



MINUTES OF THE MEETING OF THE BRIGADE MANAGERS' PAY AND PERFORMANCE COMMITTEE held on Wednesday, 9 November 2022 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, Denis Murphy and Stuart Parker

1 PROCEDURAL MATTERS

A Apologies for Absence

Apologies for absence were received from Councillor Peter Wheeler.

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 2nd September 2022 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 – Chief Fire Officer and Chief Executive – Performance Appraisal and Development Scheme

Paragraph 1 - Information relating to an individual

3 APPRAISAL OF CHIEF FIRE OFFICER AND CHIEF EXECUTIVE 2022-23

Consideration was given to a report of the Director of Transformation which outlined the Performance Appraisal and Development Scheme [PADS] that enabled CFRS to review an employee's performance against delivery of agreed priorities/objectives,

grade the contribution and performance, identify individual and organisational development needs, and support succession planning.

The PADS scheme operated from top to bottom across the whole of the Service and is particularly important at the top of the organisation, as Members seek to agree objectives with the Chief Fire Officer and Chief Executive, which ensure delivery of the Service's Integrated Risk Management Plan [IRMP].

For the purpose of independence Steve Mason from RealWorld HR facilitated the performance appraisal.

Members were asked to agree the key objectives and development needs for 2022-23, following discussions with the Chief Fire Officer and Chief Executive, for the coming year.

The Chief Fire Officer and Chief Executive's interim appraisal discussion was scheduled to take place on 22nd March 2023.

RESOLVED That:

- [1] the Chief Fire Officer and Chief Executive's appraisal be agreed as discussed;**
- [2] the appraisal key objectives for 2023-23 be reviewed and approval; and**
- [3] Members agree to carry out an interim appraisal discussion on 22 March 2023.**