to eliminate any elements which may, directly or indirectly, discriminate unfairly on the grounds of sex, race, colour, nationality, ethnic or national origin, age, marital status, having dependants, sexual orientation, gender reassignment, religion or belief, trade union activity, disability or any other factors. Part-time workers receive the same pay and remuneration as full-time workers undertaking the same job role on a pro-rata basis.

### Definition of Lowest Pay

- 1.8 The CFA introduced the principles of the 'National Living Wage' in 2015. At this time, the lowest level of pay that can be paid to a member of staff is £15,507 per annum (Scale A Point 11).

### Pay Multiples

- 1.9 The idea of publishing the ratio of the pay of an organisation's top earner to that of its lowest earner has been recommended in order to support the principles of Fair Pay (Will Hutton 2011) and transparency.

The current lowest paid member of full-time staff receives an annual salary of £16,481. The current highest paid member of full-time staff receives an annual salary of £126,250. The ratio is 7.66:1. This will be monitored each year within the Statement of Pay Policy.

The current median annual salary is £29,638. Based upon this, the ratio between the highest salary and the median salary is 4.26:1.

## **Subscriptions**

- 1.10 Individuals required by Leicestershire Fire and Rescue Service to be members of professional bodies in relation to their duties will have their subscription fees paid.

## **Benefits In Kind**

- 1.11 Leicestershire Fire and Rescue Service provides uniform clothing for its operational firefighting and Control Room staff and some non-uniformed staff engaged in public facing activities such as prevention work. In addition, operational firefighting staff are issued with and required to wear Personal Protective Equipment when undertaking operational duties.
- 1.12 Leicestershire Fire and Rescue Service provides an Occupational Health Service to all its staff which seeks to keep them fit and well to undertake their duties and to ensure their speedy and safe return to work when they are injured or sick.
- 1.13 Leicestershire Fire and Rescue Service offers a Provided Car User Scheme to staff who are required to use vehicles in connection with their official duties. As indicated in Section 2, most senior managers are provided with a car for operational and/or private use. This scheme is kept under review by the CFA with the most recent review being undertaken in December 2016.

## **Relocations Expenses**

- 1.14 Upon appointment and only if relocation expenses are incurred, the CFA reimburses new employees in accordance with the Relocation Expenses Scheme. The CFA does not pay any bonuses sometimes expressed as 'golden hello' or 'golden goodbye' payments to any employees.



# SECTION TWO

## Pay Policy for Principal Officers and Senior Managers

### Principal Officers

- 2.1 National pay awards negotiated by the NJC for Brigade Managers of Local Authority Fire and Rescue Services are applied to Principal Officers by the CFA on an annual basis. This represents a cost-of-living increase.
- 2.2 Upon appointment, all Principal Officers are paid in accordance with a single point pay scale. A review of Principal Officer pay is undertaken every two years by the CFA. This is currently managed through the Employment Committee under delegated power from the CFA.
- 2.3 In addition to this pay review, the Employment Committee undertakes an annual review of performance, in accordance with the performance system in place for the three Principal Officers. Members of this Committee agree a series of objectives at the start of the financial year. These objectives are formally assessed by the Committee at the end of the financial year prior to any award; or, of withheld salary being made.
- 2.4 Principal Officer roles covered by the review include the Chief Fire and Rescue Officer and the two Assistant Chief Fire and Rescue Officers.
- 2.5 The base salary for the Chief Fire and Rescue Officer role at Leicestershire Fire and Rescue Service is currently set at £126,250 per annum. This has been established through a local pay review. A car is provided for operational and business use.
- 2.6 The Service makes an employer pension contribution of 21.7%. This is in accordance with the contribution made to all members of the Firefighters Pension Scheme (1992). The employee contribution for 2016/17 will be 16.5% of pensionable pay.
- 2.7 The CFA has established a policy that Principal Officer roles below that of Chief Fire and Rescue Officer will be set by the CFA. The two Assistant Chief Fire and Rescue Officers are paid at a rate that represents about 80% of the Chief Fire and Rescue Officer's annual salary. Both Assistant Chief Fire and Rescue Officers receive an annual salary of £100,969.
- 2.8 Additionally, both Assistant Chief Fire and Rescue Officers are provided with a car for operational and business use.
- 2.9 Salaries of newly appointed officers will be reviewed and determined in line with the conditions of a local pay review.
- 2.10 Details of Principal Officer Pay are published on the Leicestershire Fire and Rescue Service website. This can be found by clicking on the section Your Fire and Rescue Service/Who We Are/Organisational Structure:

<http://www.leicestershire-fire.gov.uk/your-fire-service/who-we-are/organisation-structure/>

- 2.11 The Service does not have a policy of direct correlation between the highest and lowest paid roles (it does not apply a pay multiple in establishing Principal Officer pay). In 2016/17, the lowest paid role within the Service is £16,481 (fte), the highest paid role within the Service is £126,250 (previously this was £142,000). The ratio between the highest and lowest paid employees is 7.66:1.
- 2.12 The other defined Chief Officers are the Monitoring Officer and Treasurer to the CFA and they are unremunerated.

