



Decision Sheet

Essex Police, Fire and Crime Commissioner Fire and Rescue Authority Decision Report

Please ensure all sections below are completed

Report reference number: 028-21

(Please contact Office of the Police, Fire and Crime Commissioner for a reference number)

Government security classification (e.g. Not protectively marked/Official - Sensitive):

Title of report: Pay Policy Statement 2021/22

Area of County/Stakeholders affected:

All employees.

Report by: Karl Edwards, Director of Corporate Services

Date of report: 15/03/2021

Enquiries to: Karl Edwards, Director of Corporate Services

1. Purpose of report

This statement 2021/22 sets out the Authority's position in relation to its approach to pay in accordance with the requirements of the Localism Act 2011 section 38.

2. Recommendations

That the PFCC approves the Pay Policy Statement attached as an Appendix A Pay Policy Statement. This must be prepared for each financial year and approved by the Authority. Upon approval by the Authority, the statement will be published on the Service's website.

3. Benefits and Costs of Proposal

The paper sets out the Authority's own policies towards a range of issues relating to the pay of its workforce, particularly its senior staff and its lowest paid employees.

4. Background and proposal

The pay policy statement is published annually in line with the requirements of the Localism Act 2011.

5. Strategic Priorities

Be transparent, open and accessible – it is essential that the Authority’s approach to pay, as set out in the pay policy statement, is accessible for all taxpayers to take an informed view of whether local decisions on all aspects of remuneration are fair and make best use of public funds. Approved statements must be published on the authority’s website.

6. Operational Implications

No operational implications associated with this paper.

7. Financial Implications

For posts where the full-time equivalent salary is at least £50,000 the paper refers to the Authority’s annual statement of accounts 2019/20. This paper sets out the Authority’s pay strategy, pay design, pay structure, pay arrangements and pay multiples.

8. Legal Implications

The Commissioner must agree a pay policy statement and publish by the end of March each year.

9. Staffing and other resource implications

In determining the pay and remuneration of its employees, the Authority will comply with all relevant employment legislation. This includes the Equality Act 2010, Part Time Employment (Prevention of Less Favourable Treatment) Regulations 2000, The Agency Workers Regulations 2010 and where relevant, the Transfer of Undertakings (Protection of Earnings) Regulations.

10. Equality and Diversity implications

There are no equality and diversity implications associated with this paper.

11. Risks

There are no risks associated with this paper.

12. Governance Boards

This paper has been discussed at Strategic Board 15 March 2021 agenda item 13

13. Background papers

14.

PFCCFRA 028-21 Appendix Pay Policy Statement 2021-2022

Police Fire and Crime Panel: Budget 2021-22 dated 4th February 21.

Decision Process

Step 1A - Chief Fire Officer Comments

(The Chief Fire Officer is asked in their capacity as the Head of Paid Service to comment on the proposal.)

.....I agree with the proposal.....
.....
.....

Sign: 

Date: 15/03/2021

Step 1B – Consultation with representative bodies

(The Chief Fire Officer is to set out the consultation that has been undertaken with the representative bodies)

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.....

Step 2 - Statutory Officer Review

The report will be reviewed by the Essex Police Fire and Crime Commissioner Fire and Rescue Authority’s (“the Commissioner”) Monitoring Officer and Chief Financial Officer prior to review and sign off by the Commissioner or their Deputy.

Monitoring Officer Sign: 

Print: Darren Horsman

Date: 17 March 2021

Chief Financial Officer Sign: ... 

Print:Neil Cross.....

Date: 15/03/2021.....

Step 3 - Publication

Is the report for publication? **YES**

If ‘NO’, please give reasons for non-publication (state ‘none’ if applicable)

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.....

If the report is not for publication, the Monitoring Officer will decide if and how the public can be informed of the decision.

Step 4 - Redaction

If the report is for publication, is redaction required:

- | | | |
|---|-------------------|----|
| 1 | Of Decision Sheet | NO |
| 2 | Of Appendix | NO |

If 'YES', please provide details of required redaction:

.....
.....

Date redaction carried out:

If redaction is required, the Chief Financial Officer or the Monitoring Officer are to sign off that redaction has been completed.

Sign:

Print:

Date signed:

Step 5 - Decision by the Police, Fire and Crime Commissioner or Deputy Police, Fire and Crime Commissioner

I agree the recommendations to this report:

Sign: 

Print: Roger Hirst

Date signed: 18 March 2021

I do not agree the recommendations to this report because:

.....
.....

Sign: