



**Monday,  
16 November 2020  
1.00 pm**

**Meeting of  
Brigade Managers' Pay  
and Performance  
Committee  
Remote Meeting  
Via Skype**

Contact Officer:  
Donna Linton  
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## **Cheshire Fire Authority**

### **Notes for Members of the Public**

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#### **Attendance at Meetings**

The Cheshire Fire Authority welcomes and encourages members of the public to be at its meetings and Committees.

This meeting of the Fire Authority will be held by remote means, i.e. the meeting will not be taking place in person at Sadler Road, but will be hosted over the Internet, using Skype for Business, with participants located in a variety of places.

The Government introduced legislation, due to the Coronavirus pandemic, that enables remote meetings to take place and the Fire Authority has adopted rules that allow and govern the way that remote meetings will work. The rules can be accessed [here](#).

The meeting must be open to the public and press. However, as the public and press cannot attend in person the Fire Authority is arranging for the meeting to be broadcast. Final details about how to access the broadcast will be published on the website prior to the meeting.

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#### **Access to Information**

Copies of the Agenda are available on the Service's website ([www.cheshirefire.gov.uk](http://www.cheshirefire.gov.uk)). A copy can also be obtained from Democratic Services via [DemocraticServices@cheshirefire.gov.uk](mailto:DemocraticServices@cheshirefire.gov.uk).

The Agenda may be divided into two parts – a public session and a private session. As far as possible items will be included in the public session, with the reports published and the items considered whilst members of the public are able to access the meeting via Skype (with at least audio, but usually with audio and vision). Items dealt with in private session will be described on the Agenda, but the reports will not be published and the items will not be accessible to members of the public. The kind of items dealt with in private session could include information about individuals, or consider matters of a commercial nature.

**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](mailto:equalities@cheshirefire.gov.uk)**

#### **Recording of Meetings**

The Authority audio records its meetings. Please contact Democratic Services for a copy of the recording via [DemocraticServices@cheshirefire.gov.uk](mailto:DemocraticServices@cheshirefire.gov.uk).

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**MEETING OF THE BRIGADE MANAGERS' PAY AND PERFORMANCE COMMITTEE**

**MONDAY, 16 NOVEMBER 2020**

**Time : 1.00 pm**

**Remote Meeting - Via Skype**

**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 Brigades Managers' Pay and Performance Committee** (Pages 1 - 2)

To approve the minutes of the meeting of the Committee held on 15<sup>th</sup> January 2020.

**2 Exclusion of the Press and Public** (Pages 3 - 4)

**3 Appraisal of Chief Fire Officer and Chief Executive (Interim Review) 2020-21** (Pages 5 - 12)

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**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 (Chair), 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 23<sup>rd</sup> 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.**

## CHESHIRE FIRE AUTHORITY

**MEETING OF:** BRIGADE MANAGERS' PAY AND PERFORMANCE COMMITTEE  
**DATE:** 16<sup>TH</sup> NOVEMBER 2020  
**REPORT OF:** GOVERNANCE AND CORPORATE PLANNING MANAGER  
**AUTHOR:** DONNA LINTON

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**SUBJECT:** EXCLUSION OF THE PRESS AND PUBLIC

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### 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: Appraisal of Chief Fire Officer and Chief Executive (Interim Review) 2020-21**

**Paragraph**

(1) Information relating to an individual.

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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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