### **Senior Managers**

- 2.13 The pay, including rota allowances, of the most senior officers below Principal Officer (Operational Area Managers) is 58.4% of the Chief Fire and Rescue Officers pay. Both Operational Area Managers receive an annual salary of £73,690. Additionally, both Operational Area Managers are provided with a car for operational, business and private use.
- 2.14 The pay of the most senior support role below Principal Officer (Head of People and Organisational Development) is 46.5% of the Chief Fire Officers pay. This equates to an annual salary of £56,685. Additionally, the Head of People and Organisational Development is provided with a car for business and private use.
- 2.15 The CFA employs two additional senior support role managers (Head of Finance and ICT and Head of Tri-Service Control). The Head of Tri-Service Control receives a salary that is equal to 42.2% of the Chief Fire and Rescue Officer's pay (£53,226). This is a shared cost and the CFA pays one third of the £53,226 total. The Head of Finance and ICT receives a salary that is equal to 40.9% of the Chief Fire and Rescue Officer's pay (£51,677).
- 2.16 The CFA also employs five Operational Group Managers. Each manager receives an annual salary of £58,555 and in addition, each Operational Group Manager is provided with a car for operational, business and private use.
- 2.17 Finally, the CFA also employs twenty Operational Station Managers. Each manager receives an annual salary of £50,584 and in addition, each Operational Station Manager is provided with a car for operational, business and private use.
- 2.18 It should be taken into account that the salaries of Principal Officers and other operational managers include an allowance for the associated additional responsibility and hours of work required to provide duty cover on a 24/7, 365 basis. The full details applicable to pay, employer's costs and benefits for all managers paid in excess of £50,000 per annum are set out in Appendix 1 of this Pay Policy Statement.

### **Re-engagement**

- 2.18 All Principal and Senior Managers are subject to the same re-engagement provisions as other Service employees; these are set out in more detail in Section 5.

### **Severance Payments**

- 2.19 All Principal and Senior Managers are subject to the same severance arrangements as other Service employees; these are set out in more detail in Section 6.

# SECTION THREE

## Pay Policy for Firefighters

### General

- 3.1 This policy applies to Wholetime, On-Call Firefighters and Fire Control staff.
- 3.2 National pay awards negotiated by the NJC for firefighters of Local Authority Fire and Rescue Services are applied by the CFA on an annual basis. This represents a cost-of-living increase. A 1% pay award was applied by the NJC for Local Authority Fire and Rescue Services in 2016/17.
- 3.3 Pay is based upon the role undertaken and the stage of competence of each individual for example, trainee, in development and competent.
- 3.4 A formal assessment of individuals is undertaken at each stage of development before moving to the next salary level. Maintenance of competence is a requirement at all levels of the Service and is reviewed annually.
- 3.5 Progression between roles is subject to a competitive selection process.

### On-Call Duty System

- 3.6. Employees employed on the On-Call Duty System are paid an annual retaining fee and receive subsequent payments based on attendance at incidents and other activity including attendance at drill nights, disturbance fees, turnout fees, attendance fees, training fees, other authorised duties and compensation for loss of earnings. All payments are made in line with nationally agreed pay scales and rates.

### Other Allowances and Payments

- 3.7 Pension contributions: the Service makes an employer contribution of 21.7% of salary (1992 scheme); 10.9% of salary (2006 scheme) and 14.3% of salary (2015 scheme) for members of the Firefighters Pension Schemes. The employee will make a contribution of between 11.0% and 17.0% (1992 scheme); between 8.5% and 12.5% (2006 scheme) and between 10.0% and 14.5% (2015 scheme) of pensionable pay.
- 3.8 Under national conditions of service, a flexible duty payment is made to Station Managers and Group Managers who provide flexible duty cover on a 24/7 rota basis and who are available to attend emergency incidents when required and provide Duty Officer cover. This is paid at an allowance of 20% of base salary.
- 3.9 Under local arrangements, Operational Area Managers are paid an allowance of 30% of base salary to provide operational cover on the Strategic Cover rota.
- 3.10 An allowance is paid on a daily basis where employees temporarily undertake the duties of a higher graded role. This is paid at the rate applicable to the role being undertaken; employees must be qualified to undertake the higher level role.
- 3.11 Overtime rates are paid for roles below Station Manager at time and a half or double time on public holiday, or time may be granted in lieu at the appropriate enhanced rate.



