



West Yorkshire
Fire & Rescue Service

Gender Pay Gap Report 2023



Statement from the Chief Fire Officer, John Roberts & Chair of West Yorkshire Fire & Rescue Authority, Councillor Darren O'Donovan

“West Yorkshire Fire and Rescue Authority continues to track and monitor the gender pay gap and are assured that despite differences in pay for women and men we continue to deliver equitable treatment for everyone who works with us, regardless of protected characteristics or personal circumstances. We are proud of our ongoing commitment to an inclusive workforce and the steps we take, including positive action measures to deliver it.

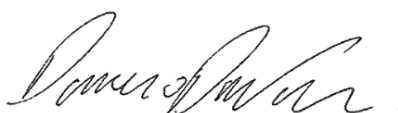
Our salary scales are transparent and available for anyone to view, our pay scales show WYFRA pays all people doing the same job within the same range. Incremental increases are based on experience and not gender, or indeed any other protected characteristic.

We are not complacent however and continue to make sure women who share our values and are thinking of a career as a firefighter are encouraged to join us. There are still significantly more men than women in operational roles, but this continues to change. Our ongoing investment in enabling and encouraging women to join, improvements in how we connect with and recruit people from underrepresented groups; the practical steps we take to shift our gender imbalance in operational firefighting roles through positive action initiatives are all things of which we are proud. Being a Fire Fighter is incredibly rewarding and your gender or other protected characteristic does not indicate how great you will be at making West Yorkshire Safer from fires and other emergencies.

We stand up for what is right and work hard to challenge and remove stereotypes. People who have old fashioned views of what or who an effective firefighter is are not welcome here. People of all genders can and do make fantastic Firefighters and we work regionally and nationally to highlight the many diverse people and roles within fire and rescue services.

Our gender pay gap is **8.3%**, some **6%** below the ONS all pay gap which stands at **14.3%** for 2023. We always pay people doing the same job within the same salary range. People are appointed on their values, experience, and expertise alone; our pay structure is completely transparent and does not favour one gender over another.

We continue to move forward over the longer term and are making progress, but the road ahead is long. Actions continue to help move WYFRA forward to achieve the enormous benefits a diverse workforce and an inclusive organisation brings to our people and communities”.



Cllr Darren O'Donovan
Chair of the Fire Authority



John Roberts
Chief Fire Officer

■ Introduction

West Yorkshire Fire and Rescue Authority (WYFRA) carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 because we are a public sector employer with over 250 staff.

Gender pay reporting compares pay rates and bonuses by gender. At WYFRA all jobs are evaluated against a consistent pay scheme and allocated to a specific grade range based on the evaluation of the job itself. People recruited are appointed to an agreed pay point for each job. Pay rates are transparent and everyone is appointed based on knowledge, skills, and experience within the range of pay for the role.

The Gender Pay Gap enables WYFRA to understand gender equality in our workplace; the balance of male and female employees at different levels and enables steps to be put in place to address inequalities identified.

■ Regulatory Requirements

The regulations give a wide definition of who counts as an employee, (e.g., the self-employed & agency workers); for WYFRA this includes all employees regardless of role and terms and conditions of employment.

In order to report the Gender Pay Gap there are six calculations organisations must carry out:

- a) Mean pay gap – average of hourly pay for men compared with women.
- b) Median pay gap – mid-way point from lowest to highest hourly rates for men compared with women.
- c) Male and female employees in each salary quartile band.

There are a further three calculations required under the regulations, which do not apply to WYFRA because the organisation does not pay any bonus:

- d) The mean (average) bonus pay gap.
- e) The median bonus pay gap.
- f) The proportion of males and females receiving a bonus payment

WYFRA voluntarily shares additional pay data in the spirit of transparency. Figures reported are calculated using methodologies from the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 using guidance issued by Government Equalities Office (GEO) and ACAS.

West Yorkshire Fire and Rescue Service Gender Pay Data

■ Workforce Information - Total Employees

The report data is from 31 March 2023, for reporting purposes, our workforce is laid out as five employee groups.

