



**Wednesday,
22 January 2025
10.00 am**

**Meeting of
Brigade Managers' Pay and
Performance Committee
Sadler Road
Winsford
CW7 2FQ**

Contact Officer:
Donna Linton
Democratic Services

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Cheshire Fire Authority

Notes for Members of the Public

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Access to Information

Copies of the Agenda will be available at the meeting. A copy can also be obtained from the contact officer named on the front of the Agenda. Alternatively, the Agenda and individual reports are available on the Authority's website (www.cheshirefire.gov.uk)

The Agenda is usually divided into two parts. Most business is dealt with in the first part which is open to the public. On some occasions some business may need to be considered in the second part of the agenda, in private session. There are limited reasons which allow this to take place, e.g. as confidential information is being considered about an individual, or commercial information is being discussed.

This agenda is available in large print, Braille, audio CD or in community languages upon request by contacting; Telephone: 01606868414 or email: equalities@cheshirefire.gov.uk

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MEETING OF THE BRIGADE MANAGERS' PAY AND PERFORMANCE COMMITTEE

WEDNESDAY, 22 JANUARY 2025

Time: 10.00 am

POs Conference Room - Fire Service HQ, Sadler Road, Winsford, Cheshire CW7 2FQ

AGENDA

Part 1 - Business to be discussed in public

1 PROCEDURAL MATTERS

1A Apologies for Absence

1B Declaration of Members' Interests

Members are reminded to disclose any interests that are relevant to any item on the Agenda.

1C Minutes of the Brigades Managers' Pay and Performance Committee (Pages 5 - 6)

To approve the minutes of the meeting of the Committee held on 13th November 2024.

2 Exclusion of the Press and Public (Pages 7 - 8)

Part 2 - Business to be discussed in private

3 2025 Brigade Management Remuneration Review (Pages 9 - 24)

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MINUTES OF THE MEETING OF THE BRIGADE MANAGERS' PAY AND PERFORMANCE COMMITTEE held on Wednesday, 13 November 2024 at POs Conference Room - Fire Service HQ, Sadler Road, Winsford, Cheshire CW7 2FQ at 10.00 am

PRESENT: Councillors Stef Nelson (Chair), Rachel Bailey, Gina Lewis, Karen Mundry, Margaret Simon, Mick Warren and Peter Wheeler

1 PROCEDURAL MATTERS

A Apologies for Absence

There were no apologies for absence.

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 8th July 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 2 – Cheshire Fire Officer and Chief Executive: Performance Appraisal and Development Scheme

Paragraph 1 - Information relating to an individual

3 CHIEF FIRE OFFICER AND CHIEF EXECUTIVE: PERFORMANCE APPRAISAL AND DEVELOPMENT SCHEME REVIEW

Consideration was given to a report of the Independent HR Consultant which outlined the Performance Appraisal and Development Scheme [PADS] that enabled

the Service to review an employee's performance against delivery of agreed priorities/objectives, grade the contribution and performance, identify individual and organisational development needs, and support succession planning.

The PADS scheme operates from top to bottom across the whole of the Service. Members monitor progress against the key objectives set for the Chief Fire Officer and Chief Executive, that were aligned with the Service's Community Risk Management Plan.

This was the Interim Appraisal meeting and Members received a progress update from the Chief Fire Officer and Chief Executive on the objectives set, that would be delivered by the end of the performance year.

The next performance appraisal discussion was the final for the performance year and would take place on 26th March 2025.

RESOLVED That:

- [1] progress against the key objectives set for the Chief Fire Officer and Chief Executive in July 2024 were reviewed, scrutinised and discussed; and**
- [2] the end of year appraisal discussion for this performance year will take place on 26th March 2025.**

CHESHIRE FIRE AUTHORITY

MEETING OF: BRIGADE MANAGERS' PAY AND PERFORMANCE
COMMITTEE
DATE: 22ND JANUARY 2025
REPORT OF: GOVERNANCE AND CORPORATE PLANNING
MANAGER
AUTHOR: DONNA LINTON

SUBJECT: EXCLUSION OF THE PRESS AND PUBLIC

Exclusion of the Press and Public

Recommended:

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 12 A to the Act in the paragraphs indicated:

Item 3: 2025 Brigade Management Remuneration Review

Paragraph

- (1) Information relating to an individual.

**CONTACT OFFICER: DONNA LINTON, FIRE SERVICE HQ, WINSFORD
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BACKGROUND DOCUMENTS: NONE

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By virtue of paragraph(s) 1 of Part 1 of Schedule 12A
of the Local Government Act 1972.

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