

## Brigade Managers' Employment Panel

### Report of the Chief Fire Officer

For further information about this report please contact Paul Raymond, Chief Fire Officer, on 01743 260205 or Sharon Lloyd, Corporate Services Manager, on 01743 260210.

### 1 Purpose of Report

This report examines the current membership of the Brigade Managers' Employment Panel and asks the Fire Authority to consider whether it wishes to make any changes and, if so, to agree what those changes should be.

### 2 Recommendations

Members are asked to consider and agree:

- a) Whether to change the membership of the Brigade Managers' Employment Panel; and if so,
- b) What those changes should be; and, if necessary,
- c) Whether or not the political balance requirements should apply to the Brigade Managers' Employment Panel.

### 3 Background

At its Annual Meeting in July 2011 the Fire Authority agreed that the allocation of seats to political groups on the Brigade Managers' Employment Panel should be as follows:

4 to the Conservative Group;  
2 to the Labour Group; and  
0 to the Liberal Democrat Group

The same allocation was again agreed at the 2012 Annual Meeting.

In previous years, however, the Panel has consisted of at least one Member from each political group, thus ensuring representation for each group.

## **4 Future Membership of the Panel**

The terms of reference of the Panel are:

To meet as and when required to review the pay and conditions of service of Brigade Managers in accordance with the process agreed by the Fire Authority at its meeting on 3 July 2009, as may be amended by the Fire Authority from time to time, and, having carried out a review, to make decisions relating to the pay and conditions of service of Brigade Managers

In addition, the Fire Authority has over recent years tasked the Panel with making recommendations relating to the recruitment process for Brigade Managers and with undertaking the recruitment process itself.

In light of this, the Authority may wish to consider whether it should have at least one Member from each political group on the Panel. If the Authority decides to do so, then it will need also to consider whether or not the political balance requirements should apply to the Panel. If such requirements were to apply, then it would be necessary to revisit the allocations of seats on all of the Authority's Committees and Panels in order to comply with the provisions of the Local Government and Housing Act 1989 relating to political balance.

## **5 Financial Implications**

There are no financial implications resulting from this report.

## **6 Legal Comment**

The Fire Authority must comply with the political balance requirements of the Local Government and Housing Act 1989 and its Regulations, when allocating seats on its standing committees.

Under the provisions of Section 17 of the Local Government and Housing Act 1989 the decision not to apply political balance requirements to the Brigade Managers' Employment Panel can only be implemented, if no Member of the Authority votes against it.

## **7 Equality Impact Assessment**

Officers have considered the Service's Brigade Order on Equality Impact Assessments (Personnel 5 Part 2) and have decided that there are no differential impacts upon specific groups arising specifically from this report. An Equality Impact assessment has not, therefore, been completed.

## **8 Appendices**

There are no appendices attached to this report.

## **9 Background Papers**

There are no background papers associated with this report.