



**Wednesday,
22 March 2023
10.00 am**

**Meeting of
Brigade Managers' Pay and
Performance Committee
Clemonds Hey
Winsford
CW7 2UA**

Contact Officer:
Donna Linton
Democratic Services

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Cheshire Fire Authority

Notes for Members of the Public

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

The Agenda is usually divided into two parts. Most business is dealt with in the first part which is open to the public. On some occasions some business may need to be considered in the second part of the agenda, in private session. There are limited reasons which allow this to take place, e.g. as confidential information is being considered about an individual, or commercial information is being discussed.

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MEETING OF THE BRIGADE MANAGERS' PAY AND PERFORMANCE COMMITTEE

WEDNESDAY, 22 MARCH 2023

Time : 10.00 am

Fire Conference Room - Fire Service HQ, Clemonds Hey, Winsford, Cheshire, CW7 2UA

AGENDA

Part 1 - Business to be discussed in public

1 PROCEDURAL MATTERS

1A Apologies for Absence

1B Declaration of Members' Interests

Members are reminded to disclose any interests that are relevant to any item on the Agenda.

1C Minutes of the Brigades Managers' Pay and Performance Committee (Pages 5 - 6)

To approve the minutes of the meeting of the Committee held on 23rd January 2023.

2 Exclusion of the Press and Public (Pages 7 - 8)

3 Chief Fire Officer and Chief Executive: Performance Appraisal and Development Scheme (Pages 9 - 16)

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MINUTES OF THE MEETING OF THE BRIGADE MANAGERS' PAY AND PERFORMANCE COMMITTEE held on Monday, 23 January 2023 at Fire Conference Room - Fire Service HQ, Clemonds Hey, Winsford, Cheshire, CW7 2UA at 10.00 am

PRESENT: Councillors Bob Rudd (Chair), Stef Nelson, Michael Beanland, Karen Mundry, Stuart Parker and Peter Walker

1 PROCEDURAL MATTERS

A Apologies for Absence

Apologies for absence were received from Councillor Denis Murphy (Councillor Peter Walker attended as a Substitute Member).

B Declaration of Members' Interests

There were no declarations of Members' interests.

C Minutes of the Brigades Managers' Pay and Performance Committee

RESOLVED:

That the minutes of the Brigade Managers' Pay and Performance Committee held on 9th November 2023 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 – 2023 Brigade Management Remuneration Review

Paragraph 1 – Information relating to an individual

3 2023 BRIGADE MANAGER REMUNERATION REVIEW

The Independent HR Consultant presented his report to Members which provided details of the process to be followed regarding the 2023 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” (CFO), and the 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).

RESOLVED: That

- [1] the presentation of the Independent HR Consultant be noted; and**
- [2] having considered the benchmarking salaries of the Principal Officers and national 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 2023.**

CHESHIRE FIRE AUTHORITY

MEETING OF: BRIGADE MANAGERS' PAY AND PERFORMANCE COMMITTEE
DATE: 22ND MARCH 2023
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 an individual.

**CONTACT OFFICER: DONNA LINTON, FIRE SERVICE HQ, WINSFORD
TEL: [01606] 868804**

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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