



Geraint Edwards  
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19 November 2018

Dear Mr Edwards

### **Review of Senior Management arrangements in Ceredigion County Council**


Your email containing further clarification and information dated 5 November was considered by the Independent Remuneration Panel for Wales at their meeting on 15 November. 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 proposal
- b) Express concerns about the proposal
- c) Recommend a variation to the proposal

Having examined the submission from your authority it is the decision of the Panel to approve the proposal as submitted for the restructure of the senior management arrangements in your council.

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