

**CYNGOR GWYNEDD
CHIEF OFFICERS APPOINTMENTS COMMITTEE DECISION NOTICE**

Section 100C of the Local Government Act 1972

11 February 2026

Hybrid Meeting

Attendance: Cllr Ioan Thomas (Chair)
Cllr R Medwyn Hughes (Vice-chair)

Councillors: Wendy Cleaver, Annwen Hughes, Nia Jeffreys, Elwyn Jones, Anne Lloyd-Jones, June Jones, Beth Lawton, Cai Larsen, Gwynfor Owen, Angela Russell and Dyfrig Siencyn

Officers: Dafydd Gibbard (Chief Executive), Ian Jones (Head of Corporate Services), and Lowri Haf Evans (Democracy Services Officer)

Apologies:

Apologies were received from Councillors Dafydd Meurig and Menna Trenholme

CYNGOR GWYNEDD
CHIEF OFFICERS APPOINTMENTS COMMITTEE DECISION NOTICE

Section 100C of the Local Government Act 1972

| | |
|--|------------------|
| Date of CHIEF OFFICERS APPOINTMENTS COMMITTEE Meeting | 11 February 2026 |
|--|------------------|

SUBJECT

ITEM 5: PAY POLICY FOR THE COUNCIL'S WORKFORCE

DECISION:

- That the Appointments Committee proposes the Pay Policy Statement (draft) to the Full Council on 5 March 2026, for adoption for 2026/27.
- Call upon the Chief Executive to undertake an internal review of Senior Officers' salaries as a means of ensuring sustainability, and report back to the Committee when the work has been completed.
- Request a review of subsistence allowances – to be considered as an addendum to the 2027 pay policy.

Note:

- Point 4 of the Pay Policy: Posts below Chief Officer level - need to extend the explanation of the sentence on ratios and include more detail on the ratios between the higher and lower salaries (full-time). A request to modify the report before its submission to the Full Council.
-

THE RESULT OF THE VOTE

| | |
|--------------|----|
| In favour: | 13 |
| Against: | 0 |
| Abstentions: | 0 |

DECLARATIONS OF PERSONAL INTEREST AND PROTOCOL MATTERS

No declarations of personal interest or relevant dispensations were received.
