



**Wednesday,
28 March 2018
10.00 am**

**Meeting of
Brigade Managers' Pay and
Performance Committee**

Contact Officer:
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Democratic Services

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Cheshire Fire Authority

Notes for Members of the Public

Attendance at Meetings

The Cheshire Fire Authority welcomes and encourages members of the public to be at its meetings and Committees. You are requested to remain quiet whilst the meeting is taking place and to enter and leave the meeting room as quickly and quietly as possible.

All meetings of the Authority are held at Fire Service Headquarters in Winsford. If you plan to attend please report first to the Reception Desk where you will be asked to sign in and will be given a visitors pass. You should return your pass to the Reception Desk when you leave the building. There are some car parking spaces available on site for visitors at the front of the Headquarters Building. Please do not park in spaces reserved for Fire Service personnel.

If you feel there might be particular problems with access to the building or car parking please contact the Reception Desk at Fire Service Headquarters on Winsford (01606) 868700.

Questions by Electors

An elector in the Fire Service area can ask the Chair of the Authority a question if it is sent to the Monitoring Officer at Fire Service HQ to arrive at least five clear working days before the meeting. The contact officer named on the front of the Agenda will be happy to advise you on this procedure.

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, individual reports are available on the Authority's website (www.cheshirefire.gov.uk)

The Agenda is usually divided into two parts. Members of the public are allowed to stay for the first part. When the Authority is ready to deal with the second part you will be asked to leave the meeting room, because the business to be discussed will be of a confidential nature, for example, dealing with individual people and contracts.

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

Recording of Meetings

Anyone attending the meeting should be aware the Authority audio-records its meetings. There is a protocol on reporting at meetings which provides further information. Copies are available on the Service's website www.cheshirefire.gov.uk or alternatively contact Democratic Services for details

Fire Evacuation

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MEETING OF THE BRIGADE MANAGERS' PAY AND PERFORMANCE COMMITTEE

WEDNESDAY, 28 MARCH 2018

Time : 10.00 am

Leadership Team Conference Room, Clemonds Hey, Winsford,

AGENDA

Part 1 - Business to be discussed in public

1 PROCEDURAL MATTERS

1A Apologies for Absence

1B Declaration of Members' Interests

Members are reminded that the Members' Code of Conduct requires the disclosure of Statutory Disclosable Pecuniary Interests, Non-Statutory Disclosable Pecuniary Interests and Disclosable Non-Pecuniary Interests.

1C Minutes of the last meeting

To approve the minutes of the meeting of the Committee held on 10th January 2018.

(Pages 1 - 2)

2 Exclusion of the Press and Public

(Pages 3 - 4)

Part 2 - Business to be discussed in private

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

(Pages 5 - 6)

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MINUTES OF THE MEETING OF THE BRIGADE MANAGERS' PAY AND PERFORMANCE COMMITTEE held on Wednesday, 10 January 2018 at Leadership Team Conference Room - Fire Service, Clemonds Hey, Winsford, CW7 2UA at 10.00 am

PRESENT: Councillors G Merry, S Nelson, S Parker, B Rudd and M Tarr

1 PROCEDURAL MATTERS

A Apologies for Absence

Apologies for absence were received from Councillor D Flude and Councillor G Merry.

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 1st November 2017, 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

Principal Officer Remuneration Review

Paragraph

(1) Information relating to any individual

3 2018 PRINCIPAL OFFICER REMUNERATION REVIEW

The Independent HR consultant presented his report to Members which provided high level background to the remuneration context and details of the process to be followed in the 2018 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' and its 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).

Members had previously agreed to review remuneration levels of Brigade Managers annually to ensure that the packages reflected current market factors and were set at a fair and appropriate rate.

The HR consultant presented a series of datasets and analysis to Members at the meeting and also provided a detailed presentation in respect of the review which included details of background research regarding the remuneration packages of Principal Officers in the UK.

RESOLVED: THAT

- [1] there will be no change to the base pay structure for the Chief Fire Officer and Chief Executive or Deputy Chief Fire Officer;**
- [2] under the two track approach no local award be given to increase base salaries for 2018; and**
- [3] a further meeting of the Brigade Managers' Pay and Performance Committee be scheduled within the next 6 months to consider whether it would be appropriate to make recognition payments in light of national pay negotiations and the delivery of local reform initiatives from the 2017 performance year.**

CHESHIRE FIRE AUTHORITY

MEETING OF: BM PAY AND PERFORMANCE COMMITTEE
DATE: 28th MARCH 2018
REPORT OF: GOVERNANCE AND CORPORATE PLANNING
MANAGER
AUTHOR: JOANNE SMITH

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 12A to the Act in the paragraphs indicated:

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

Paragraph

(1) Information relating to any individual

CONTACT OFFICER: JOANNE SMITH, FIRE SERVICE HQ, WINSFORD
TEL: [01606] 868804

BACKGROUND DOCUMENTS: NONE

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Agenda Item 3

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

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