

Dear sirs,

I have read with interest the news re your inquiry and would like to advocate some conceptual thinking as well as ensuring that salaries are in line with productivity, overseas markets, affordability, propriety etc.

I would like to recommend some conceptual and philosophical questioning of the pyramid structure of organizations....tribes...etc. It is like a type of pyramid scheme from an intellectual point of view and based on a false assumption that they could do all the jobs below them or necessarily know what is going on.

A more valid description of the operational executive role could be the sun (high value in conjunction with Financial Director) or pivot (lower value) at the centre of a circle, keeping the planets circling in the desired manner. Whatever the type it is a difficult and skilful job and would usually deserve a higher salary than the planets, but not astronomically so. It may be more a different skill than necessarily a higher skill. Even a CEO, who is expected to contribute to vision, PR, networking etc is usually expected to concentrate on those things and not do 500 operational things. So, once again, a different role rather than necessarily superior.

Regards,
Maureen Noonan