PAY ACCOUNTABILITY – PAY POLICY STATEMENT 2019/20

REPORT OF THE LEGAL ADVISER AND MONITORING OFFICER

For Approval

1. PURPOSE OF REPORT

1.1 To seek Members' considerations on Cleveland Fire Authority's Pay Policy Statement 2019/20 as outlined at Appendix 1.

1.2 That in line with the provisions set out in the Localism Act 2011 the Pay Policy Statement is approved, as recommended by the Executive Committee at its meeting on 8 March 2019.

2. RECOMMENDATIONS

2.1 That the Authority considers Cleveland Fire Authority's Pay Policy Statement 2019/20 at Appendix 1.

2.2 That the Authority approves the Pay Policy Statement 2019/20, as recommended by the Executive Committee on 8 March 2019.

2.3 That the Pay Policy Statement be published on the Authority's website.

3. BACKGROUND

3.1 The Localism Act requires relevant authorities to prepare and publish an annual pay policy statement (PPS).

3.2 A PPS for a financial year must set out the authority's policies for the financial year relating to:

- the remuneration of its chief officers
- 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

3.3 The statement must state:

- 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.

3. BACKGROUND continued

3.4 The Statement must include the policies relating to:

- the level and elements of remuneration for each chief officer
- remuneration of chief officers on recruitment
- increases and additions to remuneration for each chief officer
- the use of performance related pay for chief officers
- the use of bonuses for chief officers
- 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 the remuneration of chief officers

3.5 A PPS for a financial year may also set out the authority's policies for the financial year relating to the other terms and conditions applying to the authority's chief officers.

3.6 A relevant authority's PPS must be approved by a resolution of the Authority before it comes into force.

3.7 The first statement was approved on 31 March 2012 and each subsequent PPS must be prepared and approved before 31st March immediately preceding the financial year to which it relates.

3.8 A relevant authority may by resolution amend its PPS (including after the beginning of the financial year to which it relates).

3.9 As soon as it is reasonably practicable after approving or amending a PPS, the Authority must publish the statement or amended statement in such a manner as it thinks fit (which must include publication on the Authority's website)

4. GUIDANCE

4.1 The Secretary of State for Communities and Local Government issued guidance under section 40 of the Localism Act entitled 'Openness and Accountability in local pay'. It sets out the key policy principles that underpin the pay accountability provisions in the Act and all relevant authorities in England must have regard to this guidance in performing their functions in preparing and approving pay policy statements.

4.2 Each local 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 in the Act do not seek to change this or to determine what decisions on pay should be taken or what policies that individual employing authorities should have in place. Rather, they only require that authorities are more open about their own local policies and how their local decisions are made.

5. CLEVELAND FIRE AUTHORITY'S PAY POLICY STATEMENT

5.1 Cleveland Fire Authority's Pay Policy Statement 2019/20 is attached at Appendix 1. The statement has been produced in line with the provisions of the Localism Act 2011 and the guidance produced by the Secretary of State for Communities and Local Government.

5.2 The 2019/20 Pay Policy Statement has been updated to reflect any changes that have taken place during the year. Any changes from last year have been highlighted in yellow on the attached Appendix 1.

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