



time or wish to comment in detail upon this report. It would take many hours to do so and I feel this would not be a good use of my time for the reasons as detailed above.

5. I am amazed how much of the report focuses on my situation at the Board to the exclusion of all others in many instances. What about all the other areas that should have been duly considered to give a balanced report?
6. I have recorded for the formal record 3 examples in the following points, of the many inaccurate, unbalanced and misleading content and conclusions contained within the report -
7. **Pay Awards.** Please formally note again – that all the Board’s staff underwent this procedure and not just me as it would appear from the report. There is no mention of the other staff of the Board who have received very large pay rises over the same period ?
8. All requests for any regradings went through the due formal process and all relevant members were given detailed papers etc – including in my case copies of the Lincolnshire Terms and Conditions, including the Pay Grade Chart. This was always a specific part of the interview and was questioned by the Members; hence it is inaccurate and misleading to advise otherwise. If there is a problem here – then logically it applies to each and every par review equally that the Board has ever done for any of its employees – and clearly not just with my reviews. I have certainly been singled out here for severe criticism. ?
9. It should be remembered and is not reflected within the report, that I was paid a fair and reasonable remuneration for my senior post at the Board, not only responsible for Caldicot and Wentlooge IDB but 4 other important IDBs in the area. My remuneration was also in-line with the amount paid to other CEOs of similar size IDBs.
10. **Redundancy.** I find your comments both insulting and misleading, they are also inaccurate. I would point out that the only reason I left the Board’s employment after 22 years dedicated and distinguished service within the industry, was as a result of the sustained malicious and vexatious campaign lodged against me, indeed this was acknowledged by WAO Officers during my Interview. It is most interesting to note and this should be noted in your report, that the 2 employees who lodged this campaign against me have now essentially I understand been handsomely ‘paid-off’ by the Board – why has this not been investigated?
11. **Sea Wall Case.** Your Conclusions are ridiculous and the report is clearly flawed. I therefore advise again that I was only an employee of the Board undertaking my duties conscientiously. The Board was fully aware of the long running matter regarding the Sea Wall; it was the single biggest issue the Board had ever faced.
12. I conclude on an important matter I would like formally answered. As the Board and its Officers having undergone an extremely detailed and protracted external audit each year by WAO which included many of the areas covered in your report, with extensive and total access to all and copies taken of all documents, minutes, why was there never any mention of all the ‘alleged problems’ at the Board? The Board was in receipt of a ‘clean’

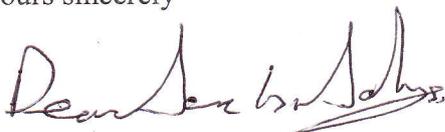
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audit report each year, albeit with some recommendations, and this was presented to Members accordingly. Also an extensive Internal Audit was undertaken 3 times per year by NCC, with only minor points highlighted which were always addressed immediately and rectified to their satisfaction. What were WAO doing during all this 10 year plus period? It is not satisfactory or correct to state that this was not part of WAO's Audit. WAO spent at least 2 weeks at the Board each year, plus many hours following the visit looking at all aspects of the Board. This level of audit cost the Board many thousands of pounds each year. Indeed it begs the question as to who audits the Auditors?!

13. I would appreciate a detailed answer to the points and questions I raised in my letter of the 26th July as soon as possible.

14. I also request a copy of your final report for my records

Yours sincerely



Dean Jackson-Johns