

AGENDA ITEM:

REPORT TO:	MERSEYSIDE FIRE AND RESCUE AUTHORITY
DATE:	7th MAY 2013
REPORT NO.	CFO/053/13
REPORTING OFFICER:	DEPUTY CHIEF FIRE OFFICER
CONTACT OFFICER:	DIRECTOR OF POD, DIRECTOR OF LEGAL SERVICES
OFFICERS CONSULTED:	KIERAN TIMMINS, DEPUTY CHIEF EXECUTIVE EXT. 4202
SUBJECT:	PAY POLICY 2013/14

THERE ARE APPENDICES TO THIS REPORT:

APPENDIX A TITLE PAY POLICY 2013/14

ATTACHED – HARD COPY

Purpose of Report

1. Section 38 of the Localism Act 2011 requires local authorities to publish a Pay Policy Statement each year. This report sets out the Authority's Pay Policy Statement for 2013/14 for consideration.

Recommendation

2. That Members approve the attached Pay Policy for 2013/14.

Introduction & Background

3. The Localism Act 2011 received royal assent on 15th November 2011. Section 38 of the Act placed a new requirement on local authorities to publish a Pay Policy Statement by 31st March each year. The Statement must set out the Authority's policies relating to the :-
 - (a) Remuneration of its Senior Officers.
 - (b) Remuneration of its lowest-paid employees, and
 - (c) The relationship between the remuneration of its Senior Officers and the remuneration of its employees who are not Senior Officers.
4. There has been no change to the pay policy from last year but for completeness last year's policy is being represented to the Authority.

5. In relation to the development of the Authority's Pay Policy Senior Officers have been defined as those individuals/posts which make up the Strategic Management Group.
6. Attached as Appendix A to this report is the proposed Pay Policy Statement 2013/14. The Statement sets out the Authority's policies in relation to the pay of its workforce, particularly its Senior Officers. It does not supersede the responsibilities and duties placed on the Authority in its role as an employer and under employment law. These responsibilities and duties have been considered when formulating the Statement.
7. This Statement aims to ensure the Authority's approach to pay attracts and retains a high performing workforce, whilst ensuring value for money. It sits alongside the information on pay that the Authority already publishes as part of its responsibilities under the Code of Practice for Local Authorities on Data Transparency.
8. The Statement has been put together taking into account the relevant sections within Chapter 8 "Pay Accountability" of the Localism Act 2011. In its development consideration has also been given to the draft guidance produced by the Department for Communities and Local Government (DCLG) entitled "Openness and Accountability in Local Pay – draft guidance under section 40 of the Localism Act". Additionally, consideration has been given to the Code of Recommended Practice for Local Authorities on Data Transparency published by the DCLG in September 2011.
9. The Authority should approve the Statement before 31st March each year and as soon as possible publish it on its website demonstrating an open and transparent approach to pay policy. The Statement may be amended by resolution of full Authority during the year to which it relates. Since the statement was not varied from last year it was not initially realised that it needed to be represented to the Authority without change. This report now corrects that oversight.

Equality & Diversity Implications

10. This Pay Policy Statement aims to ensure the Authority presents an open and transparent approach to pay, which attracts and retains a high performing and diverse workforce whilst ensuring value for money.

Staff Implications

11. The Authority strives to ensure all our employees are the best they can be, and to ensure the recruitment and retention of a motivated and engaged workforce a competitive remuneration package is essential.

Legal Implications

12. A Pay Policy is required to be published by the Authority each year within the Localism Act 2012 section 38 and the Authority must approve a definition of "lowest paid employee" within such a Pay Policy Statement as well as information about its policies in relation to the pay and remuneration of its senior staff.

Financial Implications & Value for Money

13. There are no direct financial implications arising from this report as the Pay Policy Statement sets out the Authority's policies relating to remuneration. It does not serve to set or agree specific rates or numerical amounts.

Risk Management, Health & Safety, and Environmental Implications

14. None arising directly from this report.

Contribution to Our Mission – To Achieve; Safer Stronger Communities – Safe Effective Firefighters”

15. Effective management arrangements help make Firefighters safer and help deliver an effective organisation.