

Isle of Anglesey County Council	
Committee:	County Council
Date:	23 May 2023
Title of report:	Independent Remuneration Panel for Wales – Annual Report for 2023-2024
Report by:	Director of Function – Resources and Section 151 Officer / Head of Democracy
Purpose of Report:	To accept the Panel's determinations and to confirm the number of senior salary payments from 2023-2024

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 IRPW's Annual Report was published on 27 February 2023 and came into effect from 1 April 2023. The report has been taken into account in preparing the 2023/24 budget and sufficient funding has been set aside to cover member remuneration.

The main changes relevant to the Council are outlined in this report.

2.0 The Panel's final determinations for 2023-2024

2.1 Basic Salary

The Panel has determined that for the 2023-2024 financial year it is right to retain a link between the basic salary of councillors and the average salaries of their constituents. This represents a 4.76% increase.

2.2 Senior and Civic Salaries

The maximum number of senior salaries payable ("the cap") will remain in place in 2023-2024, ie a total of 17 for Anglesey, including civic salaries.

All senior and civic salaries include the basic salary payment. The different levels of additional responsibility of and between each role is recognised in a banded framework. There are no changes to the banding for 2023-2024.

2.3 Remuneration Levels for 2023/24

The following table lists the 15 post holders entitled to receive senior and civic salaries during the 2022-2023 civic year, as determined by the full Council on 24 May 2022. The table also compares 2022-2023 salaries with the new salaries payable since 1 April 2023:

Schedule of Member Remuneration	2022-2023	2023-2024
The basic salary for all members, included in all senior and civic salaries below	£16,800	£17,600
Band 1:		
Leader	£53,550	£56,100
Deputy Leader	£37,485	£39,270
Band 2:		
Executive Members (x 7)	£32,130	£33,660
Band 3:		
Chair of the Corporate Scrutiny Committee	£25,593	£26,400
Chair of Partnership and Regeneration Scrutiny Committee	£25,593	£26,400
Chair of Planning and Orders Committee	£25,593	£26,400
Chair of the Council	£25,593	£26,400
Band 4:		
Leader of largest opposition group	£25,593	£26,400
Band 5:		
Vice-Chair of the Council	£20,540	£21,340

There are no further changes to the payments and benefits paid to members.

All other determinations from 2022-2023 still therefore stand in 2023-2024, including those covering:

- Travel and subsistence
- Care and personal assistance
- Sickness absence
- Corporate joint committees
- Assistants to the Executive
- Additional salaries and job sharing arrangements
- Co-opted members

3.0 Compliance with the Panel's requirements

The Council's Annual Schedule of Member Remuneration will be amended to reflect the Panel's determinations for 2023-2024. The Schedule will then be published and sent to the Panel as soon as practicable and not later than 31 July 2023.

4.0 Recommendation

The Council is requested to:

- 4.1 accept the determinations of the Independent Remuneration Panel for Wales for 2023-2024
- 4.2 confirm that holders of the same posts as 2022-2023 will be entitled to receive senior salaries in 2023-2024, ie:

Chair of the Council
Vice-Chair of the Council
Leader of the Council
Deputy Leader of the Council
Other Executive Members (7)
Leader of the Largest Opposition Group
Chairs of Scrutiny Committees (2)
Chair of the Planning and Orders Committee
- 4.3 authorise officers to amend Part 6 of the Council's Constitution (Schedule of Member Remuneration) to reflect the determinations made in the 2023-2024 Annual Report.

Background paper: the Independent Remuneration Panel for Wales Annual report, 2023 to 2024 (February 2023):

[Independent Remuneration Panel for Wales: annual report 2023 to 2024 \[HTML\] | GOV.WALES](#)