

Grŵp Ysgrifennydd Parhaol  
Permanent Secretary's Group



Llywodraeth Cymru  
Welsh Government

Llyr Gruffydd MS  
Welsh Parliament  
Chair of the Finance Committee  
[SeneddFinance@senedd.wales](mailto:SeneddFinance@senedd.wales)

25 June 2020

Dear Llyr Gruffydd MS,

### **Non-executive Members and Chair of the Wales Audit Office**

Thank you for consulting me on the proposed remuneration and terms of appointment for new Non-Executive Members to the Wales Audit Office. I understand the Finance Committee is currently overseeing the recruitment of three Members, including a Chair.

I note the Committee has reviewed the remuneration arrangements and agreed not to make any increases to the fees paid at this stage. However, the terms of appointment will include a provision for an uplift of the annual remuneration in the event the future Non-Executive Members are appointed at a higher rate. I am supportive of this approach.

The Welsh Government's remuneration scheme for public appointments does not cover the Wales Audit Office. However, for comparison the Welsh Government scheme has five daily rates of pay (bands), which help differentiate remuneration based on an assessment of an organisations size, complexity and exposure to risk. The daily rates for board members start at £92 for band one and go up to £366 for band five roles. The Chair daily rates range from £114 to £478. In context, a £12,500 annual salary equates to a daily rate of around £520 or £347 for Executive Members (based on 2-3 days per month). The Chair's salary of £25,000 is around £520 per day (based on 4 days per month).

I also note in separate correspondence to the First Minister you point towards the Chair salary being double that of Non-Executive Members to account for additional responsibilities and time commitments. That may be true in pure annual salary terms but it does appear less relevant when you compare the suggested time commitments for the Non-Executive Members and Chair roles.



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I do not have any substantive views on the terms and conditions to share, but I welcome reference the need for appointees to uphold The Seven Principles of Public Life which underpins Welsh Government Ministerial Public Appointments.

Yours sincerely

A handwritten signature in black ink, appearing to read 'P. Kennedy', with a stylized flourish at the end.

**Peter Kennedy**

Cyfarwyddwr Gwasanaethau Corfforaethol  
Director Corporate Services