

Document Pack



sirgar.llyw.cymru
carmarthenshire.gov.wales

MONDAY 22 NOVEMBER 2021

TO: ALL MEMBERS OF THE DEMOCRATIC SERVICES COMMITTEE

I HEREBY SUMMON YOU TO ATTEND A **VIRTUAL** MEETING OF THE **DEMOCRATIC SERVICES COMMITTEE** WHICH WILL BE HELD IN **AT 10.00 AM, ON FRIDAY, 26TH NOVEMBER, 2021** FOR THE TRANSACTION OF THE BUSINESS OUTLINED ON THE ATTACHED AGENDA

Wendy Walters

CHIEF EXECUTIVE

Democratic Officer:	Emma Bryer
Telephone (direct line):	01267 224029
E-Mail:	EBryer@carmarthenshire.gov.uk

Wendy Walters Prif Weithredwr, *Chief Executive*,
Neuadd y Sir, Caerfyrddin. SA31 1JP
County Hall, Carmarthen. SA31 1JP

**DEMOCRATIC SERVICES COMMITTEE
MEMBERSHIP – 5 MEMBERS**

PLAID CYMRU GROUP 3 MEMBERS

1. Councillor Tyssul Evans [Vice-Chair]
2. Councillor Emlyn Schiavone
3. Councillor Dai Thomas

LABOUR GROUP 1 MEMBER

1. Councillor Rob James [Chair]

INDEPENDENT GROUP 1 MEMBER

1. Councillor Irfon Jones

A G E N D A

1. **APOLOGIES FOR ABSENCE.**
2. **DECLARATIONS OF PERSONAL INTERESTS.**
3. **TO APPROVE AND SIGN AS A CORRECT RECORD THE MINUTES OF THE MEETING HELD ON THE 23RD MARCH 2021** 5 - 8
4. **CARMARTHENSHIRE COUNTY COUNCIL'S SCRUTINY FUNCTION - ANNUAL REPORT 2020/21** 9 - 28
5. **MEMBERS ICT PROVISION** 29 - 34
6. **INDEPENDENT REMUNERATION PANEL FOR WALES (IRPW) DRAFT ANNUAL REPORT - FEBRUARY 2022** 35 - 124
7. **DEMOCRATIC SERVICES COMMITTEE -ANNUAL REPORT 2020-21** 125 - 138
8. **DEMOCRATIC SERVICES FUNCTION** 139 - 146
9. **UPDATE ON MEMBER DEVELOPMENT TOOLKIT** 147 - 150

This page is intentionally left blank

Democratic Services Committee

Tuesday, 23 March 2021

PRESENT: Councillor R. James (Chair)

Councillors:

W.T. Evans, E.M.J.G. Schiavone, D. Thomas and H.I. Jones

The following Officers were in attendance:

L.R. Jones, Head of Administration and Law
G. Morgan, Head of Democratic Services
H. Daniels, Learning & Development Advisor
M. Howard, Agile Working Project Manager
M. Evans Thomas, Principal Democratic Services Officer
R. Lloyd, Democratic Services Officer
A. Eynon, Principal Translator
J. Corner, Technical Officer

Also in attendance as an observer:-

Councillor Mair Stephens, Member Development Lead for the Executive Board

Virtual Meeting - 10.05 - 10.35 am

1. APOLOGIES FOR ABSENCE.

There were no apologies for absence.

2. DECLARATIONS OF PERSONAL INTERESTS.

There were no declarations of personal interest.

3. DEMOCRATIC PROCESS NEW WAYS OF WORKING

The Head of Democratic Services presented the report detailing how the Authority has transformed its way of working due to the Covid19 pandemic.

Whilst the Authority is currently holding all Democratic Meetings virtually, it is now time to consider how the Democratic Process will operate in the future, be that a return to full physical attendance (once restrictions are lifted), a hybrid approach or a continuance of virtual meetings only. Democratic meetings remain held remotely so that normal Council business can continue.

Offices are now largely empty across the estate and going forward the authority is looking at options to collaborate with public sector partners, and acknowledges that it must transform its working practises and consider how we work and the building space we require.

It is suggested that Democratic Services Committee undertake a Task and Finish review of members' requirements in order to determine the needs of elected members in driving the new way of working for the democratic services function.

The following proposal was raised on the report:-

- Suggested a 5 2 2 1 political balanced group of 10 members i.e.
5 x Democratic Services committee members
5 x additional members

Legal advice was sought to expand the membership and the Head of Administration & Law confirmed that the membership can be set as required. In terms of the work of the Group she advised that the views of members could be collected by various different means e.g. via questionnaires or virtual drop in sessions to seek the views of members. The Project Manager advised that on receipt of the views of members i.e. having a wider consultation to develop and move forward the new Democratic process.

UNANIMOUSLY RESOLVED that the report be received and that a Task and Finish Group of 10 politically balanced members be established which would automatically include the members of the Democratic Services Committee. The Head of Democratic Services being given authority to approach the political groups for the remaining members as per the above recommendation.

4. INDEPENDENT REMUNERATION PANEL FOR WALES (IRPW) ANNUAL REPORT (FEBRUARY, 2021)

The Head of Democratic Services presented the report which asks the committee to note the determinations by the IRPW for 2021/22.

The IRPW determinations will be included within the Councillors' and Co-opted Members' Salaries and Allowances Scheme for 2021/22, which will be considered at the Annual Meeting of Council on the 19th May, 2021.

The following question was raised on the report:-

- The Chair asked what consultations had been carried out by the IRPW. The Head of Democratic Services advised that Chairs and Heads of Democratic Services had met with representatives of the IRPW in October, 2020 and the draft report was circulated to Principal Authorities, Town and Community Council, National Parks and Fire Authorities and written responses requested.

UNANIMOUSLY RESOLVED that the report be received.

5. UPDATE ON MEMBER DEVELOPMENT PLAN 2021/22

The Learning and Development Advisor presented the report giving an update on the Member Development Plan for 2021-22 and the proposal for a toolkit of learning to support the programme and invited the committee to comment on any additions, deletions or amendments to the proposals.

The toolkit will encompass the initial proposal on the 21st Century Councillor Model that was presented to members back in July 2019 and will continue to be a

blended and inclusive approach to learning that reflects different learning styles. The toolkit will include the two distinct areas of development already discussed with members:

- **Foundational Skills**– Practical and knowledge skills (covered by most existing learning and development)
- **Relational Skills** – Connective, digital & reflective skills (to be effective as a 21st Century Councillor and covered as part of learning conversations).

The learning will sit within three themes to support members in their role.

The Learning & Development Advisor suggests producing a dedicated page for members giving them a clear understanding of their learning skills, needs and the way forward. This page will be made available on both the Intranet and Website which may also act as a recruitment platform for possible new members.

The Learning & Development Advisor advised that she has linked with the Electoral and Civil Registration Services Manager and will include Democratic Services making sure that its inclusive; ensuring accessibility for everyone. The Head of Democratic Services advised that we are currently awaiting more funding from Welsh Government to allow production of more digital content on social media platforms.

UNANIMOUSLY RESOLVED

- 5.1 to endorse the proposal for a Toolkit of learning to support the Member Development Programme.
- 5.2 to receive a demonstration of this dedicated page for members at the next meeting of the Democratic Services committee.

6. MEMBER DEVELOPMENT - PERSONAL DEVELOPMENT REVIEWS [PDR]

The Learning & Development Advisor presented the report summarizing the member-led process for conducting Personal Development Reviews (PDR) which meets the needs of members and invites increased participation and considers the process that will be made available for all Elected Members.

Elected Members have a wide range of roles and responsibilities which they are expected to undertake. The PDR process will assist Elected Members to identify any support that may be required to fulfil these roles effectively.

Templates are made available to Group Leaders to assist in the reviews and to note that any unaffiliated members should be ascertained by the Chair of the Democratic Services Committee with the timescale aim to complete all Personal Development Reviews by the end of July 2021.

UNANIMOUSLY RESOLVED that the report be received.

7. DEMOCRATIC SERVICES COMMITTEE - ANNUAL REPORT 2019-20

The Head of Democratic Services presented the report which outlines the work of the committee during the 2019-20 municipal year and noted that due to the impact of Covid19

and the suspension of all democratic meetings in March, 2020 it was not possible to hold the full cycle of Committee meetings for the year.

UNANIMOUSLY RESOVLED that the report be received and to publish on the website.

8. DEMOCRATIC SERVICES COMMITTEE - FORWARD WORK PROGRAMME 2021-22

The Head of Democratic Services presented the report which details the expected Agenda items for the 2021-22 Democratic Committee Cycle in line with the Forward Work Programme ensuring that all appropriate Committees of the Authority have published up to date programmes which are owned by the Committee members.

The Head of Democratic Services also gave members further opportunity to raise any additional items at the next meeting.

UNANIMOUSLY RESOVLED that the report be received.

9. TO APPROVE AND SIGN AS A CORRECT RECORD THE MINUTES OF THE MEETING HELD ON THE 30TH NOVEMBER, 2020

UNANIMOUSLY RESOLVED that the minutes of the meeting held on 30th November 2020 be signed as a correct record.

CHAIR

DATE

DEMOCRATIC SERVICES COMMITTEE 26TH NOVEMBER 2021

CARMARTHENSHIRE COUNTY COUNCIL'S SCRUTINY FUNCTION – ANNUAL REPORT 2020/21

Recommendations / Key decisions required:

- That the Democratic Services Committee considers the Scrutiny Function's Annual Report for 2020/21.

Reasons:

- To provide the Democratic Services Committee with an overview of the Council's Scrutiny Function and the respective Scrutiny Committees' work during the 2020/21 municipal year.

Relevant Scrutiny Committee to be consulted:	NOT APPLICABLE
Cabinet Decision Required:	NO
Council Decision Required:	NO

Relevant Cabinet Member Portfolio Holder(s): N/A

Cllr. Giles Morgan (Chair of the Chairs & Vice-Chairs of Scrutiny Forum / Chair of the Policy & Resources Scrutiny Committee)

Directorate:
Chief Executive's

Name of Head of Service:
Linda Rees Jones

Report Author:
Gaynor Morgan

Designations:

Head of Administration & Law

Head of Democratic Services

Tel Nos. / E-Mail Addresses:

01267 224010
lrjones@carmarthenshire.gov.uk

01267 224026
GMorgan@carmarthenshire.gov.uk

EXECUTIVE SUMMARY

DEMOCRATIC SERVICES COMMITTEE 26TH NOVEMBER 2021

CARMARTHENSHIRE COUNTY COUNCIL'S SCRUTINY FUNCTION – ANNUAL REPORT 2020/21

Scrutiny plays a key role in promoting accountability in the decision making process of Local Authorities. It is also useful in ensuring that council policies reflect current priorities, as well as promoting efficiency and encouraging partnership working with external agencies.

Carmarthenshire County Council has five Scrutiny Committees who normally meet on a six weekly basis.

The attached report provides an overview of the Council's Scrutiny Function and makes specific reference to the work of the 5 Scrutiny Committees:-

- Policy & Resources
- Community & Regeneration
- Education & Children
- Environmental & Public Protection
- Social Care & Health

DETAILED REPORT ATTACHED?	YES
----------------------------------	------------

CONSULTATIONS

I confirm that the appropriate consultations have taken in place and the outcomes are as detailed below:

Signed: Linda Rees Jones Head of Administration & Law

1. Scrutiny Committee(s) – This report contains information from the individual Scrutiny Committee annual reports, received by the relevant committees during June/July 2021.

2. Local Member(s) – N/A

3. Community / Town Council – N/A

4. Relevant Partners – N/A

5. Staff Side Representatives and other Organisations – N/A

**Section 100D Local Government Act, 1972 – Access to Information
List of Background Papers used in the preparation of this report:**

THESE ARE DETAILED BELOW:

Title of Document	File Ref No. / Locations that the papers are available for public inspection
Scrutiny Committee information and links to Annual Reports for 2020/21	Scrutiny information page: Cymraeg – https://www.sirgar.llyw.cymru/cartref/cyngor-a-democratiaeth/pwyllgorau-a-chyfarfodydd/craffu/#.XcqGZcTgpPY English - https://www.carmarthenshire.gov.wales/home/council-democracy/committees-meetings/scrutiny/#.XcqGOcTgpPY Agendas and Minutes: Cymraeg - https://democracy.carmarthenshire.gov.wales/mgListCommittees.aspx?bcr=1 English – http://democracy.carmarthenshire.gov.wales/mgListCommittees.aspx?bcr=1
Local Government (Wales) Measure 2011	English – http://www.legislation.gov.uk/mwa/2011/4/pdfs/mwa_20110004_en.pdf Cymraeg – http://www.legislation.gov.uk/mwa/2011/4/pdfs/mwa_20110004_we.pdf
Council Constitution	https://www.carmarthenshire.gov.wales/home/council-democracy/the-council/councils-constitution/



Carmarthenshire County Council's Scrutiny Function

ANNUAL REPORT 2020/21

CONTENTS

Foreword	3
Scrutiny in Carmarthenshire	4
The Scrutiny Committees	5
Community & Regeneration Scrutiny Committee	5
Education & Children Scrutiny Committee	6
Environmental & Public Protection Scrutiny Committee	7
Policy & Resources Scrutiny Committee	9
Social Care & Health Scrutiny Committee	10
Other Activities during 2020/21	11
Chairs & Vice-Chairs of Scrutiny Forum	11
Member Development Sessions	11
ERW Scrutiny Councillor Group	11
Swansea Bay City Deal Joint Scrutiny Committee	12
Wales Scrutiny Managers Network	12
Local Government (Wales) Measure 2011	12
Looking ahead to 2021/22	12
Support for the Scrutiny Function	14
Scrutiny Committee Chairs & Vice-Chairs during 2020/21	15

Foreword

Welcome to this year's Annual Report into how the various Scrutiny Committees work within the Council. This year has been a very challenging year for our citizens, council staff, councillors and our committees. COVID has impacted every area of our lives and this includes the committee structure of the council. For several months during covid there were no committees meeting but at our earliest opportunity the whole council sought to get back to some sort of normality as quickly as possible. Normality was achieved through the use of I.T. and video conferencing software such as Microsoft Teams/Zoom. The Chairs and Vice Chairs Group met regularly to ask when such facilities would be available and after a brief interregnum committee meetings were getting back to normal in the autumn period. Chairs and Vice Chairs also met with our Executive Board to discuss the issue of scrutiny continuing in Carmarthenshire. Scrutiny at any level of government is essential so we were all pleased when meetings started taking place again.

All Scrutiny Committees have worked as best they could during the COVID pandemic of 2020/2021 and are now looking at their forward work programmes for the coming year (2021/2022). I hope this report gives you a useful insight into what is going on within the scrutiny function of Carmarthenshire County Council.

Each committee has its own area of responsibility but there is no doubt dealing with the impacts of COVID has taken up a lot of committee time this year, with every committee looking so see how their respective council departments have coped with the pandemic. That is not to say every committee was dominated with COVID but it certainly became a standing item for councillors to understand what was happening to departments throughout this period of time.

I would also like to place on record from all councillors and committees our thanks to the staff of Carmarthenshire County Council. Departments were depleted due to personnel helping with track and trace and other aspects of pandemic management, alongside our partners in health and other areas of government.

The delivery of scrutiny may have changed forever, but I would like to thank the Democratic Services Unit for helping facilitate the changes to remote working over the last year and are a vital cog in ensuring scrutiny continues in the Council. Hopefully the worst of the pandemic is over and we look forward to the next year of Council getting back to normal.



Cllr. Giles Morgan
Chair of the Chairs and Vice-Chairs of Scrutiny Forum
Carmarthenshire County Council's Scrutiny Champion

Scrutiny in Carmarthenshire

Scrutiny plays a key role in improving the services that the people and children of Carmarthenshire use. The majority of decisions are made by the Executive Board of 10 County Councillors. Scrutiny offers the other 64 Councillors an opportunity to influence those decisions and act as a 'critical friend'. It is also useful in ensuring that Council policies respect current priorities, as well as promoting efficiency and encouraging effective partnership working with external bodies. Scrutiny Committees' main roles and responsibilities are to:

- Examine how well the Executive Board and Council are performing.
- Hold the Executive Board to account and seek to promote open and transparent decision-making.
- Monitor the performance of the Council's services and functions.
- Review decisions made by the Executive Board where appropriate.
- Assist the Executive Board in the development, monitoring and review of policy.
- Scrutinise, as a key element of the consultation process, the proposed revenue budget strategy and capital investment programmes.
- Enable the participation of external organisations and partners in consideration of issues that may impact upon the delivery of Council and countywide priorities.

All non-executive councillors can be appointed to at least one Scrutiny committee, depending on their specialist interests or expertise.

Carmarthenshire County Council has 5 Scrutiny Committees:-

- Community & Regeneration
- Education & Children
- Environmental & Public Protection
- Policy & Resources
- Social Care & Health

The Committees normally meet 8 times a year on a 6 weekly basis to consider issues and reports included in a scrutiny forward work programme, which is developed at the beginning of the municipal year. Additional meetings are sometimes arranged if required and special or joint meetings may be held to consider urgent or cross-cutting issues.

The Scrutiny Committees are politically balanced to reflect, as far as possible, the political composition of the Council as a whole. The Chairs and Vice-Chairs of Scrutiny Committees are appointed at the beginning of each municipal year for a period of one year (e.g. May 2020 to April 2021) by Council. They also participate in the Chairs and Vice-Chairs of Scrutiny Forum, which meets on a quarterly basis to oversee the strategic direction of Scrutiny.

The Scrutiny Committees

Standard Scrutiny Monitoring Reports / Items

All Scrutiny Committees receive the following monitoring reports as standard and have previously agreed the frequency and format of these reports:-

Performance Monitoring Reports – One of the principal roles of a Scrutiny Committee is to monitor the performance of services and functions under its remit. They undertake this work mainly through the consideration of half-yearly performance monitoring reports, which provide a balanced picture of performance. In addition, the Committees receive business plans and compliments and complaints monitoring information.

Revenue & Capital Budget Monitoring Reports – Each Scrutiny Committee receives half-yearly reports on the revenue and capital budgets for the services within their remit.

Actions & Referrals Updates – During the course of the municipal year several recommendations and requests for additional information are made by Scrutiny Committees to assist them in discharging their scrutiny role. Quarterly Action and Referral Reports are produced to provide an update on progress against the recommendations and actions requested.

