

Isle of Anglesey County Council

Committee:	Full Council
Date:	21 May 2024
Title of report:	Independent Remuneration Panel for Wales – Annual Report for 2024 to 2025
Report by:	Director of Function – Resources and Section 151 Officer / Head of Democratic Services
Purpose of report:	To accept the Panel's determinations and to confirm the number of senior salary payments for 2024-25

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
- Town and community 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 28 February 2024 and came into effect on 1 April 2024. The report was taken into account when preparing the 2024-25 budget and sufficient funding has been set aside to cover member remuneration.

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

2.0 The Panel's final determinations for 2024-25

2.1 Payments to elected members

The following table lists the post holders entitled to receive senior and civic salaries in 2023-24 (as determined by the full Council on 23 May 2023) and compares 2023-24 salaries with the salaries payable from April 2024:

Schedule of Member Remuneration	2023-24	2024-25
Basic salary for all members, included in all senior and civic salaries below	£17,600	£18,666
Band 1:		
Leader	£56,100	£59,498
*Deputy Leader	£39,270	£41,649
Band 2:		
Executive Members	£33,660	£35,699
Band 3:		
Chair of the Corporate Scrutiny Committee	£26,400	£27,999
Chair of the Partnership and Regeneration Scrutiny Committee	£26,400	£27,999
Chair of the Planning and Orders Committee	£26,400	£27,999
Chair of the Council	£26,400	£27,999
Band 4:		
Leader of the largest opposition group	£26,400	£27,999
Band 5:		
Vice-Chair of the Council	£21,340	£22,406

*The Council has two deputy leaders but the allowance is shared between the two individuals.

2.2 Senior and Civic Salaries

The maximum number of senior salaries payable ("the cap") will remain in place in 2024-25, ie a total of 17 for Anglesey, including civic salaries. All senior and civic salaries include the basic salary payment.

2.3 Payments to co-opted members

Currently, co-opted members should be remunerated on a day or half day basis. However, the Panel has noted a move towards more frequent use of online meetings and/or training courses. These are often short and committees tend to meet more regularly.

The Panel has therefore determined that there should be local flexibility for the relevant officer to decide when it will be appropriate to apply a day or half day rate, or to use an hourly rate where it is sensible to aggregate a number of short meetings.

The Panel also intends to provide examples of good practice and we have contacted the Panel to request further guidance.

Role	Hourly rate	Up to 4 hours	4 hours and over
Chairs of standards and audit committees	£33.50	£134	£268
Ordinary members of standards committees who also chair standards committees for town and community councils	£29.75	£119	£238
Ordinary members of standards committees, education scrutiny committees, crime and disorder scrutiny committees and audit committees	£26.25	£105	£210

2.4 Other payments

As there are no further changes to payments, previous determinations will still stand. All current determinations are published on the Panel's website.

3.0 Recommendation

The Council is requested to:

- 3.1 accept the determinations of the Independent Remuneration Panel for Wales for 2024-25
- 3.2 confirm that holders of the same posts as 2023-24 will be entitled to receive senior salaries in 2024-25, 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

- 3.3 authorise officers to amend Part 6 of the Council's Constitution (Schedule of Member Remuneration) to reflect the determinations made in the 2024-25 Annual Report

Background paper: the Independent Remuneration Panel for Wales Annual report, 2024 to 2025 (February 2024):

[Independent Remuneration Panel for Wales: annual report 2024 to 2025 \[HTML\] | GOV.WALES](#)