

ROYAL BERKSHIRE FIRE AUTHORITY REPORT



COMMITTEE	AUDIT AND GOVERNANCE COMMITTEE
DATE OF MEETING	26 JANUARY 2026
SUBJECT	ROYAL BERKSHIRE FIRE AUTHORITY – PAY POLICY STATEMENT 2026/2027
LEAD OFFICER	BECCI JEFFERIES, HEAD OF HUMAN RESOURCES & LEARNING AND DEVELOPMENT
LEAD MEMBER	N/A
EXEMPT INFORMATION	PART I
ACTION	NOTE AND RECOMMEND

1. EXECUTIVE SUMMARY

1.1 Section 38 (1) of the Localism Act 2011 requires the Royal Berkshire Fire Authority to prepare and publish a Pay Policy Statement each financial year. This statement includes information on remuneration for all staff as defined by the Act.

2. RECOMMENDATION

That the Audit and Governance Committee:

2.1 **NOTE** and **RECOMMEND** the draft Pay Policy Statement for 2026/2027 (Appendix A) to the Fire Authority for approval.

3. REPORT

3.1 Sections 38 to 43 of the Localism Act 2011 require that relevant authorities in England prepare a Pay Policy Statement for each financial year. Pay Policy Statements must be approved by a meeting of the full Fire Authority and subsequently published.

3.2 Amendments to the draft Pay Policy Statement for the Royal Berkshire Fire Authority (RBFA) for the forthcoming year (2026/2027) is drafted (Appendix A) taking into account guidance issued by the Department of Communities and Local Government Transparency Code 2014 and the Local Transparency

Part I

Publishing Organisational Information guidance provided by the Local Government Association in 2015.

3.3 With the exception of standard annual updates to the budget, population of Berkshire, staff figures, pay awards and the pay multiple, it has not been necessary to amend the format or content of the Pay Policy Statement for 2026/2027

4. CONTRIBUTION TO STRATEGIC COMMITMENTS

4.1 Sustainability: We are committed to ensuring that we provide a financially sustainable Service and take meaningful action to help address the climate emergency.

4.2 People: We will support our staff by providing a safe and inclusive environment for them to thrive in, building a diverse organisation that is engaged with, and accessible to, our communities.

5. FINANCIAL IMPLICATIONS

5.1 There are no direct financial implications arising from this report

6. LEGAL IMPLICATIONS

6.1 This report is prepared to enable Royal Berkshire Fire Authority to meet its obligations under Sections 38 to 43 of the Localism Act 2011 and the Local Transparency Code 2015 and in accordance with issued Government guidance.

6.2 The Pay Policy Statement must be approved by the full Fire Authority and therefore if there are any changes, these will be made before it is presented to at the Fire Authority meeting on 23 February 2026.

7. EQUALITY AND DIVERSITY IMPLICATIONS

7.1 There are no direct equality issues arising from this report.

8. RISK IMPLICATIONS

8.1 There are no risk management issues arising from this report.

9. SUSTAINABILITY IMPLICATIONS

9.1 None

10. CONSISTENCY WITH DUTY TO COLLABORATE

10.1 N/A

Part I

11. PRINCIPAL CONSULTATION

- 11.1 Monitoring Officer
- 11.2 Head of Finance and Procurement
- 11.3 Chief Fire Officer

12. BACKGROUND PAPERS

- 12.1 Localism Act 2011
- 12.2 Openness and Accountability in Local Pay, Guidance under Section 40 of the Localism Act, February 2012, Department for Communities and Local Government
- 12.3 Openness and Accountability in Local Pay, Guidance under Section 40 of the Localism Act, February 2013, Supplementary Guidance, Department for Communities and Local Government.
- 12.4 Hutton Review of Fair Pay in the Public Sector: Final Report, March 2011
- 12.5 Pay Policy and Practice in Local Authorities – A guide for Councillors, Local Government Association (January 2013) issued November 2013 to Local Authority Chairs
- 12.6 Local Government Transparency Code 2014 – Department for Communities and Local Government, October 2014.
- 12.7 Local Transparency Publishing Organisational Information - Local Government Association 30 November 2015

13. APPENDICES

- 13.1 Appendix A – Royal Berkshire Fire Authority Pay Policy Statement 2026/2027

14. CONTACT DETAILS

- 14.1 Lucy Greenway, Senior HR Adviser (Organisational Development), 07585 991606