

**CHIEF OFFICERS' REMUNERATION COMMITTEE**  
**CLASSROOM 1 – EARLSWOOD, SERVICE TRAINING CENTRE**  
**6 MARCH 2017 AT 12:00 HOURS**

**Present:**

Councillor J Dudley (Chair)  
Councillor S Paddison  
Councillor R Rees-Evans  
Councillor J Curtice  
Mr Dave Daycock, Clerk and Monitoring Officer to the Authority  
Mr Mark Miles, Head of Human Resources  
Mr Chris Davies, Chief Fire Officer – for part of Agenda items 6, 7 and 8 only

**1. Apologies for Absence**

Councillor Paul James.

**2. Declaration by Members of any Personal and/or Prejudicial Interests**

All Members declared a personal interest regarding their membership of their Constituent Authorities.

The Chief Fire Officer declared an interest in items 6, 7 and 8.

**3. Chair's Announcements / Personal Matters**

None.

**4. Exclusion of the Public**

Members resolved to exclude the public on the grounds that there would be disclosure of exempt information under paragraph 12 of Schedule 12(A) of the Local Government Act 1972.

It was agreed to exclude the public for the reasons stated and that it was in the public interest to do so.

**5. Minutes of the Chief Officers' Remuneration Committee – 10 October 2016**

The minutes were approved and agreed as a true record. The Chair requested that it be recorded that Councillor Curtice was in Hospital at the time of the October meeting and therefore unable to provide apologies at that time.

## **6. Chief Fire Officer's end of year Performance Review 2016/17**

The Clerk and Monitoring Officer, Dave Daycock, outlined the report, and advised that the purpose of the meeting was review the Chief Fire Officer's (CFO) performance against his objectives for 2016/17 and to consider the outcome in the context of renewing the CFO's fixed-term contract.

The CFO joined the meeting and outlined his performance against the objectives agreed for 2016/17. The CFO concluded his report and left the room.

Members discussed the report and verbal submission and agreed that they were very satisfied with the performance of the CFO during 2016/17.

**It was resolved that Committee were very satisfied with the Chief Officer's performance during 2016/17.**

## **7. Chief Fire Officers' Performance Objectives 2017/18**

The Clerk and Monitoring Officer, Mr Dave Daycock outlined the report, and advised that the purpose of the meeting was to set the performance objectives for the CFO for 2017/18.

The CFO joined the meeting and outlined his proposed performance objectives in the context of his annual performance appraisal document. The CFO concluded his report and left the room.

Members discussed the report and verbal submission and agreed the CFO's performance objectives for 2017/18.

**It was resolved that Committee accepted the Chief Fire Officer's performance objectives for 2017/18.**

## **8. Chief Officers' Annual Pay Review**

The Clerk and Monitoring Officer, Dave Daycock, outlined the report, and advised that considering the decision of the Fire Authority on 11 February 2016, the purpose of the meeting was to consider verbal submissions from the CFO regarding the Chief Officers' pay review, which would initiate the process that would determine the recommendation of the Committee at its October meeting, to the full Fire Authority in December.

The CFO joined the meeting and advised Members that Officers were requesting a 1% pay increase for 2017/18, setting out the explanation and justification for the request. The CFO then left the meeting.

Members discussed the request and felt it appropriate to await confirmation of the National Pay Award, which may influence decision making, and to engage in discussions with the officers in the light of this.

**It was resolved that Committee defer final consideration of the matter to the October meeting of the Chief Officers' Remuneration Committee, but to commence negotiations with the officers in the light of any National Pay Award.**

**9. Matters of Urgent Business**

None.