1. **Fire & Rescue Staff:** our enabling and support teams who provide professional services to support the operational (firefighting) workforce.
2. **Operational Whole Time:** our professional firefighting colleagues and people in front line firefighting operations and operational ranks.
3. **Control:** colleagues who take and prioritise emergency fire calls and carry out initial incident management until crews arrive.
4. **Retained:** on call firefighters who provide services within communities where a wholetime station is not provided.
5. **Community Response:** a new team established in the event of a withdrawal of services by firefighters during strikes (planned strikes were cancelled due to a negotiated pay settlement agreement).

WYFRS Staff 2023 Data*			
Employee Group	Female	Male	
FRS Staff	173	134	
Operational Whole Time	75	856	
Control	35	15	
Community Response*	1	46	
Retained	8	143	Totals
Totals	292	1194	1486

* Data includes all staff, not just people included within pay gap reporting.

■ A Mean (Average) Pay Gap

In 2023 average hourly rates for women decreased by £0.36 to **£16.59**. In 2022 pay on average was £16.95 and in 2021 this was £14.71. Male average hourly rates in 2023 were £18.09 an increase of £0.80. In 2022 this was £17.29 and in 2021 stood at £16.58.

The gender pay gap has increased to **8.3%** this year, leaving a pay gap of £1.50 per hour, meaning women have to work an extra five minutes every hour to attain parity. In 2022 the gap was 2%, IN 2021 the gap was 6% and in 2020 the gap was 6%.

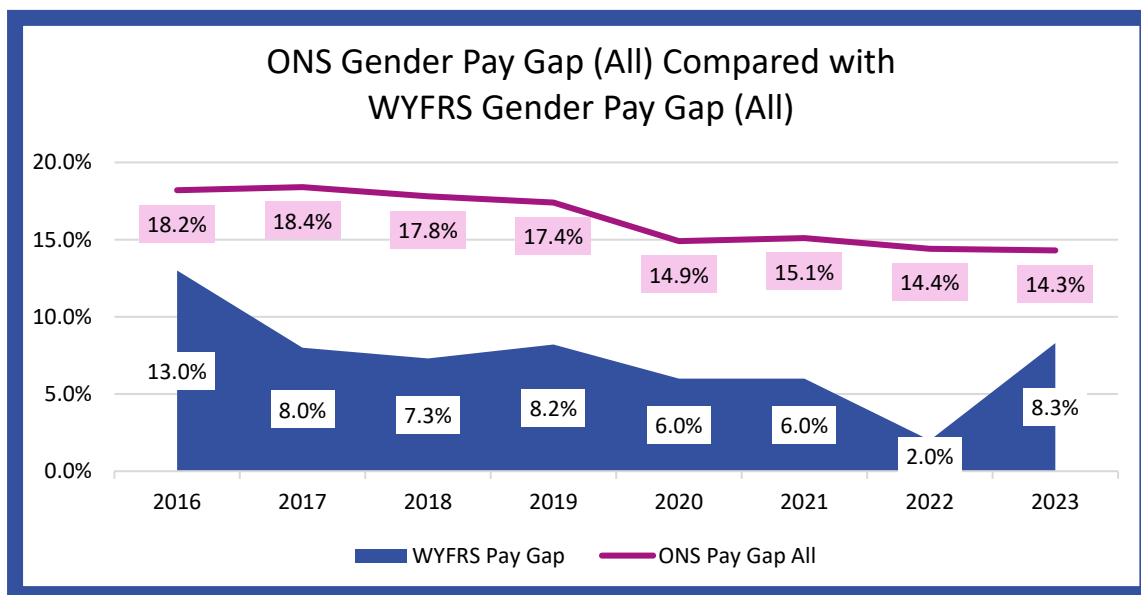
2023	Female	Male	£ Gap	% Gap	Change compared to 2022 pay	Trend
						■ Negative ■ Slight change ■ Positive
All - Mean (Average) Hourly Pay	£16.59	£18.09	£1.50	8.3%	6.3%	↑
FRS Operational (Grey Book)	£16.79	£18.77	£1.97	10.5%	4.5%	↑
FRS Retained	£14.17	£15.39	£1.22	7.9%	7.5%	↑
FRS Control	£16.24	£15.96	-£0.28	-1.8%	-5.1%	↓
FRS Fire Staff (Green Book)	£16.70	£18.48	£1.77	9.6%	2.4%	↑
Community Response*	£13.40	£13.40	-£0.00	0.0%	0.0%	

