

ISLE OF ANGLESEY COUNTY COUNCIL	
Meeting:	County Council
Date:	15 May 2018
Title of report:	Independent Remuneration Panel for Wales Annual Report – Member Remuneration Framework for 2018/19
Report by:	Head of Democratic Services / Head of Function – Resources and Section 151 Officer
Purpose of Report:	To confirm the number of senior salary posts and level of civic salary payments for 2018/19.

1.0 Background

The Independent Remuneration Panel for Wales (IRP) is independent of central and local government and was initially established to determine the range and levels of allowances payable by county and county borough councils to their elected members and co-opted members with voting rights. Each year the Panel must produce an Annual Report which sets out the type and levels of payments that authorities may or must make available to their members and co-opted members.

The payments to members, including co-opted members, for 2018/19 is prescribed by the Independent Remuneration Panel (IRP) in its annual report dated February 2018. The main changes are set out in this report. This information needs to be reported to the Council in order to confirm the number of Members entitled to a senior salary as well as the amounts payable to Civic and Deputy Civic Leaders. There is a budget in place for 2018/19 to cover member remuneration.

The determinations in the February 2018 report came into effect for the 2018/19 financial year.

2.0 Payments to elected members of principal councils

2.1 Basic salary

The Panel has determined that there shall be an increase of £200 per annum to the basic annual salary to **£13,600** (an increase of 1.49%).

2.2 Senior salaries

Councils have discretion on the number of senior salaries they pay, up to the maximum set by the Panel. In respect of this Council, the Cabinet Secretary for Finance and Local Government agreed to increase the number of posts that could be paid a senior salary beyond the fifty percent maximum contained in the Measure, subject to a determination by the Panel. The Panel issued a

Supplementary Report dated December 2017 to give effect to this increase. The maximum number of Council Members eligible for payment of a senior salary is therefore set at **16** for 2018/19. This figure still includes civic salaries

No increase is proposed for senior salaries but these posts holders will receive the increase in the basic salary element.

2.3 Band 2 - Executive Members

The discretion to pay different salary levels for Executive members has been removed and there will be only one salary level for 2018/19. This is as a result of the strong views expressed during the Panel’s visits to councils that the Panel should be prescriptive in respect of the salaries of Executive Members.

2.4 Band 3 – Committee Chairs

The Panel has recognised the overwhelming support for its determinations to be prescriptive and therefore has also removed the two-tier arrangement for Committee Chairs, although the Panel continues to take the view that the responsibility and function of chairing a committee is not generally influenced by the population of the authority.

2.5 Senior Salary levels

Senior salary levels for 2018/19 for the Isle of Anglesey County Council shall therefore be payable as follows:

Senior Salaries (inclusive of Basic Salary):		
Band 1	Leader Deputy Leader	£43,300 £30,300
Band 2	Executive members	£26,300
Band 3	Committee Chairs (if remunerated) Level 1	£22,300
Band 4	Leader of largest opposition group*	£22,300
Band 5	Leader of other political group*	£17,300
<p>* A council must make a senior salary available to the leader of the largest opposition group. The stipulation that an opposition group leader or any other group leader must represent at least 10% of the council membership before qualifying for a senior salary remains unchanged.</p>		

2.6 Civic heads and deputy civic heads

The Panel maintains the view that it is appropriate for authorities to set remuneration levels which reflect activity and responsibility, rather than local population. The Panel is aware but surprised that many councils have set the salaries for their civic heads and deputies to accord with the population groups rather than necessarily reflecting the specific responsibilities attached to the roles. For the removal of doubt, the Panel wishes it to be noted that the three established groups of principal councils calculated by population are not required to be applied in relation to payments to civic heads and deputies.

A council may decide not to apply any civic salary to the posts of civic head and deputy civic head.

