

CHESHIRE FIRE AUTHORITY

ITEM: 5

MEETING OF : CHESHIRE FIRE AUTHORITY
DATE : 10th FEBRUARY 2016
REPORT OF : HEAD OF PEOPLE & DEVELOPMENT
AUTHOR : ANDREA HARVEY

SUBJECT : PAY POLICY STATEMENT

Purpose of Report

1. This report seeks approval to publish the attached Pay Policy Statement for 2016/17. The publishing of a Pay Policy Statement is an annual requirement which must take place by 31st March immediately preceding the financial year to which it relates.

Recommended: That Members

- [1] approve the Pay Policy Statement attached at *Appendix A*; and
- [2] authorise the Head of People and Development and Head of Legal and Democratic Services to make such changes to the Pay Policy Statement as are necessary to reflect the issues mentioned in paragraph 9.

Background

2. As a result of the Localism Act 2011 all local authorities are mandated to publish a pay policy statement on an annual basis which sets out the Authority's policies for the financial year relating to the remuneration of its Chief Officers, the remuneration of its lowest paid employees and the relationship between the pay of Chief Officers and that of other employees.
3. This provision was introduced in order to:
 - Increase the accountability, transparency and fairness of the setting of local pay;
 - To give local people access to information to allow them to determine whether pay is appropriate;
 - To ensure the pay of senior staff is fair in the context of the pay of the rest of the workforce;
4. The information within the annual Statement must include the policies relating to the level and elements of remuneration for each Chief Officer, including salary, bonuses and any benefits in kind.

5. The definition of “Chief Officer” for purposes of this Authority and the pay policy statement means Chief Fire Officer, Deputy Chief Fire Officer, and the two Statutory Officers, i.e. the Monitoring Officer and the Section 151 Finance Officer. With effect February 2016 the post of Assistant Chief Fire Officer is no longer in existence and therefore has not been referenced in the 2016/17 Pay Policy Statement.
6. In terms of transparency, this Authority already publishes information on its website relating to the pay of senior officers including the salaries, allowances and benefits in kind paid to the Chief Fire Officer, Deputy Chief Fire Officer, and Statutory Officers.
7. In addition to this, the Authority also publishes the number of other employees whose salaries exceed £50,000 within certain pay bands which is over and above the requirement of the Code of Recommended Practice for Local Authorities on Data Transparency which recommends that all salaries of senior post holders over £58,200 are published. The Minutes of the Brigade Manager’s Pay and Performance Committee are also accessible via the website.
8. As the revised Pay Policy Statement has a number of prerequisites in relation to content and information, there have been minimal changes to the version that was approved last year.
9. There are currently two issues pertaining to pay that are expected to lead to changes to the Pay Policy Statement. These are:
 - Work ongoing in respect of the White Book terms and conditions which currently apply to senior support staff. As the White Book was not designed for use by Fire and Rescue Service personnel, the intention is to review the appropriateness of applying the Green Book for all support staff roles. The White Book relates more appropriately to Chief Executives and Directors in Local Authorities who hold particular positions with higher public profiles and greater accountability. This review is to be undertaken by the Independent HR Consultant who is currently commissioned to coordinate the Annual Brigade Manager’s Pay review.
 - During 2016 it is also expected that there will be new rules coming out about limiting exit payments to £95,000. It is not clear when the legislation associated with this change is expected to come into effect.
10. The changes in respect of both of these issues will need to be reflected in various HR policies as well as the Pay Policy Statement at the appropriate time.

Financial Implications

11. The Pay Policy Statement is intended to provide transparency and a clear rationale to explain the Authority's approach to pay for the public domain.

Legal Implications

12. The requirements under the Localism Act to produce and publish the Pay Policy Statement supplement all the existing duties and responsibilities of the Authority as an employer, particularly its responsibilities under the Equality Act 2010 to avoid discrimination and provide equal pay. Since the Statement contains policies concerned with remuneration rather than information relating to individuals, the provisions of Data Protection Act do not apply. Where the salary of senior post holders is published, outside the Pay Policy Statement, it is done so in order to comply with the Code of Recommended Practice for Local Authorities on Data Transparency.

Equality and Diversity Implications

13. The Pay Policy Statement will assist the Authority to; monitor remuneration across the Service; and provide a fair system of remuneration which avoids discrimination.

Environmental Implications

14. There are no environmental implications.

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