

**Shan Morgan**  
Ysgrifennydd Parhaol  
Permanent Secretary



Llywodraeth Cymru  
Welsh Government

Nick Ramsay AM  
Public Accounts Committee Chair  
Nation Assembly for Wales  
Cardiff Bay  
CF99 1NA

8 November 2017

Dear Mr Ramsay,

Thank you for your letter of 11 October on the Welsh Government's report on senior management pay in the Welsh public sector for 2015-16. I am glad that the Committee found the report useful.

I note that the Committee wishes to see remuneration details for Registered Social Landlords and senior officials in both the Higher Education and Further Education sectors included in future reports. You may be aware that these organisations currently do not publish remuneration information in the same format or to the same timetable as the public sector organisations included in the report. I understand that they are unlikely to do so without changes to their reporting requirements. In compiling the original report for the Public Accounts Committee, I believe the Wales Audit Office also experienced some difficulty in obtaining comparable information for these organisations. I am looking forward to a discussion with WAO colleagues on best practice data collection and presentation for future reports.

I will want to discuss with the Wales Audit Office how frequently to collate this information. I note that the Committee would like to see this report produced on an annual basis. However I suspect the level of change in this data over time may suggest producing the report on a biennial or triennial basis. But we will, of course, meet the Committee's preference if you feel that an annual report is most effective.



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Rydym yn croesawu derbyn gohebiaeth yn Gymraeg. Byddwn yn ateb gohebiaeth a dderbynnir yn Gymraeg yn Gymraeg ac ni fydd gohebu yn Gymraeg yn arwain at oedi.

We welcome receiving correspondence in Welsh. Any correspondence received in Welsh will be answered in Welsh and corresponding in Welsh will not lead to a delay in responding

In the meantime, I would like to draw the Committee's attention to the work being undertaken by the Welsh Government and the Public Services Staff Commission to further improve transparency around senior management pay.

As the Committee is aware, the independent Public Services Staff Commission published advice and guidance on the Welsh Government Framework on Transparency of Senior Remuneration in the Welsh Public Sector earlier this year - <http://gov.wales/docs/pssc/publications/161221-transparency-senior-pay-en.pdf>.

The Staff Commission concludes that progress has been made across the public sector in implementing the principles contained within the Welsh Government's original guidance. This helpful and clear guidance from the Commission will now be published on the Welsh Government's website in support of the transparency principles that we issued in 2015. The guidance has also been discussed and circulated to public sector employers and trade unions through the Workforce Partnership Council and its sector groups.

The Welsh Government, as an employer, is in the process of preparing its pay policy statement and senior pay disclosure for 2016/17. The statement is being prepared in line with the Staff Commission's recent guidance.

The Welsh Government's pay remit guidance to Sponsored Bodies and the statutory guidance that is issued to Local Government employers in Wales has also been amended to promote good practice in decision making and reporting of senior pay arrangements in accordance with our transparency principles and the Staff Commission's guidance.

I hope that these actions assure the Committee that the Welsh Government is committed to improving transparency of senior pay, both for our own staff and for organisations across the Welsh public sector.

Yours,  


**Shan Morgan**  
Ysgrifennydd Parhaol/ Permanent Secretary  
Llywodraeth Cymru/ Welsh Government