South East Wales Corporate Joint Committee

Cyd-bwyllgor corfforaethol De-Dwyrain Cymru

Report for:	ACTION
Contains Confidential or Exempt Information	NO

For Consideration By	SEWCJC
Report Title	Job Description and Remuneration Review - Chief Executive Officer
Report of	James Howse
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Date to be Considered	13th July 2026
Implementation Date	Immediate
Affected Council Areas	All
Keywords / Index	Staffing. Resourcing.

Report Summary

1. The report sets out the process to review the job description and remuneration package for the current CCR Chief Executive Officer.

Recommendations

Committee is asked to:

- Note the process set out in this report to review the job description and remuneration package for the current CCR Chief Executive Officer.

Reasons for Recommendations and Options Considered

Background

2. At its meeting on 8 June 2026 the CJC delegated authority to the Appointments Sub-Committee to review the job description and remuneration package for the current CCR Chief Executive Officer. This report sets out the process that will be followed.

3. The first stage is to review the current job description and produce an up to date job description. This will be developed in collaboration with the post holder, line manager, Chair SEWCJC, Strategic Director Resource (s151 Officer), Strategic

Director Legal & Governance (Monitoring Officer) and two South East Wales Chief Executive Officers, Paul Mee, Chief Executive Rhondda Cynon Taf and Paul Orders, Chief Executive Cardiff City Council.

4. Following agreement on the revised job description this will be submitted to Korn Ferry for an independent re-evaluation. A full report will be produced by Korn Ferry setting out scoring and rational.

5. An external independent HR consultant has been commissioned to undertake an independent review of Senior Leadership Pay. Anne Phillimore, HR Consultant has undertaken similar reviews for Monmouthshire Council 2024 and Merthyr Tydfil Council (2022 – 2024).

6. Following the completion of the independent review and re-evaluation outcome they will be considered in detail by the Appointments Sub-Committee who will make a recommendation to the CJC.

Corporate Policies and Priorities

7. The process will be conducted with regard to the CJC's Corporate Policies and will comply with the CJC's Constitution which sets out the policy and decision-making process for such appointments.

Comments of the Director of Resources and s.151 Officer

8. The financial impact of this work is yet to be determined, but will need to be made clear within any subsequent reporting of the outcomes of this review.

9. Given the background as set out above, and the organisation development that has taken place in recent years in terms of the SEWCJC becoming a sovereign body in its own right, this review represents a logical course of action.

Comments of the Director of Legal and Governance

10. Under paragraph 3 of Part 4F of the Constitution (Employment Procedure Rules) any decision to determine or vary the remuneration of a Chief Officer must be made by the CJC. Under section 1(c) of Part 3B of the Constitution (Terms of Reference of the Appointments Sub-Committee), the Appointments Sub-Committee are responsible for considering and determining, subject to the approval of the CJC, any determination or variation of the remuneration of a Chief Officer and this approach was confirmed by the CJC decision on 8 June.

Equality, Human Rights and Community Cohesion

11. There are no implications directly associated with this report, save to say, the process is undertaken in line with objectives of CCR's People & Culture policies and procedure.

Sustainability and Climate Considerations

12. There are no implications directly associated with this report.

Risk Management

13. The appointment of an able and committed Senior Executive Team is required to:

- Ensure the requisite senior leadership capacity is in place to lead, develop and deliver on the CJC agenda.
- Ensure capacity is in place in respect of statutory officer positions: Chief Executive Officer, s151 Officer and Monitoring Officer – the 'golden triangle'.
- Safeguard the reputational interests of CCR by promoting high standards and ensuring openness, probity and accountability.

Welsh Language Implications

14. Due regard has been had to Welsh Language implications.

Well-being of Future Generations

15. In developing the Recommendations of this report, regard has been had to the well-being duty arising under the to the Well-Being of Future Generations (Wales) Act 2015 ('the Act').

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