

<b>ISLE OF ANGLESEY COUNTY COUNCIL</b>	
<b>Meeting:</b>	<b>Democratic Services Committee</b>
<b>Date:</b>	<b>25 March 2019</b>
<b>Title of report:</b>	<b>Independent Remuneration Panel for Wales – Annual Report for 2019/20</b>
<b>Report by:</b>	<b>Head of Democratic Services</b>
<b>Purpose of Report:</b>	<b>To inform the Committee of determinations made by the Independent Remuneration Panel for Wales.</b>

## **1.0 Background**

- 1.1 The Independent Remuneration Panel for Wales (IRP) is independent of central and local government and was initially established to determine the range and levels of allowances payable by county and county borough councils to their elected members and co-opted members with voting rights. Each year the Panel must produce an Annual Report which sets out the type and levels of payments that authorities may or must make available to their members and co-opted members.
- 1.2 The payments to members and co-opted members for 2019/20 as prescribed by the IRP in its annual report (February 2019) will need to be reported to the full Council on 14 May 2019.
- 1.3 The determinations in the February 2019 report will come into effect for the 2019/20 financial year.

## **2.0 Basic Salary**

The Panel has determined that there shall be an increase of £268 per annum to the basic annual salary to **£13,868** (an increase of 1.97% which restores the level of basic salary to the amount paid in 2011).

## **3.0 Senior Salaries**

### **3.1 Number of senior salaries**

The limit on the number of senior salaries payable will remain, ie a total of 16 for Anglesey, including civic salaries, in accordance with the Panel's Supplementary Report dated December 2017.

### 3.2 Payments to members of the Executive

There will be an increase of £800 to members of the Executive, which includes the increase of £268 to the basic salary. The Panel has not increased the senior salaries paid to these post holders for six years.

### 3.3 Committee Chairs and Leader of the Largest Opposition Group

There will be no increase to the senior salary of Committee Chairs and Leader of the Largest Opposition Group, but the total paid will reflect the increase of £268 to the basic salary.

### 3.4 Senior Salary Bands

<b>2019/20 Senior Salaries (which include the basic salary):</b>		
<b>Band 1</b>	Leader Deputy Leader	<b>£44,100</b> <b>£31,100</b>
<b>Band 2</b>	Members of the Executive	<b>£27,100</b>
<b>Band 3</b>	Committee Chairs (if paid)	<b>£22,568</b>
<b>Band 4</b>	Leader of the largest opposition group	<b>£22,568</b>
<b>Band 5</b>	Leader of other political groups	<b>£17,568</b>

### 3.5 Specific or additional senior salaries

The Panel has allowed for greater flexibility through the provision for authorities to apply for specific or additional senior salaries that do not fall within the current remuneration framework, or which could not be accommodated within the maximum number of senior salaries relating to the authority. If the proposed addition is approved and results in the council exceeding its cap, this will be included in the approval, with the exception of Merthyr Tydfil and the Isle of Anglesey Councils<sup>1</sup>.

### 3.6 Job Sharing Arrangements

Some councils have raised the possibility of operating some senior salary posts on a “job share” arrangement. The Panel is supportive of this principle and the process is set out in Paragraph 3.27 of the Annual Report.

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<sup>1</sup> Local Government (Wales) Measure 2011 Section 142 (5) The proportion fixed by the Panel in accordance with subsection (4) may not exceed fifty percent unless the consent of the Welsh Ministers has been obtained.

The statutory maximum for cabinets cannot be exceeded so each job sharer will count toward the maximum. Under the Measure, it is the number of persons in receipt of a senior salary, not the number of senior salary posts that count towards the cap. Therefore, for all job share arrangements the senior salary cap will be increased subject to the statutory maximum of 50% of the membership of councils, or a maximum of 16 in Anglesey's case.

### 3.7 Civic Salaries

For 2018/19, the Council decided that Level 3 civic salaries should be paid to the Civic Head and Deputy Civic head (£19,300 and £14,300 respectively).

Councils have strongly expressed to the Panel that elected members do not wish to make any choices that require Councils themselves to choose and match the level of activity or duties of a specific member to a given range of salary levels for a role. All such choices are now removed. For 2019/20, the Panel has decided that civic salaries of:

**£22,568** (Band 3) be paid to civic heads (if paid) and

**£17,568** (Band 5) be paid to deputy civic heads (if paid).

### 4.0 New Determinations for 2019/20

Whilst the following determinations have been added for 2019/20, the requirements within them are not new as they were included previously as 'key factors underpinning the Panel's Determinations' :

**Determination 6:**

- *An elected member must not be remunerated for more than one senior post within their authority.*
- *An elected member must not be paid a senior salary and a civic salary.*
- *All senior and civic salaries are paid inclusive of their basic salary.*
- *If a council chooses to have more than one remunerated deputy leader, the difference between the senior salary for the deputy leader and other executive members should be divided by the number of deputy leaders and added to the senior salary for other executive members in order to calculate the senior salary payable to each deputy leader.*

**Determination 7:**

*Members in receipt of a Band 1 or Band 2 senior salary cannot receive a salary from any NPA or FRA to which they have been appointed.*

**Determination 8:**

*Members in receipt of a Band 1 or Band 2 salary cannot receive any payment from a Community or Town Council of which they are a member other than travel and subsistence expenses and reimbursement of costs of care.*

## 5.0 Determinations relating to Co-opted Members

Determinations 36 and 37 below have been updated to ‘an appropriate officer ...**must** determine’ and ‘Fees **must** be paid’, as opposed to ‘can’ in last year’s determinations:

**Determination 36:**

*The appropriate officer within the authority must determine in advance whether a meeting is programmed for a full day and the fee will be paid on the basis of this determination even if the meeting finishes before four hours have elapsed.*

**Determination 37:**

*Fees must be paid for meetings and other activities including other committees and working groups (including task and finish groups), pre-meetings with officers, training and attendance at conferences or any other formal meeting to which co-opted members are requested to attend.*

Determination 38 below is a new determination for co-opted members. (Support for elected members is covered in determinations 9 and 10) :

**Determination 38:**

*Each authority, through its Democratic Services Committee or other appropriate committee, must ensure that all voting co-opted members are given as much support as is necessary to enable them to fulfil their duties effectively. Such support should be without cost to the individual member.*

## 6.0 Car Parking for Members

Several councils have specific arrangements for their members in respect of car parking. The Panel considers that it is a matter for individual councils to determine arrangements including payments to and from members providing that it is a decision made formally by the council.

## 7.0 Recommendation

The Committee is requested to note the determinations within the report of the Independent Remuneration Panel for Wales for 2019/20.

**Huw Jones**  
**Head of Democratic Services**  
**19/03/19**

Background paper: The Independent Remuneration Panel for Wales Annual Report 2019/20 (February 2019):

<https://beta.gov.wales/sites/default/files/publications/2019-02/irp-annual-report-2019.pdf>