



Justine Cass
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cc: JulieAnthony@monmouthshire.gov.uk
JohnPearson@monmouthshire.gov.uk

28 March 2025

Dear Justine

Review of the Salary for Chief Executive of Monmouthshire County Borough Council

Your submission in respect of a review of the salary of the Chief Executive of Monmouthshire County Borough Council ("the authority") was considered by the Independent Remuneration Panel for Wales at a meeting on 25 March. Three members of the Panel were present and therefore the meeting was quorate.

In respect of the function of the Panel related to salaries of Chief Executives, 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

Panel members note a comprehensive review of salaries of senior pay (including Chief Executive) was undertaken by the authority. Supported by an independent governance officer and an external consultant, members agreed the process was open, transparent and rigorous. The approach was also holistic, logical and very much evidence based.

Having examined the submission from the authority, it is the decision of the Panel to approve the proposal for the revised salary of the post of Chief Executive as submitted by the authority. The Panel therefore have no objection for this to be put to the full Council for a decision.

Yours sincerely

A handwritten signature in cursive script that reads "Frances C. Duffy". The signature is written in black ink and is positioned below the closing "Yours sincerely".

Frances Duffy
Chair