



MINUTES OF THE MEETING OF THE BRIGADE MANAGERS' PAY AND PERFORMANCE COMMITTEE held on Wednesday, 22 March 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, 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 23rd January 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 – Chief Fire Officer and Chief Executive: Performance Appraisal and development Scheme

Paragraph 1 – Information relating to an individual

3 CHIEF FIRE OFFICER AND CHIEF EXECUTIVE: PERFORMANCE APPRAISAL AND DEVELOPMENT SCHEME

Consideration was given to a report of the Independent HR Consultant 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 monitor progress against the key objectives with the Chief Fire Officer and Chief Executive, which ensure delivery of the Service's Community Risk Management Plan [CRMP].

Members were asked to review the performance of the Chief Fire Officer and Chief Executive against the objective set in 2022-23 and to agree progress against those key objectives and any development needs if highlighted.

The Chief Fire Officer and Chief Executive's full annual appraisal was scheduled to take place on 20th November 2023.

RESOLVED That:

- [1] the outcome of the appraisal review be noted; and**
- [2] Members agree to carry out the full annual appraisal on 20th November 2023.**