

ROYAL BERKSHIRE FIRE AUTHORITY REPORT



COMMITTEE	AUDIT AND GOVERNANCE COMMITTEE
DATE OF MEETING	28 JANUARY 2021
SUBJECT	ROYAL BERKSHIRE FIRE AUTHORITY – PAY POLICY STATEMENT 2021/2022
LEAD OFFICER	BECCI JEFFERIES, HEAD OF HUMAN RESOURCES AND LEARNING AND DEVELOPMENT
LEAD MEMBER	N/A
EXEMPT INFORMATION	NONE
ACTION	NOTE AND RECOMMEND APPROVAL OF THE RBFA PAY POLICY STATEMENT 2021/2022 TO THE FIRE AUTHORITY MEETING ON 17 FEBRUARY 2021.

1. EXECUTIVE SUMMARY

- 1.1 Section 38 (1) of the Localism Act 2011 requires Royal Berkshire Fire Authority to prepare and publish a Pay Policy Statement each financial year. This statement includes information on remuneration for all staff as defined by the Act.

2. RECOMMENDATION

That the Audit and Governance Committee:

- 2.1 Considers the content of the Pay Policy Statement for 2021/2022 and makes any further recommendations that they consider appropriate; and
- 2.2 Recommends the Fire Authority approve the Pay Policy Statement for 2021/2022 subject to any further amendments considered appropriate as outlined in section 3.5 and 3.8 below.

3. REPORT

- 3.1 Sections 38 to 43 of the Localism Act 2011 require that relevant authorities in England prepare a Pay Policy Statement for each financial year. Pay Policy

Statements must be approved by a meeting of the full Fire Authority and subsequently published.

- 3.2 A draft Pay Policy Statement for the Royal Berkshire Fire Authority (RBFA) for the forthcoming year (2021/2022) is drafted (Appendix A) taking into account guidance issued by the Department of Communities and Local Government Transparency Code 2014 and the Local Transparency Publishing Organisational Information guidance provided by the Local Government Association in 2015.
- 3.3 Whilst it has not been necessary to amend the format of the Pay Policy Statement for 2021/22, a number of updates have been included and are detailed below.
- 3.4 Following consultation, three individuals who transferred in to RBFRS under the Transfer of Undertakings (Protection of Employment) (TUPE) Regulations 2006 as amended by the 'Collective Redundancies and Transfer of Undertakings (Protection of Employment) (Amendment) Regulations 2014, are now employees of RBFRS and are covered by the NJC for Local Government Services. It was agreed during consultation that these individuals would receive a market supplement.
- 3.5 On 18 December 2019 Fire and Rescue Services were advised of the interim order on remedy for the transitional protection pension claims and that the Home Office would be required to provide guidance on its implementation. This guidance is not yet available and therefore the pensions section of the statement cannot yet be updated to reflect any new arrangements. Should clarity on this position arise prior to Fire Authority approval of the Pay Policy Statement, it is proposed that officers amend this section accordingly following direction/guidance issued by the Home Office.
- 3.6 A revised Car User Scheme was published in June 2020. The section on Car Provisions has been updated to reflect this.
- 3.7 Inclusion of the introduction of the £95,000 exit payments cap following the introduction of the Restriction of Public Sector Exit Payments Regulations 2020, which came into force on 4 November 2020.
- 3.8 The recruitment of Chief Fire Officer/Chief Executive (CFO/CEO) commenced on 11 December 2020. This is open to operational and non-operational candidates. As a result, the terms and conditions of the successful candidate will be conditioned to, and any benefits received, may require an amendment to the Senior Managers' Pay section of the Pay Policy Statement 2021/2022.

4. CONTRIBUTION TO STRATEGIC COMMITMENTS

- 4.1 Commitment 5 – We will ensure that Royal Berkshire Fire and Rescue Service provides good value for money.

5. FINANCIAL IMPLICATIONS

- 5.1 There are no direct financial implications arising from this report.

6. LEGAL IMPLICATIONS

- 6.1 This report is prepared to enable Royal Berkshire Fire Authority to meet its obligations under Sections 38 to 43 of the Localism Act 2011 and the Local Transparency Code 2015 and in accordance with issued Government guidance.
- 6.2 The Pay Policy Statement must be approved by the full Fire Authority and therefore if there are any changes, these will be made before it is presented to at the Fire Authority meeting on 17 February 2021.

7. EQUALITY AND DIVERSITY IMPLICATIONS

- 7.1 There are no direct equality issues arising from this report.

8. RISK IMPLICATIONS

- 8.1 There are no significant risk management issues arising from this report.

9. CONSISTENCY WITH DUTY TO COLLABORATE

- 9.1 N/A.

10. PRINCIPAL CONSULTATION

The following individuals have been consulted in preparation of this report.

- 10.1 Monitoring Officer
- 10.2 Head of Finance and Procurement
- 10.3 Chief Fire Officer

11. BACKGROUND PAPERS

- 11.1 Localism Act 2011
- 11.2 Openness and Accountability in Local Pay, Guidance under Section 40 of the Localism Act, February 2012, Department for Communities and Local Government.
- 11.3 Openness and Accountability in Local Pay, Guidance under Section 40 of the Localism Act, February 2013, Supplementary Guidance, Department for Communities and Local Government.
- 11.4 Hutton Review of Fair Pay in the Public Sector: Final Report, March 2011
- 11.5 Pay Policy and Practice in Local Authorities – A guide for Councillors, Local Government Association (January 2013) issued November 2013 to Local Authority Chairs
- 11.6 Local Government Transparency Code 2014 – Department for Communities and Local Government, October 2014.
 - 11.6.1 Local Transparency Publishing Organisational Information - Local Government Association 30 November 2015

12. APPENDICES

12.1 Royal Berkshire Fire Authority Pay Policy Statement 2021/2022.

13. CONTACT DETAILS

13.1 Becci Jefferies
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