

AVON FIRE AUTHORITY

MEETING:	Avon Fire Authority
MEETING DATE:	Wednesday, 29 March 2023
REPORT OF:	The Clerk
SUBJECT:	Pay Policy Statement 2023/24

1. **SUMMARY**

At their meeting on 3 March 2023, the People and Culture Committee reviewed the Pay Policy Statement for the financial year beginning on 1 April 2023, and recommended its approval by the Fire Authority. The Fire Authority is therefore asked for approve the Pay Policy Statement 2023/24 at **Appendix 1** for publication.

2. **RECOMMENDATIONS**

Avon Fire Authority is asked to:

- a) Approve the Pay Policy Statement 2023/23 for the financial year beginning 1 April 2023 for publication.

3. **BACKGROUND**

3.1 The Fire Authority is required under the Localism Act 2011 to prepare an annual Pay Policy Statement. This states the Fire Authority's policy towards a range of issues relating to the pay of its workforce and in particular the senior staff and the lowest paid employees.

3.2 The Statement must include the following:

- Remuneration of its Chief Officers.
- Remuneration of its lowest paid employees.
- The relationship between the remuneration of its Chief Officers and the remuneration of those employees who are not Chief Officers.

4. FINANCIAL IMPLICATIONS

- 4.1 Funding for staffing costs is contained within existing budgets.

5. KEY CONSIDERATIONS

- 5.1 Under the Localism Act 2011, Pay Policy Statements must be prepared for each financial year, approved by the full Fire Authority, and published before 31 March, immediately preceding the financial year to which it relates. The proposed Statement for 2023/24 is attached at **Appendix 1**. No substantive changes are proposed from last year's Statement.
- 5.2 Under the Terms of Reference for the People and Culture Committee, the Committee is required to review the Pay Policy Statement annually and make recommendations to the Fire Authority. At the Committee's meeting on 3 March 2023, the Committee reviewed the Pay Policy Statement and made no changes to it and recommended its approval by the Fire Authority. Since that Committee meeting, on 6 March 2023, the Fire Brigades Union announced that its Members accepted the Grey book pay offer made by employers of 7% backdated to 1 July 2022 and 5% effective from 1 July 2023. That updated position has been included in the Pay Policy Statement at **Appendix 1**.
- 5.3 As an employer of 250 or more staff, the Fire Authority is also obliged to comply with gender pay gap reporting in accordance with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. As a public authority, the Fire Authority must publish its pay gap information after the 'snapshot date' of 31 March each year (and within 12 months of that snapshot date). It is intended to present the Gender Pay Gap Information, combined with a voluntary Ethnicity Pay Gap Report, to the People and Culture Committee meeting in June 2022.

6. RISKS

- 6.1 There is a risk to the Fire Authority if it does not comply with the Localism Act 2011 and approve and publish a Pay Policy Statement by the deadline date of 31 March. There is also a risk to reputation if the Fire Authority is not transparent about its pay policy for all staff; the Pay Policy Statement can also impact upon recruitment and retention of staff.

7. LEGAL/POLICY IMPLICATIONS

- 7.1 The Localism Act 2011 and the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 apply to Avon Fire Authority.

8. BACKGROUND PAPERS

- a) Pay Policy Statement 2023/24 – item 8 of Agenda for People and Culture Committee meeting 3 March 2023.

9. APPENDICES

- 1. Proposed Pay Policy Statement 2023/24.

10. REPORT CONTACT

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