

## **Draft Pay Policy Statement 2021-22**

### **What's changed since last year's Policy?**

A relatively light-touch approach to this year's iteration of the Pay Policy Statement features the following changes:

- Updated list of posts in which the post-holder earns £100k or more (FTE).
- Expanded definition of 'Market Rate Supplement' to include a response to recruitment difficulties that arise from the 'scarcity' of suitable candidates in the labour market (e.g. the recent recruitment to the Head of Pension Fund), as well as to those posts for which, while there may not be a labour market supply shortage, recruitment difficulties nonetheless arise because we pay below the 'going rate' in the market.
- Inclusion of a new section on Travel and Vehicle Provision. This includes the recently-introduced car leasing scheme (for low-emission vehicles), and provision of cars (suitable for emergency-response) for GFRS officers at Station Manager grade and above. This includes reference to the provision of fuel for GFRS Principal Officers (CFO, DCFO and ACFO) in connection with their 'continuous standby duty' commitment - this arrangement being in accordance with HMRC tax-exemption provisions confirmed by the council's tax advisers.

*Note – the availability of vehicles to employees elsewhere in the council remains covered by the Use of Council Vehicles Policy (Employment Handbook), which includes the conditions that apply to employees undertaking private mileage in council vehicles.*

- Reference to the introduction and subsequent withdrawal of legislation restricting public sector exit payments, and the Government's renewed statement of intent to 'work at pace' to introduce alternative measures to restrict excessive severance payments to public sector employees.
- Some incidental (non-substantive) changes to wording and format to improve clarity.

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**22<sup>nd</sup> February 2021**