



**Safest People, Safest Places**

## **Combined Fire Authority**

**17 February 2025**

### **Localism Act – Pay Policy Statement 2025/26**

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#### **Report of Deputy Chief Executive and Clerk**

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##### **Purpose of Report**

1. The purpose of this report is to seek approval of the pay policy statement for 2025/26.

##### **Background**

2. Sections 38 to 43 of the Localism Act 2011 apply to the Fire and Rescue Authority as a relevant Authority. Section 38(1) requires relevant authorities to prepare pay policy statements.
3. Pay policy statements must be prepared for each financial year, be approved by a meeting of members and must also be published.

##### **Guidance**

4. The government has also issued guidance on the content of pay policy statements. The guidance “Openness and accountability in local pay” sets out the key areas that need to be included in a pay policy statement. Further supplementary guidance was set out in a letter from the Secretary of State for Communities and Local Government dated 20 February 2013.
5. The guidance has been considered in full when preparing the Authority’s pay policy statement for 2025/26.

## **2025/26 Pay Policy Statement**

6. The 2025/26 pay policy statement is attached at Appendix A.

## **Recommendations**

7. Members are requested to:

- (a) **approve** the 2025/26 pay policy statement as set out at Appendix A.
- (b) **note** that the statement will be published on the Authority's website.