- 3.12 Detachments: these are paid at locally agreed rates when operational employees are required to provide cover at other stations.
- 3.13 Recall to duty and/resilience payments are paid to staff in the event that operational circumstances dictate a necessity to bring managers back on duty at times when they would normally be free from all work related responsibilities. The amounts paid are locally agreed.
- 3.14 Under national conditions of service, a Continuous Professional Development Payment (CPD) is approved annually on an individual basis for employees with more than five years of service (since attaining competence in role). It is an annual payment of £645 for wholetime and for On-Call it is pro-rata based on availability. The payment is made by application and authorised at a middle or senior management level. To be eligible, an individual must demonstrate evidence of CPD over and beyond that required for competence and have a good attendance, performance and disciplinary record.
- 3.15 Additional Responsibility Allowances (ARAs) are only paid as and when required.
- 3.16 A travel allowance to cover additional travel costs when an operational employee is compulsorily transferred to another work base: a payment is made of the difference in mileage undertaken and is paid for four years following a compulsory transfer.
- 3.17 Reimbursement of medical fees only applies to employees whose service commenced before November 1994. The reimbursement of fees covers dental, optical and prescription fees and is paid at NHS rates.



# SECTION FOUR

## Pay Policy for Support Roles

### General

- 4.1 This policy applies to employees covered by the NJC for Local Government Services and includes all non-operational staff.
- 4.2 National pay awards negotiated by the NJC for Local Government Services are applied by the CFA on an annual basis and represent a cost-of-living increase. A 1.0% pay award was applied by the NJC for Local Government Services. This covers the period 01.04.16 to 31.03.17. As part of the same agreement a further 1.0% pay award will be applied for the period 01.04.17 to 31.03.18.
- 4.3 The pay structure is aligned to a spinal column point system. Spinal column points are configured into groups to provide incremental pay points. The incremental rises occur on 1 April and 1 October annually and employees progress incrementally through their respective grade until they reach the maximum point.
- 4.4 All employees will be generally paid at the lowest point in the relevant scale. Starting salary may be uplifted along the incremental structure if experience and knowledge warrant this approach. Movement between grades is through a competitive selection process.
- 4.5 Leicestershire Fire and Rescue Service apply the Local Government Job Evaluation Scheme that systematically ranks each job objectively and fairly. The Local Government Job Evaluation Scheme is a recognised best practice, non-discriminatory method of ranking jobs against a predetermined scale. The evaluation process assesses all roles and allocates an appropriate grade according to the duties and responsibilities undertaken. Employees may apply for a review of their grade where permanent, substantial and material changes have increased the level of duties and responsibilities attached to their role. Any substantive changes to grade must be authorised by a Director.

### Other Allowances and Payments

- 4.6. The Service makes an employer pension contribution of 16.0% of salary for all members of the Local Government Pension Scheme plus a lump sum payment of £141,000. The employee will make a contribution of between 5.5% and 12.5% of pensionable pay depending on their salary band.
- 4.7 An allowance is paid if an employee is required to fill a higher level role for a period of more than one month.
- 4.8 A discretionary Honorarium payment may be made, with the approval of a Director, for duties undertaken outside of the normal job requirements for an extended period of time.
- 4.9 A disturbance payment will be paid when an employee is required to move work location; actual additional mileage is paid for a period of four years.

# SECTION FIVE

## Policy on Re-engagement and Pension Abatement

### General

- 5.1 This applies where individuals retire from the Service, draw pension benefits and are subsequently re-engaged into the same or other role with Leicestershire Fire and Rescue Service. The policies set out below apply to all employees, including senior officers.
- 5.2 Leicestershire Fire and Rescue Service operates a Re-engagement Policy, which has been authorised by the CFA, for operational employees. This permits re-engagement if there is a tangible business benefit. During any period of re-engagement the employee has full abatement of pension i.e. when combined with salary, their pension cannot make them earn more than they did in their previous role. This complies with the provisions of the Firefighters Pension Scheme.
- 5.3 Leicestershire Fire and Rescue Service operates a Flexible Retirement Policy for employees in the Local Government Pension Scheme which allows employees to take their pension benefits and be re-employed on reduced hours or at a lower grade without abatement of pension. This complies with the provisions of the Local Government Pension Scheme.
- 5.4 Where employees who have taken retirement benefits (either as former Service employees or employees of another public sector organisation) apply for a support role with Leicestershire Fire and Rescue Service as part of a competitive selection process and are successful, no abatement of pension is applied.



