

<b>Isle of Anglesey County Council</b>	
<b>Committee:</b>	Democratic Services Committee
<b>Date:</b>	30 November 2022
<b>Title of report:</b>	Independent Remuneration Panel for Wales – Draft Annual Report for 2023/24
<b>Report by:</b>	Director of Function (Council Business) / Monitoring Officer
<b>Purpose of Report:</b>	To report on the Panel's draft proposals for 2023 to 2024

## 1.0 Background

The Independent Remuneration Panel for Wales (IRPW) is responsible for setting the levels and arrangements for the remuneration of members of the following organisations:

- Principal Councils – county and county borough councils
- Community and Town Councils
- National Park Authorities
- Fire and Rescue Authorities
- Corporate Joint Committees

The Panel is an independent body and is able to make decisions about:

- the salary structure within which members are remunerated
- the type and nature of allowances to be paid to members
- whether payments are mandatory or allow a level of local flexibility
- arrangements in respect of family absence
- arrangements for monitoring compliance with the Panel's decisions

The organisations listed above are required, by law, to implement the decisions it makes.

The Panel will be consulting on its draft proposals for 2023 to 2024 until 1 December 2022. Five additional questions have also been included in this year's consultation; these questions have been outlined under the relevant sections within this report.

The final Annual Report will be published in February 2023 for implementation from April 2023.

## 2.0 The Panel's Draft Determinations for 2023/24

### 2.1 Proposed Remuneration Levels for 2023/24

The following table lists the 15 post holders entitled to receive senior and civic salaries from 2022/23 (as determined by the full Council on 24 May 2022) and compares current salaries with the draft proposals for 2023/24:

<b>Schedule of Member Remuneration</b>	<b>2022-2023</b>	<b>2023-2024</b>
Basic salary for all members, included in all senior and civic salaries below	£16,800	<b>£17,600</b>
<b>Band 1:</b>		
Leader	£53,550	<b>£56,100</b>
Deputy Leader	£37,485	<b>£39,270</b>
<b>Band 2:</b>		
Executive Members (x 7)	£32,130	<b>£33,660</b>
<b>Band 3:</b>		
Chair of the Corporate Scrutiny Committee	£25,593	<b>£26,400</b>
Chair of Partnership and Regeneration Scrutiny Committee	£25,593	<b>£26,400</b>
Chair of Planning and Orders Committee	£25,593	<b>£26,400</b>
Chair of the Council	£25,593	<b>£26,400</b>
<b>Band 4:</b>		
Leader of Largest Opposition Group	£25,593	<b>£26,400</b>
<b>Band 5:</b>		
Vice-Chair of the Council	£20,540	<b>£21,340</b>

### 2.2 Basic Salary

The basic salary, paid to all elected members, is remuneration for the responsibility of community representation and participation in the scrutiny, regulatory and related functions of local governance. It is based on a full time equivalent of three days a week. The Panel regularly reviews this time commitment and no changes are proposed for 2023 to 2024.

The Panel has determined that for the financial year 1 April 2023 to 31 March 2024 it is right to retain a link between the basic salary of councillors and the average salaries of their constituents. This will represent a 4.76% increase.

**Consultation Question:**

The Panel has continued to use the Annual Survey of Hours and Earnings (ASHE) published by the Office for National Statistics as the benchmark for setting the basic salary of elected members of principal councils. There is a corresponding proportionate increase proposed for the members of National Park and Fire and Rescue Authorities. The Panel has continued to refer to the last published ASHE which was 2021. Do you agree that the basic salary element should be referenced to the [ASHE 2021](#) data?

### 2.3 Senior and Civic Salaries

The maximum number of senior salaries payable (“the cap”) will remain in place in 2023/24, ie a total of 17 for Anglesey, including civic salaries.

All senior and civic salaries include the basic salary payment. The different levels of additional responsibility of and between each role is recognised in a banded framework. No changes to banding are proposed this year. Early next year the Panel will gather evidence from principal councils to explore whether and how the workload of elected members has changed.

**Consultation Question:**

The Panel will gather evidence from principal councils to explore whether and how the workload of elected members has changed to inform future Determinations. Are you content that the Panel should build this review into its future work plan and build the evidence base to support decisions?

There are no further changes to the payments and benefits paid to members. All other determinations from 2022 to 2023 still therefore stand and should be applied in 2023 to 2024, including those covering:

- Travel and subsistence
- Care and Personal Assistance
- Sickness Absence
- Corporate Joint Committees
- Assistants to the Executive
- Additional salaries and Job sharing arrangements and
- Co-opted Members

### 3.0 Payments towards costs and expenses of members of Town and Community Councils

The Panel is proposing that all councils must pay their members £156 a year towards the costs of working from home and either £52 a year for stationery etc, or the actual cost of such materials.

This Committee may have a view on the adequacy of this proposal, given the difficulties recruiting members to community councils.

#### **Consultation Question**

The Panel has made changes to the payment of costs and expenses of members of community and town councils. Do you agree with the addition of the “consumables” element?

### 4.0 Structure of Annual Reports

During the past few years, the Panel has been considering the structure of its reports and how they could be made more accessible to all. It was concluded that much of the information published replicates previous years, often without significant change. For this report, the Panel has decided to focus on the changes made. The majority of the content set out in previous reports will therefore be removed from the report and placed on the Panel’s website.

Arrangements will be made for those who are unable to access the website.

#### **Consultation Question:**

How would you like to access information and guidance from the Panel?  
(choose all that apply)

- Summary report with links to detailed guidance
- Easy to use guidance notes
- Frequently asked questions
- Website
- Social media
- Information events
- Other

<input type="checkbox"/>
<input type="checkbox"/>
<input type="checkbox"/>
<input type="checkbox"/>
<input type="checkbox"/>
<input type="checkbox"/>
<input type="checkbox"/>

If other, please specify.

Have you experienced any challenges accessing or understanding our guidance and information through our website? Please let us know how we can make it easier for you?

## 5.0 Engagement Arrangements

Each year the Panel engages with members of the bodies for which it sets remuneration levels and other relevant organisations. It does this through a range of meetings which, at the moment, remain mostly online. The Panel will continue with these discussions. They provide an opportunity for the Panel to explore views about existing arrangements, the impact decisions are having on individuals, how the arrangements are operating in practice and any issues or concerns individuals wish to raise. It also provides an opportunity for discussion about emerging situations which the Panel may need to consider in respect of its decision making.

### **Consultation Question:**

The Panel intends to undertake a series of engagements with all relevant stakeholders over the next year as part of the development of its forward planning and building of its evidence and research strategy.

Have you any comments that would help the Panel shape this engagement?

For example, a preference for online polls, the holding of engagement events, virtual or face to face, which groups should be involved, how do we engage with prospective candidates etc.

## 6.0 Recommendation

The Committee is requested to consider how it wishes to respond to the Panel's draft determinations for 2023/24 and the five additional consultation questions.

Background paper: the Independent Remuneration Panel for Wales Draft Annual report, 2023/24:

<https://gov.wales/independent-remuneration-panel-wales-draft-annual-report-2023-2024>