



Essex Police, Fire and Crime Commissioner Fire and Rescue Authority

Decision Report

Report reference number: 015-24

Government security classification: Not protectively marked

Title of report: Pay Policy Statement 2024-25

Area of county / stakeholders affected: Service wide

Report by: Colette Black – Director of People Services

Date of report: 14.3.2024

Enquiries to: Colette Black – Director of People Services

1. Purpose of the report

This Pay Policy Statement 2024-25 sets out the Authority's position in relation to its approach to pay, in accordance with the requirements of section 38 of the Localism Act 2011.

2. Recommendations

The Commissioner is asked to approve the Pay Policy Statement 2024-2025 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 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 to fulfil a statutory requirement. The alternative would be not providing a Pay Policy Statement and failing to comply with the statutory requirement. This is not considered a 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 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.

7. Operational implications

No operational implications are associated with this paper.

8. Financial implications

There are no direct financial implications resulting from the publication of the Pay Policy Statement. Contained within the statement is a disclosure of the number of employees in the service who receive pay in excess of £50,000 per annum. The information disclosed is based on incremental bands of £10,000, with the appropriate job titles being reflected in each banding.

9. Legal implications

The Commissioner must agree and publish a Pay Policy Statement 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 Employment) Regulations.

11. Equality and Diversity implications

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 each of the following protected groups 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 groups as defined within the Equality Act. The Gender Pay Gap, published each year, shows a decreasing pay gap, demonstrating the positive impact of the service’s pay approach.

	2020	2021	2022	2023
Mean GPG	2.4%	3.1%	1.02%	-1.04%
Median GPG	7.7%	8.4%	4.72%	2.83%
Number of People in sample	1295 (F 235 / M 1060)	1313 (F 252 / M 1061)	1256 (F 247 / M 1009)	1270 (F 254 / M 1016)

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

Extraordinary Service Leadership Team Meeting 16 February 2024.
Strategic Board 6 March 2024.

14. Background papers

Appendix Pay Policy Statement 2024-25.

Decision Process (015-24)

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 this recommendation

Sign: ... 

Date: ...6/3/24.....

Step 1B – Consultation with representative bodies

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

Publication of the pay policy 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: 15 March 2024

Chief Finance Officer

Sign:



.....

Print: ...Neil Cross...

Date: ..14/3/24

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

