

**Meeting:** Combined Fire Authority**Date:** 7<sup>th</sup> February 2018**Subject:** Localism Act: Pay Policy Statement 2018/19**Report by:** Chief Fire and Rescue Officer**Author:** Adam Stretton – Area Manager Finance and ICT**For:** Decision**1. Purpose**

This report requests that the Combined Fire Authority (CFA) approve the Pay Policy Statement for 2018/19.

**2. Recommendations**

Subject to any minor technical or formatting requirements, the CFA is asked to approve the Localism Act Pay Policy Statement 2018/19.

**3. Executive Summary**

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.

**4. Report Detail**

4.1 Section 40 of the Localism Act requires the Fire Authority to publish an agreed Pay Policy statement for those posts covered by the legislation. 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 & Rescue Officers/Directors.

4.2 The statement was subject to a comprehensive review by the Monitoring Officer and the CFO for 2017/18. The 2018/19 Statement; attached as Appendix 1 to this report, is re-published in a similar format. This format incorporates detailed information about middle and senior management remuneration arrangements and demonstrates the CFAs commitment to increasing and improving transparency and reporting arrangements.

## **5. Report Implications / Impact**

### **5.1. *Legal (including crime and disorder)***

The publishing of the statement by the end of March each year is a requirement of the Localism Act 2011.

### **5.2. *Financial (including value for money, benefits and efficiencies)***

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

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

Non-compliance with legal requirements.

### **5.4. *Staff, Service Users and Stakeholders (including the Equality Impact Assessment)***

The approval of a statement provides clarity on salaries and other terms for recruitment and promotion purposes in accordance with the CFAs legal duties.

### **5.5. *Environmental***

None

### **5.6. *Impact upon Our Plan Objectives***

The adoption and use of the policy will contribute to the Strategic Aim of excellence in managing our service.

## **6. Background Papers**

None

## **7. Appendices**

Localism Act Pay Policy Statement 2018/19.