

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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Draft Pay Policy Statement 2024-25

1. Purpose

- 1.1 The purpose of this report is to present the Fire Authority with a Pay Policy Statement for 2024/25 for approval.

2. Recommendation

- 2.1 The Authority is asked to approve the draft Pay Policy Statement 2024/25, attached at Appendix 1, for publication.

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; any statements must be published on our website.

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 The Pay Policy Statement is based on known information relating to the previous financial year; in this statement the pay multiple has decreased from that in the previous statement (1.8.12) to 1.7.73 (Paragraph 1.7 refers).
- 4.5 Members are aware that the Service continue to face several significant financial planning challenges not least of which is nationally negotiated pay awards for its employees. Last month the National Joint Council (NJC) for Local Authority Fire and Rescue Services agreed an increase of 4% on Grey Book pay rates and Continuous Professional Development (CPD) with effect from 1 July 2024. It also agreed to make some changes to the On-Call retainer fee structure however these changes will not come into effect until 1 January 2025. In the interim, the usual On-Call rates will apply with the 4% increase.
- 4.6 The NJC agreement also included an improvement in Grey Book maternity provision to 26 weeks at full pay (inclusive of all allowances and CPD) followed by 13 weeks at Statutory Maternity Pay.
- 4.7 At the time of writing the Green Book pay award had not been confirmed. The NJC has made a full and final pay offer in response to the recognised unions (GMB, UNISON and UNITE) claim. The unions are currently balloting their members and the ballot is not due to close until early July 2024.
- 4.8 The Service will incorporate the above (Grey Book) information and any Green Book pay award into next year's statement. In the meantime, it will continue 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 2024

Location

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