

# ROYAL BERKSHIRE FIRE AUTHORITY REPORT



<b>COMMITTEE</b>	<b>AUDIT AND GOVERNANCE COMMITTEE</b>
<b>DATE OF MEETING</b>	<b>23 JANUARY 2023</b>
<b>SUBJECT</b>	<b>ROYAL BERKSHIRE FIRE AUTHORITY – PAY POLICY STATEMENT 2023/2024</b>
<b>LEAD OFFICER</b>	<b>BECCI JEFFERIES, HEAD OF HUMAN RESOURCES 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 Committee:

- 2.1 **NOTE** and **RECOMMEND** the draft Pay Policy Statement for 2023/2024 (Appendix A) for Fire Authority 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 (2023/2024) 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 2023/24, a number of updates have been included and are detailed below.
- 3.4 An updated section relating to the Firefighters Pension Scheme and the impact on RBFRS. This includes the removal of employer and employee contribution information related to the 1992 and 2006 Firefighter Pension Schemes which have now closed as all members have transitioned to the 2005 scheme.
- 3.5 Inclusion of information on the enhanced mileage rates for casual, essential and lease car users.
- 3.6 Removal of specific information on the amounts paid to lease car users.
- 3.7 Inclusion of information relating to Special Severance Payments (SSPs) which are made to employees outside of statutory or contractual payments when they leave employment, and the process that is followed when an SSP may apply.
- 3.8 Inclusion of information relating to the alignment of the non-operational Assistant Chief Fire Officer role to the pay award arrangements for the Deputy Chief Executive/Director of Corporate Services.
- 3.9 In light of the ombudsman case on pension's discretions, an amendment has been made to the 'Pensions Policy' section of the statement. Pending a decision from the Authority relating to pensions discretions, an amendment has been made to the sentence "in the event that re-engagement of a retiree takes place, their pension payments *will* be abated (up to 100%)" so it now reads "in the event that re-engagement of a retiree takes place, their pension payments *may* be abated (up to 100%)".

#### **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 2023.

## **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 2023/2024

## **13. CONTACT DETAILS**

- 13.1 Becci Jefferies  
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