



MINUTES OF THE MEETING OF THE BRIGADE MANAGERS' PAY AND PERFORMANCE COMMITTEE held on Tuesday, 10 January 2017 at P O Conference Room - Fire Service Headquarters, Winsford, Cheshire at 2.00 pm

PRESENT: Councillors B Rudd, S Nelson, G Merry, S Parker and M Tarr

1 PROCEDURAL MATTERS

A Apologies for Absence

Apologies for absence were received from Councillors D Flude and E Johnson.

B Declaration of Members' Interests

There were no declarations of interest.

C Minutes of the last meeting

RESOLVED: THAT

The minutes of the meeting of the Brigade Managers' Pay and Performance Committee, held on 9th November 2016, be confirmed as an accurate record.

2 EXCLUSION OF THE PRESS AND PUBLIC

RESOLVED: 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 item of business listed below on the grounds that it involves the likely disclosure of exempt information as defined in Schedule 12A to the Act in the paragraph indicated.

Item 3

2017 Principal Officer Remuneration Review

Paragraph

(1) Information relating to any individual

3 2017 PRINCIPAL OFFICER REMUNERATION REVIEW

The Independent HR consultant presented his report to Members which provided details of the process followed in the 2017 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 its 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).

Members had previously agreed that remuneration levels of Brigade Managers should be reviewed annually to ensure that the packages reflected current market factors and were set at a fair and appropriate rate.

The HR consultant presented a series of datasets to Members at the meeting and also provided a detailed presentation in respect of the review which included details of background research regarding the remuneration packages of Principal Officers in the UK.

RESOLVED: THAT

- [1] an increase in base salary of 2% is to be applied to the salaries of the Principal Officers posts from 1st January 2017, in recognition of the additional responsibilities and operational cover requirements placed on the Chief Fire Officer and Chief Executive and Deputy Chief Fire Officer as a consequence of the 2016 Principal Officers restructure;**
- [2] Under the two track approach no local award be given to increase base salaries for 2017; and**
- [3] A non-pensionable recognition payment equal to 3% of base salary be awarded in recognition of the performance, commitment and leadership shown by the CFO/CE and DCFO during 2016.**