

CHIEF OFFICERS' REMUNERATION COMMITTEE
TYWI MEETING ROOM, SERVICE HEADQUARTERS

16 April 2018 AT 13:00 HOURS

Present:

Councillor R Rees-Evans (Chair)
Councillor E Williams
Councillor E Thomas
Councillor J Curtice
Councillor T Hennegan
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

Apologies were received from Councillor P James.

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

Members declared a personal interest in relation to their membership of their Constituent Authorities.

The Chief Fire Officer (CFO) declared an interest in relation to items 6, 7, and 8, and indicated that once he had made his presentation, he would leave the meeting.

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 furthermore that it was in the public interest to do so.

5. Minutes of the Chief Officers' Remuneration Committee – 09 October 2017

The minutes were approved and agreed as a true record.

6. Chief Fire Officer's end of year Performance Review 2017/18

The Clerk and Monitoring Officer, Mr Dave Daycock, outlined the report, and advised that Committee Members were required to review the CFO's performance against his objectives for 2017/18.

The Chief Fire Officer (CFO) then joined the meeting and spoke regarding his view of his performance in the context of his annual performance appraisal document for 2017/18. The CFO concluded his report and left the room.

Members discussed the report and agreed that they were very satisfied with the performance of the CFO during 2017/18.

It was resolved that Committee were very satisfied with the Chief Fire Officer's performance during 2017/18.

7. Chief Fire Officers' Performance Objectives 2018/19

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 2018/19.

The CFO joined the meeting and outlined his proposed performance objectives in the context of his annual performance appraisal document for 2018/19. The CFO concluded his report and left the room.

Members discussed the report and verbal submission and agreed the CFO's Performance Objectives for 2018/19.

It was resolved that Committee agreed the Chief Fire Officer's performance objectives for 2018/19.

8.0 Chief Officers' Annual Pay Review

The Clerk, Dave Daycock, outlined the report, and advised that in light of the decision of the Fire Authority on 11 February 2016, the purpose of the meeting was to consider a written submission by Chief Officers regarding the annual pay review. The Clerk also advised members that any decision to change the base pay of the Chief Fire Officer would need to be referred to the Independent Remuneration Panel for Wales where this was not commensurate with the awards for other employees.

The CFO joined the meeting and advised Members that Officers were not requesting a local pay review for 2018 due to the Triennial Pay Review being due in late 2018, which following a full review of this matter would recommend the appropriate base pay levels for Chief Officers.

It was resolved that Committee noted that Chief Officers were not submitting an Annual Pay Review for 2018.

9.0 Matters of Urgent Business

None.