MINUTES OF THE MEETING OF THE BRIGADE MANAGERS' PAY AND PERFORMANCE COMMITTEE held on Monday, 24 January 2022 at Lecture Theatre - Training Centre, Sadler Road, Winsford, Cheshire CW7 2FQ at 10.00 am

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

1 PROCEDURAL MATTERS

A Apologies for Absence

There were no apologies for absence received.

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 8th November 2021 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 – 2022 Brigade Manager Remuneration Review

Paragraph 1 - Information relating to any individual

3 2022 BRIGADE MANAGER REMUNERATION REVIEW

The Independent HR consultant presented his report to Members which provided details of the process to be followed regarding the 2022 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 2022;

[2] under the two track approach, no additional local award be made for 2022.

Note:

The Principal Officers were grateful for the award but agreed with the elected Members that all Fire Service employees deserved a pay rise. Consequently, all of the Principal Officers confirmed that they would again donate the award to charity.