

<b>MERSEYSIDE FIRE AND RESCUE AUTHORITY</b>			
<b>MEETING OF THE:</b>	<b>POLICY AND RESOURCES COMMITTEE</b>		
<b>DATE:</b>		<b>REPORT NO:</b>	<b>CFO/016/15</b>
<b>PRESENTING OFFICER</b>	<b>DEPUTY CHIEF FIRE OFFICER</b>		
<b>RESPONSIBLE OFFICER:</b>	<b>NICK MERNOCK</b>	<b>REPORT AUTHOR:</b>	<b>NICK MERNOCK</b>
<b>OFFICERS CONSULTED:</b>	<b>KIERAN TIMMINS DEPUTY CHIEF EXECUTIVE</b>		
<b>TITLE OF REPORT:</b>	<b>PAY POLICY 2015/16 2015/16</b>		

<b>APPENDICES:</b>	<b>APPENDIX A</b>	<b>REMUNERATION</b>
	<b>APPENDIX B</b>	<b>OTHER BENEFITS</b>

### **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 proposed Pay Policy Statement for 2015/16 for approval by the Authority prior to publication.

### **Recommendation**

2. That Members approve the attached proposed Pay Policy for 2015/16

### **Introduction and Background**

3. Section 38 of the Localism Act 2011 places a requirement on Local Authorities to publish a Pay Policy Statement by 31<sup>st</sup> 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 a small change in salary values following pay awards for Green, Red and Grey Book staff since last year which has affected a change to the proposed Pay Policy for 2014/15 so for completeness the full policy statement is being represented to the Authority for approval.

5. In relation to the development of the Authority's Pay Policy Senior Officers have been defined as those individuals/posts which make up Merseyside Fire and Rescue Authority's Strategic Management Group (SMG).
6. Attached as Appendix A to this report is the proposed Pay Policy Statement 2015/16. 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 that 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 developed taking into account the relevant sections within Chapter 8 "Pay Accountability" of the Localism Act 2011. In its development consideration was originally 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. This has now been supplemented with the document Pay Policy and Practice in Local Authorities produced by the Local Government Association (LGA)
9. Following national review of a number of termination and re engagement events by the government, and increased criticism of the legitimacy of those arrangements, the revised guidance suggested the inclusion of a statement of intent by the Authority in relation to the future considerations of such arrangements at Senior Officer level be included in the Organisational Pay Policy. This has now been inserted in Appendix A whilst allowing the Authority to consider each case on its own merits.

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### **Equality and Diversity Implications**

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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.

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### **Staff Implications**

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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

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**Legal Implications**

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12. A Pay Policy is required to be published by the Authority each year pursuant to 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.

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**Financial Implications & Value for Money**

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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.

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**Risk Management, Health & Safety, and Environmental Implications**

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14. None arising from this report.

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**Contribution to Our Mission: *Safer Stronger Communities – Safe Effective Firefighters***

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

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**BACKGROUND PAPERS**

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**NONE**

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**GLOSSARY OF TERMS**

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