Community & Regeneration Scrutiny Committee

The Community Scrutiny Committee has 13 Members and its remit covers:

- Public and Private Sector Housing
- Housing Services including Council Housing
- New Homes
- Repairs and Maintenance
- Council Managed Buildings
- Regeneration
- Economic Development and Community Regeneration
- Planning Policy
- Recreation and Leisure – Sport, Libraries and Museums
- Swansea Bay City Deal Regional Projects

Committee meetings – During 2020/21, in addition to its regular monitoring reports, the Committee considered reports on a wide range of topics including:-

- Impact of Covid-19 on Environment Department Services covered by the Community & Regeneration Scrutiny Committee;
- Impact of Covid-19 on Homes & Safer Communities;
- Impact of Covid-19 on Carmarthenshire's Leisure Services;
- Covid-19 Impact Report for Regeneration;
- Local Development Orders Carmarthen and Ammanford Town Centres;
- Revised Carmarthenshire Local Development Plan 2018-2033 – Representations Received and Focused Changes;
- Pendine Outdoor Education Centre;
- Pendine Attractor Project;

- Revenue Budget Strategy Consultation 2021/22 to 2023/24;
- Housing Revenue Account Budget and Housing Rent Setting for 2021/22;
- The Carmarthenshire Homes Standard Plus (CHS+) Business Plan 2021-24;
- Community Cohesion Action Plan;
- Corporate Strategy 2018/23 – Update April 2021;
- Carmarthenshire Archives Forward Plan;
- Welsh Public Library Standards 2017-2020;
- Department for Communities Departmental Business Plan 2021/22;
- Regeneration Extract of the Chief Executive’s Departmental Business Plan 2021/22;
- Environment Departmental Business Plan 2021/22.

Task and Finish Review – The Committee did not undertake a Task and Finish Review during the 2020/21 municipal year.

Site Visits – Due to the Covid-19 lockdown restrictions the Committee was unable to undertake any site visits during the 2020/21 municipal year. Consideration will be given to topics for further scrutiny investigation during 2021/22.

Development Sessions – Whilst no service specific development sessions were arranged for the Committee during 2020/21, a number of all member development sessions were held, details of which can be found on pages 11 and 12.

In addition to the above, several budget seminars were held during January as part of the Council’s consultation process on the 2021/22 Revenue Budget and five year capital programme

Education & Children Scrutiny Committee

The Education & Children Scrutiny Committee has 19 Members, five of which are co-opted Members. Only the Education & Children Scrutiny Committee has co-opted Members and they represent:

- Parent Governor Member for Area 1 – Dinefwr
- Parent Governor Member for Area 2 – Carmarthen
- Parent Governor Member for Area 3 – Llanelli
- Roman Catholic Church Representative
- Church in Wales Representative

The Committee’s remit covers:-

- Schools including Effectiveness and Access to Education
- Catering
- Inclusion/Special Education Needs
- Community Education
- Children’s Services
- Welsh Language (in the community)
- Curriculum
- Wellbeing

Committee meetings – During 2020/21, in addition to its regular monitoring reports, the Committee considered reports on a wide range of topics including:-

- Impact of Covid-19 on Carmarthenshire's Children and Young People;
- The Education & Children's Services Strategy 2020-2025;
- MEP – Proposal to Shorten the Internal School Organisation Decision Making and Determination Process
- MEP – Proposal to Relocate Ysgol Heol Goffa to a New Site and Increase its Capacity from 75 to 120;
- MEP – Proposal to Review Primary Education Provision in the Blaenau and Llandybie Areas;
- MEP – Reconfigure and Remodel Behaviour Support Services at Ysgol Rhydygors to Improve Provision for Children and Young People;
- MEP – Proposal to Change the Age Range at Swiss Valley Primary School From 4-11 to 3-11;
- MEP – Proposal to Review Primary Education Provision in the Mynyddygarreg and Gwenllian Areas;
- Staff and Pupil Wellbeing and Mental Health – January 2021 Update;
- Financial Challenges Facing Schools;
- Revenue Budget Strategy Consultation 2021/22-2023/24;
- An Evaluation into How Carmarthenshire's Education & Children's Services Department Responded to Covid-19;
- MEP – Proposal to Change the Nature of Provision at Model VA Primary School;
- MEP – Proposal to Change the Nature of Provision at Ysgol y Felin;
- WESP update;
- Curriculum for Wales;
- Departmental Business Plan.

Task & Finish Review – The Committee did not undertake a Task and Finish Review during the 2020/21 municipal year.

Site Visits – Due to the Covid-19 lockdown restrictions the Committee was unable to undertake any school visits during the 2020/21 municipal year. Consideration will be given to topics for further scrutiny investigation during 2021/22.

Development Sessions – Whilst no service specific development sessions were arranged for the Committee during 2020/21, a number of all member development sessions were held, details of which can be found on pages 11 and 12.

In addition to the above, several budget seminars were held during January as part of the Council's consultation process on the 2021/22 Revenue Budget and five year capital programme

Environmental & Public Protection Scrutiny Committee

The Environmental & Public Protection Scrutiny Committee has 14 Members and its remit covers:-

- Waste and Environmental Services including Refuse Collection, Street Cleansing, Grounds Maintenance, Building Cleaning (including schools, where relevant), Public Toilets
- Transport and Streetscene including Highways, Street Lighting, Bridges, Traffic Management, Parking Services, Cycle Paths and Rights of Way
- Environmental Enforcement including Litter, Dog Fouling, Abandoned Vehicles etc.
- Planning Enforcement
- Trading Standards
- Community Safety Issues including Crime & Disorder referrals (to include a power to make a report or recommendations to the County Council and/or the Council's Executive Board)
- Environmental and Public Health Pest Control
- Social Inclusion
- The Community
- Biodiversity
- Zero Carbon

Committee meetings – During 2020/21, in addition to its regular monitoring reports, the Committee considered reports on a wide range of topics including:-

- Impact of Covid-19 on the Environment Department's Services Covered by the Environmental & Public Protection Scrutiny Committee;
- Impact of Covid-19 on Homes & Safer Communities;
- Highway Asset Management Plan – Annual Statement Report 2020;
- Revenue Budget Strategy Consultation 2021/22 to 2023/24;
- Corporate Strategy 2018/23 – Update April 2021;
- Covid-19 and the Financial Exploitation Safeguarding Scheme (FESS);
- Net Zero Carbon Plan – Update Report;
- Environment Departmental Business Plan 2021/22;
- Department for Communities Departmental Business Plan 2021/22;
- Chief Executive's Departmental Business Plan 2021/22;
- Future Kerbside Waste Collection Strategy.

Task & Finish Review – In June 2019 the Committee resolved to undertake a review into Carmarthenshire County Council's Trading Standards initiative "The Financial Exploitation Safeguarding Scheme" (FESS). Initially, it was hoped that the Group would be in a position to present a final report to the Committee in April 2020, however, early March saw further work on the review being suspended due to the Coronavirus pandemic. The Group resumed its meetings in a virtual capacity from September 2020 when it continued to develop its final report and formulate its recommendations, presenting the report to the committee in April 2021 when it was resolved that the report be received and referred to the Executive Board for consideration. The Executive Board will consider the report and recommendations during the 2021/22 municipal year.

Site Visits – Due to the Covid-19 lockdown restrictions the Committee was unable to undertake any site visits during the 2020/21 municipal year. Consideration will be given to topics for further scrutiny investigation during 2021/22.

Development Sessions – Whilst no service specific development sessions were arranged for the Committee during 2020/21, a number of all member development sessions were held, details of which can be found on pages 11 and 12.

In addition to the above, several budget seminars were held during January as part of the Council's consultation process on the 2021/22 Revenue Budget and five year capital programme

Policy & Resources Scrutiny Committee

The Policy & Resources Scrutiny Committee has 13 Members and its remit covers:-

- Performance Monitoring
- Communication
- Customer Services
- Emergency Planning
- Cross-cutting Scrutiny Issues
- People Management and Performance
- Financial Planning and Resources Finance
- Scrutiny of the Treasury Management Strategy and Policies
- Procurement
- Physical Assets
- Non-housing Maintenance
- Information Technology
- Wellbeing of Future Generations Wales Act 2015
- Scrutinising the work of the Carmarthenshire Public Service Board

Committee meetings - During 2020/21, in addition to its regular monitoring reports, the Committee considered reports on a wide range of topics including:-

- Impact of Covid-19 on Non-Housing Maintenance;
- Impact of Covid-19 on ICT and Corporate Policy;
- Impact of Covid-19 on the People Management Service;
- Covid-19 Service Update Administration & Law Division;
- Impact of Covid-19 on Marketing & Media;
- Revenue Budget Strategy Consultation 2021/22 to 2023/24;
- Five Year Capital Programme 2021/22 to 2025/26;
- Treasury Management Policy & Strategy 2021/22;
- Corporate Strategy 2018/23 – Update April 2021;
- Carmarthenshire County Council Corporate Complaints Policy;
- Strategic Equality Plan Annual Report 2019/20 and Action Plan 2020/24;
- Welsh Language Annual Report 2019/20;
- Sickness Absence Monitoring Report;
- Call In of Executive Decision – Land at Penprys, Llanelli;
- Chief Executive's Departmental Business Plan 2021/22;
- Corporate Services Departmental Business Plan 2021/22;
- Environment Departmental Business Plan 2021/22;
- Digital Transformation Strategy 2021-2024.

Task & Finish Review – The Committee did not undertake a Task and Finish Review during 2020/21. Consideration will be given to topics for further scrutiny investigation during 2021/22.

Site Visits – In view of the Covid-19 lockdown restrictions the Committee was unable to undertake any site visits.

Development Sessions – In addition to those development sessions listed on pages 11 and 12 to which all members were invited, the Committee also attended the following:-

- Treasury Management Functions – March 2021

In addition to the above, several budget seminars were held during January as part of the Council's consultation process on the 2021/22 Revenue Budget and five year capital programme

Social Care & Health Scrutiny Committee

The Social Care & Health Scrutiny Committee has 14 Members and its remit covers:-

- Social Care – Care and Support Services for Adults including Learning Disability and Safeguarding Services
- Mental Health
- Integrated Services - Health

Committee Meetings – During 2020/21, in addition to its regular monitoring reports, the Committee considered reports on a wide range of topics including:-

- Impact of Covid-19 on Carmarthenshire's Adult Social Care Services;
- Care Inspectorate Wales (CIW) Inspection of Integrated Services, Progress Update on Recommendations Arising from Inspection;
- Revenue Budget Strategy Consultation 2021/22 to 2023/24;
- Corporate Strategy 2018/23 – Update April 2021;
- Impact of Covid-19 on Carmarthenshire's Adult Social Care Services;
- Unpaid Carers in Carmarthenshire – Strategic, Local and Covid Related Developments;
- Department for Communities Departmental Business Plan 2021/22;
- Learning Disability Strategy 2020-2025;
- Adult Social Care Complaints and Compliments Report 1st April 2020 to 31st December 2020.

Task and Finish Review – The Committee did not undertake a Task and Finish Review during the 2020/21 municipal year.

Site Visits – Due to the Covid-19 lockdown restrictions the Committee was unable to undertake any site visits during the 2020/21 municipal year. Consideration will be given to topics for further scrutiny investigation during 2021/22.

Development Sessions – In addition to those development sessions listed on pages 11 and 12 to which all members were invited, the Committee also received the following Scrutiny Committee specific updates/presentations at development meetings during the course of the year. Many of these topics were requested following consideration of reports at meetings:-

- Covid-19 Testing (including Care Home testing) – December 2020;
- Community Access to Hot Meals – January 2021;
- Transformation/ICF Programme Update – January 2021;
- Regional Partnership Board Update – January 2021;
- Older People’s Day Services Recovery Plan – January 2021;
- Food Poverty/Tackling Poverty – February 2021;
- Befriending Service – March 2021;
- Connect to Kindness – March 2021.

In addition to the above, several budget seminars were held during January as part of the Council’s consultation process on the 2021/22 Revenue Budget and five year capital programme

Other Activities During 2020/21

Chairs & Vice-Chairs of Scrutiny Forum

The Chairs and Vice-Chairs of the Council’s Scrutiny Committees usually meet on a quarterly basis to discuss issues relating to the scrutiny function. The Forum, which was established in 2004, is chaired by the Chair of the Policy & Resources Committee, who is also the Council’s ‘Scrutiny Champion’. During 2020/21 the Forum met on one occasion.

Member Development Sessions

The following development sessions/seminars were held during 2020/21, to which all members were invited:-

- Microsoft Teams training for virtual meetings – numerous sessions held in June 2020;
- Zoom training for virtual meetings – numerous sessions held in June 2020;
- Mod.gov new app training (delivered by Civica) – October 2020;
- Scrutiny Training (delivered by the Centre for Governance and Scrutiny) – October 2020;
- Online Scrutiny (delivered by the Centre for Governance and Scrutiny) – November, 2020;
- All member planning seminar – Section 106 Agreements and Unilateral Undertakings – February 2021;
- Covid-19 Vaccination Briefing (Hywel Dda University Health Board) – February 2021;
- All member planning seminar – Ash Dieback Disease and the County Council’s Roles and Responsibilities – March 2021;
- Growing Carmarthenshire: Progressive Procurement, Food Supply Chains and Future Opportunities – March 2021;
- All member planning seminar – Rural Enterprise Dwellings – March 2021;
- All member planning seminar – Enforcement – April 2021.

In addition, several departmental budget seminars were held.

ERW Scrutiny Councillor Group

The ERW Scrutiny Councillor Group is a regional group that consists of the Chairs and Vice-Chairs of all the Education Scrutiny Committees from across the ERW consortium. The aim of the Group is to ensure there is consistent scrutiny across the region on matters within the remit of ERW. It meets twice a year to discuss ERW items and the opportunity is also taken

to consider other education items of common interest. The meetings take place on a rota basis between the Local Authorities that form the ERW consortium. The Chair of the Group is also rotated and is normally the Chair of the hosting Local Authority. Previous meetings have been productive and Estyn views the Group as a strength for the consortium. The meetings are administered by the City & County of Swansea's Scrutiny Team. The Chair and Vice-Chair of the Education & Children Scrutiny Committee have attended two meetings of this regional group during the past year. Carmarthenshire County Council hosted the Group meeting held in November 2020.

Swansea Bay City Deal Joint Scrutiny Committee

The Swansea Bay City Deal Joint Scrutiny Committee is a regional scrutiny committee consisting of 12 non-executive members of the four Swansea Bay City Deal Constituent Authorities. The Joint Scrutiny Committee was established in July 2018 to review and scrutinise the Swansea Bay City Deal Joint Committee. It aims to ensure greater public accountability over decisions made by the Joint Committee and any of its sub-committees and related entities. This complements Local Authority scrutiny work on individual projects of the City Deal that fall within their remit. The Joint Scrutiny Committee is hosted by Neath Port Talbot County Borough Council. The Joint Scrutiny Committee meets on a quarterly basis. The first meeting was held at Carmarthenshire County Council in November 2018. Three members of Carmarthenshire County Council sit on the Joint Scrutiny Committee, including the Scrutiny Champion. Two meetings were held during the 2020/21 municipal year.

Wales Scrutiny Managers Network

Due to the Coronavirus pandemic meetings of the Wales Scrutiny Network for 2020/21 were cancelled.

During 2021/22 the Network will focus on the following topics:-

- Scrutiny and the Local Government and Elections (Wales) Act 2021, to include Scrutiny of Corporate Joint Committees and the new performance and governance duties;
- Practice sharing (Scrutiny annual reports; measuring the impact of Scrutiny; and future plans for public engagement in scrutiny);
- Information and induction for new scrutiny members post elections.

Local Government Wales Measure 2011

Forward work programmes for all Scrutiny Committees are available on the Authority's Scrutiny pages. Chairs of Scrutiny Committees are appointed in accordance with Part 6 of the Measure.

Looking Ahead to 2021/22

Each Scrutiny Committee must develop and publish a forward work programme for the forthcoming year and an annual report outlining the work of the previous year. All annual reports for 2020/21 have been completed and approved by the relevant Scrutiny Committee.

At the beginning of each municipal year, members discuss what they feel are the priority topics for their Committee and develop a draft forward work programme. The forward work programme planning also provides members with the opportunity to consider potential Member Development Sessions and topics for further scrutiny investigation. The forward work programmes and the annual reports are available to view on the Council's website.

The Council continues to face serious budgetary pressures and needs to continue to identify and achieve more savings and efficiencies. A key achievement for the Council will be to maintain and deliver improvements to services, whilst meeting the required savings targets. Scrutiny Committees will continue to contribute and challenge in a constructive way to support the Council in meeting these challenges.

Key policies, plans and performance will continue to be monitored and scrutinised. The Council's overarching policies and plans include: the Annual Report and Improvement Plan, Wellbeing Objectives, Ageing Well Plan and Corporate Strategy. The Policy & Resources Scrutiny Committee has the overarching remit for corporate policy, strategy and performance. However, such plans and objectives also cross over into other scrutiny areas. Where appropriate, all Scrutiny Committees will consider elements of such plans and policies relevant to their remits. Innovative solutions will be sought to reduce duplication and waste, such as more use of joint committee working.

Other key areas that the Committees will be focussing on include:-

Community & Regeneration – Antisocial Behaviour; Adopted Carmarthenshire Local Development Plan Annual Monitoring Report; Section 106 Agreements; HRA Budget Service Charges and Rent Setting 2022/23; Carmarthenshire Home Standards Plus (Housing Revenue Account Business Plan 2022-25); Welsh Public Library Standards Annual Report 2020/21; Revenue Budget Consultation 2022/23-2024/25; 5 Year Capital Programme Budget Consultation.

Education & Children – Youth Support Services; Additional Learning Needs (ALN) Transformation Action Plan; School Engagement Sessions; Attendance – Education Recovery Plan; Welsh in Education Strategic Plan; Children's Services Increased Referral Rates; Wellbeing & Mental Health/Covid-19; Tackling NEETs (Not In Education Employment or Training) and Funding Challenges; School Improvement Arrangements; Effectiveness of New ERW Model; Revenue Budget Consultation 2022/23-2024/25.

Environmental & Public Protection – Air Quality Management Future Delivery Plan; Highways Maintenance Manual; Flood Response; Electrical Vehicle Strategy; Environment Act Forward Plan Update; Public Conveniences Report; Revenue Budget Consultation 2022/23-2024/25; Net Zero Carbon Action Plan.

Policy & Resources – Carmarthenshire Wellbeing Plan Annual Report & Public Service Board Update; CCTV Policy; Strategic Equality Plan Annual Report 2020-21; Annual Report on the Welsh Language; Annual Treasury Management and Prudential Indicator Report; Annual Digital Transformation (and Technology) Strategy Report; Digital Schools Strategy Annual Report; Sickness Absence Monitoring Reports; TIC (Transformation Innovation Change) Annual Report; Revenue Budget Consultation 2022/23-2024/25; 5 Year Capital Programme 2022/23-2026/27; Treasury Management Policy & Strategy 2022/23.

