



**MINUTES OF THE BRIGADE MANAGERS PAY AND PERFORMANCE COMMITTEE held on 10 January 2013 at Fire Service HQ, Winsford**

**PRESENT:** Councillor J Joyce (in the Chair),  
Councillor B Livesley  
Councillor B Rudd  
Councillor C Thorley  
Councillor D Topping

**1 PROCEDURAL MATTERS**

**(A) Apologies for Absence**

Apologies for absence were received from:  
Councillors G Merry and S Nelson

**(B) Declaration of Members Interests**

There were no declarations of interest.

**(C) Minutes of the previous meeting**

**RESOLVED:**

**That the minutes of the meeting of the Brigade Managers' Pay and Performance Committee, held on 15 November 2012, be confirmed as an accurate record.**

**2 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**

2013 Principal Officer Remuneration Review

**Paragraph**

(1) Information relating to any individual

### **3 2013 Principal Officer Remuneration Review**

The HR Consultant presented his report to Member which provided details of the process followed and methodology used in respect of the Principal Officer Remuneration Review for 2013. He 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). Also Members had agreed, in 2006, to review the 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 provided a detailed presentation in respect of the review of remuneration packages for the Service's Principal Officers which included details of the background research undertaken and options for Members consideration.

#### **RESOLVED:**

- [1] There would be no local increase to salaries applied as a result of this review; and**
- [2] That in view of the changes to the responsibilities of the CFO, DCFO and ACFO which flow from the Service's involvement in the North West Fire Control Project:**
  - a) the CFO was to be awarded a non-pensionable recognition payment of £3,500 (with no change to base pay);**
  - b) the DCFO to be awarded a non-pensionable recognition payment of £2,000 (with no change to base pay); and**
  - c) the ACFO's future increase, due in January 2014 be brought forward to October 2013.**