

Minutes of a meeting of the CFA Employment Committee held at County Hall, Glenfield on Monday, 8 June 2020.

PRESENT

Cllr. K. Bool (in the Chair)

Mr. I. E. G. Bentley CC
Mr. G. A. Boulter CC

Cllr. K. Singh Johal
Ms. Betty Newton CC

In attendance

Lauren Haslam, Alison Greenhill, Peter Buffoni – Gatenby Sanderson, Emma Law – Gatenby Sanderson, Anna Poole

1. Election of Chairman.

RESOLVED:

That Councillor K. Bool be elected as Chairman of the CFA Employment Panel for the local salary review of the Chief Fire and Rescue Officer position.

Councillor K. Bool – in the Chair

2. Urgent Items.

There were no urgent items for consideration.

3. Declaration of interests.

The Chairman invited those who wished to do so to declare any interests in respect of items on the agenda for the meeting.

No declarations were made.

4. Exclusion of the press and public.

RESOLVED:

That under Section 100A of the Local Government Act 1972, the public be excluded for the following items of business on the grounds that they involve the likely disclosure of exempt information as defined in the paragraphs of Part 1 of Schedule 12A of the Act specified below and that, in all circumstances of the case, the public interest in maintaining the exemption outweighs the public interest in disclosing the information –

Item

Paragraph numbers

Local Salary Review: Chief Fire and Rescue Officer

1, 2, 3 and 10

5. Chief Fire and Rescue Officer Local Salary Review.

The Employment Panel considered a joint exempt report of the Treasurer and Monitoring Officer concerning the local salary review of the Chief Fire and Rescue Officer. A copy of the report, marked 'Agenda Item 5', is filed with these minutes. The report was not for publication by virtue of paragraphs 1, 2, 3 and 10 of Schedule 12 (A) of the Local Government Act 1972.

The Panel received a presentation from Gatenby Sanderson on the benchmarking exercise undertaken. Representatives then left the meeting.

It was proposed by Councillor K. Bool and seconded by Mr. G. A Boulter CC that the Combined Fire Authority be recommended to approve that

- a) The salary for the position of Chief Fire and Rescue Officer currently be retained at £132,663 and be subject to an agreed pay award back dated to 1 April 2020;
- b) The vacancy for the position of Chief Fire and Rescue Officer be advertised with a salary band of £130,000 - £140,000; and
- c) Officers undertake further analysis of the salary levels of Chief Fire and Rescue Officers in similar-sized Fire Authorities and their management structures to inform a future review of the salary for the Chief Fire and Rescue Officer.

RESOLVED:

That the Combined Fire Authority be recommended to approve that

- a) The salary for the position of Chief Fire and Rescue Officer currently be retained at £132,663 and be subject to an agreed pay award back dated to 1 April 2020;
- b) The vacancy for the position of Chief Fire and Rescue Officer be advertised with a salary band of £130,000 - £140,000; and
- c) Officers undertake further analysis of the salary levels of Chief Fire and Rescue Officers in similar-sized Fire Authorities and their management structures to inform a future review of the salary for the Chief Fire and Rescue Officer.

2.00 - 3.39 pm
08 June 2020

CHAIRMAN