

ISLE OF ANGLESEY COUNTY COUNCIL	
MEETING:	COUNTY COUNCIL
DATE:	8 MAY 2014
TITLE OF REPORT:	THE SCHEME OF MEMBER REMUNERATION FOR 2014/15
REPORT BY:	INTERIM HEAD OF DEMOCRATIC SERVICES AND HEAD OF FUNCTION RESOURCES
PURPOSE OF REPORT:	TO DETERMINE THE NUMBER OF SENIOR SALARY PAYMENTS FOR 2014/15

1.0 Introduction

- 1.1 The payments to members including co-opted members for 2014/15 is prescribed by the Independent Remuneration Panel (IRP) as set out in its annual report (February 2014). The main changes are set out in this report.
- 1.2 This information needs to be reported to the Council in order to confirm the number of Members entitled to a senior salary.

2.0 The Panel's determinations for 2014/15

Basic Salary

- 2.1 The Panel has determined that it is now appropriate to raise the basic salary for members of principal local authorities by less than 1% - from £13,175 to **£13,300** for 2014/15.

Senior Salaries

- 2.2 The Council has discretion on the number of senior salaries it pays, up to the maximum set by the Panel. The maximum number of senior salaries for the Isle of Anglesey remains at 15 for 2014/15 and this figure still includes civic salaries. For 2013/14, the Council decided to allocate senior salaries to 14 office-holders.
- 2.3 Senior Salaries have now been grouped into 5 Bands (there were 4 Bands for 2013/14).
- 2.4 In the IRP's draft report, responsibility levels were proposed where each council would be able to set varied remuneration levels in determining the level of payments to committee chairs, civic heads and deputy civic heads. This was as a result of a consensus of opinion throughout the IRP's consultation that the payment of one salary rate for committee chairs did not accord with the wide variety of roles, responsibilities and workload undertaken. However, as responses to the draft report were overwhelmingly against this proposal, the IRP has determined that, for 2014/15, each individual authority, regardless of population size, must pay committee chairs, if remunerated, a Band 3 senior salary of £22,000.

Senior Salaries (inclusive of Basic Salary):		
Band 1	Leader	£43,000
	Deputy Leader	£30,000
Band 2	Other Executive members	£26,000
Band 3	Committee Chairs	£22,000
Band 4	Leader of largest opposition group*	£22,000
Band 5	Leader of other political group*	£17,000
* The "10% rule" remains unchanged		

Civic Heads and Deputy Civic Heads

- 2.5 Having regard to the time, role and senior responsibilities of civic heads and deputy civic heads, the IRP has determined that (where paid) civic salaries within the three levels noted in the table below are payable and will be applied by authorities as each considers appropriate, taking account of the anticipated workloads and responsibilities.

Civic Salaries (inclusive of Basic Salary):	
Civic Head (Chair of Council)	A - £24,000
	B - £21,500
	C - £19,000
Deputy Civic Head (Deputy Chair of Council)	A - £18,000
	B - £16,000
	C - £14,000

- 2.6 The Council, therefore, has discretion to pay a civic salary (inclusive of basic salary) in accordance of the levels prescribed by the IRP. In 2013/14 the Chair and Vice Chair of the Council received a salary of £19,035 and £14,805 respectively inclusive of basic salary. On this basis, and following consultation with Group Leaders it is recommended that civic salaries be set at level C for 2014/15.

Other matters

- 2.7 As previous years, the IRP has stipulated that:
- A member must not be paid more than one Senior Salary
 - A member must not be paid a Senior Salary and a Civic Salary
 - All Senior Salaries and Civic Salaries are paid inclusive of Basic Salary.
- 2.8 In addition, a Councillor in receipt of Band 1 and Band 2 Senior Salaries cannot receive a salary from Welsh Fire and Rescue Authority for which s/he has been appointed.
- 2.9 The IRP has determined that, where appointed, a presiding member will be remunerated at the appropriate level of a Band 3 senior salary as decided by the council – this post would count towards the maximum cap. However, the Council resolved on 27th February not to proceed in this respect.

Specific or Additional Senior Salaries

- 2.10 The IRP has determined to include a provision for development posts within the Remuneration Framework. In the course of the IRP's 2013 consultation, there were

requests for greater flexibility such as including other roles for which senior salaries could be paid within the Remuneration Framework. For instance, a number of leaders requested changes to the Framework to include what they described as ‘development’ posts, which they indicated would support and assist members of the executive.

