Dear Mr Davies,

**Proposed Salary of Head of Paid Service (Chief Executive)**

The Independent Remuneration Panel for Wales has considered the salary proposed for the new Head of Paid Service submitted by your Council on the 17 November, in accordance with Section 143A of the Local Government (Wales) Measure 2011.

The Panel met on the 28th November 2014; the members present were John Bader, Stephen Mulholland and Gregory Owens. The Chair of the Panel, Richard Penn was not present nor took any part in the consideration of the submission as he had declared a possible conflict of interest. The Panel meeting was chaired by the Vice Chair, John Bader and was quorate.

The Panel members were grateful for the information provided which was understood to be the basis for the Council's proposal. The Panel has examined this information along with other information relating to demographics and finances of all Welsh principal councils. The guidance to the Panel from the Welsh Government in respect of this function states that the Panel could indicate:

a) Approval of the proposal  
b) Express concerns about the proposal  
c) Recommend a variation to the proposal

Following consideration of all the information available the Panel has decided to recommend a variation to your Council's proposed salary for the new Chief Executive, and it recommends to the Council that the salary be set at £130,000.
The reasons for this decision are set out below:

1. The population of Pembrokeshire is the 13\textsuperscript{th} largest (out of 22) of the principal councils in Wales.
2. The revenue budget of the Council is approximately 15\textsuperscript{th} largest of the 22 councils.
3. The number of staff employed by the Authority is also around the average for Welsh councils.
4. The proposal would mean that Pembrokeshire’s Head of Paid Service would be the second highest in Wales which cannot be justified from the position of the Council as indicated in points 1, 2 and 3.

The Panel acknowledges that the Council’s proposed salary represents a significant reduction from that paid to the previous Chief Executive but nevertheless considers that the salary should reflect the relative position of Pembrokeshire to other Welsh councils.

The legislation requires the authority to have regard to the recommendation of the Panel when reaching its decision.

The Panel will normally publish its recommendations in exercising its function and in this case will do so, in the interests of transparency.

Yours sincerely,

John Bader  
Vice Chair  
Independent Remuneration Panel for Wales