

## **Governance for the Remuneration Committee**

### **Purpose**

The purpose of the Remuneration Committee is to assess the competitiveness of Chief Officer pay and reward instructions and to bring recommendations to full Council.

As a member of the Remuneration Committee, you shall have regard to the Nolan Principles. These are Selflessness, Integrity, Objectivity, Accountability, Openness, Honesty and Leadership. In Wales there are the additional principles of duty to uphold the law, equality and respect and stewardship.

### **Training**

Members will receive an overview of the Council and where it sits alongside its neighbouring authorities, its pay policy, its aims and objectives and its key features of pay structures.

### **Declarations of Interest**

If a recommendation might reasonably be regarded as affecting the financial position of the member, a relative or a friend, or of the organisation the member has an association with, either as an employee, volunteer or manager then the interest must be declared and noted at the commencement of the item to be discussed or when the interest becomes apparent.

The Chair may ask the member to withdraw from the meeting room whilst the matter is being considered at the meeting. The committee will use the Council's Code of Conduct as best practice and the declarations will not be publicly available. The link to the Code of Conduct is attached here

[https://www.monmouthshire.gov.uk/app/uploads/2023/05/20230518\\_Constitution.pdf](https://www.monmouthshire.gov.uk/app/uploads/2023/05/20230518_Constitution.pdf)

### **Code of Conduct**

Members are required to:

- Raise areas of concern and experience in order to make workable and sustainable recommendations.
- Respect of any confidential information provided to support recommendation making.
- Respect the views of other members
- Respectfully challenge the opinions of other members or contributors

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Torfaen County Borough Council  
7<sup>th</sup> October 2024