



**Monday,
22 March 2021
10.00 am**

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

Contact Officer:
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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.

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 Cheshire Fire and Rescue Service website prior to the meeting.

Access to Information

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

The Agenda may be divided into two parts. Most business is dealt with in the first part which is open to the public. On some occasions business is dealt with in private in the second part of the meeting. There are a number of reasons for this e.g. confidential information about individual people, or contracts are being considered.

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

The Authority audio records its meetings. Please contact Democratic Services for a copy of the recording via DemocraticServices@cheshirefire.gov.uk.



MEETING OF THE BRIGADE MANAGERS' PAY AND PERFORMANCE COMMITTEE

MONDAY, 22 MARCH 2021

Time : 10.00 am

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 - 4)

To approve the minutes of the meetings of the Committee held on 25th and 28th January 2021.

2 Exclusion of the Press and Public (Pages 5 - 6)

3 Chief Fire Officer and Chief Executive: Performance Appraisal and Development Scheme (Pages 7 - 18)

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MINUTES OF THE MEETING OF THE BRIGADE MANAGERS' PAY AND PERFORMANCE COMMITTEE held on Monday, 25 January 2021 at 10.00am. Remote Meeting - Via Skype

PRESENT: Councillors Bob Rudd (Chair), Stef Nelson, Michael Beanland, Mike Biggin, Karen Mundry, Stuart Parker 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' Interest.

C Minutes of the Brigades Managers' Pay and Performance Committee

RESOLVED:

That the minutes of the Brigade Managers' Pay and Performance Committee held on 16th November 2020 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 3 – 2021 Brigade Manager Remuneration Review

Paragraph 1 – Information relating to an individual

3 2021 BRIGADE MANAGER REMUNERATION REVIEW

The Independent HR consultant presented his report to Members which provided details of the process to be followed regarding the 2021 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 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] having considered the salaries of the Principal Officers and recruitment and retention challenges of combined fire authorities across the country, that the base salary of the Principal Officer roles be increased by 3% with effect from 1st January 2021; and**
- [2] under the two track approach, no additional local award be made to increase base salaries for 2021.**

Note:

The Principal Officers were grateful for the award but agreed with the elected Members that all public sector workers deserved a pay rise. Consequently, all of the Principal Officers confirmed that they would not receive the pay award until firefighters and fire staff also received a pay award. They decided to donate the additional money due by virtue of the award to the following charities:-

- CFO Mark Cashin - half to the Firefighters Charity and half to Cheshire Women's Aid Organisations**
- ACFO Gus O'Rourke - all to the Firefighters Charity**
- ACFO Alex Waller - half to the Firefighter Charity and half to Prostate Cancer Research.**



MINUTES OF THE MEETING OF THE BRIGADE MANAGERS' PAY AND PERFORMANCE COMMITTEE held on Thursday, 28 January 2021 at 11.00am. Remote Meeting - Via Skype

PRESENT: Councillors Bob Rudd (Chair), Stef Nelson, Mike Biggin and Stuart Parker

1 PROCEDURAL MATTERS

A Apologies for Absence

There were no apologies for absence. The attendees formed the interview panel.

B Declaration of Members' Interests

There were no declarations of Members' Interest.

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 3 - Appointment of the Deputy Chief Fire Officer

Paragraph (1) Information relating to any individual

3 APPOINTMENT OF THE DEPUTY CHIEF FIRE OFFICER

The Committee conducted an interview for the position of Deputy Chief Fire Officer. The Committee was also provided with a debrief about the other elements of the assessment process.

RESOLVED: That:

[1] Mr Alex Waller be appointed as Deputy Chief Fire Officer.

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CHESHIRE FIRE AUTHORITY

MEETING OF : **BM PAY AND PERFORMANCE COMMITTEE**
DATE : **22 MARCH 2021**
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: Chief Fire Officer and Chief Executive – Performance Appraisal and Development Scheme

Paragraph

(1) Information relating to any 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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