



Sophie Vaughan
Pay & Rewards Specialist
Denbighshire County Council
sophie.vaughan@denbighshire.gov.uk

29 October 2018

Dear Sophie,

Your email of 17 October with summary report and supporting documents for your proposal to increase the Head of Highways and Environment salary has 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

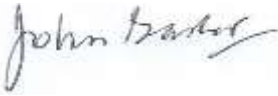
Having examined your submission the Panel it is the decision of the Panel to express concerns about your proposal to increase the Head of Highways and Environment salary from £68,889 - £71,002 to £84,009-£86,589.

The omission of service responsibilities from the original job description is an odd circumstance which does not change the Panel's view that those services are typical of the range of duties which would be expected to be carried out by a head of highways.

The job as described does not differ from other comparable posts in north Wales and the information provided does not convince the Panel that the scope of the post has changed so much to justify the re-grading.

The Panel also queried which portfolio these missing service responsibilities were placed previously. If these responsibilities are now going to be moved to the Head of Highways portfolio, is there a financial consequence for the post which will lose a significant part of the responsibilities.

Yours sincerely

A handwritten signature in black ink that reads "John Bader". The signature is written in a cursive style with a prominent loop at the end of the last name.

John Bader
Chair of the Panel