

Sir Derek Jones KCB
Ysgrifennydd Parhaol
Permanent Secretary



Llywodraeth Cymru
Welsh Government

Darren Millar AM
Committee Chair
Public Accounts Committee
Cardiff Bay
Cardiff
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21 February 2014

Dear Darren

Evidence to the Public Accounts Committee – Inquiry into Senior Management Pay

I was grateful for the opportunity to give evidence to the Public Accounts Committee Inquiry into Senior Management Pay on 13 February.

At the session, I undertook to provide further information in relation to (a) senior executive pay; (b) the arrangements for accountability of performance and remuneration for senior officials involved in regional organisations and; (c) guidance issued to governing bodies on setting salaries for head teachers. This is below.

Finance Wales PLC

I can confirm that Finance Wales is now publishing details of senior pay.

A Remuneration Committee has responsibility for determining the Chief Executive's pay. The Committee takes into account recommendations made by the Chairman, which are based on the outcome of a performance review and an assessment of external market equivalent data. The Remuneration policy for Finance Wales is currently being reviewed by Hay Group. The work will be completed by April 2014.

I have asked my Additional Accounting Officer for this area of business (James Price), to satisfy himself that the results of this review are consistent with the Welsh Government's requirements for regularity, propriety and value for money.



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Accountability of performance and remuneration for senior officials involved in regional organisations

Regional transport consortia are Joint Committees of local authorities in Wales. Remuneration, governance and accountability arrangements are a matter for the local authorities who are the employers of the staff concerned.

A similar arrangement exists for regional social services and education consortia where local authorities employ these staff. In the case of education consortia, the Welsh Government monitors overall performance through a system of stocktakes.

Guidance issued to governing bodies on setting salaries for Head teachers

Head teachers pay is a non-devolved matter. Guidance issued to governors by the Welsh Government refers to the School Teachers Pay and Conditions Document issued by the UK Government's Department for Education.

David Sissling will write to you separately on senior salary banding within NHS Wales.

*Yours,
Derek*



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