

# ROYAL BERKSHIRE FIRE AUTHORITY REPORT



<b>COMMITTEE</b>	<b>AUDIT AND GOVERNANCE COMMITTEE</b>
<b>DATE OF MEETING</b>	<b>24 JANUARY 2024</b>
<b>SUBJECT</b>	<b>ROYAL BERKSHIRE FIRE AUTHORITY – PAY POLICY STATEMENT 2024/2025</b>
<b>LEAD OFFICER</b>	<b>LUCY GREENWAY, SENIOR HR ADVISER – ORGANISATIONAL DEVELOPMENT</b>
<b>LEAD MEMBER</b>	<b>N/A</b>
<b>EXEMPT INFORMATION</b>	<b>NONE</b>
<b>ACTION</b>	<b>DECISION</b>

## 1. EXECUTIVE SUMMARY

1.1 Section 38 (1) of the Localism Act 2011 requires the Royal Berkshire Fire Authority (RBFA) 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** the report; and
- 2.2 **RECOMMEND** that the draft Pay Policy Statement for 2024/2025 (Appendix A) 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 RBFA for the forthcoming year (2024/2025) 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 2024/2025, a number of updates have been included and are detailed below.
- 3.4 Updated section relating to pensions legislation relating to address age discrimination issues with legacy Firefighter pension schemes.
- 3.5 Updated section relating to the second options exercise for retained Firefighters.
- 3.6 Update to information relating to employer contribution rates for the Firefighters pension scheme.
- 3.7 Update of the section on car users in line with changes to the Car User Scheme.
- 3.8 Update of the section relating to enhanced mileage rates for casual, essential and lease car users.
- 3.9 Inclusion of information relating to incidental mileage claims for Flexible Duty Officers, Level 4 Officers and those on a continuous duty rota.

#### **4. CONTRIBUTION TO STRATEGIC COMMITMENTS**

- 4.5 Sustainability: We will ensure that we provide a financially sustainable and environmentally friendly service to our communities.

#### **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 RBFA 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 2024.

#### **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 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 – RBFA Pay Policy Statement 2024/2025

## **13. CONTACT DETAILS**

- 13.1 Lucy Greenway  
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