



MINUTES OF THE MEETING OF THE BRIGADE MANAGERS' PAY AND PERFORMANCE COMMITTEE held on Wednesday, 22 January 2025 at POs Conference Room - Fire Service HQ, Sadler Road, Winsford, Cheshire CW7 2FQ at 10.00 am

PRESENT: Councillors Stef Nelson (Chair), Rachel Bailey, Lynn Gibbon (Substitute Member for Councillor Margaret Simon), Gina Lewis, Karen Mundry and Mick Warren

1 PROCEDURAL MATTERS

A Apologies for Absence

Apologies for absence were received from Councillors Margaret Simon (Substitute Member, Councillor Lynn Gibbon) and Peter Wheeler.

B Declaration of Members' Interests

There were no declarations of Members' interests.

C Minutes of the Brigades Managers' Pay and Performance Committee

RESOLVED:

That the minutes of the Brigade Managers' Pay and Performance Committee held on 13th November 2024 be confirmed as a correct record.

2 EXCLUSION OF THE PRESS AND PUBLIC

RESOLVED: That:

That under Section 100(A) (4) of the Local Government Act 1972, as amended by the Local Government (Access to Information) Order 2006, the press and public be excluded from the meeting for the items of business listed below on the grounds that they involve the likely disclosure of exempt information as defined in Schedule 12A to the Act in the paragraphs indicated:

Item 3 – 2025 Brigade Management Remuneration Review

Paragraph 1 – Information relating to an individual

3 2025 BRIGADE MANAGEMENT REMUNERATION REVIEW

The Independent HR Consultant presented his report to Members which provided details of the process to be followed regarding the 2025 Brigade Manager Remuneration Review.

The Independent HR Consultant informed Members that there was a contractual requirement to review the remuneration arrangements of the Chief Executive / Head of Paid Service, in the role of “Chief Fire Officer” (CFO), and the other Principal Officers (Brigade Managers) under the two track approach to pay and conditions, defined in paragraphs 10 and 11 of the ‘NJC for Brigade Managers of Local Fire and Rescue Services; Constitution and Schemes and Conditions of Service’ (the Gold Book).

RESOLVED: That

- [1] the report and presentation of the Independent HR Consultant be noted;**
- [2] in recognition of the leadership shown by the Principal Officers for the delivery of a range of complex Community Risk Management Plan 2024-28 projects, a one-off non-consolidated recognition payment of 3% of base salary will be applied to the Chief Fire Officer and Chief Executive salary and geared for the Deputy Chief Fire Officer and Assistant Chief Fire Officer; and**
- [3] having considered the benchmark salaries of the Principal Officers and national recruitment and retention challenges of combined fire authorities across the country, the base salary of the Principal Officer roles be increased by 3% with effect from 1st January 2025.**