

**CHIEF OFFICERS' REMUNERATION COMMITTEE**  
**TYWI MEETING ROOM, SERVICE HEADQUARTERS**

**25 MARCH 2019 AT 13:00 HOURS**

**Present:**

Councillor R Rees-Evans (Chair)  
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 and Councillor M Crowley.

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

All 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 – 08 October 2018**

An amendment was proposed for paragraph 6.7 to include the words '*which committee members were happy to support*' after thereafter. This was agreed and the amended minutes were approved and agreed as a true record.

## **6. Chief Fire Officer's end of year Performance Review 2018/19**

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 2018/19 and to also to determine the outcome in the context of renewing the CFO's fixed-term contract for a further one-year period. The Chief Fire Officer (CFO) joined the meeting and spoke regarding his view of his performance in the context of his annual performance appraisal document.

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 2018/19, particularly the open and honest culture that had been established, the turn-around in the Finance Department, and the overall direction the Service was going because of good leadership. Members noted the innovation being undertaken by the Service in many areas and agreed that continuing to invest in research and design activities should be area of future development. The Members' satisfaction with the CFO's performance enabled the renewing his fixed-term contract and accordingly the CFO was invited to re-join the meeting and was informed that Committee Members were satisfied with his performance and that his fixed-term contract would be extended for a further 12 months period upon the expiry of the existing contract.

It was noted that this would be the final renewal of the existing four-year agreement, and the CFO confirmed his intention to submit a request for rolling annual fixed term contracts to a future meeting of the Chief Officers Remuneration Committee. This approach was supported by Committee Members.

**It was resolved that Committee were very satisfied with the Chief Fire Officer's performance during 2018/19, and Committee approved the renewal of his fixed-term contract for a further 12 month period upon the expiry of the existing contract.**

## **7. Chief Fire Officers' Performance Objectives 2019/20**

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 2019/20. 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 2019/20.

**It was resolved that Committee agreed the Chief Fire Officer's performance objectives for 2019/20.**

## **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 requesting that the Triennial Pay Review, which was deferred in 2018 be initiated under the twin track arrangements for Chief Officers to determine the levels of base pay for Chief Officers taking account of the local and national pay markets.

**It was resolved that Committee agreed to initiate the Triennial Pay Review of Chief Officers' Remuneration.**

## **9.0 Matters of Urgent Business**

None.