Social Care & Health – Mental Health General Update; Covid-19 Position Statement; Draft Annual Report of the Statutory Director of Social Services; Annual Report on the Wellbeing Objectives; Annual Safeguarding Report; Departmental Business Plans; Adult Social Services Complaints and Compliments Report; Dementia Action Plan; Residential Care Update (In-house and Independent); Revenue Budget Consultation 2022/23-2024/25; Mental Health Update (including impact of Covid); Services & Support for Children and Young People (Multi Agency Forum Update); Autism Update; Domiciliary Care Update;

Support for the Scrutiny Function

Support for the Scrutiny function is provided by the Democratic Services Unit, based in the Administration & Law Division of the Chief Executive's Department. The support provided includes:-

- Providing support and constitutional advice to the Council's Scrutiny Committees and to Members of those Committees as well as producing minutes of their meetings and ensuring items arising from those meetings are actioned
- Giving support and advice in relation to the functions of the Council's Scrutiny Committees to executive and non-executive Members of the Council and its Officers
- Managing the strategic development of Scrutiny in Carmarthenshire through engaging in national and regional Scrutiny networks and initiatives, supporting the Chairs and Vice-Chairs of Scrutiny Forum and the Scrutiny Chairs and Vice-Chairs Executive Board Forum
- Advising and supporting the implementation of the requirements of the Local Government (Wales) Measure 2011 as guidance is published
- Managing the co-ordination and development of the Scrutiny forward work programmes in conjunction with Scrutiny Members
- Managing and co-ordinating Scrutiny review work, including the operation of scrutiny task and finish groups, authoring reports in conjunction with the groups, and assisting in the implementation and monitoring of completed reviews
- Managing the Scrutiny Member development programme.
- Despatching agendas for Scrutiny Committee meetings a minimum of 4 working days prior to the meeting.

For more information on scrutiny in Carmarthenshire, including work programmes, task and finish reports and annual reports, visit the County Council's website at: www.carmarthenshire.gov.wales/scrutiny

To contact the Democratic Services Unit, please call 01267 224028 or email: scrutiny@carmarthenshire.gov.uk

Scrutiny Committee Chairs & Vice-Chairs during 2020/21

Policy & Resources

Cllr. Giles Morgan
Chair
(Swiss Valley)
Independent

Cllr. Gareth John
Vice-Chair
(Carmarthen Town South)
Plaid Cymru

Community & Regeneration

Cllr. Fozia Akhtar
Chair
(Llwynhendy)
Labour

Cllr. Gareth Thomas
Vice-Chair
(Hendy)
Plaid Cymru

Education & Children

Cllr. Darren Price
Chair
(Gorslas)
Plaid Cymru

Cllr. Edward Thomas
Vice-Chair
(Llandeilo)
Independent

Environmental & Public Protection

Cllr. John James
Chair
(Burry Port)
Labour

Cllr. Aled Vaughan Owen
Vice-Chair
(Gorslas)
Plaid Cymru

Social Care & Health

Cllr. Gwyneth Thomas
Chair
(Llangennech)
Plaid Cymru

Cllr. Ieuan Davies
Vice-Chair
(Llanybydder)
Independent

This page is intentionally left blank

EXECUTIVE SUMMARY

MEMBERS ICT PROVISION

BRIEF SUMMARY OF PURPOSE OF REPORT.

1. Background.

- 1.1 The provision of Member ICT facilities plays an essential part in enabling Councillors and Statutory Co-opted Members to undertake their roles. Modern digital equipment and systems ensure they work effectively and securely.
- 1.2 Elected Members in election are provided with a laptop and a iPad device to allow them to undertake their duties and also either an authority provided broadband line (members post 2017) or a Communications Allowance of £20 as a contribution to the cost of their own broadband. Co-opted members are provided with an iPad and a corporate email address to allow them a business email and access to electronic committee paperwork. Elected and co-opted members also have access to printing facilities at Council owned buildings.
- 1.3 The use of these technologies has brought a number of advantages including improved communication with local residents and the Council, and the ability to access and process information that is necessary for Members to effectively undertake their role as democratically elected representatives.
- 1.4 The Authority has recently introduced Bring Your Own Device (BYOD) for private mobile device and this was made available to all County Council Councillors and Co-opted members along with staff. BYOD allows members to access work data securely from a personal mobile device (Apple or Android). This data is accessed from a variety of Microsoft Apps, which can be downloaded from your App Store, these include Outlook, OneDrive, Sharepoint, Office (Word, Excel and PowerPoint) and Teams. All BYOD users have also been automatically enrolled in an additional security feature called **Multi-Factor Authentication (MFA)**. This means that IT Services have added an extra verification step to make sure that 'you are who you say you are' and a reminder of this provision was recently provided to members and co-optees.
- 1.5 ICT Services will investigate allowing members to access CCC resources (email and calendar) from approved partner devices such as other LA's and central government laptops and smartphones, with the understanding that they meet or exceed our IT Security requirements. Each request will be considered and checks will be made by the Digital Security Officer.

1.6 Whilst some other Local Authorities have provided a set sum for members to purchase their own IT kit, there are some security and support issues associated with this decision. It is important to note that any Council provided device must be bound by rigid security settings, which will limit their use. This is not a negotiable point as the Authority is bound by the Government Security PSN (Public Services Network) compliance requirements, therefore going forward it is proposed to continue with the existing provision of providing-

- 1 a laptop, plus
- 2 an iPad to access electronic paperwork with a data sim card to allow remote usage
- 3 BYOD facility for mobile devices

The Authority also proposes to:-

- 4 Introduce Soft phones (A softphone is a piece of software that allows users to make telephone calls over the internet via a computer or smartphone. It has all the features of a desk phone and typically expands the range of services you can access on a desk phone. Most importantly, a softphone allows you to take your work phone with you wherever you go. It can be installed on a laptop, tablet or smartphone)
- 5 To remove the Authority provided broadband line (very few of these remain) and move all members to a communication allowance from the May 2022 elections.

The Committee is also asked to consider if the £20 communication allowance is sufficient as a contribution towards their Council related business costs for broadband and telephone usage.

DETAILED REPORT ATTACHED ?	No
---------------------------------------	-----------

IMPLICATIONS

I confirm that other than those implications which have been agreed with the appropriate Directors / Heads of Service and are referred to in detail below, there are no other implications associated with this report :

Signed: **Noelwyn Daniel**

Head of ICT

Policy, Crime & Disorder and Equalities	Legal	Finance	ICT	Risk Management Issues	Staffing Implications	Physical Assets
NONE	YES	YES	YES	NONE	NONE	NONE

1. Legal

The Independent Remuneration Panel for Wales 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 and email facilities and electronic access to appropriate information.

2. Finance

Laptops and iPads are provided through centralised funds from ICT Services as part of the replacement program. There is no cost for a softphone licence.

The current Communication Allowance is within existing budgets, any proposal to increase the £20 allowance would need to be met from within current budgets.

4. ICT

With Members sourcing their own broadband, ICT members of staff would no longer visit the homes of Councillors. All ICT support would be provided to Members at Council offices. ICT would offer support and advice to Members on sourcing their own broadband.

Members will receive a one to one session with ICT staff on how to make the best use of technology and the device they have chosen to use to carry out their duties.

CONSULTATIONS

I confirm that the appropriate consultations have taken in place and the outcomes are as detailed below

Signed: Noelwyn Daniel

Head of ICT & Policy

1. Scrutiny Committee

Not Applicable

2. Local Member(s)

Not Applicable

3. Community / Town Council

Not Applicable

4. Relevant Partners

Not Applicable

5. Staff Side Representatives and other Organisations

Not Applicable

Title of Document	File Ref No.	Locations that the papers are available for public inspection
IRPW ANNUAL REPORT – FEBRUARY 2021		https://gov.wales/sites/default/files/publications/2021-02/Independent%20Remuneration%20Panel%20for%20Wales%20-%20Annual%20Report%202021.pdf

This page is intentionally left blank

DEMOCRATIC SERVICES COMMITTEE

26th November 2021

INDEPENDENT REMUNERATION PANEL FOR WALES (IRPW) DRAFT ANNUAL REPORT - FEBRUARY 2022

Recommendations / key decisions required:

1. To consider and comment on the determinations made by the Independent Remuneration Panel for Wales in their draft Annual Report for February 2022
2. To authorise the Chair of the Committee to submit a response to the IRPW on behalf of the Committee.

Reasons:

In accordance with the requirements of Section 147 of the Local Government (Wales) Measure 2011, the IRPW has published its draft Annual Report setting out its determinations for the municipal year 2022/23.

The Democratic Services Committee is consulted, in accordance with its Terms of Reference, on the implementation of reports issued by the Independent Remuneration Panel for Wales.

Scrutiny committee consulted	Not Applicable
Exec Board Decision Required	NO
Council Decision Required	NO

EXECUTIVE BOARD MEMBER PORTFOLIO HOLDER: Cllr Emlyn Dole – Leader/Cllr David Jenkins – Executive Board Member for Resources

Directorate		Tel Nos. 01267 224010
Name of Head of Service:	Designations:	E Mail Addresses:
Linda Rees Jones	Head of Administration & Law	GMorgan@carmarthenshire.gov.uk
Report Author:		
Gaynor Morgan	Head of Democratic Services	

**EXECUTIVE SUMMARY
DEMOCRATIC SERVICES COMMITTEE
26th NOVEMBER 2021**

**INDEPENDENT REMUNERATION PANEL FOR WALES (IRPW)
DRAFT ANNUAL REPORT - FEBRUARY 2022**

Each year the Independent Remuneration for Wales (IRPW) determines the rates of payment which are made to elected and co-opted Members of Welsh Local Authorities for the following year and has powers to make recommendations on proposed variations to the remuneration of Chief Executives and Chief Officers of Principal Councils in Wales.

The IRPW is required to send the draft annual report to County Councils and comments are invited by the 26th November 2021, the IRPW is then required to take into account the representations which it receives on the draft before issuing its final version of the report in February 2022. It should be noted that the Panel determines the rate of pay and authorities cannot vary the amounts payable or delay implementation of the panel's determinations.

The Panel has taken the view that as 2022 is an election year for local government, the new five year term provides the opportunity to reset the basic salaries of elected members to align with the average earnings in Wales. The Panel has also taken the opportunity to re-set all Senior Salary payments.

In respect of Principal Councils, for 2022/23 the IRPW proposes setting Basic, Senior and Civic salaries as follows in order to avoid further erosion in relation to average earnings:

Basic Salary	Current	Proposed 2022/23
	£14,368	£16,800
Senior Salaries	Current	Proposed 2022/23
These are inclusive of Basic Salary		
Band 1	-	-
Leader of Council	£49,974	£56,700
Deputy Leader of Council	£35,320	£39,690
Band 2	-	-
Cabinet Members	£30,773	£34,020
Band 3	-	-
Committee Chairs (if remunerated)	£23,161	£25,593
Band 4	-	-
Leader of Largest Opposition Group	£23,161	£25,593
Band 5	-	-

Leader of Other Political Groups	£18,108	£20,540
----------------------------------	---------	---------

Civic Salaries	Current	Proposed 2022/23
Civic Head	£23,161	£25,593
Deputy Civic Head	£18,108	£20,540

(Note: The figures above apply to Carmarthenshire and other local authorities in Group B namely populations of 100,000 to 200,000).

Normally salary determinations by the IRPW are paid by each Principal Authority in Wales from 1st April however given the Local Government Elections in May 2022, the Panel has determined that they are effective from 9 May 2022 on this occasion.

The Panel has also provisionally determined that they will decide on a case-by-case basis the appropriate senior salary, if any, for Assistants to the Executive.

DETAILED REPORT ATTACHED ? YES	Appendix 1 – New and updated determinations (Annex 5 to the main report) Appendix 2 – A Copy of the full IRPW draft report for February 2020
--	---

IMPLICATIONS

I confirm that other than those implications which have been agreed with the appropriate Directors/Heads of Service and are referred to in detail below, there are no other implications associated with this report :

Signed:

Linda Rees Jones

Head of Administration and Law

Gaynor Morgan

Head of Democratic Services

Policy, Crime & Disorder and Equalities	Legal	Finance	ICT	Risk Management Issues	Staffing Implications	Physical Assets
NONE	YES	YES	NONE	NONE	NONE	NONE

Policy, Crime & Disorder and Equalities.

There is no requirement for an Integrated Impact Assessment as this is a report in respect of governance arrangements only.

1. Legal

The Democratic Services Committee is consulted, in accordance with its Terms of Reference, on the implementation of reports issued by the Independent Remuneration Panel for Wales.

When the Panel's Annual Report is issued, Principal Councils must comply with the statutory requirements and apply all the relevant determinations. The proper officer of the Council must put in place mechanisms for all eligible council members to receive payments as determined by the Panel. There are currently no options relating to levels of remuneration by principal councils that require a decision by full council. Levels of payments to which members are entitled cannot be varied by a vote of a Principal Council.

2. Finance

The total possible financial cost as a result of these draft IRPW determinations in relation to Salaries and the fact that Carmarthenshire will have 75 Councillors from May 2022 is approximately £250k. A growth bid for £200k has been submitted and approved to accommodate these potential additional increases, the remaining amount can be off-set by a surplus in the Democratic budget due to a reduction in travelling and subsistence cost as a result of a move to virtual meetings.

CONSULTATIONS

I confirm that the appropriate consultations have taken in place and the outcomes are as detailed below

Signed:	Linda Rees Jones Gaynor Morgan	Head of Administration and Law Head of Democratic Services
---------	-----------------------------------	---

1. Scrutiny Committee

Not Applicable

2. Local Member(s)

Not Applicable

3. Community / Town Council

The draft report has been circulated by the IRPW to all Fire and Rescue Authorities, National Park Authorities and Town & Community Councils, for their observations.

4. Relevant Partners

Not Applicable

5. Staff Side Representatives and other Organisations

Not Applicable

Section 100D Local Government Act, 1972 – Access to Information

List of Background Papers used in of the preparation this report:

THESE ARE DETAILED BELOW:-

Title of Document	File Ref No.	Locations that the papers are available for public inspection
IRPW Draft Report		https://gov.wales/independent-remuneration-panel-wales-draft-annual-report-2022-2023
Local Government Wales Measure		http://www.legislation.gov.uk/mwa/2011/4/contents/enacted

This page is intentionally left blank

Annex 5: Summary of new and updated determinations contained in this report

The numbers of most of the determinations contained within this report have changed from previous reports.

To assist authorities, this table sets out the determinations in this report which are entirely new or have been updated.

Summary of new and updated determinations contained in this report
Principal Councils
Determination 1: The basic salary in 2022/23 for elected members of principal councils shall be £16,800.
Determination 2: Senior salary levels in 2022/23 for members of principal councils shall be as set out in Table 4.
Determination 3: Where paid, a civic head must be paid a Band 3 salary of £25,593 in accordance with Table 4.
Determination 4: Where paid, a Deputy Civic Head must be paid a Band 5 salary of £20,540 in accordance with Table 4.
Determination 5: Where appointed and if remunerated, a presiding member must be paid £25,593 in accordance with Table 4.
Assistants to the Executive
Determination 13: The Panel will decide on a case-by-case basis the appropriate senior salary, if any, for Assistants to the Executive.
National Park Authorities
Determination 22: The basic salary for NPA ordinary members shall be £4,738 with effect from 1 April 2022.
Determination 23: The senior salary of the Chair of a NPA shall be £13,531 with effect from 1 April 2022.
Determination 24: A NPA senior salary of £8,478 must be paid to a Deputy Chair where appointed.
Determination 25: Committee Chairs or other senior posts can be paid. This shall be paid at £8,478.
Fire and Rescue Authorities
Determination 29: The basic salary for FRA ordinary members shall be £2,369 with effect from 1 April 2022.
Determination 30: The senior salary of the Chair of a FRA shall be £11,162 with effect from 1 April 2022.

Summary of new and updated determinations contained in this report
Determination 31: A FRA senior salary of £6,109 must be paid to the Deputy Chair where appointed.
Determination 32: Chairs of Committees or other senior posts can be paid. This shall be paid at £6,109.
Community and Town Councils
Determination 47: Each council can decide to introduce an attendance allowance for members. The amount of each payment must not exceed £30. A member in receipt of financial loss will not be entitled to claim attendance allowance for the same event. Councils that intend to introduce a system of Attendance Allowances must set out the details of the scheme and publish on their website.
Determination 51: The application of the Remuneration Framework by relevant Group.



Independent Remuneration Panel for Wales

Annual Report

DRAFT

February 2022

Page 43

ANNUAL REPORT 2022/2023

FOREWORD

The Covid pandemic continues to impact on the work of the Panel in that we have been unable to meet with authorities and their representative organisations face to face. However, we have continued to meet regularly and have meaningful discussions to meet our statutory obligations via Microsoft Teams or Zoom.

It has been a difficult time for the public sector but local authorities in Wales have demonstrated their resilience and capabilities over the past 18 months. 2022 is an election year for local government and the new five year term provides the opportunity to reset the basic salaries of elected members to align with the average earnings in Wales. This has been eroded in successive years, primarily as a result of austerity measures. We consider that it is important that the payments to elected members of principal councils be fair and at a level that is not a disincentive to potential candidates for election.

We have undertaken a major consultation exercise in respect of the Remuneration Framework for community and town councils and the outcome is contained in [Section 13](#) of this draft Report. I would like to express my appreciation to all the councils and individual members and officers for their involvement in the exercise.

There have been changes to the membership of the Panel. Ruth Glazzard joined the Panel in April and Helen Wilkinson replaced Claire Sharp in July. My personal thanks to Claire for her contribution to the work of the Panel.

The consultation period for this draft Report ends on **26 November 2021**. The Panel would appreciate comments which will be considered prior to the production of the final Report.

