

# ROYAL BERKSHIRE FIRE AUTHORITY REPORT



<b>COMMITTEE</b>	<b>AUDIT AND GOVERNANCE COMMITTEE</b>
<b>DATE OF MEETING</b>	<b>24 JANUARY 2022</b>
<b>SUBJECT</b>	<b>ROYAL BERKSHIRE FIRE AUTHORITY – PAY POLICY STATEMENT 2022/2023</b>
<b>LEAD OFFICER</b>	<b>BECCI JEFFERIES, HEAD OF HR AND LEARNING AND DEVELOPMENT</b>
<b>LEAD MEMBER</b>	<b>N/A</b>
<b>EXEMPT INFORMATION</b>	<b>NONE</b>
<b>ACTION</b>	<b>NOTE AND RECOMMEND</b>

## **1. EXECUTIVE SUMMARY**

- 1.1 Section 38 (1) of the Localism Act 2011 requires the 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:

- 2.1 **NOTE** the draft Pay Policy Statement (Appendix A); and
- 2.2 **RECOMMEND** the draft Pay Policy Statement for 2022/2023 to the Fire Authority for approval.

## **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 Amendments to the draft Pay Policy Statement for the Royal Berkshire Fire Authority (RBFA) for the forthcoming year (2022/2023) 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 2022/23, a number of updates have been included and are detailed below.
- 3.4 A revised Car User Scheme was published in September 2021. This provided an enhanced lease car rate for individuals who need an enhanced vehicle specification related to the requirements of their role. The section on Car Provisions has been updated to reflect this.
- 3.5 An updated section relating to the removal of discrimination from public sector pension schemes (including the Firefighters Pension Scheme) and the impact on RBFRS.
- 3.6 Additional information on teams across the service that receive incremental pay increases outside of the annual increments.
- 3.7 Inclusion of information on the number of personnel who receive a role supplement in line with the Role Specific Supplement Policy.
- 3.8 Inclusion of information on the re-structure of the Senior Management Team which took place on 1 December 2021.

#### **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 15 February 2022.

#### **7. EQUALITY DIVERSITY AND INCLUSION IMPLICATIONS**

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

#### **8. RISK IMPLICATIONS**

8.1 There are no 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.

11.7 Local Transparency Publishing Organisational Information - Local Government Association 30 November 2015

## **12. APPENDICES**

12.1 Appendix A - Royal Berkshire Fire Authority Pay Policy Statement 2022/2023

## **13. CONTACT DETAILS**

13.1 Becci Jefferies

Head of Human Resources and Learning and Development

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