# SECTION SIX

## Severance Payments

### General

- 6.1 In the event of redundancy, the Service applies redundancy payments under the provisions of its Redundancy Policy. This applies to both compulsory and voluntary redundancy situations.
- 6.3 In 2016/17 there has been one settlement agreement; when the employment of an employee is terminated by the Service, or in settlement of a claim. Such agreements are subject to confidentiality clauses.
- 6.4 Early Payment of Pension Benefits: under the provisions of the Local Government Pension Scheme employees aged over 55 who are made redundant, or who are retired from Service on the grounds of efficiency, are awarded early payment of pension benefits. In this case, a charge is made against the CFA by the pensions fund; this is referred to as actuarial strain.
- 6.6 In 2016/17 the Service had no agreements for the early payment of pension.

# SECTION SEVEN

## Bonus Payments and Performance Related Pay

- 7.1 The CFA does not pay any groups of employees a bonus or operate a system of Performance Related Pay.





# APPENDIX 1

## Summary of Annual Remuneration For All Principal Officers and Senior Managers

Role/Position	Function	Salary (£)	Provided Car (£)	Employers Costs (£)	Total Cost (£)
Chief Fire and Rescue Officer	Chief Executive/Head of Paid Service	£126,250	£3,152	£43,700	£173,102
Assistant Chief Fire and Rescue Officer (1)	Director of Service Delivery	£100,969	£3,152	£27,240	£131,361
Assistant Chief Fire and Rescue Officer (1)	Director of Service Support	£100,969	£3,152	£27,240	£131,361
Operational Area Manager (1)	Head of Operational Response	£73,690	£2,867	£19,584	£96,141
Operational Area Manager (1)	Head of Community Risk	£73,690	£2,867	£19,584	£96,141
Head of People and Org Dev	Head of Function	£56,685	£3,152	£15,816	£75,653
Head of Finance and ICT	Head of Function	£51,677	£0	£14,316	£65,993
Head of Tri-Service Control	Head of Function	£53,226	£3,152	£14,580	£70,958
Operational Group Manager (1)	Geographical Group Manager	£58,555	£2,867	£19,668	£81,090
Operational Group Manager (2)	Geographical Group Manager	£58,555	£2,867	£19,668	£81,090
Operational Group Manager (3)	Operational Risk	£58,555	£2,867	£19,668	£81,090
Operational Group Manager (4)	Safer Communities	£58,555	£2,867	£19,668	£81,090
Operational Group Manager (5)	Corporate Risk	£58,555	£2,867	£19,668	£81,090
Operational Station Manager (1)	District Manager	£50,584	£2,867	£16,848	£70,299
Operational Station Manager (2)	District Manager	£50,584	£2,867	£16,848	£70,299
Operational Station Manager (3)	District Manager	£50,584	£2,867	£16,848	£70,299
Operational Station Manager (4)	District Manager	£50,584	£2,867	£16,848	£70,299
Operational Station Manager (5)	District Manager	£50,584	£2,867	£16,848	£70,299
Operational Station Manager (6)	District Manager	£50,584	£2,867	£16,848	£70,299
Operational Station Manager (7)	District Manager	£50,584	£2,867	£16,848	£70,299
Operational Station Manager (8)	District Manager	£50,584	£2,867	£16,848	£70,299
Operational Station Manager (9)	District Manager	£50,584	£2,867	£16,848	£70,299
Operational Station Manager (10)	District Manager	£50,584	£2,867	£16,848	£70,299
Operational Station Manager (11)	Operational Guidance	£50,584	£2,867	£16,848	£70,299
Operational Station Manager (12)	Operational Planning	£50,584	£2,867	£16,848	£70,299
Operational Station Manager (13)	Operational Intelligence	£50,584	£2,867	£16,848	£70,299
Operational Station Manager (14)	Community Safety	£50,584	£2,867	£16,848	£70,299
Operational Station Manager (15)	Fire Protection	£50,584	£2,867	£16,848	£70,299
Operational Station Manager (16)	Fire Protection	£50,584	£2,867	£16,848	£70,299
Operational Station Manager (17)	Fire Protection	£50,584	£2,867	£16,848	£70,299
Operational Station Manager (18)	Operational Assurance	£50,584	£2,867	£16,848	£70,299
Operational Station Manager (19)	Appliances and Equipment	£50,584	£2,867	£16,848	£70,299
Operational Station Manager (20)	Training and Development	£50,584	£2,867	£16,848	£70,299



## If you ask, we can provide the information in this document in another format such as large print, Braille, an alternative language or audio version.

