

Status of Report: Public

Meeting: Combined Fire Authority

Date: 10 February 2021

Subject: Pay Policy Statement 2021-22

Report by: Chief Fire and Rescue Officer

Author: Mick Grewcock. Assistant Chief Fire Officer, Service Support

For: Decision

Purpose

1. This report seeks the approval of the Combined Fire Authority (CFA) for the Leicestershire Fire and Rescue Service's Pay Policy Statement for 2021-22 for subsequent publication on the CFA's website.

Recommendation

2. The CFA is asked to approve the Leicestershire Fire and Rescue Service Pay Policy Statement 2021-22 for subsequent publication on the CFA's website.

Executive Summary

3. It is a statutory requirement to publish an annual pay policy, including the pay and benefits of employees classified as Chief Officers. The statement should confirm the level of pay and other benefits for all posts and provide a comparison between the highest and lowest paid employees. It should also include the CFA's policy on certain other employment matters such as pensions and termination payments.

Background

4. On 15 November 2011, the Localism Act received Royal Assent. Sections 38 to 40 of the Localism Act requires the CFA to publish an agreed annual Pay Policy Statement for each financial year.
5. This Statement must set out the CFA's policies in relation to:
 - i. The remuneration of its Chief Officers;
 - ii. The remuneration of its lowest-paid employees; and
 - iii. The relationship between the remuneration of its Chief Officers and the remuneration of its employees who are not Chief Officers.
6. For the purposes of this Statement, remuneration includes basic salary, bonuses and other allowances or entitlements related to employment.

7. This Statement has been drawn up based on the existing terms and conditions of those relevant senior managers and existing Service policies. It includes information on the current locally determined pay package for the Chief Fire and Rescue Officer (CFO) and two Operational Assistant Chief Fire and Rescue Officers.
8. The format of the Statement was subject to a comprehensive review by the Monitoring Officer and the CFO in 2017-18. There are no plans to revise the style of the statement at the stage.
9. The 2021-22 Statement, appended to this report, incorporates detailed information about middle and senior management remuneration arrangements.

Background

10. Legal (including crime and disorder)

Under Section 38(1) of the Localism Act 2011, there is a requirement to publish the statement by the end of March each year.

11. Financial (including value for money, benefits and efficiencies)

Provision is made for the salaries and allowances within existing budgets.

12. Risk (including corporate and operational, health and safety and any impact on the continuity of service delivery)

There is a risk of a legal challenge if the Pay Policy Statement 2021-22 is not approved and published by 31 March 2021.

13. Staff, Service Users and Stakeholders (including the Equality Impact Assessment)

The approval of the Pay Policy Statement provides clarity on terms associated with the various elements of remuneration relating to chief officers.

14. Environmental

There are no environmental implications arising from this report.

15. Impact upon Our Plan Objectives

The adoption, publication and use of the Pay Policy Statement will contribute towards achieving the outcomes of the Governance Strategy; “Well Informed Communities”, and “Well Informed Staff”.

Background Papers

None.

Appendix

Leicestershire Fire and Rescue Service Pay Policy Statement 2021-22.

Officers to Contact

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