

Public Accounts Committee

Inquiry into Senior Management Pay

The Public Accounts Committee is undertaking an inquiry into senior management pay across the Welsh public sector. This is an inquiry generated by the Committee to consider value for money aspects of the pay of senior managers in the public sector. The Committee are not intending to consider the salaries of individuals, but rather ensure adequate accountability and transparency around senior management pay across the public sector.

As part of this inquiry the Committee will consider:

- The decision making process for setting pay, particularly whether this is appropriate for achieving value for money across the public sector;
- The method for agreeing pay increases;
- The transparency of pay and rewards/benefits eg pensions or returning officer fees;
- The quality and level of comparative data that exists for senior management pay across the public sector; and
- Whether there should be a body that has a remit for taking and overview of pay / remuneration across the public sector in Wales

The Committee is keen to hear about the following areas:

- What are your views on how senior management pay is set in the public sector?
- How do you think public sector pay for senior management should be determined?
- Do you think senior management pay needs to be set competitively to attract the best candidates?
- Do you think senior management pay adequately reflects the levels of responsibility associated with senior management roles?
- Is there adequate accountability for senior management pay?
- Should there be more consistency in the pay awards of senior management within the public sector? Eg is there a formula which could be utilised depending on size/budget/level of responsibility, should a panel be established to set pay levels?

Generally, we ask for submissions to be made in writing because it is normal practice for us to publish evidence on our internet site so that it becomes part of the public record. Please let us know if you have any objections to our publishing your evidence. We are also able to accept evidence in audio or video format.

The Committee welcomes contributions in English or Welsh. If you wish to submit evidence, please send an electronic copy of your submission to publicaccounts.comm@wales.gov.uk

Alternatively, you can write to:
Meriel Singleton
Public Accounts Committee
National Assembly for Wales
Cardiff Bay, CF99 1NA

Submissions should arrive by **Friday 31 January 2014** and should preferably be no longer than four pages of A4, have numbered paragraphs and in a word format.