The pay gap for firefighting colleagues currently stands at **10.5%**, an increased gap compared to 2022 when it stood at 6%. In 2021, that gap was 4.7%. On Call (Retained) has seen a significant change with the pay gap now standing at **7.9%**, a significant increase from 0.4% in 2022. The pay gap fluctuates each year and stood at 3.6% in 2021. Changes in pay gap are caused by staff turnover, promotions, and new starters, rather than specific changes to the 'Grey Book' pay structure itself.

Changes in Fire Staff (Green Book) colleagues are a result of a revised pay and grade structure introduced in September 2022, which is within the reporting period.

Some of the changes noted within pay gap data for the reporting year are connected to rising staff turnover. The pattern of ongoing public sector pay restraint and inflation pressures means more people choose to leave the organisation for better paid jobs elsewhere. A change in grade boundaries for FRS Staff pay scales sought to address a growing recruitment challenge but coming into force mid-year it is unclear the impact this will have over the longer term. Senior Fire Staff roles and senior FRS Operational roles continue to show more males than females in upper quartile roles.

The gender pay gap changed significantly during 2022 but has moved more in line with the trend over time. The pay gap continues to narrow over the longer time period, though not this year. The gender pay gap for 2023 is **8.3%**, which compares favourably with ONS (Office for National Statistics) national pay gap published figure for 2023 which stands at 14.3%; the WYFRA pay gap is **6%** below this figure. The chart which follows illustrates the pay gap performance of the organisation over reporting years. The WYFRS gender pay is consistently lower than official ONS UK figure and this has been the case each year since reporting began in 2017. However, change over time is limited.



The ONS has released pay gap data for the Yorkshire & Humber region, showing the pay gap for employees stands at 16.2% across the region, higher than the UK figure and almost double West Yorkshire Fire and Rescue Service.

B Median Pay Gap

2023	Female	Male	Gap	%	Gender Difference from 2022
Median Hourly Pay	£ 15.75	£ 16.74	£ 0.99	5.9%	4.2% ↑
FRS Operational (Grey Book)	£ 16.35	£ 17.58	£ 1.23	7.0%	
FRS Retained	£ 14.03	£ 15.75	£ 1.72	10.9%	
FRS Control	£ 15.41	£ 16.35	£ 0.94	5.7%	
FRS Fire Staff	£ 14.48	£ 16.98	£ 2.50	14.7%	
Community Response	£ 13.40	£ 13.40	£ -	0.0%	

The median pay gap has grown, standing at **5.9%** over all, an increase on 2022 (1.7%) which was an outlier when compared to previous reporting years. The 2023 data shows a positive longer-term trend as it tracks lower than the 6% reported in 2020 and 2021, and significantly lower than 2018 (8.2%).

People of all genders are paid the pay rate for the job. Each job is objectively evaluated and placed within a defined pay range or grade based on spinal column points. Pay is based on the job, without regard to post holder or protected characteristics meaning there is no difference in how male and female pay is calculated for the same roles.

Our pay structure is transparent. Jobs are graded, based around a nationally determined and fixed grading structure for Firefighters and FRS Staff aligned with appropriate fire/public sector pay rates and agreements.

The median pay gap has increased in cash terms from last year and is now **99p**, an increase on the 26p gap from 2022 and very close to the 2021 figure of £0.98. The median salary pay rate difference for men and women shows men still earn more per hour than women.

