

**AWDURDOD TÂN AC ACHUB CANOLBARTH A GORLLEWIN
CYMRU**



MID AND WEST WALES FIRE AND RESCUE AUTHORITY

**NOTE: THESE MINUTES ARE SUBJECT TO CONFIRMATION BY THE COMMITTEE AT ITS
NEXT MEETING**

**COFNODION
PWYLLGOR CYDNABYDDIAETH ARIANNOL
YSTAFELL TYWI**

**Pencadlys Y Gwasanaeth Tân Ac Achub, Caerfyddin
18 MAWRTH 2013**

**MINUTES
OF THE REMUNERATION COMMITTEE
TYWI ROOM,
Fire and Rescue Service Headquarters, Carmarthen
18 MARCH 2013**

10.00

100 % PRESENOLDEB/ATTENDANCE

Presennol yn y Cyfarfod/Present at Meeting:

AELODAU/MEMBERS: Cllrs R Llewellyn, G Thomas, A Lewis,
P James, A Woolcock

YMDDIHEURIADAU/APOLOGIES:

YN BRESENNOL /IN ATTENDANCE: D Daycock, K Jones, N Ireland,
R Smith (to present evidence only)

1 APOLOGIES FOR ABSENCE

There were no apologies for absence.

2 DECLARATIONS BY MEMBERS OF ANY PERSONAL OR PREJUDICIAL INTERESTS

All Members present declared that they had a personal interest in any matters relating to, or likely to affect their own Constituent Authority.

3 CHAIR'S ANNOUNCEMENTS / PERSONAL MATTERS

The Chair made reference to the recent sad news that Ms Jacqui Maunder's mother had passed away suddenly and the Committee expressed their condolences.

4 EXCLUSION OF PUBLIC

RESOLUTION

It was RESOLVED that

Pursuant to section 100A (4) of the Local Government Act 1972, that the press and public be excluded from the meeting for the reason, that if they were present, it was likely that there would be disclosure to them of exempt information within the description of paragraph 12 of Schedule 12(A) to the Local Government Act 1972, namely information relating to a particular individual and that it was in the public interest to exclude the public from the meeting.

5 TO RECEIVE, CONSIDER AND APPROVE THE MINUTES OF THE REMUNERATION COMMITTEE HELD ON 12TH DECEMBER 2012

The minutes of the Remuneration Committee held on 12th December 2012 were received and approved as a true record of the proceedings.

6 TO UNDERTAKE A REVIEW OF THE PERFORMANCE OF THE CHIEF FIRE OFFICER FOR THE PERIOD 1 APRIL 2012 – 31 MARCH 2013

The Clerk and Monitoring Officer to the Fire Authority provided an overview of the two stage element of considering the Chief Fire Officer's performance.

The Chief Fire Officer provided evidence around his set objectives for 2012/13, which were based around the Fire Service College 'Aspire Model' for Brigade Managers. The Chief Fire Officer's verbal update was supported by a written report and relevant supporting documents which demonstrated that all objectives had either been completed or were on track.

The Chief Fire Officer put forward further information concerning the work undertaken over and above the agreed objectives which demonstrated performance which exceeded expectations.

The Chief Fire Officer thanked Committee and left the meeting.

Committee gave consideration to the evidence provided and were content to support the Chief Fire Officer's performance, both against the set objectives as well as in areas exceeding expectations.

RESOLUTION

It was RESOLVED that

- 1. Committee approve the payment of Earn Back Pay for performance against set objectives for the 2012/13 financial year.*
- 2. Committee award the Chief Fire Officer Performance Related Pay in recognition of his work above and beyond expectation.*

7 ANY OTHER ITEMS OF BUSINESS THAT BY REASON OF SPECIAL CIRCUMSTANCES, THE CHAIR DECIDES SHOULD BE CONSIDERED AS A MATTER OF URGENCY PURSUANT TO SECTION 100(B)(4) OF THE LOCAL GOVERNMENT ACT 1972.

No items of business were received that were considered to be a matter of urgency pursuant to section 100(B) (4) of the Local Government Act 1972.