



**HAMPSHIRE
FIRE AND
RESCUE
AUTHORITY**

Purpose: Approval

Date: **3 June 2020**

Title: **HFRS PAY POLICY STATEMENT**

Report of Chief Fire Officer

SUMMARY

1. Relevant authorities are required by section 38(1) of the Localism Act 2011 (openness and accountability in local pay) to prepare a Pay Policy Statement. Hampshire Fire and Rescue Service (HFRS) falls within the definition of a relevant authority and as such is required to prepare and publish a Pay Policy Statement.
2. Under the terms of the Localism Act, the Pay Policy Statement must be considered at a full meeting of Hampshire Fire and Rescue Authority (HFRA) and cannot be delegated to any sub-committee.
3. The Pay Policy Statement, attached at Appendix A, is correct at the time of writing for the 2020/21 financial year. It will need to be updated throughout the financial year if there is a pay review/award as this will change the details of the financial content and the corresponding assessment of multiples.

BACKGROUND

4. Increased transparency about how taxpayers money is used, including in the pay and reward of public sector staff, is now a legislated requirement.
5. A Pay Policy Statement for a financial year must set out the Authority's policies for the financial year relating to:
 - a) the remuneration of its Chief Officers
 - b) remuneration of Chief Officers on recruitment
 - c) the remuneration of its lowest-paid employees, and the relationship between the remuneration of its Chief Officers, and the remuneration of its employees who are not Chief Officers
 - d) increases and additions to remuneration for each Chief Officer
 - e) the use of performance-related pay for Chief Officers

- f) the use of bonuses for Chief Officers
 - g) the approach to the payment of Chief Officers on their ceasing to hold office under or to be employed by the Authority, and the publication of and access to information relating to remuneration of Chief Officers
 - h) the definition of “lowest paid employees” adopted by the Authority for the purposes of the statement, and the Authority’s reasons for adopting that definition.
6. For information the definition of ‘Chief Officers’ as set out in the Localism Act, is not limited to Heads of Paid Service or statutory Chief Officers. It also includes those who report directly to them, such as the Deputy Chief Fire Officer.
7. The Act sets out the minimum information Authorities are required to include in the Pay Policy Statements. Authorities can consider extending this pending their own structure. Therefore HFRS has extended its Pay Policy Statement to include all those roles within the Executive Group, that are directly employed by HFRS.
8. Approved Pay Policy Statements must be published on HFRS’s website as soon as is reasonably practicable after they are approved or amended.

SUPPORTING OUR SERVICE PLAN AND PRIORITIES

9. Approval and publication of the Pay Policy Statement discharges our obligations under the Localism Act 2011.

CONSULTATION

10. There is no requirement to conduct consultation on the content of the Pay Policy Statement. However, in the interests of being open, transparent and providing accountability in local pay, once approved the Pay Policy Statement must be published on the Service website as soon as is reasonably practicable.

RESOURCE IMPLICATIONS

11. Other than staff time preparing figures and writing reports, no others resource implications have been identified.

ENVIRONMENTAL AND SUSTAINABILITY IMPACT ASSESSMENT

12. The publication of the Pay Policy Statement has no impact on the environment or sustainability.

LEGAL IMPLICATIONS

13. Under section 38(1) of the Localism Act 2011 (openness and accountability in local pay), HFRS is required to prepare and publish a Pay Policy Statement.

PEOPLE IMPACT ASSESSMENT

14. The information contained in this report and the attached Pay Policy Statement which, if approved, will be published on the HFRS website is considered compatible with the provisions of equality and human rights legislation.
15. All employees of HFRS are paid in accordance with national pay frameworks and the grades of roles are determined through consistent job evaluation criteria. This ensure there are no adverse impacts for those with protected characteristics

OPTIONS

16. [RECOMMENDED] HFRA may choose to approve the Pay Policy Statement at Appendix A.
17. Alternatively, HFRA may choose to make some changes to the Pay Policy Statement at Appendix A, prior to publication. This may delay publication but does not present any other risks.
18. Failure to publish a Pay Policy Statement would be in contravention of the Localism Act. Therefore, this would be of significant risk to HFRA and is not a viable option.

RISK ANALYSIS

19. Approval and publication of the Pay Policy Statement discharges HFRA's obligations under the Localism Act 2011. Failure to do so in a timely fashion could result in concerns being raised from stakeholders, such as employees and trade unions, regarding the Service's approach to openness and transparency. This risk can be mitigated by ensuring the updated Pay Policy Statement is approved and published on the Service website as soon as is reasonably practicable.

EVALUATION

20. The publication of a Pay Policy Statement ensures that our communities are able to scrutinise the pay of our most senior officers and the pay frameworks for our employees. This requires the Service to take accountability for its policies on pay and reward and enables interested

stakeholders to consider the value of our Service to the communities it serves.

CONCLUSION

21. In accordance with section 38(1) of the Localism Act 2011 (openness and accountability in local pay), HFRS submits the Pay Policy Statement at Appendix A for consideration and approval by HFRA.

RECOMMENDATION

That Hampshire Fire and Rescue Authority approve

22. The Pay Policy Statement at Appendix A for publication on Hampshire Fire and Rescue Service's website.

APPENDICES ATTACHED

23. Appendix A - Pay Policy Statement 20/21

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