



MINUTES OF THE MEETING OF THE BRIGADE MANAGERS' PAY AND PERFORMANCE COMMITTEE held on Wednesday, 28 March 2018 at Leadership Team Conference Room - Fire Service, Clemonds Hey, Winsford, CW7 2UA at 10.00 am

PRESENT: Councillors D Flude, E Johnson, S Nelson, B Rudd and M Tarr

1 PROCEDURAL MATTERS

A Apologies for Absence

Apologies were received from Councillor G Merry and S Parker.

B Declaration of Members' Interests

There were no declarations of interest.

C Minutes of the last meeting

RESOLVED: That

The minutes of the meeting of the Brigade Managers' Pay and Performance Committee, held on 10th January 2018, be confirmed as a correct record.

2 EXCLUSION OF THE PRESS AND PUBLIC

RESOLVED: 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 item of business listed below on the grounds that it involves the likely disclosure of exempt information as defined in Schedule 12A to the Act in the paragraph indicated.

Item 3: Chief Fire Officer and Chief Executive – Performance Appraisal and Development Scheme

Paragraph

(1) Information relating to any individual

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

Prior to a review of the Chief Fire Officer and Chief Executive's (CFO) performance against agreed objectives, the CFO advised Members of his intention to retire after 34 years of service. He explained his rationale for the

timing of the decision and advised that he would provide a minimum of 3 months notice and/or would remain in post until a new CFO had been appointed. Members thanked the CFO for his loyal and dedicated service to Cheshire Fire and Rescue Service.

A discussion took place in respect of the proposed selection process for the new CFO and it was agreed that the process would take the form of a 2 day assessment process comprising of the following:

- A technical interview with an independent Chief Fire Officer and HR Consultant;
- A media assessment with external journalists; and
- A presentation and interview with 4 Members of the Brigade Managers' Pay and Performance Committee.

It was agreed that the CFO would contact the external HR consultant to provide a recommendation for the starting salary based on an average of CFO pay nationally. This would be ratified by Members prior to the commencement of the recruitment campaign.

The CFO then commenced his presentation in respect of this performance appraisal. Upon conclusion Members agreed that many of the key objectives were still relevant. The Director of Transformation suggested that she would liaise with the CFO and draft and circulate proposed objectives for the appraisal with the incoming CFO.

RESOLVED: That

- [1] the Chief Fire Officer and Chief Executive's appraisal be agreed as discussed;**
- [2] the appraisal objectives for the incoming Chief Fire Officer and Chief Executive be drafted and sent to Members for approval; and**
- [3] the recruitment process for the new Chief Fire Officer and Chief Executive be progressed as discussed and agreed.**