

To: Cambridgeshire and Peterborough Fire Authority

From: Deputy Chief Executive Officer - Matthew Warren

Presenting officer(s): Deputy Chief Executive Officer - Matthew Warren
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Pay Policy Statement 2023-24 - Update

1. Purpose

- 1.1 The purpose of this report is to present the Fire Authority with an updated Pay Policy Statement for 2023/24.

2. Recommendation

- 2.1 The Authority is asked to note the changes made to the current Pay Policy Statement, attached at Appendix 1, following the settlement of national pay negotiations.

3. Risk Assessment

- 3.1 Political – in recent years remuneration has increasingly come under the spotlight. In approving and publishing their policy, the Authority is demonstrating its commitment to transparency whilst being mindful of future changes to ensure flexibility of their approach toward remuneration levels.
- 3.2 Legislative – the Authority is now required to produce a Pay Policy Statement in accordance with the Localism Act 2011.

4. Background

- 4.1 Since financial year 2013/14 the Localism Act 2011 (s38) has required a relevant local authority to produce an annual pay policy statement. This follows Will Hutton's 2011 Review of Fair Pay in the Public Sector which has been a key driver for the Government's aim for greater transparency and value for money in terms of senior public sector pay.
- 4.2 Having been reviewed and strengthened in line with recommendations made following a Member-Led Review of Pay Policy in January 2014, the attached policy meets the legal requirements and clearly sets out the Authority's position in terms not only of its remuneration for Principal Officers but also other employees, including the lowest paid.

- 4.3 The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 require the Service to publish information relating to any gender pay gaps. Whilst compliant with this requirement, based on recommendations arising from an independent 2019 equal pay audit and subsequent approval from the Authority, the Service implemented a new management band pay structure for professional support service roles in 2020. This action further demonstrates our commitment to best practice, equality and transparency.
- 4.4 Members, whilst aware that national pay negotiations continued, approved a Pay Policy Statement for 2023/24 at their meeting on 10 February 2023 (Minute 66 of the meeting refers). The statement was based on known information at that time and published in the interests of transparency.
- 4.5 On 6 March 2023, the NJC announced that it had agreed a 7% pay increase for Grey Book employees backdated to 1 July 2022 as well as a 7% increase to continuous professional development payments (NJC/1/23 and NJC/2/23 refer). These increases have now been included in Appendix 1.
- 4.6 At the same time as announcing the pay award for 2022 the NJC also confirmed that the pay award for 2023 had been agreed for Grey Book employees; 5% for both pay and continuous professional development payments with effect from 1 July 2023 (NJC/3/23 and NJC/4/23 refer). This data will form part of the next Pay Policy Statement.
- 4.7 Against a backdrop of uncertainty over government cuts and funding streams the Service continues to proactively monitor and report on the national landscape whilst working with key stakeholders to ensure its financial plans are as robust as possible.

Source Documents:

Localism Act 2011
NJC Circulars 2023

Location:

Hinchingbrooke Cottage
Brampton Road
Huntingdon

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