



# Buckinghamshire & Milton Keynes Fire Authority

<b>MEETING</b>	Fire Authority
<b>DATE OF MEETING</b>	22 October 2014
<b>OFFICER</b>	Lynne Swift, Director of People & Organisational Development
<b>LEAD MEMBER</b>	Councillor Roger Reed
<b>SUBJECT OF THE REPORT</b>	<b>In Year Amendments to BMKFA Pay Policy Principles and Statement 2014/15</b>
<b>EXECUTIVE SUMMARY</b>	<p>The purpose of this report is to recommend approval to the Authority for in year updates to the attached Pay Policy Principles and Statement for 2014/15.</p> <p>It is proposed that the attached draft (Appendix 1) be the Authority's revised Pay Policy Principles and Statement for the remainder of 2014/15. It is based on the approved Pay Policy Statement for 2014/15 save as amended by additional text underlined (<u>underlined</u>) and deleted text shown struck through (<del>struck through</del>).</p> <p>The Pay Policy has been revised with minor amendments made to terminology, the revised pay scales for Support Services Staff pay effective from 1 September 2014 and 1 July 2014 amendments to pay levels for the NJC for Local Authority Fire and Rescue Services Scheme of Conditions of Service 2004 added.</p>
<b>ACTION</b>	Decision.
<b>RECOMMENDATIONS</b>	<p>It is recommended that :-</p> <p>The amendments made to the Pay Policy Principles and Statement at Appendix 1 be agreed by the Fire Authority as its statutory Pay Policy Statement for the remainder of 2014/15.</p>
<b>RISK MANAGEMENT</b>	The Fire Authority is required to adopt and publish a Pay Policy Statement annually.
<b>FINANCIAL IMPLICATIONS</b>	There are no direct financial implications arising from the amendments to the Pay Policy Principles and Statement.
<b>LEGAL IMPLICATIONS</b>	There are no legal implications arising from the amendments to the Pay Policy Principles and Statement.
<b>HEALTH AND SAFETY</b>	No implications.

<b>EQUALITY AND DIVERSITY</b>	There are no equality and diversity implications arising from the amendments to the Pay Policy Principles and Statement.
<b>USE OF RESOURCES</b>	<p>The amendments made to the Pay Policy Principles and Statement 2014/15 reflect in-year changes as described in the Executive Summary of this report permitting the Authority to revisit certain elements to reflect the needs of the Service.</p> <p>Following approval of the amendments, communication will be via the normal policy publication and amendment process.</p> <p>Adherence to the Pay Policy is controlled via strict establishment and pay change approval process controls.</p>
<b>PROVENANCE SECTION &amp; BACKGROUND PAPERS</b>	<p>Reference is made in the cover report to the current 2014/15 Pay Policy Statement approved at the full Fire Authority on 19 February 2014 that the Policy may be amended by the full Authority during the financial year to which it applied.</p> <p>Report to the Meeting of the Buckinghamshire &amp; Milton Keynes Fire Authority held 19 February 2014</p> <p><a href="#">BMKFA Pay Policy Principles and Statement 2014/15</a></p>
<b>APPENDICES</b>	<p><b>Appendix 1:</b> Pay Policy Principles and Statement 2014/2015 (Part 1: All staff, Part 2: SMB only)</p> <p><b>Annexe A:</b> "Grey Book" pay rates from 1 July 2014</p> <p><b>Annexe B:</b> Support Services staff pay scales from 1 September 2014</p> <p><b>Annexe C:</b> Employee Bonus Payment Setting Scheme and Process</p>
<b>TIME REQUIRED</b>	10 minutes.
<b>REPORT ORIGINATOR AND CONTACT</b>	<p>Faye Mansfield - Human Resources Development Manager</p> <p><a href="mailto:fmansfield@bucksfire.gov.uk">fmansfield@bucksfire.gov.uk</a></p> <p>01296 744623</p>