



Carys Edwards MA FCIPD
Head of Profession HR
Isle of Anglesey County Council
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30 October 2018

Dear Carys,

Your email dated 11 October and the enclosed report have been considered by the Independent Remuneration Panel for Wales at its meeting on 24 October. All members of the Panel were present and therefore the meeting was quorate.

In respect of the function of the Panel related to the salaries of chief officers the remit and guidance from the Welsh Government allows the Panel to:

- a) Approve the proposals
- b) Express concerns about the proposals
- c) Recommend a variation to the proposals

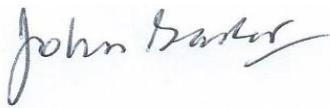
Having examined the submission from your authority it is the decision of the Panel to recommend a variation to your proposal to increase the current salary level of the vacant Head of Highways from £61,554 – £67,923 to a maximum salary not exceeding £75,410.

The Panel noted that the proposed salary takes it above and beyond the highest comparators cited in your report. The Panel recognise the principle of

the market rate for the post being used as the baseline as occurred in other hard to fill posts within Ynys Mon but the comparators used in that case were higher and the additional supplement did not take the salary above the highest paid range, but rather to a mid way point.

The variation the Panel recommend is for the salary level of the post to not exceed £71,606. This figure is at the top of the comparator salary ranges cited in your report and conforms to the previous case.

Yours sincerely

A handwritten signature in black ink that reads "John Bader". The signature is written in a cursive style with a long, sweeping underline.

John Bader
Chair of the Panel