

## Agenda Item 13

**TO:** Cambridgeshire and Peterborough Fire Authority

**FROM:** Chief Fire Officer/Chief Executive Officer - Matthew Warren

**PRESENTING OFFICER(S):** Chief Fire Officer/Chief Executive Officer  
Matthew Warren

01480 444619

email: [matthew.warren@cambsfire.gov.uk](mailto:matthew.warren@cambsfire.gov.uk)

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### DRAFT PAY POLICY STATEMENT 2025/26

#### 1. Purpose

- 1.1 The purpose of this report is to present to the Fire Authority the Pay Policy Statement for 2025/26, for approval.

#### 2. Recommendation

- 2.1 The Authority is asked to approve the draft Pay Policy Statement 2025/26, 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 at Paragraph 1.7 has decreased from that in the previous statement from 1.7.73 to 1.7.37.
- 4.5 Members will be aware that the Service continues to face several significant financial planning challenges not least of which is nationally negotiated pay awards for employees. Last month the National Employers for the National Joint Council (NJC) announced that the Fire Brigades Union had agreed the 2025 pay offer and therefore our Grey Book employees will receive a 3.2% pay increase with effect from 1 July 2025 (Circular EMP/2/25 refers). Discussions around Gold Book pay have not yet concluded.
- 4.6 At the time of writing, the National Employers for the NJC for Local Government Services had made a full and final offer to the recognised unions (GMB, UNISON and UNITE) of 3.2%, effective from 1 April 2025 for Green Book employees; this has not yet been agreed.
- 4.7 Once finalised the data in Paragraphs 4.5 and 4.6 above will form part of the next Pay Policy Statement.
- 4.8 In the meantime, the Service 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.

## BIBLIOGRAPHY

Source Documents	Location	Contact Officer
Localism Act 2011 NJC Circulars 2025	Hinchingbrooke Cottage Brampton Road Huntingdon	Matthew Warren Chief Fire Officer/Chief Executive Officer 01480 444619 <a href="mailto:matthew.warren@cambsfire.gov.uk">matthew.warren@cambsfire.gov.uk</a>