John Bader
Chair

Panel Membership
John Bader, Chair
Saz Willey, Vice Chair
Joe Stockley
Ruth Glazzard
Helen Wilkinson

Detailed information about the members can be found on the website: [Panel website](#)

Contents

Implementation of the Panel's Determinations	3
Executive Summary	4
1. The Panel's Framework: Principles of Members' Remuneration	8
2. Annual Report Summary Page	10
3. Payments to Elected Members of Principal Councils: Basic, Senior and Civic Salaries	11
4. Joint Overview and Scrutiny Committees (JOSC)	24
5. Pension Provision for Elected Members of Principal Councils	25
6. Entitlement to Family Absence	26
7. Payments to Members of National Park Authorities	27
8. Payments to Members of Welsh Fire and Rescue Authorities	30
9. Payments to Co-opted Members of Principal Councils, National Park Authorities and Fire and Rescue Authorities	33
10. Contribution towards Costs of Care and Personal Assistance	35
11. Sickness Absence for Senior Salary Holders	39
12. Reimbursement of Travel and Subsistence Costs when on Official Business	41
13. Payments to Members of Community and Town Councils	43
14. Compliance with Panel Requirements	52
15. Salaries of Heads of Paid Service of Principal Councils and Fire and Rescue Authorities and Chief Officers of Principal Councils	53
Annex 1: The Panel's Determinations for 2022/23	55
Annex 2: Independent Remuneration Panel for Wales (IRPW) Regulations	61
Annex 3: Schedule of Member Remuneration	76
Annex 4: Publication of Remuneration – the Panel's Requirements	78
Annex 5: Summary of new and updated determinations contained in this report	80

Timescale for Implementation of the Panel's Determinations

The Local Government (Wales) Measure 2011 requires the Panel's Annual Report to take effect from 1 April. In most years, this is in line with financial and administrative arrangements of all authorities. However, when new councils are elected some of the Panel's determinations are to be effective for the new municipal term.

On 9 May 2022, new municipal arrangements will come into effect following local government elections. This Annual Report therefore has two different effective dates as set out below:

1. For the period 1 April 2022 to 8 May 2022, all of the Determinations contained in the Independent Remuneration Panel for Wales' [Annual Report 2021/2022](#) will continue to apply in respect of principal councils and community and town councils.
2. For national park authorities and Welsh fire and rescue authorities the determinations in Sections [7](#) and [8](#) of this Report will apply from the new financial year, 1 April 2022.
3. With effect from 9 May 2022, (the new municipal year) the determinations set out in this Report in Sections [3](#) and [13](#) will apply to principal councils and community and town councils.

Executive Summary

This is the fourteenth Annual Report of the Independent Remuneration Panel for Wales (the Panel), published under the requirements of the Local Government (Wales) Measure 2011 (as amended).

1. As Wales emerges from the Covid pandemic, local democracy and public services will have a vital role to play in strengthening the resilience of our local communities and economies. 2022 is a milestone year because of this overarching context.
2. As a Panel our firm belief is that this is a reset moment for Welsh democracy and for valuing our public services; an important opportunity to future proof our democracy and public services. We have therefore taken time to engage with stakeholders, pause and reflect on the impact of the decisions we take and the messages we are communicating in making this year's determinations.
3. From inception, the Panel has consistently and vigorously expressed that local democracy and the governance of public services are not cost free and need to be valued if we are to enable everyone to participate. Levels of remuneration need to be set at a level sufficient to encourage a diversity of willing and able people to undertake local governance through elected, appointed or co-opted roles. It is important to promote a culture which encourages take up of remuneration to ensure that people from all walks of life can participate confidently in our democracy. However, the Local Government (Wales) Measure 2011 requires the Panel to have regard to the financial implication of its decisions. We have discussed the issue of affordability with representatives of the WLGA and the general consensus is that in the context of a council's income and expenditure the Panel's determinations do not have a significant impact. We consider that the proposals set out in this draft Report meet the legislative requirement.
4. Since 2009, remuneration of elected members of local government in Wales has not kept pace with measures of inflation or other possible comparators. These include Retail Prices Index, Consumer Prices Index, NJC (public sector employees), National Living Wage (NLW), [the Living Wage Foundation's Living Wage \(LWF\) rates](#), Members of Senedd Cymru, and MPs and also the Annual Survey of Hourly Earnings (ASHE). This is the result of austerity and pressure on public finances. This has the potential to perpetuate socio-economic disadvantage, adding to perceptions of a democratic deficit.

Yearly percentage increases to basic salary, benchmarks and alternative measures 2013 to 2021

Annual Report Year	2013	2014	2015	2016	2017	2018	2019	2020	2021
IRPW Basic	0.00	0.00	0.95	0.00	0.00	0.75	3.49	2.52	1.06
ASHE*	4.00	0.60	1.00	2.70	1.00	2.10	5.10	0.60	Oct-21
NLW	1.90	3.00	3.10	7.50	4.20	4.40	4.90	6.20	2.18
LWF	3.47	2.68	2.61	5.10	2.42	3.55	2.86	3.33	2.15

5. During this period, decision-making and local governance has increased in complexity with increased responsibilities flowing from legal, social, economic, cultural and technological changes. People's lifestyles (and expectations) have also changed in the last decade with increased requirements and expectations for a flexible approach to support people with family and care pressures to participate and contribute at work and in public life, through job sharing, flexibility and family leave. The diversity in democracy agenda has gained traction, underpinned by the Equality Act with an increased expectation that people with protected characteristics should be encouraged and empowered to participate. Future proofing our democracy and governance also means that young people, those in work and those who are socially and economically disadvantaged are positively encouraged and empowered to participate as it is clear that our public services should be accountable to and delivered by people who reflect the communities they serve. There is evidence that greater diversity will ensure decision-making takes account of a wide variety of perspectives.
6. The Covid pandemic has put unprecedented pressure on our politicians and public servants. It has also highlighted the importance of our local and community infrastructure in developing rapid and innovative solutions. As Wales emerges from the pandemic, there is increased awareness that our nation needs to draw on a diverse talent pool to meet the scale of the ongoing challenges facing the nation. Local governance needs to engage lived experience and knowledge of local people.
7. As noted in this report, payments for councillors in the 22 principal councils in Wales have not kept pace with comparators such as ASHE. Financial constraints on the public sector and particularly on local authorities over many years meant that the link with average Welsh earnings could not be maintained. The Panel considers that this has undervalued the worth of elected members and that it is now time to restore this link as the most appropriate comparator. Members in these 22 principal councils will receive, proportionately, the same as the overall average amount that a Welsh constituent received in 2020. We believe this puts a fair value on the contribution made by local politicians. We hope that over time this will encourage greater diversity and enable potential candidates to consider putting themselves forward for election.
8. Local elections in Wales will take place on 5 May 2022 for a new municipal term and potentially many new local politicians. The 9 May 2022 is therefore the best date in our view to enact this 'significant reset' and invest in local democracy in

Wales. Our proposed increase in remuneration levels will therefore come into effect on this date. Further details can be found in [Section 3](#).

9. As a Panel, we are concerned that payment information provided by relevant authorities shows that very few members are utilising the provision in the framework for financial support in respect of care. We believe it is vital that Democratic Services Committees continue to encourage and facilitate greater use of this element of the Remuneration Framework so that members are not financially disadvantaged.
10. We also believe that encouraging take up of this financial support for members with caring responsibilities will send a positive signal that members with these responsibilities are welcome and valued. We hope that it will encourage others with caring responsibilities to consider standing for election.
11. Payments for members of national park authorities and Welsh fire and rescue authorities will increase as a result of the uplift proposed for elected members of principal councils. As indicated above these increases will be effective from 1 April 2022, the new financial year. The Panel considered the alternative for implementation following the annual meeting of each authority, but this could mean a significant delay in individuals receiving the new payments. This would not be equitable.
12. Early in 2021 the Panel commenced a major review of the Remuneration Framework in respect of community and town councils and undertook a comprehensive consultation exercise with the sector. We appreciated the level of engagement from individual councils and their representative organisations. The Covid pandemic limited the Panel's opportunities for face to face engagement in 2020/2021. However, the Panel's digital engagement was considerable. The Panel recognises a wide variation in geography, scope and scale across the 735 community and town councils in Wales, from small community councils with relatively minimal expenditure and few meetings to large town councils with significant assets and responsibilities. Our recommendations for reform and the proposed new framework are set out in [Section 13](#).
13. In reaching our conclusions we have also taken account of:
 - the overarching framework of the [Wellbeing of Future Generations Act](#);
 - the ethos and principle of the [socio-economic duty](#), implemented in Wales in 2020;
 - Welsh Government's ongoing commitment to [equality](#) and [diversity in democracy](#);

2022-2023 Determinations

14. The table below summarises the new and updated determinations in this year's Annual Report informed by our belief and rationale for investing in local democracy and public services and by the principles outlined above.

[Annex 1](#) outlines all of the Panel's determinations for 2022/23.

Summary of new and updated determinations contained in this report
Principal Councils
Determination 1: The basic salary in 2022/23 for elected members of principal councils shall be £16,800.
Determination 2: Senior salary levels in 2022/23 for members of principal councils shall be as set out in Table 4.
Determination 3: Where paid, a civic head must be paid a Band 3 salary of £25,593 in accordance with Table 4.
Determination 4: Where paid, a deputy civic head must be paid a Band 5 salary of £20,540 in accordance with Table 4.
Determination 5: Where appointed and if remunerated, a presiding member must be paid £25,593 in accordance with Table 4.
Assistants to the Executive
Determination 13: The Panel will decide on a case-by-case basis the appropriate senior salary, if any, for assistants to the executive.
National Park Authorities
Determination 23: The basic salary for NPA ordinary members shall be £4,738 with effect from 1 April 2022.
Determination 24: The senior salary of the chair of a NPA shall be £13,531 with effect from 1 April 2022.
Determination 25: A NPA senior salary of £8,478 must be paid to a deputy chair where appointed.
Determination 26: Committee chairs or other senior posts can be paid. This shall be paid at £8,478.
Fire and Rescue Authorities
Determination 30: The basic salary for FRA ordinary members shall be £2,369 with effect from 1 April 2022.
Determination 31: The senior salary of the chair of a FRA shall be £11,162 with effect from 1 April 2022.
Determination 32: A FRA senior salary of £6,109 must be paid to the deputy chair where appointed.
Determination 33: Chairs of committees or other senior posts can be paid. This shall be paid at £6,109.
Community and Town Councils
Determination 48: Each council can decide to introduce an attendance allowance for members. The amount of each payment must not exceed £30. A member in receipt of financial loss will not be entitled to claim attendance allowance for the same event. Councils that intend to introduce a system of attendance allowances must set out the details of the scheme and publish on their website.

1. The Panel's Framework: Principles of Members' Remuneration

Upholding trust and confidence

- 1.1 Citizens rightly expect that all those who choose to serve in local authorities uphold the public trust by embracing the values and ethics implicit in such public service. These principles underpin the contribution that the work of the Panel and its Framework make towards upholding public trust and confidence.

Simplicity

- 1.2 The Framework is clear and understandable. This is essential for the Panel to be able to communicate its Determinations effectively to all those who are affected by, or who have an interest in its work.

Remuneration

- 1.3 The Framework provides for payment to members of authorities who carry a responsibility for serving their communities. The level of payment should not act as a barrier to taking up or continuing in post. There should be no requirement that resources necessary to enable the discharge of duties are funded from the payment. The Framework provides additional payments for those who are given greater levels of responsibility.

Diversity

- 1.4 Democracy is strengthened when the membership of authorities adequately reflects the demographic and cultural make-up of the communities such authorities serve. The Panel will always take in to account the contribution its Framework can make in encouraging the participation of those who are significantly under-represented at local authority level.

Accountability

- 1.5 Taxpayers and citizens have the right to receive value for money from public funds committed to the remuneration of those who are elected, appointed or co-opted to serve in the public interest. The Panel expects all authorities to make information readily and appropriately available about the activities and remuneration of their members.

Fairness

- 1.6 The Framework will be capable of being applied consistently to members of all authorities within the Panel's remit as a means of ensuring that levels of remuneration are fair, affordable and generally acceptable.

Quality

- 1.7 The Panel recognises that the complex mix of governance, scrutiny and regulatory duties incumbent upon members requires them to engage with a process of continuous quality improvement. The Panel expects members to undertake such training and personal development opportunities as required to properly discharge the duties for which they are remunerated.

Transparency

- 1.8 Transparency of members' remuneration is in the public interest. Some members receive additional levels of remuneration by virtue of being elected or appointed to more than one public body. The Framework serves to ensure that knowledge of all members' remuneration is made easily available to the public.

Remuneration of Heads of Paid Service

- 1.9 The Panel applies these principles of fairness, accountability and transparency in all its determinations in relation to remuneration of members of all the authorities that fall within its remit. The same principles also apply when the Panel is required to make recommendations in relation to the remuneration of the heads of paid service of these authorities.

2. Annual Report Summary Page

Type of Payment	Type of Authority			
	Principal Councils	National Park Authorities	Fire and Rescue Authorities	Community and Town Councils
Basic Salary	page 13	page 28	page 32	N/A ²
Senior Roles	page 16	page 28	page 32	page 45
Committee Chairs	page 14	page 28	page 32	N/A
Opposition Groups	page 16	N/A	N/A	N/A
Civic Heads and Deputies	page 17	N/A	N/A	page 47
Presiding Members	page 18	N/A	N/A	N/A
Mileage	page 41	page 41	page 41	page 46
Other Travel Costs	page 41	page 41	page 41	page 46
Subsistence Costs	page 42	page 42	page 42	page 46
Contribution towards Costs of Care and Personal Assistance	page 35	page 35	page 35	page 35
Family Absence	page 26	N/A	N/A	N/A
Sickness Absence	page 39	page 39	page 39	N/A
Joint Overview and Scrutiny Committees	page 24	N/A	N/A	N/A
Pension	page 25	N/A	N/A	N/A
Co-optees	page 33	page 33	page 33	N/A
Specific or Additional Allowances	page 20	N/A	N/A	N/A
Payments to Community and Town Councillors	N/A	N/A	N/A	page 43
Compensation for Financial Loss	N/A	N/A	N/A	page 46
Statement of Payments	page 78	page 78	page 78	page 78
Schedule of Remuneration	Page 76	Page 76	Page 76	N/A
Salaries of Head of Paid Services	Page 53	N/A	Page 53	N/A

² Not Applicable

3. Payments to Elected Members of Principal Councils: Basic, Senior and Civic Salaries

Basic salary for elected members of principal councils

- 3.1 In 2009 the Panel decided the average work commitment of an elected councillor of a principal council was three working days. The maximum basic salary was set at £13,868. This reflected three fifths of the then median gross earnings of full-time male employees resident in Wales as reported in the Annual Survey of Hourly Earnings (ASHE) published by the Office of National Statistics. The Panel considered it was appropriate to use this figure, as it was comparable with constituents' pay, adjusted for the part-time nature of the work of a member with no senior responsibilities. At the introduction of austerity measures, the basic salary was reduced to £13,175 and the link to ASHE was broken. Since then, there has been no connection between councillor and constituent pay. In 2019, the Panel took steps to stop the gap widening and reviewed options to move towards reinstating the link with ASHE or another suitable benchmark. A detailed explanatory paper setting out the historical context and analysis is available on the Panel's [website](#). The key issues are:
- 3.1.1 Since 2009, the Panel has met its duty to take account of affordability and acceptability and set amounts for the basic salary that varied but have not kept pace with measures of inflation or other comparators. Table 1 shows the percentage increases to the basic salary and a selection of alternative benchmarks from 2013 to 2021.
- 3.1.2 From 2013 to 2020 the basic salary of other Welsh elected members increased by 9% (£13,175 to £14,368). A Senedd Cymru member's salary increased by 28.6% (£53,852 to £69,272) and an MP's salary increased by 23.4% (£66,396 to £81,932). MS salaries were realigned in 2017 and MPs in 2015.
- 3.1.3 Examining other parts of the United Kingdom, councillors in Scotland receive £18,604 a year and in 2018 councillors in Northern Ireland received £15,486. Comparison with England is more difficult as the structure of local government is different, although there are examples where members are paid significantly more than their Welsh counterparts.
- 3.1.4 Table 1 shows the basic salary of backbench councillors has fallen significantly behind the Welsh average (median) salary and public sector pay.

Table 1 – Yearly percentage increases to basic salary, benchmarks and alternative measures 2013 to 2021

Annual Report Year	2013	2014	2015	2016	2017	2018	2019	2020	2021
IRPW Basic	0.00	0.00	0.95	0.00	0.00	0.75	3.49	2.52	1.06
ASHE*	4.00	0.60	1.00	2.70	1.00	2.10	5.10	0.60	Oct-21
NJC **	1.00	0.43	2.05	1.00	1.00	2.00	2.60	2.75	1.75
MS	0.00	0.00	0.00	1.00	17.70	2.10	3.50	0.00	2.40
MP	1.00	1.00	10.30	1.30	1.40	1.80	2.70	3.10	0.00
RPI***	3.00	2.40	1.00	1.80	3.60	3.30	2.60	1.50	3.80
CPI ****	2.60	1.50	0.00	0.70	2.70	2.50	1.80	0.90	2.00
NLW	1.90	3.00	3.10	7.50	4.20	4.40	4.90	6.20	2.18
LWF	3.47	2.68	2.61	5.10	2.42	3.55	2.86	3.33	2.15

** NJC final employers offer July 2021; *** RPI and CPI**** are for July 2021.

Wales Median Average (median) gross weekly earnings by Welsh local areas and year (£) (gov.wales)

MS [Remuneration Board](#)

MP [Independent Parliamentary Standards Authority](#)

RPI all items [Retail Price Index](#)

CPI [Consumer Price Inflation](#)

NLW [National Living Wage](#)

LWF [Living Wage Foundation](#)

Table 2 - Basic yearly salary and actual full time and 3 day (60%) equivalents of Welsh national average pay 2013 to 2021

Year	IRPW basic salary	Wales Median ASHE	
		full time	3 day
2013	13,175	24,499	14,699
2014	13,175	24,655	14,793
2015	13,300	24,915	14,949
2016	13,300	25,643	15,386
2017	13,300	25,904	15,542
2018	13,400	26,476	15,886
2019	13,868	27,828	16,697
2020	14,218	27,974	16,784
2021	14,368	October 2021	October 2021

- 3.2 When making determinations for this Annual Report, the Panel considered the progression of the variety of benchmark figures outlined above for the period from 2013 to 2021 and the increases.
- 3.3 As outlined in the Executive Summary, the Panel believes that local elections in May 2022 provide an opportune time to rectify the imbalance between the basic salary of councillors and the average salaries of their constituents. The basic salary of councillors of principal councils elected in the May 2022 local elections will be reset to align with the 2020 ASHE. This will be £16,800.

Determination 1: The Basic Salary in 2022/23 for elected members of principal councils shall be £16,800.

Senior Salaries

Senior salaries are payments to members who are executive, chairs of committees and the leader of the opposition.

Number of Senior Salaries

- 3.4 The limit on the number of senior salaries payable (“the cap”) will remain in place and remains unchanged. In 2022-2023 the maximum number of senior salaries payable within each council will be as set out in Table 3.

