

<b>REPORT TO:</b>	Council
<b>REPORT NO:</b>	HCCS/30/18
<b>DATE:</b>	28 March 2018
<b>LEAD MEMBER:</b>	Councillor Mark Pritchard (Lead Member for Organisation – Finance, Performance, Health & Safety and Governance)
<b>CONTACT OFFICER:</b>	Sioned Wyn Davies (292221)
<b>SUBJECT:</b>	Members' Remuneration – Independent Remuneration Panel for Wales
<b>WARD:</b>	Not Applicable

## **1. PURPOSE OF THE REPORT**

- 1.1 To consider the changes to the Members' Remuneration Scheme for 2018/19 contained in the latest Annual Report of the Independent Remuneration Panel for Wales.

## **2. EXECUTIVE SUMMARY**

- 2.1 The remuneration of Members is determined by the Independent Remuneration Panel for Wales (IRPW). The IRPW is required to publish its Annual Report in February each year stipulating the levels of pay for the financial year commencing in April of the same year.
- 2.2 The IRPW has now published its Annual Report for the financial year commencing April 2018 in which the two key changes are to increase the basic salary for Elected Members of County and County Borough Councils by £200 per annum and to remove the two-tier payments for Executive Members and Committee Chairs (where remunerated) setting out a single salary for these roles within the respective Population Groups.

## **3. RECOMMENDATION**

- 3.1 **Members are requested to note the changes in Members' remuneration set out in the Annual Report of the Independent Remuneration Panel for Wales for 2018.**

## **REASON FOR RECOMMENDATION**

To note the determinations of the Independent Remuneration Panel for Wales in its Annual Report 2018.

### **4. BACKGROUND INFORMATION**

- 4.1 The IRPW was established in 2008 and is a permanent body, independent from any other organisation, including County and County Borough Councils, Welsh Government and the Welsh Local Government Association. The IRPW currently operates under the provisions of the Local Government (Wales) Measure 2011 (the Measure). Its role is to prescribe, amongst other things, the levels of allowances payable to Members of County and County Borough Councils.
- 4.2 The IRPW is required to publish its Annual Report containing its requirements for the following financial year in February but prior to its publication must carry out a consultation. Members of this Committee considered the draft in November 2017 following which a consultation response was submitted by the Leader.
- 4.3 With effect from 1<sup>st</sup> April 2010 the IRPW determined that Councils be placed in three population groups for the purpose of determining the level of senior salaries. Wrexham falls within Group B with a population of between 100,000 and 200,000. No change is proposed in respect of these groupings nor in respect of the maximum number of senior salaries payable within Group B which remains at 18.
- 4.4 The main change in the Annual Report is to increase the basic salary of Elected Members by £200 per annum to £13,600. The IRPW point out in their report that when setting the basic salary in 2009 it was aligned to the medium gross earnings of all full time employees living in Wales and was payable at three-fifths of that rate. If the alignment had continued the basic salary would now be closer to £15,000 per annum but increases have not kept pace due to the pressures on public expenditure. The increase equates to 1.49% and will take effect from April 2018. The IRPW considers that the increase will help to limit further erosion of relative levels of remuneration in the basic salary paid to Elected Members.
- 4.5 The IRPW is not increasing senior salaries other than the increase in the basic salary applicable to all Elected Members. In 2016 the IRPW introduced some discretion for Councils in the payment of senior salaries for Members of the Executive and Committee Chairs. As a result of the strong views expressed during visits to Councils in 2017 that the IRPW should be prescriptive in respect of these salaries, the IRPW has now removed this discretion in the Annual Report.
- 4.6 The salary levels are set out on page 14 of the Annual Report 2018. Any Member who wishes not to receive the payment or who wishes to exercise their right not to receive the whole amount must notify the Head of Finance (the responsible officer) in writing

### **5. IMPLICATIONS**

- 5.1 **Policy Framework** – One of the functions of the Democratic Services Committee is to consider reports of the IRPW in respect of Members’ salaries, expenses and allowances.
- 5.2 **Budget** – The additional cost of the £200 increase in the basic salary for all Elected Members would be £10,400 in 2018/19.
- 5.3 **Legal** – The payment of senior salaries is governed by the Local Government (Wales) Measure 2011 and the determinations of the IRPW published in its Annual Report.
- 5.4 **Staffing** – There are no staffing implications arising from this report.
- 5.5 **Equality/Human Rights** – Members are advised of their duty to consider the full Equality Impact Assessment reference CCS/EIA00171/2017. A summary of the equality impact assessment is attached as an appendix.
- 5.6 **Risks** – There are no specific risks associated with this report.

BACKGROUND PAPERS	LOCATION	WEBSITE INFO.
IRPW Draft Annual Report 2017	Website	<a href="#">Independent Remuneration Panel Annual Report 2018</a>