The biggest difference across the main pay groups across the organisation occurs in the Fire Staff / Green Book group. This is now **14.7%**, a reduction of 6.1% from 20.8% reported in 2022, which is in part attributable to the restructuring of pay and grading. This is lower than any year from 2020 to date. There has been some movement in senior roles, which continue to be occupied mainly by men, conversely lower paid support roles are mainly occupied by women.

■ C Salary Quartile Bands

A quartile is defined as four equal 'slices' of pay data which is filtered by the proportion of women and men and in each, as a result there may be people on the same hourly rate showing in two quartiles:

The data is shared in three ways, the whole organisation, Fire Staff and Firefighting colleagues as shown by the tables below.

Whole Organisation

Salary Quartile Bands – Overview 2023								
Gender	High	Gender Difference from 2022	Mid (Upper)	Gender Difference from 2018	Mid (Lower)	Gender Difference from 2022	Low	Gender Difference from 2022
Women	15%	5% ↓	18%	2% ↑	8%	2% ↓	38%	6% ↑
Men	85%		82%		92%		62%	
3% ↓					4% ↑			

The changes across each of the four quartiles tells a story of leavers, new starters, and changes in grades for colleagues. The reduction of women in the top salary quartile, dropping from 70 women in 2022 to 54 in 2023 explains the 5% decrease in women in the high quartile, a result of people changing jobs.

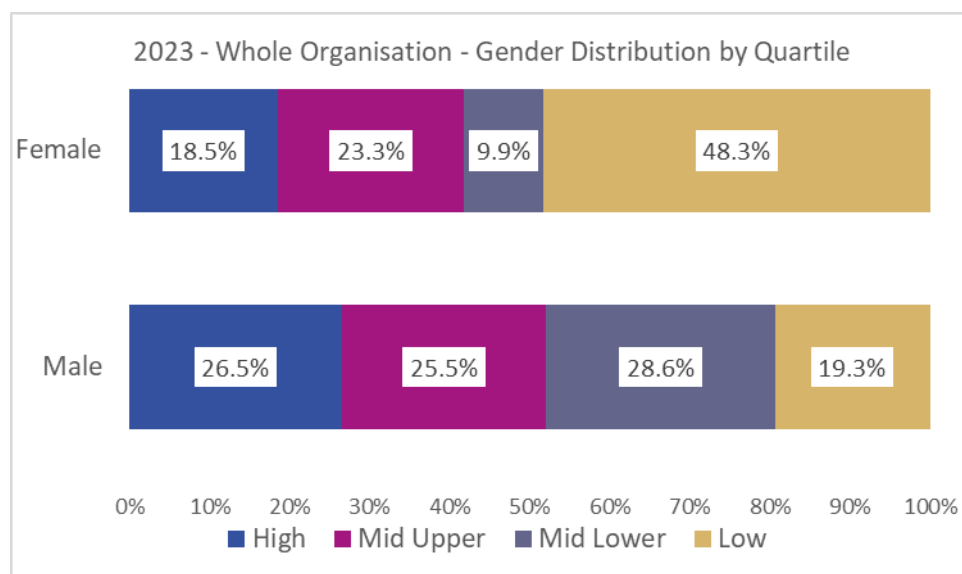
Salary Quartile Bands – Breakdown 2023						
Quartile	Hourly Rate Range	Women	% Women	Men	% Men	Total
High	£19.53 - £79.36	54	15%	317	85%	371
Mid Upper	£16.51 - £19.53	68	18%	304	82%	372
Mid Lower	£15.75 - £16.51	29	8%	343	92%	372
Low	£10.98 - £15.75	141	38%	230	62%	371
Total		292		1194		1486

Over all, staff numbers included in the report increased from 1388 in 2022 to 1486 in the 2023 reporting year; the increase over all has seen more women than men joining (6.8% more women and 6.5% men). However the high quartile salary band continues to be underrepresented by women.

There is a slight increase in women in the mid-upper pay band which is now **18%**, an increase on the previous three years which was 16%.

Despite some positive progress in the mid upper quartile, when comparing women and men in the bottom half of salary distribution, there are more women in the lowest two quartile salary bands, (**58%**) than men, (**48%**).

