

Cyfarwyddwr Cyffredinol Iechyd a Gwasanaethau Cymdeithasol/
Prif Weithredwr GIG Cymru
Grŵp Iechyd a Gwasanaethau Cymdeithasol

Director General Health and Social Services/
NHS Wales Chief Executive
Health and Social Services Group



Llywodraeth Cymru
Welsh Government

Nick Ramsay, AM
Chair – Public Accounts Committee
National Assembly for Wales
Cardiff Bay
Cardiff
CF99 1NA

Ein Cyf/Our Ref:AG/HA/JM

24 November 2017

Dear Mr Ramsay,

Public Accounts Committee - Audit of Cardiff and Vale University Health Board's Contractual Relationships with RKC Associates Ltd and its Owner

I am writing in response to your letter of 31 October in which you seek clarification about the flexibility around salary levels available to Health Boards and Trusts in Wales when recruiting Board level executives (ESPs).

I can confirm that your understanding that there is some flexibility about the salary offered on appointment is correct, but the Pay Framework is in place to maintain a level of consistency across Wales and to ensure appropriate pay is offered through any recruitment process.

The JESP scores and related salary scales for each of the ESP posts on Boards across Wales were set out in the letter from Paul Williams in his letter to Chief Executives in May 2009. The arrangements were reconfirmed in a further letter from Paul Williams in February 2011.

The guidance is clear that appointments should be made at the lowest point of the salary scales but the Health Board or Trusts Remuneration and Terms Committee may agree to offer a higher salary where significant additional responsibilities have been added to the role. Should a Health Board or Trust wish to offer a salary level which is above the maximum of the salary band range set out in the guidance then they are required to seek agreement from



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Welsh Government. In these cases we would expect to see a sound business case justifying the expenditure and demonstrating that appointment of an individual at a higher salary scale represented sound value for public money and that the opportunity to recruit within the normal salary range had been fully explored.

Yours sincerely

A handwritten signature in black ink, appearing to read "Dr Andrew Goodall". The signature is fluid and cursive, with a long horizontal stroke at the end.

Dr Andrew Goodall