

## Isle of Anglesey County Council

<b>Committee:</b>	Democratic Services Committee
<b>Date:</b>	27 November 2024
<b>Title of report:</b>	Independent Remuneration Panel for Wales – Draft Annual Report for 2025 to 2026
<b>Report by:</b>	Dyfan Sion Head of Democratic Services
<b>Purpose of report:</b>	To consider the Panel's draft proposals for 2025 to 2026 and respond to the consultation

### 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 until 29 November on its draft proposals for 2025 to 2026 as well as on four additional questions. Two questions are relevant to this Council. The remaining two questions are relevant to town and community councils – see [appendix 1](#).

The final annual report will be published by 28 February 2025 and will be effective from April 2025.

## 2.0 The Panel's draft determinations for 2025 to 2026

### 2.1 Payments to elected members

The table below lists the posts entitled to receive a senior salary in 2024 to 2025 and compares current salaries with the draft proposals for 2025 to 2026:

<b>Role / Post</b>	<b>2024-2025</b>	<b>2025-2026 (draft)</b>
Basic salary for all members, included in all senior and civic salaries below	£18,666	<b>£19,771</b>
<b>Band 1:</b>		
Leader	£59,498	<b>£63,020</b>
Deputy Leader	£41,649	<b>£44,114</b>
<b>Band 2:</b>		
Executive Members	£35,699	<b>£37,812</b>
<b>Band 3:</b>		
Chair of the Corporate Scrutiny Committee	£27,999	<b>£29,657</b>
Chair of the Partnership and Regeneration Scrutiny Committee	£27,999	<b>£29,657</b>
Chair of the Planning and Orders Committee	£27,999	<b>£29,657</b>
Chair of the Council	£27,999	<b>£29,657</b>
<b>Band 4:</b>		
Leader of the largest opposition group	£27,999	<b>£29,657</b>
<b>Band 5:</b>		
Vice-Chair of the Council	£22,406	<b>£23,726</b>

The above proposals would mean that the budget for 2025/26 would increase by £71k (7.8%).

The limit on the number of senior salaries payable ('the cap') will remain at 17.

The Panel is also seeking views on their proposal to uplift remuneration based on the average earnings of constituents – see question 1 in appendix 1.

There are no further changes to the salaries and allowances paid. All current Determinations are published on the Panel's website.

## 2.2 Payments to co-opted members

Last year, the Panel introduced the option for co-opted members to be paid an hourly rather than daily rate where thought appropriate. The Panel would now like to know if this determination has been adopted by relevant authorities – see question 2 in appendix 1.

This Council has not yet implemented the option to pay the hourly rate

## 3.0 Transfer of functions to the Democracy and Boundary Commission Cymru

This will be the final annual report of the Independent Remuneration Panel Wales. In accordance with the Elections and Elected Bodies (Wales) Act 2024, the Panel will be abolished on 31 March 2025 and its functions transferred to the Democracy Boundary Commission Cymru (DBCC) from 1 April 2025.

## 6.0 Recommendations

The Committee is requested to:

- consider the Panel's draft determinations for 2025-2026 and the additional consultation questions
- authorise officers to respond to the consultation in accordance with the Committee's deliberations

Background paper: Independent Remuneration Panel for Wales Draft Annual report, 2025 to 2026:

[Independent Remuneration Panel for Wales: draft annual report 2025 to 2026 | GOV.WALES](#)

## **Uplift of remuneration using the Welsh Annual Survey of Hours and Earnings (ASHE)**

Q1: The Panel is fully aware of the current constraints on public funding and the impact its decisions will have on the budgets of Principal Authorities. The Panel is also mindful of our Aims and Objectives to provide a fair and reasonable remuneration package to support elected members and to encourage diversity of representation.

We therefore propose using the ASHE for all Wales to increase their remuneration in line with the average earnings of their constituents.

Do you think that the Panel has struck the right balance between affordability and adequate remuneration for representatives? If not, do you have other suggestions?

### **Impact of current determinations**

Q2: Following evidence received from Heads of Democratic Services of Principal Councils, on local flexibility for payments to co opted members, serving on committees of Principal Councils, National Park Authorities and Fire and Rescue Authorities. This Panel consulted on this proposal and responses (from the consultation on the 2024 to 2025 draft annual report) supported the Panel's determinations and so no changes were made in the final Determinations, resulting in the Panel allowing relevant officers to decide if it would be appropriate to apply a day or half day rate or to use an hourly rate where it is sensible to aggregate a few short meetings.

The Panel would now like to know if this determination has been adopted by your relevant authority.

### **Questions that are relevant to town and community councils:**

Q3: Last year, in conjunction with One Voice Wales, the Panel held a seminar on the treatment of tax on members Community and Town Councils (CTC) allowances. This was followed up with guidance on how to apply the exemption to the working from home allowance (£156).

The Panel is interested to learn if the seminar and or guidance has increased the number of CTC members receiving the allowance.

Q4: All allowances paid to elected members of Community and Town Councils should be recorded on the Annual Statement of Payments for Community and Town Councils (noting Statements already submitted by Community and Town Councils will be accepted would be accepted). This includes NIL returns.

Earlier this year, a revised Statement template and advice note were issued to Community and Town Councils. The Panel are interested if the Template has again increased the number of councillors claiming allowances?