A comparison of the distribution of women and men in each of the four quartiles is shown below. Men are distributed relatively evenly across each quartile, which is not the case for women as a much greater proportion show in the lowest quartile.



The proportion of men and women in the top quartile shows a widening gap with men at **26.5%**, whereas **18.5%** of all women are in the top quartile. For the bottom quartile, **48.3%** of all women are in the lowest quartile a significant change from the **41% in 2022**, compared to **19.3%** of all men.

Fire Staff - Support & Enabling Staff / Green Book

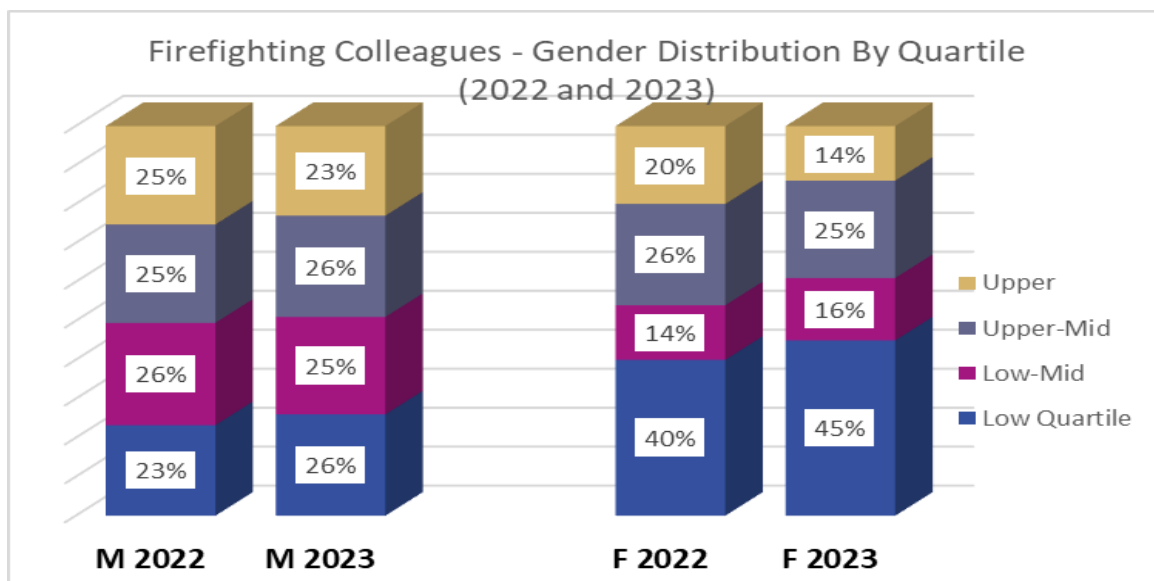
Fire Staff (Support / "Green Book") 2023							
Quartile	Hourly Rate Range	Women	% Women	Men	% Men	Gender Difference from 2021	Grand Total
High	£19.57-£61.34	34	45%	42	55%	6% ↓	76
Mid Upper	£15.63-£19.57	42	55%	35	45%	17% ↑	77
Mid Lower	£19.89-£15.63	39	51%	38	49%	7% ↓	77
Low	£10.98-£12.89	58	75%	19	25%	0% ↔	77
Total		173		134			307

There is a decrease in the proportion of women in the High quartile of **6%** which is, with a significant positive increase of **17%** in the mid-upper quartile. There is a decrease in the mid-lower quartile of **7%**, and no change in low.

The gender split has remained static with 75% of women still sitting in the low pay band, however, though the high band has seen some reductions (from 51% to 45%), the mid upper has seen a significant positive shift and mid lower has moved closer to parity.

