Isle of Anglesey County Council	
Committee:	Democratic Services Committee
Date:	20 March 2024
Title of report:	Independent Remuneration Panel for Wales – Annual Report for 2024 to 2025
Report by:	Head of Democratic Services
Purpose of report:	To report on the Panel's final determinations for 2024 to 2025

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
- Town and community 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 draft annual report was submitted to this Committee at its meeting on 29 November 2023. The final report was published on 27 February 2023 and will be effective from April 2024.

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2.0   The Panel's final determinations for 2024-2025

2.1   Payments to elected members

The following table lists the 15 post holders entitled to receive senior and civic salaries in 2023-2024 (as determined by the full Council on 23 May 2023) and compares current salaries with the salaries payable from April 2024:

Schedule of Member Remuneration	2023-2024	2024-2025
Basic salary for all members, included in all senior and civic salaries below	£17,600	**£18,666**
Band 1:		
Leader	£56,100	**£59,498**
Deputy Leader	£39,270	**£41,649**
Band 2:		
Executive Members	£33,660	**£35,699**
Band 3:		
Chair of the Corporate Scrutiny Committee	£26,400	**£27,999**
Chair of the Partnership and Regeneration Scrutiny Committee	£26,400	**£27,999**
Chair of the Planning and Orders Committee	£26,400	**£27,999**
Chair of the Council	£26,400	**£27,999**
Band 4:		
Leader of the largest opposition group	£26,400	**£27,999**
Band 5:		
Vice-Chair of the Council	£21,340	**£22,406**

2.2   Senior and Civic Salaries

The maximum number of senior salaries payable ("the cap") will remain in place in 2024-25, ie a total of 17 for Anglesey, including civic salaries.

The full Council will be required to confirm the number of senior salaries payable in 2024-25 at its meeting in May 2024.

2.3   Payments to co-opted members

Currently, co-opted members should be remunerated on a day or half day basis. However, the Panel has noted a move towards more frequent use of online meetings and/or training courses. These are often short and committees tend to meet more regularly.

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The Panel has therefore determined that there should be local flexibility for the relevant officer to decide when it will be appropriate to apply a day or half day rate, or to use an hourly rate where it is sensible to aggregate a number of short meetings.

The Panel also intends to provide examples of good practice, as guidance.

Role	Hourly rate	Up to 4 hours	4 hours and over
Chairs of standards and audit committees	£33.50	£134	£268
Ordinary members of standards committees who also chair standards committees for town and community councils	£29.75	£119	£238
Ordinary members of standards committees, education scrutiny committees, crime and disorder scrutiny committees and audit committees	£26.25	£105	£210

2.3 Other payments

As there are no further changes to payments, previous determinations will still stand. All current determinations are published on the Panel's website.

3.0 Recommendation

The Committee is requested to note the determinations within the Independent Remuneration Panel for Wales' annual report for 2024 to 2025 (February 2024)

Background paper: the Independent Remuneration Panel for Wales Annual report, 2024 to 2025 (February 2024):
Independent Remuneration Panel for Wales: annual report 2024 to 2025 [HTML] | GOV.WALES

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