



Ceri Davies  
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29 October 2018

Dear Ceri,

### **Proposal to change the remuneration of two chief officer posts**

Your letter of 6 July with the enclosed report to the Independent Remuneration Panel and the additional information provided was considered by the Independent Remuneration Panel for Wales at its meeting on 24 October. The entire 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 approve the proposals to increase the salaries of the Head of Highways and Construction (Head of Infrastructure) and Head of Environmental Services and Public Protection from a Band 3 to a Band 2 (Band 3 £75,573- £83,133 per annum to Band 2 £83,133 -£91,443).

Yours sincerely

John Bader  
Chair