Firefighting Colleagues - Wholetime, On Call & Control

Firefighting Colleagues (Grey Book Including Control) 2023						
Quartile	Hourly Rate Range	Women	% Women	Men	% Men	Grand Total
High	£19.76-£79.36	17	6%	266	94%	
Mid Upper	£16.74-£19.71	29	10%	254	90%	
Mid Lower	£15.75-£16.74	19	7%	264	93%	
Low	£11.08-£15.75	53	19%	230	81%	
Total		118		1014		1132



The chart above highlights the proportion of male and female staff in each quartile. The data clearly shows that for male firefighting colleagues the split is fairly even, but for women there are significantly more women as a proportion in the low quartile, and few in the top quartile. Significantly more women are in the low quartile, which is a direct result of our success in recruiting more women into firefighting roles.

■ D -G Bonus Payments

The Fire Service does not offer a bonus scheme. Therefore:

D) The mean bonus pay gap – **N/A**

E) The median bonus pay gap **N/A**

F) The proportion of males receiving a bonus payment - **N/A**

G) The proportion of females receiving a bonus payment - **N/A**

In line with our commitment to transparency we include data on additional allowances and overtime overleaf.

■ Additional Allowances

WYFRA pay Additional Allowances on top of base salary for operational colleagues trained in specific skills or carrying out specialised additional responsibilities such as training, casualty care, water rescue and technical rescue. WYFRS does not offer a bonus scheme.

Additional Responsibility / Skill Allowance (SSA/ARA) 2023					
	Women	% Women	Men	% Men	Grand Total
People Receiving ARA Payments					
Total Operational Firefighting (Grey Book) Staff Receiving SSA / ARA	31 (118)	26%	413 (1014)	48%	444 (1132)

There has been an increase in operational colleagues in receipt of Specialist Skills Allowances and Additional Responsibility Allowances. The data indicates a growing gap as 26% of women are in receipt compared to 48% of men. The gap has reversed from a positive pay gap in 2022 to a negative gap of 5.7%, which is still significantly below the wider pay gap.

Additional Responsibility Allowance Pay Data 2023					↑ 7.5%
Average ARA / SSA Payment	Women	Men	Gap	%	
	£58.32	£61.83	£3.51	5.7%	

Additional Responsibility Allowance Pay Data 2022					↓ 5%
Average ARA / SSA Payment	Women	Men	Gap	%	
	£63.62	£62.28	-£1.34	-2.2%	

The average payment has reduced slightly, with a drop in cash terms for both men and women on average, though men have seen a slight reduction of £0.45 compared to women who have seen a larger drop of £5.30.

■ Overtime

As a 24/7 service overtime payments are used to ensure we remain at safe staffing levels, are operationally resilient and able to respond at all times.

Overtime (2023)						
All Staff	Female		Male		Gender Difference from 2022	Totals
	Gender Composition	292	20%	1194		
Staff Receiving Overtime	52	11%	401	89%	↓ 4%	453
Staff Not Receiving Overtime	240	23%	793	77%	↓ 2%	1033
% Of gender category receiving OT		18%		34%	↓ 5%	
					Gap	%
Average OT Payment	£257.01		£248.77		-£ 8.24	-3.8%
Median OT Payment	£162.97		£61.18		-£ 101.79	-166.4%

There has been a slight drop in the numbers of women receiving overtime payments and the cost of overtime for the reporting period has changed minimally from the previous reporting year.

Average and median overtime figures continue to be favourable to women, with average overtime pay gap decreasing from -17% in 2022 to **-3.8%** in 2023, closer to gender parity. There has been a sharp reduction in the gap for median overtime, shifting significantly from -237% in 2022 to **-166.4%** in 2023 – a significant shift but still showing a large gender pay gap.

Over all the overtime payments have remained similar to 2022, men received on average **£248.77** for the period, whereas women received on average **£257.01** which is a slight negative pay gap of **£8.24**. Median payments are also tracking significantly more favourable towards women than men. The payments were **£162.97** (Women) and **£61.18** (Men). A (minus) **-166.4%** gap.