Senior Salary Payments

- 3.5 All senior salaries include the basic salary payment.
- 3.6 The Panel recognises that years of no or low increases has meant the pay of senior salary holders is significantly and increasingly lower than many relevant comparators.

Leaders

- 3.7 It is widely recognised that the role of leader of a principal council is highly complex and carries a large and increasing level of responsibility. Leaders’ pay is at the lower end of sector market comparators.
- 3.8 The Panel has heard arguments that a leader’s pay should be at or above a backbench MS or a Health Board Chair. The Panel has considered these arguments, but has concluded that although the roles have some similarities, there are significant and crucial differences which are not helpful in making comparisons.
- 3.9 The Panel is very concerned that the current payment levels are often financially

unattractive and are seen as a barrier to participation. For many willing and well-qualified people, a senior salary might necessitate a significant reduction in earnings. This is not in the spirit of diversity, inclusion, or democracy, or efficient for the effective running of principal councils. To start to address this, the Panel has re-set all senior salary payments for 2022-2023. The salary of a leader of the largest (Group A) council will be £63,000. All other payments have been decided in reference to this and are set out in Table 4.

Executive

- 3.10 The Panel continues to take the view that executive members should be considered to be working the equivalent of full time (around 40 hours per week) but flexibly, and not necessarily nine to five. Continued discussions with members and officers in recent years have reinforced this conclusion.

Chairs of Committees

- 3.11 The Panel recognises that there is a significant variance in the responsibilities and functions of chairing different committees. Councils do not have to pay chairs of committees. Each council can decide which, if any, chairs of committees they pay. This allows councils to take account of differing levels of responsibility.
- 3.12 The Panel has considered the role element of the chair's salary. The move to a single level of chair payment in 2019 reduced the differentials with other senior payments. To reset this, the Panel has decided not to change the role element at the 2021 figure of £8,793 for 2022-2023. The basic salary increase will apply.

Determination 2: Senior salary levels in 2022/23 for members of principal councils shall be as set out in Table 4.

Table 3: Maximum numbers of council membership eligible for payment of a senior salary

Council	Number of councillors	Number of senior salaries
Group A (populations over 200,000)		
Cardiff	75	19
Rhondda Cynon Taf	75	19
Swansea	72	19
Group B (populations of 100,000 to 200,000)		
Bridgend	54	18
Caerphilly	73	18
Carmarthenshire	74	18
Conwy	59	18
Flintshire	70	18
Gwynedd	75	18
Neath Port Talbot	64	18
Newport	50	18
Pembrokeshire	60	18
Powys	73	18
Vale of Glamorgan	47	18
Wrexham	52	18
Group C (populations of up to 100,000)		
Blaenau Gwent	42	17
Ceredigion	42	17
Denbighshire	47	17
Isle of Anglesey	30	16
Merthyr Tydfil	33	16
Monmouthshire	43	17
Torfaen	44	17

Table 4: Salaries payable to Basic, Senior, Civic and Presiding Members of Principal Councils:

Basic salary (payable to all elected members) £16,800			
	Group A Cardiff, Rhondda Cynon Taf, Swansea	Group B Bridgend, Caerphilly, Carmarthenshire, Conwy, Flintshire, Gwynedd, Newport, Neath Port Talbot, Pembrokeshire, Powys, Vale of Glamorgan, Wrexham	Group C Blaenau Gwent, Ceredigion, Denbighshire, Merthyr Tydfil, Monmouthshire, Torfaen, Isle of Anglesey
Senior salaries (inclusive of basic salary)			
Band 1 Leader	£63,000	£56,700	£53,550
Deputy Leader	£44,100	£39,690	£37,485
Band 2 Executive Members	£37,800	£34,020	£32,130
Band 3 Committee Chairs (if remunerated):		£25,593	
Band 4 Leader of Largest Opposition Group ³		£25,593	
Band 5 Leader of Other Political Groups		£20,540	

³ Leader of largest opposition group. See IRPW Regulations, Annex 2, Part 1(2) for a definition of “largest opposition group” and “other political group”.

Table 4 notes:

- a. The Panel considers that leadership and executive roles (Band 1 and 2 salaries respectively) carry the greatest individual accountability. A deputy leader salary is set at 70% of their leader and an executive member at 60% of their leader.
- b. The Panel considered arguments for and against changing council groupings. Options included removing or increasing the number of groups

and changing the banding levels. The Panel concluded that 'size of population' remains a major factor in influencing levels of responsibility and has retained the three population groups (A, B and C). For information: Group A Population 200,000 and above; Group B Population 100,001 to 199,999; Group C Population up to 100,000.

- c. Salaries for B group councils will be at 90% of Group A salaries. Salaries for C group councils have been set at around 80% of Group A. Although Group C councils have significantly smaller populations and budgets they face similar duties and challenges as Group A and B councils and they do so with fewer resources. The Panel has therefore decided to reduce the Group differentials. In 2022/2023 salaries for Group C will be at 85% of Group A salaries. The salaries are set out in Table 4.
- d. Committee chairs will be paid at Band 3. A council can decide which, if any, chairs of committees are remunerated. This allows councils to take account of differing levels of responsibility.
- e. 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.
- f. The Panel has determined that a council must make a senior salary available to the leader of the largest opposition group.
- g. The Panel has determined that, if remunerated, a Band 5 senior salary must be paid to leaders of other political groups.

Payments to Civic Heads and Deputies (Civic Salaries)

- 3.13 A council may decide not to pay any civic salary to the posts of civic head and or deputy civic head. If paid, civic heads must be remunerated at Band 3 level and deputy civic heads at Band 5. (Determinations 5, 6, 7 and 8).
- 3.14 The posts of civic head and deputy civic head are not included in the cap (with the exception of Isle of Anglesey and Merthyr Tydfil Councils).
- 3.15 Civic heads are senior posts within councils which are distinct from political or executive leadership. In addition to chairing major meetings the civic head is the authorities' 'first citizen' and 'ambassador' representing the council to a wide variety of institutions and organisations. The Panel's requirement that members should not have to pay for the cost of the support (see **Determination 10**) needed to carry out their duties applies also in respect of deputy civic heads.

Determination 3: Where paid, a Civic Head must be paid a Band 3 salary of £25,593 in accordance with Table 4.

Determination 4: Where paid, a Deputy Civic Head must be paid a Band 5 salary of £20,540 in accordance with Table 4.

- 3.16 In many instances civic heads receive secretarial support and are provided with transport for official duties and can access a separate hospitality budget which is managed and controlled by council officers.
- 3.17 The Panel recognises the wide range of provision made for civic heads in respect of transport, secretarial support, charitable giving and official clothing. Funding decisions in relation to levels of such additional support are not matters of personal remuneration, but of the funding required to carry out the tasks and duties. These matters remain entirely a decision for individual councils. Councils remain free to invest in support at whatever levels they deem appropriate for the levels of civic leadership they have in place.
- 3.18 The Local Government (Democracy) (Wales) Act 2013 allows councils to appoint a presiding member whose role is to chair meetings of the whole council. Where appointed, there would be a consequential reduction in the responsibilities of the respective civic head.

Presiding Members

- 3.19 Councils are reminded that, if a presiding member is appointed, they do not have to be remunerated. If they are remunerated the post will count towards the cap and be paid at a Band 3 senior salary.

Determination 5: Where appointed and if remunerated, a presiding member must be paid £25,593 in accordance with Table 4.

Determination 6: The post of deputy presiding member will not be remunerated.

Key factors underpinning the Panel's determinations:

- 3.20 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. It is based on a full time equivalent of three days a week.
- 3.21 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 decline all or any element of the payment. It is fundamental there is transparency in this process so any possible suggestion that members are put under pressure to decline salaries is avoided.

The following must be applied:

Determination 7:

- a) **An elected member must not be remunerated for more than one senior post within their authority.**
- b) **An elected member must not be paid a senior salary and a civic salary.**
- c) **All senior and civic salaries are paid inclusive of basic salary.**
- d) **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.**

Determination 8: Members in receipt of a Band 1 or Band 2 senior salary cannot receive a salary from any NPA or FRA to which they have been appointed. They remain eligible to claim travel and subsistence expenses and contribution towards costs of care and personal assistance from the NPA or FRA.

Determination 9: Members in receipt of a Band 1 or Band 2 salary cannot receive any payment from a community or town council of which they are a member. They remain eligible to claim travel and subsistence expenses and contribution towards costs of care and personal assistance from the community or town council. Where this situation applies, it is the responsibility of the individual member to comply.

Supporting the work of local authority elected members

- 3.22 The Panel expects support provided should take account of the specific needs of individual members. Democratic Services Committees are required to periodically review the level of support provided to members to carry out their duties. The Panel would expect these committees to carry this out and bring forward proposals to the full council as to what is required. Any proposals should be made with due regard to Determinations 10 and 11 below. For example, the Panel does not consider it appropriate that elected members should be required to pay for any telephone usage to enable them to discharge their council duties.
- 3.23 The Panel considers it is necessary for each elected member to have ready use of email services, and electronic access to appropriate information via an internet connection. The Panel does not consider it appropriate that elected members should be required to pay for internet related services to enable them to discharge their council duties. Access to electronic communications is

essential for a member to be in proper contact with council services and to maintain contact with those they represent. Councils are committed to paperless working and without electronic access members would be significantly limited in their ability to discharge their duties. It is inappropriate for facilities required by members only to be available within council offices within office hours.

- 3.24 The responsibility of each council, through its Democratic Services Committee, to provide support should be based on an assessment of the needs of its members. When members' additional needs or matters of disability apply, or there are specific training requirements indicated, each authority will need to assess any particular requirements of individual members.
- 3.25 As a result of their role as a councillor an elected member's personal security may become adversely affected. It is the duty of Democratic Services Committees to fund or provide support necessary to enable a councillor to discharge their role reasonably and safely. This may require funding appropriate security measures to protect councillors from personal risk or significant threat. Risk assessment and liaison with relevant bodies such as the police and security services would normally inform the selection of required provision.
- 3.26 For co-opted members the support requirements are set out in [Section 9](#) and Determination 42.

Determination 10: Each authority, through its Democratic Services Committee, must ensure that all its elected 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 11: 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.

Specific or additional senior salaries

- 3.27 The Panel has allowed for greater flexibility which allows for 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. If the proposed addition is approved and results in the council exceeding its cap, this will be included in the approval (with exception of Merthyr Tydfil and the Isle of Anglesey Councils – see footnote 4). Some councils have raised the possibility of operating some senior salary posts on a job share arrangement. The Panel is supportive of this principle, on the basis that it supports diversity and

inclusion, and the process is set out in Paragraph 3.29.

Determination 12: Principal councils can apply for specific or additional senior salaries that do not fall within the current Framework.

- 3.28 Guidance to local authorities on the application process was issued in April 2014 and incorporated the following principles:
- a. The total number of senior salaries cannot exceed fifty percent⁴ of the membership.
 - b. Applications will have to be approved by the authority as a whole (unless this has been delegated within Standing Orders) prior to submission to the Panel.
 - c. There must be clear evidence that the post or posts have additional responsibility demonstrated by a description of the role, function and duration.
 - d. Each application will have to indicate the timing for a formal review of the role to be considered by the authority as a whole.

⁴Local Government (Wales) Measure 2011 Section 142 (5). The proportion fixed by the Panel in accordance with subsection (4) may not exceed fifty percent unless the consent of the Welsh Minister has been obtained.

3.29 Job Sharing Arrangements

Section 58 of the Local Government and Elections Act (Wales) 2021 established new arrangements for job sharing for executive leaders and executive members. The Act makes provision:

- a) requiring local authorities to include in their executive arrangements provision for enabling two or more councillors to share an office on an executive, including the office of executive leader
- b) changing the maximum number of members of an executive when members of the executive share an office and
- c) about voting and quorum where members of an executive share office.

For members of an executive: Each job sharer will be paid an appropriate proportion of the salary group as set out in Table 3.

The statutory maximum, as set out in the Act, for cabinets cannot be exceeded so each job sharer will count toward the maximum.

Under the Measure, it is the number of persons in receipt of a senior salary, not the number of senior salary posts that count towards the cap. Therefore, for all job share arrangements the senior salary cap will be increased subject to the statutory maximum of 50% of the council's membership. Where the arrangements would mean that the statutory maximum would be exceeded the Panel would need to seek the approval of Welsh Ministers.

3.30 Assistants to the Executive

The Local Government and Elections Act also provides for principal councils to be able to appoint elected members to assist the executive in discharging its functions.

Such appointments are made by the leader of the council and can include:

- the number of assistants that may be appointed
- the term of office of the assistants
- the responsibility of the assistants

There are exclusions to the appointments as set out in the legislation and assistants are not members of the cabinet.

The Panel has given initial consideration to matters of remuneration for members appointed as assistants to the executive but has concluded that until there is more information in respect of the responsibilities attached to the posts it is not possible to decide on additional payments, if any. It is therefore

proposed that this will be further considered when a council decides to make appointments and details of the specific responsibility is available.

To give effect to this without the requirement for a further formal report the following determination will apply.

Determination 13: The Panel will decide on a case-by-case basis the appropriate senior salary, if any, for assistants to the executive.

Note: If a senior salary payment is made, each will count towards the cap, however, the cap will be increased by the number of assistants receiving payments subject the statutory maximum of 50 per cent of the council's membership.

4. Joint Overview and Scrutiny Committees (JOSC)

- 4.1 Little use has been made of the arrangements for JOSCs. Therefore, the Panel has decided to delete the payment from the Framework. If, in future, a JOSC is formed by an individual council and it wishes to remunerate, it can apply using the arrangements contained in paragraphs 3.27 and 3.28. The current JOSCs in operation will continue without need for further confirmation. The applicable salaries are set out in the following determinations.

Determination 14: The salary level for a chair of a Joint Overview and Scrutiny Committee shall be £8,793.

Determination 15: The salary level for a vice chair of a Joint Overview and Scrutiny Committee shall be £4,396.

5. Pension Provision for Elected Members of Principal Councils

- 5.1 The Local Government (Wales) Measure 2011 provides a power to the Panel to make determinations on pension entitlement for elected members of principal councils.

Determination 16: The entitlement to join the Local Government Pension Scheme (LGPS) shall apply to all eligible elected members of principal councils.

6. Entitlement to Family Absence

This section applies to elected members of principal authorities.

- 6.1 The Regulations relating to Family Absence for elected members of principal councils were approved by the National Assembly for Wales in November 2013⁵ and cover maternity, new-born, adoption and parental absences from official business.
- 6.2 The Panel considered the implications for the remuneration of such members who are given absence under the terms of the Welsh Government Regulations and the Panel's determinations are set out below.

Determination 17: An elected member is entitled to retain a basic salary when taking family absence under the original regulations or any amendment to the regulations irrespective of the attendance record immediately preceding the commencement of the family absence.

Determination 18: When a senior salary holder is eligible for family absence, they will continue to receive the salary for the duration of the absence.

Determination 19: It is a matter for the authority to decide whether or not to make a substitute appointment. The elected member substituting for a senior salary holder taking family absence will be eligible to be paid a senior salary, if the authority so decides.

Determination 20: If the paid substitution results in the authority exceeding the maximum number of senior salaries which relates to it, as set out in the Panel's Annual Report, an addition to the maximum will be allowed for the duration of the substitution. However, this will not apply to the Isle of Anglesey or Merthyr Tydfil Councils if it would result in the number of senior salaries exceeding fifty percent of the Council membership. Specific approval of Welsh Ministers is required in such circumstances.

Determination 21: When a Council agrees a paid substitution for family absence the Panel must be informed within 14 days of the date of the decision, of the details including the particular post and the duration of the substitution.

Determination 22: The Council's schedule of remuneration must be amended to reflect the implication of the family absence.

⁵[The Family Absence for Members of Local Authorities \(Wales\) Regulations 2013](#)

7. Payments to Members of National Park Authorities (NPAs)

Structure of National Park Authorities

- 7.1 The three national parks in Wales - Brecon Beacons, Pembrokeshire Coast and Snowdonia were formed to protect spectacular landscapes and provide recreation opportunities for the public. The Environment Act 1995 led to the creation of a National Park Authority (NPA) for each park.
- 7.2 National park authorities comprise members who are either elected members nominated by the principal councils within the national park area or are members appointed by the Welsh Government through the Public Appointments process. Welsh Government appointed and council nominated members are treated equally in relation to remuneration.
- 7.3 The structure of the members' committee at each of the three national parks is set out in Table 5.

Table 5: Membership of Welsh National Park Authorities

National Park Authority	Total Membership	Principal Council Members	Welsh Government appointed Members
Brecon Beacons	18	12: Blaenau Gwent County Borough Council – 1 Carmarthenshire County Council – 1 Merthyr Tydfil County Borough Council – 1 Monmouthshire County Council – 1 Powys County Council – 6 Rhondda Cynon Taf County Borough Council - 1 Torfaen County Borough Council – 1	6
Pembrokeshire Coast	18	12: Pembrokeshire County Council – 12	6
Snowdonia	18	12: Conwy County Borough Council – 3 Gwynedd Council – 9	6

- 7.4 Standards Committees of NPAs also have independent co-opted members whose remuneration is included in the Framework as set out in [Section 9](#).
- 7.5 The Panel has based its determinations on the following key points:
- NPAs manage their work via formal authority meetings, committees and task and finish groups. Each has a Development, Management and or Planning Committee, and other committees include Performance and

Resources and Audit and Scrutiny. Ordinary NPA members are members of at least one committee as well as being involved in site visits and inspection panels.

- There is an expectation that members will participate in training and development.
- The chair of an NPA has a leadership and influencing role in the authority, a representational role similar in some respects to that of a civic head and a high level of accountability. The chair is not only the leader of the authority but is also the public face of the particular national park and is the link with the Minister and MS' with whom they have regular meetings. The role requires a high level of commitment and time.

Basic and senior salaries

- 7.6 The time commitment on which the remuneration of members is based is 44 days. The salary for members of NPAs will increase to £4,738.
- 7.7 The Panel has determined that the remuneration of a NPA chair should be aligned to that part of a Band 3 senior salary received by a committee chair of a principal council. This salary will increase to £13,531.
- 7.8 NPAs can determine the number of senior posts it requires as appropriate to its governance arrangements.
- 7.9 The Panel has made the following determinations:

Determination 23: The basic salary for NPA ordinary members shall be £4,738 with effect from 1 April 2022.

Determination 24: The senior salary of the chair of a NPA shall be £13,531 with effect from 1 April 2022.

Determination 25: A NPA senior salary of £8,478 must be paid to a deputy chair where appointed.

