

WILTSHIRE & SWINDON FIRE AUTHORITY

REPORT REFERENCE NO.	13
MEETING	Combined Fire Authority
MEETING DATE	12 th February 2015
SUBJECT OF REPORT	Localism Act – Pay Policy
LEAD OFFICER	Brigade Manager, People & Development
RECOMMENDATIONS	<p>The Fire Authority is asked to:</p> <ul style="list-style-type: none"> i) APPROVE the Pay Policy statement 2015-16; and ii) ASK officers to work with colleagues in Dorset Fire & Rescue Service to produce a Pay Policy Statement for 2016 – 17 for the new Combined Authority to approve
EXECUTIVE SUMMARY	The approval and subsequent publication of a pay policy each financial year is a requirement under the Localism Act 2011
APPENDICES	Draft Pay Policy 2015-16

Introduction

- 1 The draft pay policy statement for 2015-16 is attached for approval by the Combined Fire Authority.

Background

- 2 Sections 38 to 43 of the Localism Act 2011 place a requirement upon relevant authorities to prepare a pay policy statement for each financial year, beginning with 2012-2013 and which set out the Authorities policies relating to:
 - a. The remuneration of chief officers,
 - b. The remuneration of its lowest paid employees, and
 - c. The relationship between-
 - i. The remuneration of its chief officers, and
 - ii. The remuneration of its employees who are not chief officers

- 3 The Authority approved their first pay policy statement at their meeting on 14th February 2012.
- 4 Following that meeting the statutory guidance on the subject of pay policy statements was published (Openness and accountability in local pay: Guidance under section 40 of the Localism Act), and in February 2013 further Supplementary Guidance was published.
- 5 The pay policy statement has been reviewed for 2015-16 and has taken into account all guidance documents, and activity during the year and a number of changes have been made, which include:
- a. The post of Assistant Chief Fire Officer is proposed to be removed from the budget and reference to this post has therefore been removed from this pay policy statement (para 7)
 - b. Details of the national pay awards for Gold, Grey and Green Book staff (paras 17 & 18);
 - c. Details of the local pay review approved by the Staffing Committee in January 2014 (para 16);
 - d. Confirmation of the request to extend the Redundancy policy for a period of 12 months(para 36);
 - e. The severance pay sections have been update in line with the Discretions Policy presented to the Staffing Committee in January 2015 (paras 37, 38, 39 & 40); and
 - f. Details of the requirements under the Local Government Transparency Code, which will be published on the website (para 24)

Policy Implications

- 6 The policy statement requires the approval of the full Fire Authority.

Risks

- 7 There are no new risks associated with this policy statement.

HR, Equality and Diversity Implications

- 8 Consideration has been given to the impact upon differing groups and a full assessment is not required.

Environmental Implications

- 9 There are no new implications arising from this statement.

Financial and Legal Implications

- 10 The attached policy statement meets the requirements of the Localism Act 2011 and associated guidance.

Combination Implications

- 11 The new Combined Authority will require a Pay Policy statement for 2016-17 covering the pay arrangements outlined in paragraph 2 and the requirements of the guidance documents listed in paragraph 4 above.

Recommendations

12 The Fire Authority is asked to:

- a. **APPROVE** the Pay Policy Statement 2015-16; and
- b. **ASK** officers to work with colleagues in Dorset Fire & Rescue Service to produce a Pay Policy Statement for 2016 -17 for the new Combined Authority to approve

Simon Routh-Jones
Chief Fire Officer & Chief
Executive

Barbara Owen
Brigade Manager, People &
Development

Unpublished documents used in the preparation of this report :

None

Author:

Barbara Owen, 01380 731146, Barbara.owen@wiltsfire.gov.uk

Media enquiries concerning this report should be made to:

Louise Knox, 01380 731126, Louise.knox@wiltsfire.gov.uk