



Essex Police, Fire and Crime Commissioner Fire and Rescue Authority

Decision Report

Report reference number: 010-23

Government security classification: Not protectively marked

Title of report: Pay Policy Statement 2023-24

Area of county / stakeholders affected: Service-wide

Report by: Colette Black, ACEO – Director of People Services

Date of report: 30 March 2023

Enquiries to: Colette Black, ACEO – Director of People Services

1. Purpose of the report

This Pay Policy Statement 2023-24 sets out the Authority's approach to pay in accordance with the requirements of section 38 of the Localism Act 2011.

2. Recommendations

That the PFCC approves the Pay Policy Statement 2023-2024 attached as Appendix A. 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 of the 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 section 38 of the Localism Act 2011.

5. Alternative options considered and rejected

The recommendation is made in order to fulfil a statutory requirement, therefore there is no viable alternative.

6. 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 enable them to take an informed view of whether local decisions on aspects of remuneration are fair and make best use of public funds. Approved statements must be published on the Authority's website.

7. Operational implications

No operational implications are associated with this paper.

8. 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. This paper sets out the Authority's pay strategy, pay design, pay structure, pay arrangements and pay multiples.

9. Legal implications

The Commissioner must agree a Pay Policy Statement and publish it by the end of March each year.

10. Staffing 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.

11. Equality and Diversity implications

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

We have considered whether individuals with protected characteristics will be disadvantaged as a consequence of the actions being taken. Due regard has also been given to whether there is impact on any of the following characteristics as defined within the Equality Act 2010:

Race	No	Religion or belief	No
Sex	No	Gender reassignment	No
Age	No	Pregnancy & maternity	No
Disability	No	Marriage and Civil Partnership	No
Sexual orientation	No		

The Pay Policy Statement does not have any direct impact on protected characteristics as defined within the Equality Act. However, each individual policy setting out any pay arrangements has a full People Impact Assessment which demonstrates consideration of all impacts arising from the policy.

12. Risks

There are no risks associated with this paper.

13. Governance Boards

This paper has been discussed at Strategic Board on 16 March 2023 under agenda item 7.

14. Background papers


Appendix A - Pay Policy Statement 2023-24

Decision Process (012-22)

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 support the recommendation.....

Sign:  Date:.....30/03/2023.....

Step 1B – Consultation with representative bodies

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

The pay statement is the fulfilment of a statutory obligation and not something that we would usually consult upon. Consultation about pay happens nationally.


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’s”) Monitoring Officer and Chief Finance Officer prior to review and sign off by the Commissioner or their Deputy.

Monitoring Officer Sign: 

Print: P. Brent-Isherwood

Date: 13 April 2023

Chief Finance Officer Sign: 

Print:Neil Cross.....

Date: .. 30/03/2023

Step 3 - Publication

Is the report for publication? **YES**

If 'NO', please give reasons for non-publication (Where relevant, cite the security classification of the document(s). State 'none' if applicable)

None

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:

N/A

Date redaction carried out:

If redaction is required, the Chief Finance 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: (PFCC)

Print: Roger HIRST Date signed: 20/04/2023.....

I do not agree the recommendations to this report:

Sign: (PFCC / DPFCC)

Print: Date signed: