



**MINUTES OF THE MEETING OF THE BRIGADE MANAGERS' PAY AND PERFORMANCE COMMITTEE held on Monday, 22 January 2024 at HODs Conference Room - Fire Service HQ, Sadler Road, Winsford, Cheshire CW7 2FQ at 10.00 am**

**PRESENT:** Councillors Stef Nelson (Chair), Gina Lewis, Karen Mundry, Stuart Parker, Margaret Simon and Peter Wheeler

**1 PROCEDURAL MATTERS**

**A Apologies for Absence**

Apologies for absence were received from Councillor Rob Moreton.

**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 20<sup>th</sup> 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 - 2024 Brigade Management Remuneration Review**

**Paragraph 1 - Information relating to an individual**

**3 2024 BRIGADE MANAGEMENT REMUNERATION REVIEW**

The Independent HR Consultant presented his report to Members which provided details of the process to be followed regarding the 2024 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 benchmarked 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 4% with effect from 1<sup>st</sup> January 2024.**