

<b>ISLE OF ANGLESEY COUNTY COUNCIL</b>	
<b>Meeting:</b>	<b>Democratic Services Committee</b>
<b>Date:</b>	<b>16 March 2021</b>
<b>Title of report:</b>	<b>Independent Remuneration Panel for Wales Annual Report for 2021/22</b>
<b>Report by:</b>	<b>Head of Democratic Services</b>
<b>Purpose of Report:</b>	<b>To report on the Panel's determinations for 2021/22</b>

## **1.0 Background**

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.

The Panel's draft Annual Report for 2021/22 was submitted to this Committee at its meeting on 23 November 2020. Due to the implications that the pandemic has had and continues to have on all local authorities in Wales, the proposals contained in the draft Annual Report limited the extent of the changes to the Remuneration Framework for 2021/2022.

The final report was published on 25 February 2021. The Panel has confirmed the increases in the salaries for elected members of principal councils, with consequential increases for members of National Park and Fire and Rescue Authorities. There are no other substantive changes to the draft Report. There is also confirmation that there are no changes to the remuneration of community and town councils. However, the Panel will be undertaking a review of the current remuneration framework for this sector and any changes will be reflected in the next draft Annual Report.

The determinations will be effective from 1 April 2021 and the main changes that are relevant to this Council are outlined below.

## 2.0 Basic Salary

The basic salary in 2021/22 for elected members of principal councils will be **£14,368** – an increase of £150, effective from 1 April 2021 unless any individual member opts personally and in writing to receive a lower amount.

## 3.0 Senior Salaries

### 3.1 Number of senior salaries

The limit on the number of senior salaries (“the cap”) will still stand, ie a total of 16 for Anglesey, including civic salaries.

### 3.2 Senior Salary Bands

In 2021, senior salaries (payments to members of the Executive, chairs of committees and the leader of the opposition) will be increased at the same rate (1.06%) as the basic salary:

2021/22 senior salaries (which include the basic salary) with effect from 1 April 2021:		
<b>Band 1</b>	Leader	<b>£44,921</b>
	Deputy Leader	<b>£31,783</b>
<b>Band 2</b>	Executive members	<b>£27,741</b>
<b>Band 3</b>	Committee Chairs (if remunerated)	<b>£23,161</b>
<b>Band 4</b>	Leader of largest opposition group	<b>£23,161</b>
<b>Band 5</b>	Leader of other political groups	<b>£18,108</b>

### 3.3 Civic Salaries

From 1 April 2021, the Panel has decided that civic salaries of:

**£23,161** (Band 3 in the above table) be paid to civic heads (if paid) and **£18,108** (Band 5 in the above table) be paid to deputy civic heads (if paid).

These posts are included in the cap.

## 4.0 Payments to Co-opted Members

The Panel proposes an increase of £12 to the daily rate for ordinary co-opted members and for those with additional responsibility.

The determinations are set out below and the Council:

- must tell co-opted members the name of the appropriate officer who will provide them with the information required for their claims; and

- make the appropriate officer aware of the range of payments that should be made.

Chairs of standards and audit committees	£268 (4 hours and over) £134 (up to 4 hours)
Ordinary members of standards committees who also chair standards committees for community and town councils	£238 daily fee (4 hours and over) £119 (up to 4 hours)
Ordinary members of standards committees; education scrutiny committee; crime and disorder scrutiny committee and audit committee	£210 (4 hours and over) £105 (up to 4 hours)
Community and town councillors sitting on principal council standards committees	£210 (4 hours and over) £105 (up to 4 hours)

## 5.0 Contribution towards costs of care and personal assistance

The Panel has reviewed the arrangements for this financial support and proposes the following changes:

- As payments are taxable under the current HMRC rules, full reimbursement is not possible so for clarity this will be retitled to "Contribution towards the costs of care and personal assistance". It will still require receipts to accompany claims.
- Claims can be made in respect of a dependant under 16 years of age, or a minor or adult who normally lives with the member as part of their family and who cannot be left unsupervised.
- Clarification in respect of a member's own care or support needs: Reimbursement may be claimed where the support and or cost of any additional needs are not available or are not met directly by the authority such as Access to work, Personal Payments, Insurance. These could arise when the needs are recent and or temporary.

The Panel has reviewed the maximum monthly payment in recognition that this has not changed for several years. Information indicates that monthly costs and claims vary considerably. These can depend on the number of dependants, their ages and other factors. Therefore the monthly cap will be replaced with the following arrangements:

- Formal (registered with Care Inspectorate Wales) care costs to be reimbursed in full.
- Informal (unregistered) care costs to be reimbursed up to a maximum rate equivalent to the Real Living Wage at the time the costs are incurred.

For clarification, care costs cannot be paid to someone who is a part of a member's household

## **6.0 Recommendation**

The Committee is requested to note the determinations within the report of the Independent Remuneration Panel for Wales for 2021/2022 (February 2021).

**Huw Jones**  
**Head of Democratic Services**  
**11/11/20**

Background paper: the Independent Remuneration Panel for Wales Annual report, 2021/22 (February 2021): <https://gov.wales/sites/default/files/publications/2021-02/Independent%20Remuneration%20Panel%20for%20Wales%20-%20Annual%20Report%202021.pdf>