



Gareth Owens
Clerk to North Wales Fire and Rescue Authority

19 November 2021

Dear Gareth

Review of the Salary of the Chief Fire Officer NWFRA

Your submission in respect of a review to the salary of the Chief Fire Officer was considered by the Independent Remuneration Panel for Wales at its meeting on 16 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 Heads of Paid Service 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 for the revised salary of the post of Chief Fire Officer as submitted by the authority.

However the Panel has expressed is concern that this has had to be a retrospective decision as your authority failed to comply with the requirement to obtain the views of the Panel prior to implementation of any amendment to the payment to the Chief Officer.

Yours sincerely

A handwritten signature in blue ink that reads 'John Bader'.

John Bader
Chair