Determination 26: Committee chairs or other senior posts can be paid. This shall be paid at £8,478.

Determination 27: Members must not receive more than one NPA senior salary.

Determination 28: A NPA senior salary is paid inclusive of the NPA basic salary.

Determination 29: Members of a principal council in receipt of a Band 1 or Band 2 senior salary cannot receive a salary from any NPA to which they have been appointed. Where this situation applies, it is the responsibility of the individual member to comply.

Note: Family absence does not apply to Welsh Government appointed members and local authority nominees are covered by their principal council so NPAs are not required to make any arrangements in this respect.

8. Payments to Members of Welsh Fire and Rescue Authorities (FRAs)

Structure of Fire and Rescue Authorities

- 8.1 The three fire and rescue services (FRAs) in Wales: Mid and West Wales, North Wales and South Wales were formed as part of Local Government re-organisation in 1996.
- 8.2 FRAs comprise elected members who are nominated by the Principal Councils within each fire and rescue service area.
- 8.3 The structure of the each of the three FRAs is set out in Table 6.

Table 6: Membership of Fire and Rescue Authorities

Name of Fire and Rescue Authority	Number of Local Authority Members
Mid and West Wales	25: Carmarthenshire County Council – 5 Ceredigion County Council – 2 Neath Port Talbot County Borough Council – 4 Pembrokeshire County Council – 3 Powys County Council – 4 Swansea City and County Council – 7
North Wales	28: Conwy County Borough Council – 5 Denbighshire County Council – 4 Flintshire County Council – 6 Gwynedd Council – 5 Isle of Anglesey County Council – 3 Wrexham County Borough Council – 5
South Wales	24: Bridgend County Borough Council – 2 Blaenau Gwent County Borough Council – 1 Caerphilly County Borough Council – 3 Cardiff City Council – 5 Merthyr Tydfil County Borough Council – 1 Monmouthshire County Council – 2 Newport City Council - 2 Rhondda Cynon Taf County Borough Council - 4 Torfaen County Borough Council – 2 Vale of Glamorgan Council -2

- 8.4 In addition, Standards Committees of FRAs have independent co-opted members whose remuneration is included in the Framework as set out in [Section 9](#).

8.5 In considering remuneration of members of FRAs, the Panel has based its determinations on the following key points:

- The Chair has a leadership and influencing role in the authority, and a high level of accountability especially when controversial issues relating to the emergency service arise. In addition to fire authority meetings, all FRAs have committees that include in different combinations: audit, performance management, scrutiny, human resources, resource management as well as task and finish groups and disciplinary Panels. As well as attending formal meetings of the authority and committees, members are encouraged to take on a community engagement role, including visiting fire stations.
- There is a strong training ethos in FRAs. Members are expected to participate in training and development. Induction programmes are available as well as specialist training for appeals and disciplinary hearings.
- Training sessions often follow on from authority meetings to make the training accessible.

Basic and Senior Salaries

8.6 The time commitment on which remuneration is based is 22 days. The salary for members of FRAs will increase to £2,369.

8.7 The Panel determined that the remuneration of a FRA chair should be aligned to that part of a Band 3 senior salary received by a committee chair of a principal council. This salary will increase to £11,162.

8.8 The Panel determined that the remuneration of a FRA deputy chair will be aligned with the Band 5 senior salary for principal councils. This will increase to £6,109 and must be paid if the authority appoints a deputy chair.

8.9 FRAs determine the number of senior posts it requires as appropriate to its governance arrangements. Committee chairs and any other senior post if remunerated will be aligned with Band 5. This will increase to £6,109.

Local Pension Boards

8.10 The Panel has considered requests from FRAs to allow them to pay salaries to chairs of local pension boards established under the Firefighters' Pension Scheme (Wales) Regulations 2015. Those Regulations already give FRAs the power to decide how local pension boards are to work and to pay the chair and members if they wish. Therefore, it is not appropriate for the Panel to make a determination empowering FRAs to pay salaries to local pension board chairs. The senior salaries in Determination 31 or 32 cannot be used exclusively for this role.

8.11 The Panel has made the following determinations:

Determination 30: The basic salary for FRA ordinary members shall be £2,369 with effect from 1 April 2022.

Determination 31: The senior salary of the chair of an FRA shall be £11,162 with effect from 1 April 2022.

Determination 32: A FRA senior salary of £6,109 must be paid to the deputy chair where appointed.

Determination 33: Chairs of committees or other senior posts can be paid. This shall be paid at £6,109.

Determination 34: Members must not receive more than one FRA senior salary.

Determination 35: A FRA senior salary is paid inclusive of the FRA basic salary and must reflect significant and sustained responsibility.

Determination 36: Members of a principal council in receipt of a Band 1 or Band 2 senior salary cannot receive a salary from any FRA to which they have been nominated. Where this situation applies, it is the responsibility of the individual member to comply

9. Payments to Co-opted Members of Principal Councils, National Park Authorities and Fire & Rescue Authorities⁶

- 9.1 The Panel has determined that a daily or half daily fee is appropriate remuneration for the important role undertaken by co-opted members of authorities with voting rights.
- 9.2 The number of days in any one year for which co-opted members may be paid varies and reflects the specific work discharged by the relevant committee. This context for payment therefore differs from that for elected members of principal councils which provides a monthly payment. Many elected members of principal councils report that they rely on this as part of a core income without which they would be unable to continue in the role.
- 9.3 In dialogue with the Panel, co-opted members acknowledge the importance of fees they receive but do not identify these payments as an income for living upon which they depend. Panel determinations in relation to co-opted member fees occur in this context and any uplifts are therefore not comparable with the changes to salaries of elected members.
- 9.4 Recognising the important role that co-opted members discharge, payment must be made for travel and preparation time; committee and other types of meetings as well as other activities, including training, as set out in Determinations 38 to 41.
- 9.5 The determinations are set out below. Principal councils, NPAs and FRAs must tell co-opted members the name of the appropriate officer who will provide them with the information required for their claims; and make the appropriate officer aware of the range of payments that should be made.

Determination 37: Principal Councils, NPAs and FRAs must pay the following fees to co-opted members who have voting rights (Table 7).

Table 7: Fees for co-opted members (with voting rights)

Chairs of standards, and audit committees	£268 (4 hours and over) £134 (up to 4 hours)
Ordinary Members of Standards Committees who also chair Standards Committees for Community and Town Councils	£238 daily fee (4 hours and over) £119 (up to 4 hours)
Ordinary Members of Standards Committees; Education Scrutiny Committee; Crime and Disorder Scrutiny Committee and Audit Committee	£210 (4 hours and over) £105 (up to 4 hours)
Community and Town Councillors sitting on Principal Council Standards Committees	£210 (4 hours and over) £105 (up to 4 hours)

Determination 38: Reasonable time for pre-meeting preparation is 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.

Determination 39: Travelling time to and from the place of the meeting is to be included in the claims for payments made by co-opted members (up to the maximum of the daily rate).

Determination 40: The appropriate officer within the authority must 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.

Determination 41: Fees must be paid for meetings and other activities including other committees and working groups (including task and finish groups), pre-meetings with officers, training and attendance at conferences or any other formal meeting to which co-opted members are requested to attend.

Support for co-opted members

Determination 42: Each authority, through its Democratic Services Committee or other appropriate committee, must ensure that all voting co-opted members are given as much support as is necessary to enable them to fulfil their duties effectively. Such support should be without cost to the individual member.

⁶This section does not apply to co-opted members to community and town councils.

10. Contribution towards Costs of Care and Personal Assistance (CPA)

- 10.1 This section applies to all members of principal councils, NPAs, FRAs and to co-opted members of these authorities. The same provision applies to community and town councils.
- 10.2 The purpose of this section 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 any individual from becoming and remaining a member of an authority or limit their ability to carry out the role. The Panel has adopted specific principles related to support for the costs of care which were the subject of a [Supplementary Report](#) published in February 2020. These principles are set out in Table 8.
- 10.3 The Panel reviewed the arrangements for this financial support and has made the following changes:
- a) As payments are taxable under the current HMRC rules, full reimbursement is not possible so for clarity this is retitled to “contribution towards the costs of care and personal assistance”. It will still require receipts to accompany claims.
 - b) Claims can be made in respect of a dependant under 16 years of age, or a minor or adult who normally lives with the member as part of their family and who cannot be left unsupervised.
 - c) Reimbursement may be claimed for member’s own care or support needs where the support and/or cost of any additional needs are not available or are not met directly by the authority such as Access to Work, Personal Independence Payments, insurance. These could arise when the needs are recent and or temporary.
- 10.4 Members, including co-opted members are entitled to claim towards the costs of care and personal assistance, for activities that the individual council has designated official business or an approved duty which might include appropriate and reasonable preparation and travelling time. It is a matter for individual authorities to determine specific arrangements to implement this. Each authority must ensure that any payments made are appropriately linked to official business or approved duty.
- 10.5 The Panel reviewed the maximum monthly payment in recognition that this has not changed for several years. Information indicates that monthly costs and claims vary considerably. These can depend on the number of dependants, their ages and other factors. Therefore the monthly cap will be replaced with the following arrangements:
- Formal (registered with Care Inspectorate Wales) care costs to be paid as evidenced.

- Informal (unregistered) care costs to be paid up to a maximum rate equivalent to [hourly rates as defined by the Living Wage Foundation](#) at the time the costs are incurred.

For clarification, care costs cannot be paid to someone who is a part of a member’s household.

10.6 The Panel continues to recognise the issues relating to the publication of this legitimate expense and has retained the requirements for publication set out in [Annex 4](#). To support current members and to encourage diversity the Panel urges authorities to promote and encourage greater take-up of the contribution towards costs of care and personal assistance.

Table 8

The Panel’s principles relating to Care and Personal Assistance (CPA)

The Minimum Authorities should do		How this could be done
Be clear who it is for	<p>Members with primary caring responsibilities for a child or adult and/or personal support needs where these are not covered by statutory or other provision.</p> <p>Claims for personal support might also include a short term or recent condition not covered by the Equality Act 2010, access to work, Personal Payments, insurance or other provision.</p>	A confidential review of the needs of individual members annually and when circumstances change
Raise Awareness	Ensure potential candidates, candidates and current members are aware that financial support is available to them should their current or future circumstances require.	Ensure clear and easily accessible information is available on website and in election and appointment materials, at Shadowing and at induction and in the members’ “handbook”. Remind serving members via email and or training. Signpost to Panel’s Payments to Councillors leaflets.
Promote a Positive Culture	Ensure all members understand the reason for CPA and support and encourage others to claim where needed.	Encouragement within and across all parties of relevant authorities to support members to claim.

The Minimum Authorities should do		How this could be done
		Agree not to advertise or make public individual decisions not to claim.
Set out the approved duties for which CPA can be claimed	<p>Meetings – formal (those called by the authority) and those necessary to members’ work (to deal with constituency but not party issues) and personal development (training, and appraisals.)</p> <p>Travel – in connection with meetings.</p> <p>Preparation – reading and administration are part of a member’s role. Some meetings and committees require large amounts of reading, analysis or drafting before or after a meeting.</p> <p>Senior salary holders with additional duties may have higher costs.</p>	<p>Approved duties are usually a matter of fact. Interpretation of the Panel’s Regulations are set out in the Annual Report.</p> <p>“Any other duty approved by the authority, or any duty of class so approved, undertaken for the purpose of, or in connection with, the discharge of the functions of the authority or any of its committees.”</p>
Be as enabling as possible about the types of care that can be claimed	<p>Members should not be out of pocket subject to the limit set in the Annual Report.</p> <p>Models of care and needs vary. Members may use a combination of several care options.</p> <p>Patterns of care may alter over the civic and academic year.</p> <p>Not all care is based on hourly (or part hourly) rates.</p> <p>Where a whole session must be paid for, this must be reimbursed even where the care need is only for part of a session.</p> <p>Members may need to:</p> <ul style="list-style-type: none"> • book and pay for sessions in advance • commit to a block contract: week, month or term • pay for sessions cancelled at short notice <p>Where care need straddles two sessions both should be reimbursed.</p>	

The Minimum Authorities should do		How this could be done
Have a simple and effective claim process	<p>Members should know how to claim.</p> <p>The claim process should be clear, proportionate and auditable.</p>	<p>Check members understand how to claim and that it is easy to do so.</p> <p>Flexibility to accept paperless invoices</p> <p>Online form</p> <p>Same or similar form to travel costs claim</p>
Comply with Panel's Publication rules	<p>The Panel's Framework states:</p> <p>"In respect of the publication of the reimbursement of the costs of care, the Panel has decided that relevant authorities should only publish the total amount reimbursed during the year. It is a matter for each authority to determine its response to any Freedom of Information requests it receives. However, it is not intended that details of individual claims should be disclosed."</p>	

Determination 43: All relevant authorities must provide a payment towards necessary costs for the care of dependent children and adults (provided by informal or formal carers) and for personal assistance needs as follows:

- **Formal (registered with Care Inspectorate Wales) care costs to be paid as evidenced.**
- **Informal (unregistered) care costs to be paid up to a maximum rate equivalent to the [hourly rates as defined by the Living Wage Foundation](#) at the time the costs are incurred.**

This must be for the additional costs incurred by members to enable them to carry out official business or approved duties. Each authority must ensure that any payments made are appropriately linked to official business or approved duty. Payment shall only be made on production of receipts from the care provider.

11. Sickness Absence for Senior Salary Holders

11.1 The Family Absence Regulations (approved by the National Assembly in 2014) are very specific relating to entitlement and only available for elected members of principal councils. Absence for reasons of ill-health is not included.

11.2 Instances have been raised with the Panel of senior salary holders on long term sickness and the perceived unfairness in comparison with the arrangements for family absence. In consequence, councils are faced with the dilemma of:

- operating without the individual member but still paying them the senior salary.
- replacing the member who therefore loses the senior salary (but retains the basic salary).

11.3 The Panel's Framework provides specific arrangements for long term sickness as set out below:

- a) Long term sickness is defined as certified absences in excess of 4 weeks.
- b) The maximum length of sickness absence within these proposals is 26 weeks or until the individual's term of office ends, whichever is sooner (but if reappointed any remaining balance of the 26 weeks will be included).
- c) Within these parameters a senior salary holder on long term sickness can, if the authority decides, continue to receive remuneration for the post held.
- d) It is a decision of the authority whether to make a substitute appointment, but the substitute will be eligible to be paid the senior salary appropriate to the post.
- e) If the paid substitution results in the authority exceeding the maximum number of senior salaries payable for that authority, as set out in the Annual Report, an addition will be allowed for the duration of the substitution. (However, this would not apply to Merthyr Tydfil or the Isle of Anglesey councils if it would result in more than 50% of the membership receiving a senior salary. It would also not apply in respect of a council executive member if it would result in the cabinet exceeding 10 posts - the statutory maximum).
- f) When an authority agrees a paid substitution, the Panel must be informed within 14 days of the decision of the details including the specific post and the estimated length of the substitution. The authorities' Schedule of Remuneration must be amended accordingly.
- g) It does not apply to elected members of principal councils who are not senior post holders as they continue to receive basic salary for at least

six months irrespective of attendance and any extension beyond this timescale is a matter for the authority.

- 11.4 This arrangement applies to members of principal councils, NPAs and FRAs who are senior salary holders, including Welsh Government appointed members, but does not apply to co-opted members.

Note:

The Family Absence Regulations apply to elected members in cases of maternity, new-born, adoption and parental absences from official business. They do not apply to Welsh Government appointed members of NPAs.

12. Reimbursement of Travel and Subsistence Costs when on Official Business

- 12.1 This section applies to members of principal councils, NPAs, FRAs and to co-opted members of these authorities. (Similar provision for community and town councils is contained in Section 13 as there is a different approach to such members, principally that the provision is permissive.)
- 12.2 Members may claim reimbursement for travel and subsistence (meals and accommodation) costs where these have arisen as a result of undertaking official business or approved duties.
- 12.3 Expenses reimbursed to members of principal councils, by their principal council are exempt from Income Tax and employee NICs. Members of NPAs and FR As may be subject to other arrangements as determined by HMRC.
- 12.4 The Panel is aware that in some instances members with disabilities have been reluctant to claim legitimate travel expenses because of an adverse response following the publication of their travel costs. As an alternative, travel arrangements could be made directly by the authority in such circumstances.
- 12.5 The Panel has determined there will be no change to mileage rates which members are entitled to claim. All authorities may only reimburse travel costs for their members undertaking official business within and or outside the authority's boundaries at the current HM Revenue and Customs (HMRC) rates which are:

Reimbursement of mileage costs

45p per mile	Up to 10,000 miles in a year by car
25p per mile	Over 10,000 miles in a year by car
5p per mile	Per passenger carried on authority business
24p per mile	Motorcycles
20p per mile	Bicycles

- 12.6 Where a member who is on official business or an approved duty is driven by a third party (not a member or officer of that authority), the member can claim mileage at the prescribed rates plus any parking or toll fees provided the authority is satisfied that the member has incurred these costs.

Reimbursement of other travel costs

- 12.7 All other claims for travel, including travel by taxi if this is the only, or most appropriate, method of transport, must only be reimbursed on production

of receipts showing the actual cost and will be subject to any requirement or further limitation that an authority may determine. Members should always be mindful of choosing the most cost-effective method of travel.

Reimbursement of subsistence costs

£28 per day	Day allowance for meals, including breakfast, where not provided in the overnight charge
£200 per night	London
£95 per night	Elsewhere
£30 per night	Staying with friends and or family

- 12.8 These rates are in line with Welsh Government rates. Recommended practice is that overnight accommodation should usually be reserved and paid for on behalf of members by the relevant authority, in which case an authority may set its own reasonable limits and the limits which apply when an individual member claims in arrears for overnight accommodation costs do not then apply.
- 12.9 All authorities must continue to reimburse subsistence expenses for their members up to the maximum rates set out above on the basis of receipted claims except for occasions when members stay with friends and or family.
- 12.10 There may be instances where an authority has determined that travel costs within its boundaries are payable and require a journey to be repeated on consecutive days. Where it is reasonable and cost effective to reimburse overnight accommodation costs, instead of repeated daily mileage costs, then it is permissible to do so.
- 12.11 It is not necessary to allocate the maximum daily rate (£28 per day) between different meals as the maximum daily rate reimbursable covers a 24-hour period and can be claimed for any meal if relevant, provided such a claim is accompanied by receipts.

Car Parking for Members

Several councils have specific arrangements for their members in respect of car parking. The Panel considers that it is a matter for individual councils to determine arrangements including payments to and from members providing that it is a decision made formally by the council.

