

WILTSHIRE & SWINDON FIRE AUTHORITY

REPORT REFERENCE NO.	15
MEETING	Combined Fire Authority
MEETING DATE	13 th February 2014
SUBJECT OF REPORT	Localism Act – Pay Policy
LEAD OFFICER	Brigade Manager, People & Development
RECOMMENDATIONS	The Fire Authority is asked to approve the Pay Policy 2014-15
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 2014-15

Introduction

- 1 The pay policy statement for 2014-15 was discussed and recommended for approval by the Staffing Committee at the meeting on 31st January 2014.

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:
 - i) The remuneration of chief officers,
 - ii) The remuneration of its lowest paid employees, and
 - iii) The relationship between-
 - (1) The remuneration of its chief officers, and
 - (2) 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. A letter from the Local Government Association Head of Workforce, Sarah Messenger, has recently been received,

which reminds authorities to set out their pay and reward policies for all staff in a local pay policy statement and to describe their arrangements for setting these policies.

- 5 All guidance documents have been considered when reviewing the pay policy statement for 2014-15, and as a result of the guidance a number of changes have been made, which include:
1. A policy statement to confirm that the full Authority will be given the opportunity to vote on severance payments over £100,000 (para 39);
 2. Details of the Guidance that is not applicable to the Fire Authority (para 43);
 3. Details of the 1% national pay awards for Grey and Green Book staff (para 18);
 4. Confirmation that a salary scheme is being piloted for 12 months within the Service for 'on call' staff (para 8);
 5. Further clarity on re-employment as a chief or senior officer following retirement or redundancy (paras 41 & 42); and
 6. Inclusion of the pay multiple between the highest paid post and the median average salary (para 8).

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.

Combination Implications

- 11 Both Wiltshire and Dorset Fire Authorities are required to have Pay Policy Statements. The Statements set out the remuneration of chief officers and how each Authority will approve any salary package of £100,000 or more in relation to new appointments. The individual Pay Policy Statements for 2015-16 should be harmonised as far as possible and, depending on progress regarding combination, may need to indicate the intended remuneration policies for chief officers of the Combined authority, as well as indicating whether any salary or severance packages will need to be approved by the relevant authority. There will only need to be one Pay Policy statement for 2016-17 which will be for the Combined authority. Initial

discussions have been held regarding harmonising the statements, and these are expected to continue during 2014.

Recommendations

12 The Fire Authority is asked to approve the Pay Policy Statement 2014-15

Simon Routh-Jones
Chief Fire Officer & Chief
Executive

Ian Morgan
Personnel Advisor

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