Overtime – Split by operational area (2023)				
Grey Book & Retained (Operational)	Female	Male	Gap	%
Gender composition of area	(83) 8%	(999) 92%		
Gender split - staff receiving Overtime (OT)	(31) 8%	(383) 92%		
Average OT Payment	£176.10	£242.15	£66.05	27.3%
Green Book (Fire Staff)	Female	Male	Gap	%
Gender composition of area	(173) 56%	(134) 44%		
Gender split - staff receiving Overtime	(11) 48%	(12) 52%		
Average OT Payment	£224.11	£271.39	£57.26	17.4%
Control	Female	Male	Gap	%
Gender composition of area	(35) 70%	(15) 30%		
Gender split - staff receiving Overtime	(24) 60%	16 40%		
Average Overtime Payment	£514.95	£498.43	-£16.52	-3.3%

Distribution of overtime in operational and retained roles remains the same as the organisations gender profile for a further year, which is great to see. There is a gender difference for overtime which has change from -14.2% in 2022 to **27.3%**, which is a significant negative change over the year. For Fire Staff roles the gap has increased to **17.4%** from 8% last reporting year. Control has a reverse pay gap of **-3.3%**.

■ Progress & Steps Taken

The mean (average) gender pay gap has increased to **8.3%**. This is tracking significantly below the Yorkshire and Humberside pay gap of 16.2% and national pay gap of 14.3%. The West Yorkshire Fire and Rescue Service pay gap at continues to track much lower than the Office for National Statistics and has done so in all reporting years since gender pay gap reporting began. The key reasons for the pay gap remain consistent, and include:

- More men than women in operational roles. There are positive signs of a shift in this area and recent recruitment has significantly impacted this as more women join the service. Continued work around positive action supports this. However, though headcount is increased, and more women are joining than in the past the overall headcount shows a relatively small proportion of women in the operational roles. This challenge remains common across the Fire and Rescue labour market, progress is being made:
 - Significant and sustained efforts to attract women for upcoming recruitment campaigns, with continued deployment of targeted advertising, workshops, and other positive action events.

- Launching the updated Watch Manager development process, which shifts from a 'recruit/develop' model to a 'develop/recruit' approach. This focus on development first has seen greater numbers of women coming forward for development. Research indicates women will talk themselves out of applying for a job without the requisite development being in place. This echoes improvements seen as a result of changes implemented in the Firefighter-Crew Manager promotions process.
- Development of a new Station Manager development scheme, again moving towards a development process before recruitment. This is now almost complete, with a greater emphasis on leadership and management skills alongside the operational skills required.
- We are active regionally and nationally through work with the National Fire Chiefs Council (NFCC), including leading on national groups.
- Launch of a pilot talent programme (WYFire Aspire), which has nine colleagues enrolled, eight of whom are women.
- Engaging our 'Fire GIN' (Gender Inclusion Network) in work to understand the barriers women face and development of projects to overcome where possible.

We continue to work hard to position West Yorkshire Fire and Rescue Authority as an employer of choice and remain proud of our record.

Our transparent pay structure means we can be sure any gender pay gap does not stem from paying men and women differently for equivalent work. The gender pay gap is a result of the specific roles in which men and women currently work within the organisation and the salaries each role attracts.

WYFRA have already taken steps to encourage gender parity, including:

- **Consolidating our evidence base:** Equality Data is routinely captured:
 - Significantly more people share their diversity data during the recruitment process enabling better quality data reporting; work continues to encourage all staff to share their protected characteristics data.
 - The work continues to identify barriers in firefighter recruitment and implement improvements which maintain our incredibly high standards but also seeks to identify and remove bias from the process.

- Continued pay gap reporting and putting in place real and practical actions to address issues identified.
- Empowering our Gender Inclusion Staff Network to review data, share stories and influence decision making to narrow the gap.

