

CHIEF OFFICERS' REMUNERATION COMMITTEE
TYWI MEETING ROOM, SERVICE HEADQUARTERS

25 APRIL 2016 AT 12:30 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 Kevin Jones, Corporate Head of Operational Support and Improvement
Mr Mark Miles, Head of Human Resources
Mr Chris Davies, Chief Fire Officer – for part of Agenda items 6 only

1.0 Apologies for Absence

Apologies were received from Councillor P James

2.0 Declaration by Members of any Personal and/or Prejudicial Interests

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

3.0 Chair's Announcements / Personal Matters

None.

4.0 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.

5.0 Minutes of the Chief Officers' Remuneration Committee – 7 March 2016

The Clerk, Mr Dave Daycock, requested the following amendments to the Minutes of the Chief Officers' Remuneration Committee on 7 March 2016:

- **Item 4** – to bold the resolution.
- **Item 7.6** – to include *'and Members congratulated the CFO on his appointment'* after the word 'Service'.
- **Item 7.6** – to amend the resolution to read *'Members discussed the report and agreed that they were very satisfied with the performance of the Chief Fire Officer during 2015/16'* and to put this in bold.

The remainder of the minutes were approved and agreed as a true record.

6.0 To agree the Chief Fire Officer's Performance Objectives for 2016/17

The Clerk, Mr Dave Daycock outlined the report, and advised that the purpose of the meeting was to set the performance objectives for the Chief Fire Officer for 2016/17.

The Chief Fire Officer (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 2016/17.

It was resolved that Committee accepted the Chief Fire Officer's performance objectives for 2016/17.

7.0 Annual Pay Review Process for Chief Officers

The Corporate Head of Operational Support and Improvement, Mr Kevin Jones, declared an interest in this report and left the meeting.

The Clerk, Mr Dave Daycock outlined the report which proposed the mechanism for an annual review of Chief Officers' pay, as recommended by Total Reward Projects Limited in the review of principal officer pay approved by Fire Authority at its meeting on 11 February 2016.

Committee agreed to recommend that the Fire Authority approves the proposed process for an annual review of Chief Officers' pay.

8.0 Re-employment of Retired Firefighters

The Corporate Head of Operational Support and Improvement, Mr Kevin Jones, re-joined the meeting and advised Members of the Chief Officers' Remuneration Committee that a request had been received from the Chief Fire Officer (CFO) for re-employment upon voluntary retirement.

Committee agreed to recommend that the Fire Authority approves the re-employment of the Chief Fire Officer following voluntary retirement on the terms set out in the report.

9.0 Matters of Urgent Business

None.