The Panel has determined that (where paid) civic salaries at the following levels are payable and will be applied by principal councils as each considers appropriate, taking account of the anticipated workloads and responsibilities:

Civic Salaries (inclusive of Basic Salary):	
Civic Head (Chair of Council)	1 - £24,300 2 - £21,800 3 - £19,300
Deputy Civic Head (Deputy Chair of Council)	1 - £18,300 2 - £16,300 3 - £14,300

For 2017/18, the Council approved the Democratic Services Committee's recommendation that level 3 salaries should be paid to the Civic Head and Deputy Civic head.

The Democratic Services Committee considered the above determinations for 2018/19 at its meeting on 20 March 2018 and resolved to recommend that the same payment levels should continue, ie level 3 to the Civic Head and the Deputy Civic Head.

2.7 Key factors underpinning the Panel's determinations:

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 for the time equivalent of three days a week. Any time commitment beyond three days is an unpaid public service contribution.

The prescribed salary and expenses must be paid in full to each member unless an individual has independently and voluntarily opted in writing to the authority's proper officer to forego all or any element of the payment. It is fundamental that there is

transparency in this process so that any possible suggestion that members are put under pressure to forego some of the salaries is avoided.

The following must be applied:

An elected member must not be remunerated for more than one senior post within his or her authority.

An elected member must not be paid a senior salary and a civic salary.

All senior and civic salaries are paid inclusive of basic salary.

If a council chooses to have more than one remunerated deputy leader, the difference between the senior salary for the deputy leader and other executive members should be divided by the number of deputy leaders and added to the senior salary for other executive members in order to calculate the senior salary payable to each deputy leader.

Members in receipt of a Band 1 or Band 2 senior salary cannot receive a salary from any National Park Authority or Fire and Rescue Authority to which they have been appointed.

3.0 Other issues

The following matters were reported to the Democratic Services Committee at its meeting on 20 March 2018:

3.1 Supporting the work of local authority elected members

The Panel expects the support provided should take account of the specific needs of individual members. The functions of Democratic Services Committees include a requirement to review the level of support provided to members to carry out their duties and the Panel would expect these committees to carry this out and bring forward proposals to the full council as to what is considered to be reasonable. The Panel considers that any proposals should be made with due regard to their determinations, ie:

“Determination 6: *The Panel has determined that each authority, through its Democratic Services Committee, must ensure that all its members are given as much support as is necessary to enable them to fulfil their duties effectively. All elected members should be provided with adequate telephone, email and internet facilities giving electronic access to appropriate information.”*

“Determination 7: *The Panel has determined that such support should be without cost to the individual member. Deductions must not be made from members’ salaries by the respective authority as a contribution towards the cost of support which the authority has decided necessary for the effectiveness and or efficiency of members.”*

3.2 Reimbursement of the costs of care

The purpose of this reimbursement is to enable people who have personal support needs and or caring responsibilities to carry out their duties effectively as a member of an authority. The Panel believes that additional costs of care required to carry out approved duties should not deter people from becoming and remaining a member of an authority or limit their ability to carry out the role.

To support current members and to encourage diversity the Panel urges authorities to promote and encourage greater take-up of the reimbursement of costs of care.

4.0 Recommendations

The Council is requested to:

- 4.1 confirm that senior salaries should be payable to the following 16 office holders during 2018/19:

Chair of Council
Vice Chair of Council
Leader
Deputy Leader
Other Executive Members (7)
Chair of the two Scrutiny Committees
Chair of Planning and Orders Committee
Chair of Audit and Governance Committee
Leader of the Largest Opposition Group

- 4.2 consider the recommendations of the Democratic Services Committee on 20 March 2018 with regard to the level of payment of civic salaries and confirm the level of payment to the Civic Head and Deputy Civic Head for 2018/19.
- 4.3 authorise officers to amend Part 6 of the Council's Constitution to reflect the determinations made by Independent Remuneration Panel for Wales.

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8 May 2018

Background paper:- The Independent Remuneration Panel for Wales Annual Report (February 2018) – <http://gov.wales/docs/dsjlg/publications/localgov/180226-annual-report-2018-en.pdf>