2.11 The Panel has concluded that this would be most appropriately addressed by allowing authorities to apply for specific or additional senior salaries that do not fall within the current Remuneration Framework or which could not be accommodated within the maximum number of senior salaries relating to the authority. Guidance has been issued on this aspect. However, the following principles apply as noted in the Annual Report:

- The total number of senior salaries cannot exceed fifty percent of the membership
- Applications will have to be approved by the authority as a whole (cannot be delegated)
- There must be clear evidence that the post/posts have additional responsibility demonstrated by a description of the role, function and duration
- Each application will have to indicate the timing for a formal review of the role to be considered by the authority as a whole

Allocation of Senior Salaries for 2014/15

2.12 It is recommended that Senior Salaries are payable to the following office holders during 2014/15:

Chair of Council
 Vice Chair of Council
 Leader
 Deputy Leader
 Other Executive Members (5)
 Chair of 2 Scrutiny Committees
 Chair of Planning and Orders Committee
 Chair of Audit Committee
 Leader of the Largest Opposition Group

3.0 Payments to Co-opted Members of Local Authorities

The revised determinations for 2014/15 (incorporating those in the IRP’s Supplementary Report (August 2013) are set out below:

Local authorities must pay the following fees to co-opted members (who have voting rights):	
Chairs of standards committees and audit committees	£256 (4 hours and over) £128 (up to 4 hours)
Ordinary members of standards committees who also chair standards committees for community and town councils	£226 daily fee (4 hours and over) £113 (up to 4 hours)
Ordinary members of standards committees;	£198 (4 hours and over)

education scrutiny committee; crime and disorder scrutiny committee and audit committee	£99 (up to 4 hours)
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- 3.1 Reasonable time for pre meeting preparation is eligible to be included in claims made by co-opted members, the extent of which can be determined by the appropriate officer in advance of the meeting.
- 3.2 Travelling time to and from the place of the meeting can be included in the claims for payments made by co-opted members (up to the maximum of the daily rate).
- 3.3 The appropriate officer within the authority can determine in advance whether a meeting is programmed for a full day and the fee will be paid on the basis of this determination even if the meeting finishes before four hours has elapsed.
- 3.4 Meetings eligible for the payment of fee include other committees and working groups (including task and finish groups) or any other formal meeting to which co-opted members are requested to attend. (pre meetings with officers, training and attendance at conferences are already eligible for payment).
- 3.5 The issue of whether to introduce an annual cap for preparatory work (including training and any meetings, they are required to attend) by co-opted members has been considered. However, for practical and for administrative purposes, it is considered that it is a matter for the responsible officer of each committee to manage and authorise each claimable piece of work/meeting to be undertaken/attended in advance. It is recommended that no cap be introduced.

4.0 Other Payments and Allowances

The remainder of this report details other payments and allowances payable as prescribed by the IRP.

Reimbursement of Travel Expenses for Official Business

- 4.1 The Panel has decided there will be no charge in 2014/15 to inclusive rates. Current HMRC rates apply.

- 45p per mile – up to 10,000 miles
- 25p per mile – over 10,000 miles
- 5p per passenger per mile – passenger supplement
- 24p per mile – for private motor cycles
- 20p per mile – for bicycles

Subsistence Allowances for 2014/15

- 4.2 Reimbursement of subsistence expenses for members and co-opted members are based on the maximum rates set out below by the Panel on the basis of receipted claims.
 - £28 per day – day allowance for meals, including breakfast where not provided in the overnight charge
 - £150 London overnight
 - £95 – elsewhere overnight
 - £25 – overnight staying with friends and family

- 4.3 The Panel has removed the particular rate for overnight stays in Cardiff (which was set at £120 for 2013/14). This brings payable rates in line with Welsh Government rates.

Care Allowance

- 4.4 The Council is also obliged to make payments to members and co-opted members known as a care allowance for the reimbursement of necessary expenses for the care of dependent children and adults up to a maximum of £403 per month. There is no change to this limit. However, the IRP urges authorities to encourage greater take-up of this support to facilitate increased diversity amongst authority members.
- 4.5 Such provision would be especially relevant to those individuals in sectors of the population that are currently under-represented on authorities but who may become engaged when awareness of the support available for the costs of care becomes more widely known.

5.0 Recommendations

- 5.1 To confirm the allocation of senior salaries to office holders for 2014/15 as per paragraph 2.12 above.
- 5.2 To confirm that level C allowances as determined by the IRP should be payable to the offices of civic head and deputy civic head, taking account of anticipated workloads and responsibilities (paragraph 2.6).
- 5.3 With regard to payments to co-opted Members, that no annual cap is introduced for preparatory work (para 3.5).
- 5.4 To note other details on payments and allowances for 2014/15 as prescribed by the IRP and set out in this report.

Huw Jones
Interim Head of Democratic Services
28/03/14

Background paper:- The Independent Remuneration Panel for Wales Annual Report (February 2014) - <http://wales.gov.uk/irpwsb/home/publication/201415/140212-irp-annual-report-1415/?lang=en>

Guidance Note:- Application for a specific senior salary not within the Panel's current framework (April 2014) <http://wales.gov.uk/irpwsb/home/publication/201415/guidance-for-salaries/?lang=en>