



MINUTES OF THE MEETING OF THE BRIGADE MANAGERS' PAY AND PERFORMANCE COMMITTEE held on Tuesday, 5 June 2018 at Leadership Team Conference Room - Fire Service, Clemonds Hey, Winsford, CW7 2UA at 10.00 am

PRESENT: Councillors D Flude, E Johnson, G Merry, S Nelson, S Parker, B Rudd and M Tarr

1 PROCEDURAL MATTERS

A Apologies for Absence

There were no apologies for absence.

B Declaration of Members' Interests

There were no declarations of interest.

C Minutes of the Brigade Managers' Pay and Performance Committee - 8th May 2018

RESOLVED: That

The minutes of the meeting of the Brigade Managers' Pay and Performance Committee, held on 8th May, be approved as a correct record.

D Minutes of the Brigade Managers' Pay and Performance Committee - 17th May 2018

RESOLVED: That

The minutes of the meeting of the Brigade Managers' Pay and Performance Committee, held on 17th May 2018, be approved as a correct record.

2 APPRAISAL OF CHIEF FIRE OFFICER AND CHIEF EXECUTIVE (DESIGNATE)

The Performance Appraisal and Development Scheme (PADS) for the Chief Fire Officer and Chief Executive (CFO/CE) enables Members to review performance against agreed objectives, guide the contribution and performance of the CFO/CE, identify individual and organisational development needs and support succession planning.

The report of the Director of Transformation provided information on the PADS process and then the Committee moved in to part 2 of the meeting for the appraisal discussions.

3 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 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 paragraphs indicated:

Item 2: Appraisal of Chief Fire Officer and Chief Executive (Designate) – Appraisal Discussion

4 APPRAISAL OF CHIEF FIRE OFFICER AND CHIEF EXECUTIVE (DESIGNATE) - APPRAISAL DISCUSSION

Members were asked to agree key objectives and development needs, following discussions with the CFO/CE (Designate), for the coming year.

Members were also briefed on the CFO/CE (Designate)'s proposal to introduce a revised Brigade Manager structure on a six month trial basis from 1st July 2018. Members gave support to the proposal and it was agreed that Committee Members would be kept updated. An evaluation report would be submitted to the Brigade Managers Pay and Performance Committee in January 2019 with a view to determining the ongoing viability of the revised structure.

RESOLVED: That

- [1] the Chief Fire Officer and Chief Executive (Designate) appraisal be agreed as discussed;**
- [2] Appraisal objectives for 2018/19 are drafted and circulated to Members for review and approval; and**
- [3] Members agree to carry out an interim appraisal discussion on 31st October 2018.**