13. Payments to Members of Community and Town Councils

- 13.1 The Panel recognises a wide variation in geography, scope and scale across the 735 community and town councils in Wales, from small community councils with relatively minimal expenditure and few meetings to large town councils with significant assets and responsibilities. This and the fact that not all electoral areas have councils, has made establishing remuneration arrangements more difficult to achieve than for other relevant authorities. For this reason, the Panel decided to undertake a fundamental review ready for implementation effective from the elections on 5 May 2022.
- 13.2 The Panel decided that in carrying out the review it was vital to engage comprehensively with community and town councils and representative organisations together with a commitment to consult on the proposals emanating from the review. The result of this consultation was a significant degree of support for the new proposals and therefore the Panel has decided to introduce the new Framework as set out in this section.
- 13.3 In order to act and carry out duties as a member of a community or town council all persons are required to make a formal declaration of acceptance of office. Following this declaration, members of community or town councils are then holders of elected office and occupy a role that is part of the Welsh local government structure. It is important to note that a person who follows this path is in a different position to those in other forms of activity, for example such as volunteering or charitable work, typically governed by the Charity Commission for England and Wales.
- 13.4 Under the Local Government (Wales) Measure 2011, community and town councils are relevant authorities for the purpose of remuneration.
- 13.5 Consequently, individuals who have accepted office as a member of a community or town council are entitled to receive payments as determined by the Independent Remuneration Panel for Wales. It is the duty of the proper officer of a council (usually the Council Clerk) to arrange for correct payments to be made to all individuals entitled to receive them.
- 13.6 Members should receive monies to which they are properly entitled as a matter of course.
- 13.7 An individual may decline to receive part, or all, of the payments if they so wish. This must be done in writing and is an individual matter. A community or town council member wishing to decline payments must themselves write to their proper officer to do so.
- 13.8 The Panel considers that any member who has personal support needs or caring responsibilities should be enabled to fulfil their role. Therefore, the Panel continues to make the contribution towards costs of care and personal allowance mandatory for all members of community and town councils as set

out in Determination 43.

- 13.9 Each community and town council must ensure that it does not create a climate which prevents persons accessing any monies to which they are entitled that may support them to participate in local democracy. Payments should be made efficiently and promptly.
- 13.10 Members in receipt of a Band 1 or Band 2 senior salary from a principal council cannot receive any payment from any community or town council, other than travel and subsistence expenses and contribution towards costs of care and personal assistance. However, this does not preclude them from holding a senior role (Leader, Deputy Leader) without payment.
- 13.11 Table 12 sets out the actions that community and town councils must take annually in respect of each determination that follows.

Table 9: Community and Town Council Groupings

The current groups are:

Community and Town Council Group	Income or Expenditure in 2020-2021 of:
A	£200,000 and above
B	£30,000 - £199,999
C	Below £30,000

- 13.12 These are based solely on finance. We acknowledge the view of many respondents that this was restrictive and limiting. Therefore 5 Groups will be established based on the size of the council's electorate.

Table 10

Group number	Size of Electorate
Group 1	Electorate in excess of 14,000
Group 2	10,000 to 13,999
Group 3	5,000 to 9,999
Group 4	1,000 to 4,999
Group 5	Under 1,000

- 13.13 In addition, there will be a second factor for determining which group the council will be placed. Where income or expenditure exceeds £200,000 a year, it will be moved upwards to the next group.

Payments towards costs and expenses

- 13.14 The Panel continues to mandate a payment of £150, except for councils in

Group 5 where it will be optional, as a contribution to costs and expenses for members of community and town councils.

13.15 Receipts are not required for these payments.

Determination 44: Community and town councils must make available a payment to each of their members of £150 per year as a contribution to costs and expenses, with the exception of those councils in Group 5 where the payment is optional.

Taxation

13.16 The issue of the taxation of the £150 payment has been raised on many occasions and included in the responses to the recent consultation. As has been made clear the Panel has no remit in respect of matters of taxation but has been kept informed of the discussions between the Welsh Government and HMRC to establish a possible exemption applying to all community and town councils. If there is a positive outcome, it will not be within the timescale of this draft Report. However, if it is achieved before the publication of the final Report the Panel will take the opportunity to restructure the arrangements for this payment and if appropriate adjust by determination the amount to be paid.

Senior roles

13.17 The Panel recognises that specific member roles especially within the larger community and town councils, for example a committee chair, will involve greater responsibility. It is also likely that larger councils will have a greater number of committees, reflecting its level of activity. The Panel has therefore set out the determinations for senior role in table 11 below.

13.18 In all cases, a councillor can only have one payment of £500 regardless of how many senior roles they hold within their Council.

13.19 Where a person is a member of more than one community or town council, they are eligible to receive the £150 and, if appropriate, £500 from each council of which they are a member.

Contribution towards costs of Care and Personal Assistance

13.20 The purpose of this 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's determinations in [Section 10](#) apply to Community and Town Councils.

Reimbursement of travel costs and subsistence costs

13.21 The Panel recognises there can be significant travel and subsistence costs associated with the work of community and town council members, especially

where the council area is geographically large and/or when engaging in duties outside this area. Each council has an option to pay travel and subsistence costs including travel by taxi if this is the only, or most appropriate, method of transport. Where a council does opt to pay travel and subsistence costs, the following determinations apply.

Determination 45: Community and town councils can make payments to each of their members in respect of travel costs for attending approved duties.⁷ Such payments must be the actual costs of travel by public transport or the HMRC mileage allowances as below:

- 45p per mile up to 10,000 miles in the year.
- 25p per mile over 10,000 miles.
- 5p per mile per passenger carried on authority business.
- 24p per mile for private motor cycles.
- 20p per mile for bicycles.

Determination 46: If a community or town Council resolves that a particular duty requires an overnight stay, it can authorise reimbursement of subsistence expenses to its members at the maximum rates set out below on the basis of receipted claims:

- £28 per 24-hour period allowance for meals, including breakfast where not provided.
- £200 – London overnight.
- £95 – elsewhere overnight.
- £30 – staying with friends and/or family overnight.

Compensation for financial loss

13.22 The Panel has retained the facility which councils may pay as compensation to their members where they incur financial loss when attending approved duties. Members must be able to demonstrate that the financial loss has been incurred. Each council has an option to pay compensation for financial loss and where it does the following determination applies.

Determination 47: Community and town councils can pay financial loss compensation to each of their members, where such loss has occurred, for attending approved duties as follows:

- Up to £55.50 for each period not exceeding 4 hours
- Up to £110.00 for each period exceeding 4 hours but not exceeding 24 hours

⁷ Where a member who is on official business or an approved duty is driven by a third party (not a member or officer of that

authority), the member can claim mileage at the prescribed rates plus any parking or toll fees provided the authority is satisfied that the member has incurred these costs.

Attendance Allowance

- 13.23 One of the points raised in the responses to the consultation should be the inclusion of an attendance allowance. The Panel acknowledges that in some cases this might be a valuable addition to support the work of a council. It is therefore included as an option for all councils.

Determination 48: Each council can decide to introduce an attendance allowance for members. The amount of each payment must not exceed £30. A member in receipt of financial loss compensation will not be entitled to claim attendance allowance for the same event.

Councils that intend to introduce an attendance allowance must set out the details of the scheme and publish them on their website.

Civic Head and Deputy Civic Head

- 13.24 Civic heads are senior posts within community and town councils. In addition to chairing major meetings the civic head is the ambassador representing the council to a variety of institutions and organisations. The Panel requires that members should not have to pay themselves for any cost associated with carrying out these duties. This requirement also applies in respect of deputy civic heads.
- 13.25 The Panel recognises the wide range of provision made for civic heads in respect of transport, secretarial support, charitable giving and official clothing – we consider these to be the council's civic budgets.
- 13.26 Funding decisions in relation to these civic budgets are not matters of personal remuneration for the post holder but relate to the funding required for the tasks and duties to be carried out. Councils remain free to set civic budgets at whatever levels they deem appropriate for the levels of civic leadership they have in place.
- 13.27 For the avoidance of doubt, costs in respect of, for example, transport (physical transport or mileage costs), secretarial support, charitable giving (purchasing tickets, making donations or buying raffle tickets) and official clothing are not matters of personal remuneration for the individual holding the senior post. These should be covered by the civic budget.
- 13.28 Recognising that some mayors and chairs of community and town councils and their deputies are very active during their year of office, the Panel has determined that community and town councils can make a payment to the individuals holding these roles.
- 13.29 This is a personal payment to the individual and is entirely separate from covering the costs set out above.
- 13.30 The Panel has determined that the maximum payment to a chair or mayor of

a community or town council is £1,500. The maximum payment to a deputy mayor or chair is £500.

Determination 49: Community and town councils can provide a payment to the mayor or chair of the council up to a maximum of £1,500. This is in addition to the £150 payment for costs and expenses and the £500 senior salary if these are claimed.

Determination 50: Community and town councils can provide a payment to the deputy mayor or deputy chair of the council up to a maximum of £500. This is in addition to the £150 payment for costs and expenses and the £500 senior salary if these are claimed.

Determination 51: The application of the Remuneration Framework by relevant Group.

Table 11

Type of payment	Requirement
Group 1	(Electorate over 14,000)
Basic Payment	Mandatory for all Members
Senior Role Payment	Mandatory for 1 member; optional for up to 7
Attendance Allowance	Optional
Financial Loss	Mandatory
Travel and Subsistence	Optional
Costs of Care	Mandatory
Group 2	(Electorate 10,000 to 13,999)
Basic Payment	Mandatory for all members
Senior Role Payment	Mandatory for 1 member; optional up to 5
Attendance Allowance	Optional
Financial Loss	Mandatory
Travel and Subsistence	Optional
Cost of Care	Mandatory
Group 3	(Electorate 5,000 to 9,999)
Basic Payment	Mandatory for all members
Senior Role Payment	Optional up to 3 members
Attendance Allowance	Optional
Financial Loss	Mandatory
Travel and Subsistence	Optional
Cost of Care	Mandatory
Group 4	(Electorate 1,000 to 4,999)
Basic Payment	Mandatory for all members
Senior Role Payment	Optional up to 3 members
Attendance Allowance	Optional
Financial Loss	Mandatory

Type of payment	Requirement
Travel and Subsistence	Optional
Cost of Care	Mandatory
Group 5	(Electorate less than 1,000)
Basic Payment	Optional
Senior Role Payment	Optional
Attendance Allowance	Optional
Financial Loss	Mandatory
Travel and Subs	Optional
Cost of Care	Mandatory

Making Payments to Members

- 13.31 Table 12 sets out each of the above determinations and if a decision is required by the council in respect of each one.
- 13.32 In respect of the mandated payments where no decision is required by a council, members should receive monies to which they are properly entitled as a matter of course.
- 13.33 Where a decision is required by the council, this should be done at the first meeting following receipt of the Annual Report.
- 13.34 A council can adopt any, or all, of the non-mandated determinations but if it does make such a decision, it must apply to all its members.
- 13.35 When payments take effect from is set out in paragraphs 13.37 to 13.39 below.
- 13.36 On receipt of the draft Annual Report the previous autumn, councils should consider the determinations for the next financial year and use this to inform budget plans.

Table 12

Determination Number	Is a decision required by council?
44 Community and town councils must make available a payment to each of their members of £150 per year as a contribution to costs and expenses, with the exception of those councils in Group 5 where the payment is optional.	No - the payment of £150 is mandated for every member unless they advise the appropriate officer that they do not want to take it in writing. This does not apply to councils in Group 5. The council must decide whether to adopt the payment and if so, it must be available for all members.
45 Community and town councils can make payments to each of their members in respect of travel costs for attending approved duties.	Yes – the payment of travel costs is optional.

Determination Number	Is a decision required by council?
<p>46 If a community or town council resolves that a particular duty requires an overnight stay, it can authorise reimbursement of subsistence expenses to its members.</p>	<p>Yes – the payment of overnight subsistence expenses is optional.</p>
<p>47 Community and town councils can pay financial loss compensation to each of their members, where such loss has actually occurred, for attending approved duties.</p>	<p>Yes – the payment of financial loss compensation is mandatory if claimed</p>
<p>48 Determination 47: Each council can decide to introduce an attendance allowance for members. The amount of each payment must not exceed £30.</p> <p>A member in receipt of financial loss will not be entitled to claim attendance allowance for the same event.</p> <p>Councils that intend to introduce a system of attendance allowances must set out the details of the scheme and publish on their website.</p>	<p>Yes – the payment of attendance allowance is optional.</p>
<p>49 Community and town councils can provide a payment to the mayor or chair of the council up to a maximum of £1,500.</p>	<p>Yes – the payment to a civic head is optional.</p>
<p>50 Community and town councils can provide a payment to the deputy mayor or deputy chair of the council up to a maximum amount of £500.</p>	<p>Yes – the payment to a deputy civic head is optional.</p>
<p>51 The application of the Remuneration Framework by relevant Group</p>	
<p>52 Members in receipt of a Band 1 or Band 2 senior salary from a principal council (that is leader, deputy leader or executive member) cannot receive any payment from any community or town council, other than travel and subsistence expenses and contribution towards costs of care and personal assistance.</p>	<p>No - Members in receipt of a Band 1 or Band 2 senior salary from a principal council (that is leader, deputy leader or executive member) can only receive travel and subsistence expenses and contribution towards costs of care and personal assistance; if they are eligible to claim, and wish to do so.</p>

13.37 All members are eligible to be paid the £150 as set out in Determination 44 and Table 11 from the start of the financial year; unless they are elected later in the financial year, in which case they are eligible for a proportionate payment from that date.

13.38 Other amounts payable to members in recognition of specific responsibilities or as a civic head or deputy civic head as set out in Determinations 49 and 50 are payable from the date when the member takes up the role during the financial year.

13.39 It is a matter for each council to make, and record, a policy decision in respect of:

- when the payment is actually made to the member;
- how many payments the total amount payable is broken down into;
- and whether and how to recover any payments made to a member who leaves or changes their role during the financial year.

13.40 Payments in respect of Determinations 45, 46, 47 and 48 are payable when the activity they relate to has taken place.

13.41 As stated in paragraph 13.7 any individual member may make a personal decision to elect to forgo part or all of the entitlement to any of these payments by giving notice in writing to the proper officer of the council.

Determination 52: Members in receipt of a Band 1 or Band 2 senior salary from a principal council (that is Leader, Deputy Leader or Executive Member) cannot receive any payment from any community or town Council, other than travel and subsistence expenses and contribution towards costs of care and personal assistance.

Publicity requirements

13.42 There is a requirement on community and town councils to publish details of all payments made to individual members in an annual Statement of Payments for each financial year. This information must be published on council noticeboards and or websites (with easy access) and provided to the Panel by email or by post no later than 30 September following the end of the previous financial year. The Panel draws attention to the requirements stipulated at [Annex 4](#). The Panel is concerned that a significant number of councils are still in breach of this requirement.

14. Compliance with Panel Requirements

The Panel's remit under the Measure

- 14.1 Section 153 of the Measure empowers the Panel to require a relevant authority⁸ to comply with the requirements imposed on it by an Annual Report of the Panel and further enables the Panel to monitor the compliance of relevant authorities with the Panel's determinations.
- 14.2 A relevant authority must implement the Panel's determinations in this report from the date of its annual meeting or a date specified within the Annual Report.

Monitoring compliance

- 14.3 The Panel will monitor compliance with the determinations in this Annual Report by relevant authorities against the following requirements:
- (i) A relevant authority must maintain an annual **Schedule of Member Remuneration** (IRPW Regulations 4 and 5). Guidance at Annex 3 sets out the content which must be included in the Schedule.
 - (ii) A relevant authority must make arrangements for the Schedule's publication within the authority area (IRPW Regulation 46) and send the Schedule to the Panel as soon as practicable and not later than 31 July in the year to which it applies. Annex 4 provides further details of the publicity requirements.
 - (iii) Any amendments to the Schedule made during the year must be notified to the Panel as soon as possible after the amendment is made.

Note: The above requirements do not apply to Community and Town Councils at this time.

The following applies to all authorities including Community and Town Councils.

- (iv) A relevant authority must make arrangements for publication within the authority area of the total sum paid by it in the previous financial year to each member and co-opted member in respect of salary (basic, senior and civic), allowances, fees and reimbursements in a Statement of Payments (in accordance with Annex 4 that sets out the content that must be included in the Publicity Requirements). This must be published as soon as practicable and no later than 30 September following the end of the previous financial year- **and must also be submitted to the Panel no later than that date.**

⁸ Interpretation of "Relevant Authority" provided in the Independent Remuneration Panel for Wales (IRPW) Regulations, Part 1, 'Interpretation'.

15. Salaries of Heads of Paid Service of Principal Councils and Fire and Rescue Authorities and Chief Officers of Principal Councils

- 15.1 Section 63 of the Local Government (Democracy) (Wales) Act 2013 amended the Local Government (Wales) Measure 2011 by inserting section 143A. This enables the Panel to take a view on anything in the Pay Policy Statements of these authorities that relates to the salary of the head of paid service (normally the Head of Paid Service or chief fire officer). Section 39 of the Local Government (Wales) Act 2015 further amended the Measure extending this function to include Chief Officers of Principal Councils. However, this function ceased on 31 March 2020.
- 15.2 The Welsh Government issued amended guidance to the Panel which can be found at [Amended Guidance to the Independent Remuneration Panel for Wales under Section 143A of the Local Government \(Wales\) Measure 2011 and Section 39 of the Local Government \(Wales\) Act 2015](#). This sets the basis on which the Panel will carry out the function contained in the legislation.
- 15.3 The functions of the Panel and the requirements on authorities established by the legislation and the subsequent guidance are:
- a) If a principal council intends to change the salary of the head of paid service, or if a fire and rescue authority intends to change the salary of its head of paid service it must consult the Panel unless the change is in keeping with changes applied to other officers of that authority (whether the change is an increase or decrease). 'Salary' includes payments under a contract for services as well as payments of salary under an employment contract.
 - b) The authority must have regard to the recommendation(s) of the Panel when reaching its decision.
 - c) The Panel may seek any information that it considers necessary to reach a conclusion and produce a recommendation. The authority is obliged to provide the information sought by the Panel.
 - d) The Panel may publish any recommendation that it makes as long as these comply with any guidance issued by the Welsh Government. It is the intention that, in the interests of transparency, it will normally do so.
 - e) The Panel's recommendation(s) could indicate:
 - approval of the authority's proposal
 - express concerns about the proposal
 - recommend variations to the proposal
- 15.4 The Panel also has a general power to review the Pay Policy Statements of

authorities so far as they relate to the heads of paid service.

