

# DEMOCRATIC SERVICES COMMITTEE

## Minutes of the hybrid meeting held on 19 March 2025

- PRESENT:** Councillor Keith Roberts (Chair)
- Councillors Non Dafydd, Carwyn E Jones, Jeff Evans,  
Gwilym O Jones, Dylan Rees, Ken Taylor
- IN ATTENDANCE:** Head of Democracy  
Committee Officer (SC)
- APOLOGIES:** Councillor Llio A Owen (Vice-Chair)  
Councillor Aled M Jones
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In the absence of the Vice-Chair, Councillor Gwilym Jones was elected Vice-Chair for the meeting.

### 1. DECLARATION OF INTEREST

None received.

### 2. MINUTES

The draft minutes of the previous meeting of the Committee held on 27 November 2024 were presented and confirmed as correct, subject to a correction to Councillor Carwyn E Jones's name.

The Head of Democracy reported that he has discussed with the HR Training and Development Manager, the option of providing training for members in their language of choice. It was agreed that members will be treated the same as staff in future, with Welsh and English training sessions offered to members.

### 3. INDEPENDENT REMUNERATION PANEL FOR WALES (IRPW) – ANNUAL REPORT FOR 2025/2026

Submitted – a report by the Head of Democracy on the Independent Remuneration Panel for Wales's final determinations for 2025/26.

The Head of Democracy reported that the IRP's draft proposals were discussed by the Committee on 27 November 2025. In its response to the IRPW's consultation, the Committee expressed concern that the IRPW had not increased payments to co-opted members, which could have a negative impact on the role in future. It was noted that no changes were made to the final determinations, which will be effective from April 2025.

The IRPW's annual report will be confirmed by full Council on 20 May 2025, and will be the last report presented by the Panel. Its functions will be transferred to the Democracy and Boundary Commission Cymru (DBCC) from 1 April 2025.

Members expressed concern regarding derogatory remarks and unfair criticism from the press and social media about the current pay structure for the Leader, elected members and the Council in general. Members felt that there is a lack of understanding regarding the role of Councillor by some members of the public, which is being compounded by social media.

The Committee asked that it be noted that Councillors' pay is set by an independent panel, based on average wages in the area, and not by Anglesey County Council's elected members. The Head of Democracy confirmed that member remuneration is a decision that is taken by an independent organisation on behalf of all Councils across Wales.

With reference to the Leader's salary, it was noted that local authorities in Wales are split into three specific groups based on the number of members per head of population. Anglesey is in the lowest group; therefore, senior salaries are lower in this authority than for most other authorities in Wales. It was further noted that Anglesey currently has a 'cap' of 17 senior salaries, but only 15 are used, which equates to a saving of two senior salaries.

**RESOLVED to note the determinations within the Independent Remuneration Panel for Wales' Annual Report for 2025/26 (February 2025).**

#### **4. DEMOCRATIC SERVICES UPDATE**

Submitted – an update report by the Head of Democracy on member support and governance issues.

The Head of Democracy reported that following the scrutiny review, scrutiny panels will undertake more field work and fewer meetings. All committee meetings and scrutiny panels will be hybrid meetings, with the exception of pre-committee meetings and member briefing sessions.

Recent improvements to the webcasting of meetings have included connecting the live streaming of webcasts to specific agenda items. Viewing data is collated and analysed, resulting in relatively positive viewing numbers being recorded.

Concerns were expressed that members can be subjected to serious threatening behaviour and abusive comments on social media. The Head of Democracy responded that the Council provides a counselling service, Medra, for staff and elected members. Signposting guidance on personal safety will also be available for members soon. Arrangements are in place for PC Gareth Jaggard, the Elected Members' Officer for North Wales Police to offer training on personal safety to elected members. Operation Ford, funded by the Home Office will also provide advice for local members in a similar way to the support that is available to Members of Parliament in Westminster.

It was noted that 26 Elected Members' Annual Reports have been received for 2023/24, which have been published on the Council website. Members were reminded to submit their annual reports for 2024/25 by the end of May, for publication in June.

The Head of Democracy reported that the main the purpose of members' annual reviews with Group Leaders is to facilitate training needs. Any training requirements arising from the annual conversations will need to be discussed with the Training Team by the end of April, for requests to be considered and included in the 2025/26 Member Development Plan.

The Head of Democracy reported that members will need to register any gifts/ hospitality or interests/changes in circumstance within 28 working days. He stated that updated training records are available on the Council website.

**RESOLVED to note the content of the report.**

The meeting concluded at 10:45 am

**COUNCILLOR KEITH ROBERTS  
CHAIR**