



**MINUTES OF THE MEETING OF THE BRIGADE MANAGERS' PAY AND PERFORMANCE COMMITTEE held on Wednesday, 10 January 2018 at Leadership Team Conference Room - Fire Service, Clemonds Hey, Winsford, CW7 2UA at 10.00 am**

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

**1 PROCEDURAL MATTERS**

**A Apologies for Absence**

Apologies for absence were received from Councillor D Flude and Councillor G Merry.

**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 1<sup>st</sup> November 2017, be confirmed as a correct 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**

**Principal Officer Remuneration Review**

**Paragraph**

(1) Information relating to any individual

**3 2018 PRINCIPAL OFFICER REMUNERATION REVIEW**

The Independent HR consultant presented his report to Members which provided high level background to the remuneration context and details of the process to be followed in the 2018 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 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.

The HR consultant presented a series of datasets and analysis 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] there will be no change to the base pay structure for the Chief Fire Officer and Chief Executive or Deputy Chief Fire Officer;**
- [2] under the two track approach no local award be given to increase base salaries for 2018; and**
- [3] a further meeting of the Brigade Managers' Pay and Performance Committee be scheduled within the next 6 months to consider whether it would be appropriate to make recognition payments in light of national pay negotiations and the delivery of local reform initiatives from the 2017 performance year.**