

Agenda Item 5

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 2022/23

1. Purpose

- 1.1 The purpose of this report is to present the Fire Authority with a Pay Policy Statement for 2022/23 for approval.

2. Recommendation

- 2.1 The Authority is asked to approve the draft Pay Policy Statement attached at Appendix 1.

3. Risk Assessment

- 3.1 **Political** – in recent years remuneration has increasingly come under the spotlight. In approving this policy, the Authority will have to be 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 are aware that the Service is facing a number of significant financial planning challenges not least of which is unresolved national pay negotiations; attention is drawn to the fact that whilst Grey Book employees received a 1.5% pay award in 2021, at the time of writing, Green Book employees had yet to receive any pay award.
- 4.5 Members will further be aware from recent briefings and Authority meetings that as uncertainty over government cuts and funding streams prevails, the Treasurer is continuing to proactively monitor and report on the national landscape whilst working with the wider senior management team to produce robust scenario based financial plans for consideration by the Authority in due course.

BIBLIOGRAPHY

Source Document	Location	Contact Officer
Localism Act 2011	Hinchingsbrooke Cottage Brampton Road Huntingdon	Matthew Warren 01480 444619 matthew.warren@cambsfire.gov.uk