

## CHESHIRE FIRE AUTHORITY

**MEETING OF:** CHESHIRE FIRE AUTHORITY  
**DATE:** 9<sup>TH</sup> FEBRUARY 2022  
**REPORT OF:** DIRECTOR OF TRANSFORMATION  
**AUTHOR:** ANDREA HARVEY

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**SUBJECT:** PAY POLICY STATEMENT 2022-23

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### Purpose of Report

1. This report seeks approval to publish the Pay Policy Statement for 2022-23. The publishing of a Pay Policy Statement is an annual requirement which must take place by 31<sup>st</sup> March immediately preceding the financial year to which it relates.

### Recommended: That Members

- [1] Approve the Pay Policy Statement 2022-23; and
- [2] Authorise the Director of Transformation in conjunction with the Director of Governance and Commissioning, to make any in-year changes to the Pay Policy Statement necessitated by new legislation or guidance.

### Background

2. The Localism Act 2011 requires all local authorities to publish a pay policy statement on an annual basis. This sets out the Authority's arrangements for the financial year relating to the remuneration of its Chief Officers, the remuneration of its lowest paid employees and the relationship between the pay of Chief Officers and that of other employees.
3. This requirement was introduced in order to:
  - Increase the accountability, transparency and fairness of the setting of local pay;
  - To give local people access to information to allow them to determine whether pay is appropriate;
  - To ensure the pay of senior staff is fair in the context of the pay of the rest of the workforce;
4. The information within a pay policy statement must include the policies relating to the level and elements of remuneration for each Chief Officer, including salary, bonuses and any benefits in kind.
5. The definition of "Chief Officer" for purposes of this Authority and the pay policy statement means Chief Fire Officer and Chief Executive, Deputy Chief Fire Officer, Assistant Chief Fire Officer and the two Statutory

Officers, i.e. the Monitoring Officer and the Section 151 Officer (Treasurer).

6. In terms of transparency, this Authority already publishes information on its website relating to the pay of senior officers including the salaries, allowances and benefits in kind paid to the Chief Fire Officer and Chief Executive, Deputy Chief Fire Officer, Assistant Chief Fire Officer, and Statutory Officers.
7. In addition to this, the Authority also publishes the number of other employees whose salaries exceed £50,000 within certain pay bands which is in compliance with the guidance in the Local Government Transparency Code 2015 which recommends that all salaries of senior post holders over £50,000 are published. The Minutes of the Brigade Managers' Pay and Performance Committee are also accessible via the Service's website.
8. As the pay policy statement has a number of prerequisites in relation to content and information, there have not been significant changes to the version that was approved last year.

## **Information**

9. The Pay Policy Statement 2022-23 is attached to this report as Appendix 1. The paragraphs below describe the changes that have been made since last year.
10. During 2021 the Service received confirmation of an increase in the employer contribution rates for the Firefighter Pension Schemes. The Pay Policy Statement has been updated accordingly.
11. A decision was made by Members during the 2018-19 financial year to make the minimum rate of pay for all Service employees no less than the Living Wage (LW). The LW is reviewed and adjusted every October. The current rate is £9.90 per hour and is intended to be payable to all those over 18. The Pay Policy Statement has been updated with the new rate.
12. On 30 March 2022 the Authority will publish its fourth Gender Pay Gap Report in compliance with the Government's requirement for public sector employers with 250 or more employees to calculate and publish a gender pay gap figure. The pay used in the calculation includes basic pay, recurring allowances and bonus payments based on a snapshot of data from the March payroll each year.
13. Although during the last year, all grey book staff were awarded a pay increase of 1.5%, the issue of the national firefighter pay negotiations remains outstanding and is an ongoing source of frustration for staff and the Fire Authority. There has been no pay increase for Green Book staff in the last year but in recent months there has been talk of a pending pay award of 2.5% for green book staff but to date this has not come to fruition.

14. At the point where the negotiations do reach a conclusion some of the calculations in the Pay Policy Statement may need to be revisited in-year to reflect the increases applied.
15. Reference to the public sector exit cap has been removed from this year's Pay Policy Statement. There is no indication, at present, about the reintroduction of legislation in this regard.

### **Financial Implications**

16. The Pay Policy Statement is intended to provide transparency and a clear rationale to explain the Authority's approach to pay.

### **Legal Implications**

17. The requirements under the Localism Act to produce and publish the Pay Policy Statement supplement all the existing duties and responsibilities of the Authority as an employer, particularly its responsibilities under the Equality Act 2010 to avoid discrimination and provide equal pay. Since the Statement covers the arrangements for remuneration rather than information relating to individuals, the provisions of the Data Protection Act are not engaged. Where the salary of senior post holders is published, outside the Pay Policy Statement, it is done so in order to comply with the Code of Recommended Practice for Local Authorities on Data Transparency.

### **Equality and Diversity Implications**

18. The Pay Policy Statement will assist the Authority to: monitor remuneration across the Service; and provide a fair system of remuneration which avoids discrimination.
19. The Service seeks to ensure compliance with the requirements of the Pay Gender Gap reporting by publishing its annual Gender Pay Gap Report.

### **Environmental Implications**

20. There are no environmental implications.

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**BACKGROUND PAPERS:  
PAY POLICY STATEMENT 2021-22 APPROVED BY THE FIRE AUTHORITY  
ON 10<sup>TH</sup> FEBRUARY 2021**