



MINUTES OF THE BRIGADE MANAGERS PAY AND PERFORMANCE COMMITTEE held on 8 January 2015 at Fire Service HQ, Winsford

PRESENT: Councillor J Joyce (Chair)
Councillor E Johnson
Councillor G Merry
Councillor S Nelson
Councillor B Rudd
Councillor C Thorley
Councillor D Topping

1 PROCEDURAL MATTERS

(A) Apologies for Absence

There were no declarations of interest.

(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 12 November 2014, 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

2015 Principal Officer Remuneration Review

Paragraph

(1) Information relating to any individual

3 2015 Principal Officer Remuneration Review

The HR consultant presented his report to Members which provided details of the process followed in the 2015 Brigade Manager remuneration review.

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 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 including Cheshire Fire and Rescue Service.

RESOLVED: THAT

- [1] In recognition of the Service remaining one of the top performing Services in the Country, a local pay increase of 1% for the Principal Officers from 1st January 2015 be approved; and**
- [2] In recognition of the additional duties and responsibilities incurred over the last 12 months and to recognise the continued high level of performance of the CFO, DCFO and ACFO, each is to be awarded a non-pensionable recognition payment of £3,000.**