

**CHIEF OFFICERS' REMUNERATION COMMITTEE**  
**TYWI MEETING ROOM, SERVICE HEADQUARTERS**  
**12 OCTOBER 2015 AT 10:00 HOURS**

**Present:**

Councillor W Evans (Chair)  
Councillor J Dudley  
Councillor J Curtice  
Councillor E Williams  
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 item 6 only

**1. Apologies for Absence**

Apologies were received from Councillor P James.

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

Members declared an interest regarding their membership of their Constituent Authorities.

**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.

**5. Minutes of the Chief Officers' Remuneration Committee – 21 May 2015**

The minutes were approved and agreed as a true record.

**6. Chief Fire Officer Performance Review Report – April to September 2015**

Members met the Chief Fire Officer to consider and monitor his half yearly performance against the objectives agreed for 2015/16.

**7. Principal Officers' Triennial Review**

Dave Daycock presented a report on the outcome of the Triennial Pay Review by Total Reward Projects Limited (TRP) and brought to Members' attention the recommendations made by TRP.

Members considered the report and agreed a set of recommendations to put forward to the full Fire Authority for approval.

## **RESOLVED**

It was resolved that:

- i) The Chief Fire Officer's half yearly performance to date was noted.
- ii) The following recommendations would be made to the Fire Authority in relation to the Triennial Review of Principal Officers pay:
  - I. Base pay be set as recommended by Total Reward Projects Limited
  - II. Earn-back be discontinued and the sum equivalent to the award be incorporated into base pay
  - III. Performance Related Pay be discontinued
  - IV. An annual, locally advised, pay review be considered
  - V. The current ICT allowance be incorporated into base pay
  - VI. Protection arrangements be put in place for the current Assistant Chief Fire Officer