

CHESHIRE FIRE AUTHORITY

MEETING OF : CHESHIRE FIRE AUTHORITY ITEM: 6
DATE : 12 FEBRUARY 2014
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 2014/15. 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

- [1] That Members approve the pay policy statement attached in draft at *Appendix A* for publication by 31st March 2014.

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;
 - Give local people access to information to allow them to determine whether pay is appropriate;
 - 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, Assistant Chief Fire Officer and the two Statutory Officers, i.e. the

Monitoring Officer and the Section 151 Finance Officer.

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, the Assistant 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 only minor changes to the version that was approved last year. The changes that have been made follow the publication of guidance by the Government and the LGA.

Information

9. The changes to the pay policy statement for 2014/15 are summarised below:
 - Inclusion of the employer and employee pension contribution rates. This is recommended by the Local Government Association as pensions are part of the overall remuneration package.
 - Details of how staff progress within the pay grade.
 - Details about our approach to severance payments, including the requirement for any severance payment in excess of £100,000 to be approved by the full Fire Authority.
 - A statement that re-engagement of staff that have been made redundant or retired will only take place in exceptional circumstances. A specific policy about re-engagement is currently being drafted by officers that will be presented to Members in due course.

Financial Implications

10. 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

11. The requirements under the Localism Act to produce and publish the pay policy statement supplement 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, irrespective of 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

12. 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

13. There are no environmental implications.

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