

ISLE OF ANGLESEY COUNTY COUNCIL	
Meeting:	Democratic Services Committee
Date:	23 March 2016
Title of report:	Independent Remuneration Panel for Wales – Annual Report for 2016/17
Report by:	Head of Democratic Services
Purpose of Report:	To inform the Committee of determinations made by the Independent Remuneration Panel for Wales with regard to senior and civic salaries.

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 2016/17 as prescribed by the IRP in its annual report (February 2016) will need to be reported to the full Council on 10 May 2016.

2.0 Payments to elected members of principal councils

Basic salary

- 2.1 The Panel has determined there shall be no increase in the level of basic salary for members of principal councils. Basic salary for elected members shall therefore remain at **£13,300** for 2016/17.

Senior salaries

- 2.2 The Council has discretion on the number of senior salaries it pays, up to the maximum set by the Panel. The maximum number of senior salaries for the Isle of Anglesey remains at 15 for 2016/17 and this figure still includes civic salaries. For 2015/16, the Council decided to allocate senior salaries to 14 office-holders to reduce democratic costs.

2.3 The Panel has determined that senior salary levels for 2016/17 for the Isle of Anglesey County Council shall be payable as follows:

Senior Salaries (inclusive of Basic Salary):		
Band 1	Leader Deputy Leader	£43,000 £30,000
Band 2	Executive members – Level 1 Executive members – Level 2	£26,000 £23,400
Band 3	Committee Chairs (if remunerated) Level 1 Level 2	£22,000 £20,000
Band 4	Leader of largest opposition group*	£22,000
Band 5	Leader of other political group*	£17,000
<p>* 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.</p>		

Band 2 – Executive Members

2.4 The IRP has introduced two levels of payment for Executive members. In Anglesey, Level 1 amounts to £26,000 and Level 2 amounts to £23,400. Currently, Executive members in Anglesey are paid £26,000. The IRP Annual Report states:

“Although many councils operate with a cabinet of 10, the statutory maximum, others choose to have smaller cabinets and therefore the range of individual portfolios is much greater. We have concluded that this should be reflected in the remuneration framework. It is not the role of the Panel to determine the structure of cabinets of local authorities so the new determinations provide flexibility for each council to decide the appropriate range of portfolios to meet local needs, recognising that there is an inevitable variation on the level of responsibility and workload”..... “it will be a matter for individual authorities to decide the implementation of the determinations within their specific structures”.

Band 3 – Committee Chairs

2.5 In addition, the IRP has introduced two levels of payment for Committee Chairs. The two levels of remuneration for Chairs of Committees (if paid) are £22,000 at Level 1 and £20,000 at Level 2. Currently, Committee Chairs in Anglesey in receipt of a senior salary are paid £22,000. The IRP Annual Report states:

“The Panel continues to take the view that the responsibility and function of chairing a committee is not generally influenced by population of the authority. However, there is recognition that the specific responsibility and workload of some chairs is greater than others, and this has been a topic of ongoing dialogue and debate. We consider that this should be reflected in the remuneration framework”..... “It is a matter for individual authorities to determine at which level a chair is paid to reflect the appropriate responsibility attached to the specific post.”

- 2.6 The WLGA does not support the differentiation of salaries for Cabinet Members or Committee Chairs and support the payment of salaries at Level 1 to reflect responsibilities. The Council has also made representations to the IRP on this basis during consultation on the draft IRP report.
- 2.7 Group leaders have been consulted on the issue of payment levels and the majority view was that Level 1 payments should continue. One of the reasons for this view is that the total cost in Anglesey is lower than the basic recommendation as the number of portfolio holders is lower than the maximum involved.

Civic heads and deputy civic heads

- 2.8 The Panel remains of the view that it is appropriate for authorities to set remuneration levels which reflect activity and responsibility rather than population. A council may decide not to apply any civic salary to the posts of civic head and deputy civic head.
- 2.9 The Council therefore has discretion to pay a civic salary (inclusive of basic salary) in accordance with the following payment levels prescribed by the IRP:

Civic Salaries (inclusive of Basic Salary):	
Civic Head (Chair of Council)	A - £24,000 B - £21,500 C - £19,000
Deputy Civic Head (Deputy Chair of Council)	A - £18,000 B - £16,000 C - £14,000

- 2.10 In 2015/16 the Chair and Vice Chair of the Council received a salary of £19,000 and £14,000 respectively, inclusive of basic salary, in line with payments agreed for 2014/15.

3.0 Recommendation

3.1 The Democratic Services Committee is requested to consider the determinations within the report of the Independent Remuneration Panel for Wales for 2016/17 and make recommendations to the full Council, with specific reference to:

3.1.1 The payment of Level 1 and Level 2 salaries for Executive Members

3.1.2 The payment of Level 1 and Level 2 salaries for Committee Chairs

3.1.3 The payment of either Levels 1, 2 or 3 for Civic Leaders and Deputy Civic Leaders

Huw Jones
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14/03/16

Background paper:- The Independent Remuneration Panel for Wales Annual Report (February 2015) page 14 - <http://gov.wales/irpwsb/home/publication/2016-17/irp-annual-report-2016-17/?lang=en>