If you or anyone you know would like help in reading or understanding this document please contact us, providing your name, address and explaining the type of help that you need.

આ દસ્તાવેજની કોઈપણ બાબત સમજવામાં જો આપ કોઈ મદદ ઇચ્છતાં હોય તો મહેરબાની કરી લેસ્ટરશાયર ફાયર એન્ડ રેસ્ક્યૂ સર્વિસ (Leicestershire Fire and Rescue Service) Headquarters, 12 Geoff Monk Way, Birstall, Leicester, LE4 3BU પર સંપર્ક કરવો. મહેરબાની કરી આપનું નામ અને સરનામું પૂરું પાડવું અને કયા પ્રકારની મદદ કે જે આપને જોઈએ છે, તે વિગતવાર જણાવવું.

এই ডকুমেন্ট এর যে কোনটি বুঝতে যদি আপনার সহায়তা দরকার হয় তবে অনুগ্রহ করে যোগাযোগ করুন: লেস্টারশায়ার ফায়ার ও রেসকিউ সার্ভিস (Leicestershire Fire and Rescue Service) Headquarters, 12 Geoff Monk Way, Birstall, Leicester LE4 3BU দয়া করে আপনার নাম ও ঠিকানা এবং আপনার কি ধরনের সহায়তা দরকার তা উল্লেখ করবেন।

ਜੇਕਰ ਇਸ ਦਸਤਾਵੇਜ਼ ਦੇ ਕਿਸੇ ਵਿਸ਼ੇ ਨੂੰ ਸਮਝਣ ਲਈ ਤੁਸੀਂ ਕੋਈ ਮਦਦ ਲੈਣੀ ਚਾਹੁੰਦੇ ਹੋ ਤਾਂ ਕਿਰਪਾ ਕਰਕੇ ਲੈਸਟਰਸ਼ਾਇਰ ਫ਼ਾਇਰ ਐਂਡ ਰੈਸਕਿਊ ਸਰਵਿਸ (Leicestershire Fire and Rescue Service) Headquarters, 12 Geoff Monk Way, Birstall, Leicester, LE4 3BU ਨਾਲ ਸੰਪਰਕ ਕਰੋ। ਮਿਹਰਬਾਨੀ ਕਰਕੇ ਆਪਣਾ ਨਾਂ ਅਤੇ ਸਿਰਨਾਵਾਂ ਨਾਲ ਦਿਉ ਅਤੇ ਦੱਸੋ ਕਿ ਤੁਹਾਨੂੰ ਕਿਸ ਤਰਾਂ ਦੀ ਮਦਦ ਦੀ ਲੋੜ ਹੈ।

如需要協助理解本文件內任何資料請聯絡：里斯特郡消防及救援服務 (Leicestershire Fire and Rescue Service) Headquarters, 12 Geoff Monk Way, Birstall, Leicester LE4 3BU 請提供閣下姓名和地址以及說明哪條文需要幫助。

Jelzeli potrzebujesz pomocy w zrozumieniu treści tego dokumentu, skontaktuj się z (Leicestershire Fire and Rescue Service) Headquarters, 12 Geoff Monk Way, Birstall, Leicester LE4 3BU, podając swoje imię, nazwisko i adres i wyjaśniając, jakiej pomocy potrzebujesz.

यदि इस दस्तावेज़ के किसी विषय को समझने के लिए आप कोई मदद लेना चाहते हैं तो कृपया लैसटरशायर फ़ायर एंड रैस्क्यू सर्विस (Leicestershire Fire and Rescue Service) Headquarters, 12 Geoff Monk Way, Birstall, Leicester, LE4 3BU से संपर्क कीजिए। कृपया अपना नाम तथा पता साथ भेजें और बताएं कि आपको किस प्रकार की सहायता की जरूरत है।

اگر آپ کو اس دستاویز کے کسی بھی حصے کو سمجھنے کیلئے کسی قسم کی مدد درکار ہے تو براہ کرم لیسٹرشائر فائر اینڈ ریسکیو سروس (Leicestershire Fire and Rescue Service) Headquarters (Service Rescue), 12 Geoff Monk Way, Birstall, Leicester, LE4 3BU سے رابطہ کریں۔ براہ کرم اپنا نام اور پتہ فراہم کریں اور آپ کو جس قسم کی مدد درکار ہے اس کی وضاحت کریں۔

**LEICESTERSHIRE**  
**FIRE and RESCUE SERVICE**



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