

ISLE OF ANGLESEY COUNTY COUNCIL	
Meeting:	Democratic Services Committee
Date:	20 March 2018
Title of report:	Independent Remuneration Panel for Wales – Annual Report for 2018/19
Report by:	Head of Democratic Services
Purpose of Report:	To inform the Committee of determinations made by the Independent Remuneration Panel for Wales.

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 2018/19 as prescribed by the IRP in its annual report (February 2018) will need to be reported to the full Council on 15 May 2018.
- 1.3 The determinations in the February 2018 report will come into effect for the 2018/19 financial year.

2.0 Payments to elected members of principal councils

Basic salary

- 2.1 The Panel has determined that there shall be an increase of £200 per annum to the basic annual salary to **£13,600** (an increase of 1.49%).

Senior salaries

- 2.2 Councils have discretion on the number of senior salaries they pay, up to the maximum set by the Panel. In respect of this Council, the Cabinet Secretary for Finance and Local Government agreed to increase the number of posts that could be paid a senior salary beyond the fifty percent maximum contained in the Measure, subject to a determination by the Panel. The Panel issued a Supplementary Report dated December 2017 to give effect to this increase. The maximum number of Council Members eligible for payment of a senior salary is therefore set at **16** for 2018/19. This figure still includes civic salaries
- 2.3 No increase is proposed for senior salaries but these posts holders will receive the increase in the basic salary element.

Band 2 - Executive Members

- 2.4 The discretion to pay different salary levels for Executive members has been removed and there will be only one salary level for 2018/19. This is as a result of the strong views expressed during the Panel's visits to councils that the Panel should be prescriptive in respect of the salaries of Executive Members.

Band 3 – Committee Chairs

- 2.5 The Panel has recognised the overwhelming support for its determinations to be prescriptive and therefore has also removed the two-tier arrangement for Committee Chairs, although the Panel continues to take the view that the responsibility and function of chairing a committee is not generally influenced by the population of the authority.

Senior Salary levels

- 2.6 Senior salary levels for 2018/19 for the Isle of Anglesey County Council shall therefore be payable as follows:

Senior Salaries (inclusive of Basic Salary):		
Band 1	Leader Deputy Leader	£43,300 £30,300
Band 2	Executive members	£26,300
Band 3	Committee Chairs (if remunerated) Level 1	£22,300
Band 4	Leader of largest opposition group*	£22,300
Band 5	Leader of other political group*	£17,300
* A council must make a senior salary available to the leader of the largest opposition group. The stipulation that an opposition group leader or any other group leader must represent at least 10% of the council membership before qualifying for a senior salary remains unchanged.		

Civic heads and deputy civic heads

- 2.7 The Panel maintains the view that it is appropriate for authorities to set remuneration levels which reflect activity and responsibility, rather than local population. The Panel is aware but surprised that many councils have set the salaries for their civic heads and deputies to accord with the population groups rather than necessarily reflecting the specific responsibilities attached to the roles. For the removal of doubt, the Panel wishes it to be noted that the three established groups of principal councils calculated by population are not required to be applied in relation to payments to civic heads and deputies.

- 2.8 A council may decide not to apply any civic salary to the posts of civic head and deputy civic head.
- 2.9 The Panel has determined that (where paid) civic salaries at the following levels are payable and will be applied by principal councils as each considers appropriate, taking account of the anticipated workloads and responsibilities:

Civic Salaries (inclusive of Basic Salary):	
Civic Head (Chair of Council)	1 - £24,300 2 - £21,800 3 - £19,300
Deputy Civic Head (Deputy Chair of Council)	1 - £18,300 2 - £16,300 3 - £14,300

- 2.10 For 2017/18, the Council approved this Committee's recommendation that level 3 salaries should be paid to the Civic Head and Deputy Civic head.
- 2.11 Group leaders have been consulted on the issue of payment levels. The view was that the same payment levels should continue, ie level 3 to the Civic Head and Deputy Civic Head.

3.0 Other issues that are relevant to this Committee

3.1 Supporting the work of local authority elected members

The Panel expects the support provided should take account of the specific needs of individual members. The functions of Democratic Services Committees include a requirement to review the level of support provided to members to carry out their duties and the Panel would expect these committees to carry this out and bring forward proposals to the full council as to what is considered to be reasonable. The Panel considers that any proposals should be made with due regard to their determinations, ie:

“Determination 6: *The Panel has determined that each authority, through its Democratic Services Committee, must ensure that all its members are given as much support as is necessary to enable them to fulfil their duties effectively. All elected members should be provided with adequate telephone, email and internet facilities giving electronic access to appropriate information.*”

“Determination 7: *The Panel has determined that such support should be without cost to the individual member. Deductions must not be made from members’ salaries by the respective authority as a contribution towards the cost of support which the authority has decided necessary for the effectiveness and or efficiency of members.”*

3.2 Reimbursement of the costs of care

The purpose of this reimbursement is to enable people who have personal support needs and or caring responsibilities to carry out their duties effectively as a member of an authority. The Panel believes that additional costs of care required to carry out approved duties should not deter people from becoming and remaining a member of an authority or limit their ability to carry out the role.

To support current members and to encourage diversity the Panel urges authorities to promote and encourage greater take-up of the reimbursement of costs of care.

4.0 Recommendation

- 4.1 The Committee is requested to consider the determinations within the report of the Independent Remuneration Panel for Wales for 2018/19 and make recommendations to the full Council, with specific reference to the payment of either Levels 1, 2 or 3 for Civic Heads and Deputy Civic Heads.

Huw Jones
Head of Democratic Services
13/03/18

Background paper:- The Independent Remuneration Panel for Wales Annual Report (February 2018) -

<http://gov.wales/irpwsb/home/publication-reports/58592459/?skip=1&lang=en>