



**MINUTES OF THE BRIGADE MANAGERS PAY AND PERFORMANCE COMMITTEE held on 10 January 2014 at Fire Service HQ, Winsford**

**PRESENT:** Councillor S Nelson (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 J Joyce and G Merry

**(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 11 November 2013, 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**

2014 Principal Officer Remuneration Review

**Paragraph**

(1) Information relating to any individual

### **3 2014 Principal Officer Remuneration Review**

The HR consultant presented his report to Members which provided details of the process followed and methodology used in respect of the Principal Officer remuneration review for 2014. The term 'Principal Officer' includes the Chief Fire Officer (CFO) the Deputy Chief Fire Officer (DCFO) and Assistant Chief Fire Officer (ACFO). The term 'Brigade Managers' is also used and means the same thing as Principal Officer.

The 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 the other Principal Officers. Also Members had agreed, in 2006, to review the remuneration levels of Brigade Managers under the twin 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 provided a detailed presentation in respect of the review which included details of the background research undertaken and options for Members consideration.

#### **RESOLVED: THAT**

- 1] A local pay increase of 1% for the Principal Officers from 1<sup>st</sup> January 2014 be approved;**
- [2] In continued recognition of the additional duties and responsibilities incurred and to be incurred until the end of June 2014 due to the NW Fire Control project:**
  - a) the CFO be awarded a non-pensionable recognition payment of £2,800;**
  - b) the DCFO be awarded a non-pensionable recognition payment of £2,380;**
  - c) the ACFO be awarded a non-pensionable recognition payment of £2,100.**
- [3] A non-pensionable recognition payment of £2,000 be made to the CFO in recognition of his considerable achievements: e.g. facilitating the arrangement whereby the Service had become the Community Safety lead for Cheshire and supporting change to the fire and rescue service nationally;**

- [4] A non-pensionable recognition payment of £3,000 be made to the DCFO in recognition of his considerable achievements: e.g. securing an amendment to the Welfare Reform Bill to facilitate data sharing and for also securing an amendment to the Energy Bill, that received royal assent in December 2013, concerned with the requirement on landlords to fit smoke alarms;**
- [5] A non pensionable recognition payment of £1,000 be made to the ACFO in recognition of his support to the CFO and DCFO whilst delivering a comprehensive IRMP related workload; and**
- [6] the recognition payments in recommendations [2] to [5] above are not to be consolidated into base pay.**