■ **Raising the profile of gender issues:** the organisation is keen to ensure gender issues are high on the agenda and continues to offer a rolling programme of awareness and training events to promote awareness. This includes:

- Celebrating International Women's Day and International Men's Day.
- Giving a genuine voice to our staff networks, including our Gender Network, with a membership of women and male allies.
- A seat on our Diversity and Inclusion Board (a strategic body) for the Gender network Chair to ensure gender issues raised are actioned at a strategic level, including a Board level gender champion, (Deputy Chief Fire Officer) who is an active participant in meetings.
- Championing the great work of Women in the Fire Service, with continued representation regionally and nationally. We also promote regional and national events, including the highly regarded annual 'WFS Weekend'.
- Deliver further improvements to Equality Impact Assessments including consultation and input from members of the Gender Inclusion Network to ensure issues which impact on women for example are considered and addressed.

■ **Removing Inequality Through Impact Assessments:** A review of how the organisation conducts the EIA process is underway to further improve how we deliver fairness and equality across major and minor projects. The previous approach led to improvements in identifying and removing potential bias in projects. The next iteration seeks to make the process easier to use and capture better quality to ramp up our efforts to remove unconscious bias.

■ **Further Changes in Promotion Process:** Work to change our approach to promotion has led to greater transparency and more women coming forward to step up to Crew Manager and Watch Manager as we embed our 'develop/recruit' promotion model. The Station Manager process will move to business as usual imminently.

■ Going Forward - What Next?

Work which positively impacts our gender pay gap will focus primarily on initiatives which open up talent management, career development and learning opportunities for women. Upcoming changes to Group Manager and above development packs will further support opportunities for operational women to take up promotion and development opportunities.

There are limited opportunities to address the gender pay gap through recruitment. The organisation is fortunate to retain the talent it has, and employee engagement remains strong. The 'Great resignation' caused by people reflecting on their experiences and priorities of the pandemic and the time that has passed since is now seeing a significant shift in employees, some of whom have long service leaving us. The impacts on gender pay gap reporting data have started to be evident.

We continue to drive changes to make a positive impact:

- **Leadership Development:** Significant and ongoing training is delivered to managers and staff using internal and external experts to equip managers with a deeper understanding of leadership with a significant uptick in the use of 360° feedback as a developmental tool. A greater emphasis on developing people before promotion is now starting to see great results and will continue.
- **The Women in the Fire Service (WFS) Development Programme:** This has now become part of our annual programme following fantastic feedback, with attendance at annual development weekend sessions planned and supported by the organisation; we expect to significant increase our representation within WFS.
- **Parent and Carer Support:** WYFRA has a range of family friendly policies we are proud of including maternity leave, adoption leave and other leave for emergencies such as caring responsibilities. A greater flexibility through the deployment of hybrid working contracts also supports people who have child/elder care responsibility, which are more likely to be women than men. The updated flexi-time policy offers greater flexibility of working hours to support a better work life balance.
- **Menopause:** We are proud of our range of support measures for women experiencing menopause, taking specific steps to support women firefighters by understanding the operational impact and supporting people during their menopause. We provide information and training to

managers to ensure colleagues going through menopause feel supported. Our Occupational Health team provide advice and specific adjustments as required. WYFRS remains at the forefront of this work.

- **Positive Action & Community Engagement:** We are proud of the steps we have taken and continue to take to get closer to our communities; there is much to do, but we are working tirelessly to make a positive impact. We put in place a number of successful interventions to support and enable women to get to the 'start line' of Firefighter recruitment and will review our approach again, implementing further improvements before each recruitment campaign.
- **Talent Management & Succession Planning:** The pilot programme is almost complete. Nine colleagues, eight of whom are women will make recommendations on the success of the programme through their involvement in evaluation before the launch of the finalised programme which will be delivered during 2024. Early indications are that participants have gained significantly from opportunities for mentoring, coaching, access to psychometric assessments and confidence building.
- **Promotion Process Continuous Improvement:** We will continue to embed the success achieved through development of emerging Crew Manager and Watch Manager talent. This year sees the embedding of the Station Manager process and work on Group Manager and above.

We take the work seriously and work tirelessly to put in place actions to further reducing our pay gap. This report shows our data 'warts and all' and demonstrates the many positive steps taken in this, and every year helping us move further in the right direction.

I, John Roberts, Chief Fire Officer, confirm that the information in this statement is accurate.

Date: March 2024

