MINUTES OF THE MEETING OF THE BRIGADE MANAGERS' PAY AND PERFORMANCE COMMITTEE held on Wednesday, 15 January 2020 at Leadership Team Conference Room - Clemonds Hey, Cheshire at 10.00 am

PRESENT: Councillors Bob Rudd, Stef Nelson, Michael Beanland, Stuart Parker and Morgan Tarr

1 PROCEDURAL MATTERS

A Apologies for Absence

Apologies for absence were received from Councillor Mike Biggin.

B Declaration of Members' Interests

There were no declarations of Members' Interest.

C Minutes of the Brigade Managers' Pay and Performance Committee

RESOLVED:

That the minutes of the Brigade Managers' Pay and Performance Committee held on 23rd October 2019 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 12 A to the Act in the paragraphs indicated:

Item 3: 2020 Principal Officer Remuneration Review

Paragraph

(1) Information relating to an individual.

3 2020 PRINCIPAL OFFICER PAY REVIEW

The Independent HR consultant presented his report to Members which provided details of the process to be followed regarding the 2020 Principal Officer 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 of the 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.

RESOLVED: That

[1] The high level of individual performance of the Principal Officers in 2019 be noted;

[2] Having considered the salaries of the Principal Officers in the context of the salaries of brigade managers working for combined fire authorities across the country that the base salary of the Principal Officer roles be increased by 3% with effect from 1 January 2020; and

[3] Under the two track approach, no additional local award be made to increase base salaries for 2020.