

WYFRA	FULL AUTHORITY	28 MARCH 2013	ITEM No 5
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REPORT OF: Director of Service Support

PURPOSE OF REPORT: To request approval for the Pay Accountability Provisions statement under the Localism Act 2011

RECOMMENDATION: That the statement be approved

LOCAL GOVERNMENT (ACCESS TO INFORMATION) ACT DETAILS

EXEMPTION CATEGORY: None

ACCESS CONTACT OFFICER: Director of Service Support

BACKGROUND PAPERS OPEN TO INSPECTION:

SUMMARY

This report seeks approval of the Pay Policy statement as required by the Localism Act 2011.

1 BACKGROUND

- 1.1 Under Section 38 (1) of the Localism Act 2011 relevant authorities (one of which are Fire and Rescue Authorities) are required to prepare a pay policy statement. These statements must articulate an authority's own policies towards a range of issues relating to the pay of its workforce, particularly its senior staff (or 'chief officers') and its lowest paid employees.
- 1.2 Pay policy statements must be prepared each financial year. They must be approved by 'Full Council', or a meeting of members in the case of a Fire and Rescue Authority, and published. The statement must be approved by 31 March each year.
- 1.3 Each local authority / fire authority is an individual employer in its own right and has the autonomy to make decisions on pay that are appropriate to local circumstances and which deliver value for money for local taxpayers. The provisions of the Act do not seek to change this or determine what decisions on pay should be taken or what policies individual employing authorities should have in place. Rather, they only require that authorities are open about their own local policies and how their local decisions are made.

2 INFORMATION

- 2.1 The guidance, to which authorities must have regard when exercising their functions under pay accountability provisions, sets out what the pay policy statements should include.
 - The level and elements of remuneration for each chief officer
 - Remuneration of chief officers on recruitment
 - Increases and additions to remuneration of each chief officer
 - The use of performance related pay for chief officers
 - The approach to the payment of chief officers on their ceasing to hold office under or being employed by the authority and
 - The publication of and access to information relating to remuneration of chief officers

The guidance also sets out what 'remuneration' for these purposes covers.

- The chief officer's salary or, in the case of a chief officer engaged by the authority under a contract for services, payments made by the authority to the chief officer for those services
- Any bonuses payable by the authority to the chief officer
- Any charges, fees or allowances payable by the authority to the chief officer
- Any benefits in kind to which the chief officer is entitled as a result of the chief officer's office or employment
- Any increase or enhancement of the chief officer's pension entitlement when the increase or enhancement is as a result of a resolution of the authority, and
- Any amounts payable by the authority to the chief officer on the chief officer ceasing to hold office under or be employed by the authority other than the amounts that may be payable by virtue of any enactment

2.2 For the purposes of clarity, chief officers in this context will be those officers in this Authority on either gold or blue book conditions i.e. members of the Management Board. The attached pay policy statement, therefore addresses all the points and guidance set out above.

2.3 The draft Pay Policy statement for 2013-2014 is attached for approval as Appendix 1.

3 FINANCIAL IMPLICATIONS

3.1 There are no financial implications arising from this report

4 EQUALITY & DIVERSITY IMPLICATIONS

4.1 The Pay Policy statement will meet the transparency requirements of the Localism Act 2011 and ensure that community members have access to information about WYFRS.

5 HEALTH & SAFETY IMPLICATIONS

5.1 There are none arising from this report.

6 SERVICE PLAN LINKS

6.1 Provide ethical and effective governance.

7 RECOMMENDATION

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

WEST YORKSHIRE FIRE AND RESCUE AUTHORITY

PAY POLICY STATEMENT

1st April 2013 - 31st March 2014

Preamble

In accordance with Section 38 (1) of the Localism Act 2011 detailed below are the pay provisions of Chief Officers within West Yorkshire Fire and Rescue Authority. Chief Officer status is determined by conditions of service to which officers are subject.

In this case, they are the National Joint Council for Brigade Managers of Fire and Rescue Services (Gold Book) and the Joint Negotiating Committee for Chief Officers of Local Authorities (Blue Book).

The provisions detailed below are approved by the Full Authority of elected members and the statement is available on the West Yorkshire Fire and Rescue Authority website, www.westyorkshire.gov.uk.

Information

The relationship between Chief Officers' pay and other Authority employees is such that the pay multiple between the two categories, specifically the highest and lowest paid, will not exceed 20. Currently the pay multiple is 10.32.

Salaries are determined by reference to appropriate National Joint Council conditions of service, comparison of salaries in similar authorities and occasionally by reference to employment consultants.

All the information relating to the remuneration of Chief Officers is available in West Yorkshire Fire and Rescue Service's Statement of Accounts published on the internet site and is also available in the Finance Transparency section on the Authority website.

In addition, the pay scales of all other staff within the authority are available in the Finance Transparency section on the Authority website.

Pay Policy Statement

Remuneration

	Salary Point			Lease Car Allowance
	One	Two	Three	
Chief Fire Officer	£144640	£148349	£152058	£7244
Deputy Chief Fire Officer	£122944	£126096	£129249	£6351
Assistant Chief Fire Officer	£115712	£118679	£121646	£6351
Director of Corporate Resources Monitoring Officer and Solicitor			£105779	£4536
Chief Finance Officer	£75315	£77247	£79177	£4536

West Yorkshire Fire and Rescue Service does not use performance related pay or offer bonus payments as any part of its remuneration strategy.

All Chief Officers receive reimbursement for internet charges and for professional subscriptions.

An Assistant Chief Fire Officer received reimbursement of relocation expenses during the 2012/13 period. Further details of these payments can be found within the Authority's Relocation Assistance Policy sited within the Employment Services section of the Authority website.

Cessation of employment

Those Chief Officers who are conditioned to the National Joint Council for Brigade Managers of Fire and Rescue Services are members of the Firefighters Pension Scheme (FPS). Those within the FPS pay contributions of between 12.5%* and 13%*. Any payments made to them on retirement are subject to the rules and regulations of this pension scheme. In addition there is provision at a local level for them to request flexible retirement via the Flexible Retirement Policy which is available on the Authority website.

*These figures are subject to proposed increases as detailed in the DCLG consultation document "Firefighters' Pension Scheme: increases to employee contribution rates from 1 April 2013". The consultation period ended on 25 January 2013, and at the time of writing this statement (21 March 2013) the employee contribution rates for 2013/14 have not been agreed by Ministers.

Similarly, those Chief Officers conditioned to the Joint Committee for Chief Officers of Local Authorities are members of Local Government Pension Scheme (LGPS) and are subject to the rules and regulations of that pension scheme. Those within the LGPS pay pension contributions of between 7.2% and 7.5%. They, too, can also request flexible retirement under the policy mentioned above.

In addition under the LGPS, the authority has the discretion to augment membership of the scheme up to a maximum of ten extra years.

In cases where an employee's contract is terminated on the grounds of redundancy or on grounds of efficiency there is discretion to pay a lump sum of up to 52 weeks' pay. Further details of these payments can be found within the authority's Early Termination Policy sited within the Employment Services section of the Authority website.

Those Chief Officers who are members of the Firefighters Pension Scheme do not receive any enhancements to redundancy payments.