15.5 It is important to note the Panel will not decide the amount an individual head of paid service will receive.

15.6 The Panel is very aware that this function is significantly different from its statutory responsibilities in relation to members' remuneration. However, it undertakes this role with clarity and openness, taking into account all the relevant factors in respect of specific individual cases. Authorities are encouraged to consult the Panel at an early stage in their decision-making on such matters. This will enable the Panel to respond in a timely manner.

Pay Policy Statements

Paragraph 3.7 of the guidance to the Panel from the Welsh Government states that "The legislation does not restrict the Panel to a reactive role". It allows the Panel to use its power to make recommendations relating to provisions within local authorities' Pay Policy Statements.

Changes to the salaries of chief executives of principal councils – Panel decisions 2021

Letters issued to the Local Authorities notifying them of the Panel decision can be found on the [Panel website](#).

Name of Local Authority	Proposal	Panel decision
Wrexham County Borough Council	Chief Executive pay proposal	Approved
Ceredigion County Council	Review of Chief Executive salary	Approved

Annex 1: The Panel's Determinations for 2022/23

Principal Councils	
1.	The Basic Salary in 2022/23 for elected members of principal councils shall be £16,800.
2.	Senior salary levels in 2022/23 for members of principal councils shall be as set out in Table 4.
3.	Where paid, a civic head must be paid a Band 3 salary of £25,593 in accordance with Table 4.
4.	Where paid, a deputy civic head must be paid a Band 5 salary of £20,540 in accordance with Table 4.
5.	Where appointed and if remunerated, a presiding member must be paid £25,593 in accordance with Table 4.
6.	The post of deputy presiding member will not be remunerated.
7.	<p>a) An elected member must not be remunerated for more than one senior post within their authority.</p> <p>b) An elected member must not be paid a senior salary and a civic salary.</p> <p>c) All senior and civic salaries are paid inclusive of basic salary.</p> <p>d) 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.</p>
8.	Members in receipt of a Band 1 or Band 2 senior salary cannot receive a salary from any NPA or FRA to which they have been appointed. They remain eligible to claim travel and subsistence expenses and contribution towards costs of care and personal assistance from the NPA or FRA.
9.	Members in receipt of a Band 1 or Band 2 salary cannot receive any payment from a community or town council of which they are a member. They remain eligible to claim travel and subsistence expenses and contribution towards costs of care and personal assistance from the community or town council. Where this situation applies, it is the responsibility of the individual member to comply.
10.	Each authority, through its Democratic Services Committee, must ensure that all its elected 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.

11.	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.
Specific or Additional Senior Salaries	
12.	Principal councils can apply for specific or additional senior salaries that do not fall within the current Remuneration Framework.
Assistants to the Executive	
13.	The Panel will decide on a case-by-case basis the appropriate senior salary, if any, for assistants to the executive.
Joint Overview and Scrutiny Committees (JOSC)	
14.	The salary level for a chair of a JOSC shall be £8,793.
15.	The salary level for a vice chair of a JOSC shall be £4,396.
Local Government Pension Scheme	
16.	The entitlement to join the Local Government Pension Scheme (LGPS) shall apply to all eligible elected members of principal councils.
Family Absence	
17.	An elected member is entitled to retain a basic salary when taking family absence under the original regulations or any amendment to the regulations irrespective of the attendance record immediately preceding the commencement of the family absence.
18.	When a senior salary holder is eligible for family absence, they will continue to receive the salary for the duration of the absence.
19.	It is a matter for the authority to decide whether or not to make a substitute appointment. The elected member substituting for a senior salary holder taking family absence will be eligible to be paid a senior salary, if the authority so decides.
20.	If the paid substitution results in the authority exceeding the maximum number of senior salaries which relates to it, as set out in the Panel's Annual Report, an addition to the maximum will be allowed for the duration of the substitution. However, this will not apply to the Isle of Anglesey or Merthyr Tydfil Councils if it would result in the number of senior salaries exceeding fifty percent of the Council membership. Specific approval of Welsh Ministers is required in such circumstances.
21.	When a Council agrees a paid substitution for family absence the Panel must be informed within 14 days of the date of the decision, of the details including the particular post and the duration of the substitution.

22.	The Council's schedule of remuneration must be amended to reflect the implication of the family absence.
National Park Authorities	
23.	The basic salary for NPA ordinary members shall be £4,738 with effect from 1 April 2022.
24.	The senior salary of the chair of a NPA shall be £13,531 with effect from 1 April 2022.
25.	A NPA senior salary of £8,478 must be paid to a deputy chair where appointed.
26.	Committee chairs or other senior posts can be paid. This shall be paid at £8,478.
27.	Members must not receive more than one NPA senior salary.
28.	A NPA senior salary is paid inclusive of the NPA basic salary.
29.	Members of a principal council in receipt of a Band 1 or Band 2 senior salary cannot receive a salary from any NPA to which they have been appointed. Where this situation applies, it is the responsibility of the individual member to comply.
Fire and Rescue Authorities	
30.	The basic salary for FRA ordinary members shall be £2,369 with effect from 1 April 2022.
31.	The senior salary of the chair of a FRA shall be £11,162 with effect from 1 April 2022.
32.	A FRA senior salary of £6,109 must be paid to the deputy chair where appointed.
33.	Chairs of committees or other senior posts can be paid. This shall be paid at £6,109.
34.	Members must not receive more than one FRA senior salary.
35.	A FRA senior salary is paid inclusive of the FRA basic salary and must reflect significant and sustained responsibility.
36.	Members of a principal council in receipt of a Band 1 or Band 2 senior salary cannot receive a salary from any FRA to which they have been nominated. Where this situation applies, it is the responsibility of the individual member to comply.
Co-opted Members	
37.	Principal councils, NPAs and FRAs must pay the fees to co-opted members (who have voting rights) as set out in Table 7.

38.	Reasonable time for pre meeting preparation is 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.
39.	Travelling time to and from the place of the meeting is to be included in the claims for payments made by co-opted members (up to the maximum of the daily rate).
40.	The appropriate officer within the authority must 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.
41.	Fees must be paid for meetings and other activities including other committees and working groups (including task and finish groups), pre-meetings with officers, training and attendance at conferences or any other formal meeting to which co-opted members are requested to attend.
42.	Each authority, through its Democratic Services Committee or other appropriate committee, must ensure that all voting co-opted members are given as much support as is necessary to enable them to fulfil their duties effectively. Such support should be without cost to the individual member.
Contribution towards costs of Care and Personal Assistance	
43.	<p>All relevant authorities must provide a payment towards necessary costs for the care of dependent children and adults (provided by informal or formal carers) and for personal assistance needs as follows:</p> <ul style="list-style-type: none"> • Formal (registered with Care Inspectorate Wales) care costs to be paid as evidenced. • Informal (unregistered) care costs to be paid up to a maximum rate equivalent to hourly rates as defined by the Living Wage Foundation at the time the costs are incurred. <p>This must be for the additional costs incurred by members to enable them to carry out official business or approved duties. Each authority must ensure that any payments made are appropriately linked to official business or approved duty. Payment shall only be made on production of receipts from the care provider.</p>
Community and Town Councils	
44.	Community and town councils must make available a payment to each of their members of £150 per year as a contribution to costs and expenses, with the exception of those councils in Group 5 where the payment is optional.

45.	<p>Community and town councils can make payments to each of their members in respect of travel costs for attending approved duties. ⁹ Such payments must be the actual costs of travel by public transport or the HMRC mileage allowances as below:</p> <ul style="list-style-type: none"> • 45p per mile up to 10,000 miles in the year. • 25p per mile over 10,000 miles. • 5p per mile per passenger carried on authority business. • 24p per mile for private motor cycles. • 20p per mile for bicycles.
46.	<p>If a community or town council resolves that a particular duty requires an overnight stay, it can authorise reimbursement of subsistence expenses to its members at the maximum rates set out below on the basis of receipted claims:</p> <ul style="list-style-type: none"> • £28 per 24-hour period allowance for meals, including breakfast where not provided. • £200 – London overnight. • £95 – elsewhere overnight. • £30 – staying with friends and or family overnight.
47.	<p>Community and town councils can pay financial loss compensation to each of their members, where such loss has occurred, for attending approved duties as follows:</p> <ul style="list-style-type: none"> • Up to £55.50 for each period not exceeding 4 hours. • Up to £110.00 for each period exceeding 4 hours but not exceeding 24 hours.
48.	<p>Each council can decide to introduce an attendance allowance for members. The amount of each payment must not exceed £30. A member in receipt of financial loss will not be entitled to claim attendance allowance for the same event.</p> <p>Councils that intend to introduce a system of attendance allowances must set out the details of the scheme and publish on their website.</p>
49.	<p>Community and town councils can provide a payment to the mayor or chair of the council up to a maximum of £1,500. This is in addition to the £150 payment for costs and expenses and the £500 senior salary if these are claimed.</p>
50.	<p>Community and town councils can provide a payment to the deputy mayor or deputy chair of the council up to a maximum of £500. This is in addition to the £150 payment for costs and expenses and the £500 senior salary if these are claimed.</p>
51.	<p>The application of the Remuneration Framework by relevant Group.</p>

52.	Members in receipt of a Band 1 or Band 2 senior salary from a principal council (that is leader, deputy leader or executive member) cannot receive any payment from any community or town council, other than travel and subsistence expenses and contribution towards costs of care and personal assistance.
-----	---

⁹ Where a member who is on official business or an approved duty is driven by a third party (not a member or officer of that authority), the member can claim mileage at the prescribed rates plus any parking or toll fees provided the authority is satisfied that the member has incurred these costs.

Annex 2: Independent Remuneration Panel for Wales (IRPW) Regulations:

- a) For the remuneration of members and co-opted members of relevant authorities**
- b) For functions relating to the salaries of Heads of Paid Service of Principal Councils and Fire and Rescue Authorities**

Introduction

Part 8 (sections 141 to 160) and schedules 2 and 3 of the Local Government (Wales) Measure 2011 (*the Measure*) set out the arrangements for the payments and pensions for members of relevant authorities and the functions and responsibilities of the Independent Remuneration Panel for Wales (the Panel).

Sections 62 to 67 of the Local Government (Democracy) (Wales) Act 2013 amends sections 142, 143, 144, 147, 148 and 151 of the Measure and confers additional powers on the Panel.

The powers contained in part 8 and schedules 2 and 3 of the Measure (as amended) have replaced the following Statutory Instruments:

- The Local Authorities (Allowances for Members of County and County Borough Councils and National Park Authorities) (Wales) Regulations 2002 (No. 1895 (W.196)).
- The Local Authorities (Allowances for Members of Fire Authorities) (Wales) Regulations 2004 (No. 2555 (W.227)).
- The Local Authorities (Allowances for Members) (Wales) Regulations 2007 (No.1086 (W.115)).

The Measure also has replaced the sections of the Local Government Act 1972, the Local Government and Housing Act 1989 and the Local Government Act 2000 relating to payments to councillors in Wales.

Payments for members of community and town councils are set out in Part 5 of these Regulations. The Local Authorities (Allowances for Members of Community Councils) (Wales) Regulations 2003 (No. 895(W.115)) were revoked from 1 April 2013.

Part 1

General

1. a. The short title of these Regulations is: "IRPW Regulations".
b. These IRPW Regulations came into force on 1 April 2021 and replace

those in force from 1 April 2012. The implementation date for each of the relevant authorities is set out in the Annual Report or Supplementary Report of the Panel.

- c. Authorities are required to produce a schedule of payments to members and co-opted members no later than the 31 July each year, for submission to the Panel and publication (see paragraph 46).

Interpretation

2. In the IRPW Regulations:

- “The 1972 Act” means the Local Government Act 1972.
- “The 2000 Act” means the Local Government Act 2000.
- “The 2013 Act” means the Local Government (Democracy) (Wales) Act 2013.
- “Payment” means the actual or maximum amount which may be paid to members and co-opted members of a relevant authority for expenses necessarily incurred when carrying out the official business of the relevant authority.
- “Annual Report” means a report produced by the Panel in accordance with section 145 of the Measure.
- “Approved duty” in relation to community and town councils has the meaning as set out in Part 5 of these Regulations.
- “Authority” means a relevant authority in Wales as defined in Section 144(2) of the Measure and includes a principal council (county or county borough council), a national park authority and a Welsh fire and rescue authority, a community or town council.
- “Basic Salary” has the same meaning as set out in paragraph 6 of these Regulations, and may be qualified as “LA Basic Salary” to refer to the basic salary of a member of a principal council; “NPA Basic Salary” to refer to the basic salary of a member of a national park authority; and “FRA Basic Salary” to refer to the basic salary of a member of a Welsh fire and rescue authority.
- “Chief Officer” of a principal council has the meaning as defined in the Localism Act 2011.
- “Civic Head” is the person elected by the council to carry out the functions of the chair of that council and is designated as mayor or chair.
- “Committee” includes a sub-committee.
- “Community or town council” means in relation to Part 8 of the Measure, a community council as defined in section 33 of the Local Government Act 1972 or a town council in accord with section 245B of the same Act.

- “Consultation draft” means the draft of an Annual or Supplementary report under Section 146 (7) or 147(8) of the Measure. The Panel must take account of these representations.
- “Constituent authority” – for national park authorities this is a principal council falling within the area of a national park authority; for Welsh fire and rescue authorities it is a principal council falling within the area of a fire and rescue authority.
- “Contribution to Costs of Care and Personal Assistance” has the same meaning as set out in paragraph 21 of these Regulations.
- “Controlling group” means a political group in a principal council where any of its members form part of the executive.
- “Co-opted Member” has the meaning contained in section 144 (5) of the Measure, that is those with the right to vote on matters within the remit of the committee on which they serve.
- “Co-opted Member payment” has the same meaning as set out in paragraph 19 of these Regulations.
- “Democratic Services Committee” means the principal council committee established under section 11 of the Measure.
- “Deputy Civic Head” is a person elected by the council to deputise for the mayor or chair of that council.
- “Executive” means the executive of an authority in a form as specified in sections 11(2) to (5) of the 2000 Act, as amended by section 34 of the Measure.
- “Executive arrangements” has the meaning given by section 10(1) of the 2000 Act.
- “Family absence” as defined in Section 142 (2) (b) of the Measure has the meaning given to it by Part 2 of the Measure, and the related Regulations
- “Financial Loss Allowance in relation to community or town councils has the meaning as set out in Part 5 of the Regulations.
- “Fire and rescue authority” means an authority constituted by a scheme under section 2 of the Fire and Rescue Services Act 2004 or a scheme to which section 4 of that Act applies.
- “Head of paid service” means as designated under section 4(1) of the Local Government and Housing Act 1989.
- Joint Overview and Scrutiny Committee means a committee or subcommittee set up by two or more principal councils under the Local Authority (Joint Overview and Scrutiny Committees) (Wales) Regulations 2013.
- “Largest opposition group” means a political group other than a controlling group which has a greater number of members than any other political group in the authority.

- “Member” means a person who serves on an authority.
 - For a principal council or a community or town council a “Member” may be:
 - An “Elected Member” which means a person who has been elected to serve as a councillor for that authority. It is possible for a person to hold an elected office if, further to the completion of an election, no candidate has presented and a person holds that office subject to proper process.
 - A “Co-opted Member” which means a person who has been placed into membership of a council committee or to discharge a function subject to proper process.
 - For a national park authority, a “Member” means a person appointed by a constituent authority and a person appointed by Welsh Ministers.
 - For Welsh fire and rescue authorities a “Member” means a person appointed by a constituent authority.

- “National Park Authority” means a national park authority established under section 63 of the Environment Act 1995.

- “Official business” has the meaning contained in Section 142 (10) of the Measure in relation to the reimbursement of care, travel and subsistence costs necessarily incurred by members and co-opted members of a relevant authority (excluding community and town councils) when:
 - a. Attending a meeting of the authority or any committee of the authority or any other body to which the authority makes appointments or nominations or of any committee of such a body.
 - b. Attending a meeting of any association of authorities of which the authority is a member.
 - c. Attending a meeting the holding of which is authorised by the authority or by a committee of the authority or by a joint committee of the authority and one or more other authorities.
 - d. Attending any training or development event approved by the authority or its executive.
 - e. A duty undertaken for the purpose of or in connection with the discharge of the functions of an executive within the meaning of Part 2 of the 2000 Act, as amended.
 - f. A duty undertaken in pursuance of a standing order which requires a member or members to be present when tender documents are opened.
 - g. A duty undertaken in connection with the discharge of any function of the authority to inspect or authorise the inspection of premises.
 - h. A duty undertaken by members of principal councils in connection with constituency or ward responsibilities which arise from the discharge of principal council functions.

- i. Any other duty approved by the authority, or any duty of class so approved, undertaken for the purpose of, or in connection with, the discharge of the functions of the authority or any of its committees.
- “Other political group” means a political group other than a controlling group or the largest opposition group (if any) which comprises not less than ten per cent of the members of that authority.
- “Overview and Scrutiny Committee” means a committee of the authority which has the powers set out in sections 21(2) and (3) of the 2000 Act, as amended by Part 6 of the Measure.
- “Panel” means the Independent Remuneration Panel for Wales as set out in section 141(1) and schedule 2 of the Measure.
- “Pay policy statement” means a statement produced by a relevant authority under section 38 of the Localism Act 2011.
- ‘Political group’ may be formed from members of a recognised political party or be a group of independent members unaffiliated to any recognised political party. “Presiding Member” means a member of a principal council who has been designated by that council to carry out functions in relation to the chairing of its meetings and proceedings.
- “Principal Council” is as defined by the 1972 Act and means a county or county borough council.
- “Proper officer” has the same meaning as in section 270(3) of the 1972 Act In community and town councils, the ‘Proper Officer’ may be the clerk or other official appointed for that purpose. “Public body” means a body as defined in section 67(b) of the 2013 Act.
- “Qualifying provision” means a provision that makes a variation to a previous decision of the Panel. (Section 65 (c) of the 2013 Act).
- “Qualifying relevant authority” is an authority within the meaning of section 63 of the 2013 Act, required to produce a pay policy statement.
- “Relevant authority” is set out in Section 144(2) of the Measure (as amended) and in section 64 of the 2013 Act and, for the purposes of these Regulations, includes a principal council, a community or town council, a national park authority and a Welsh fire and rescue authority.
- “Relevant matters” are as defined in Section 142(2) of the Measure.
- “Schedule” means a list setting out the authority’s decisions in respect of payments to be made during the year (as relating to that authority) to all members and co-opted members of that authority.
- “Senior Salary” has the same meaning as set out in paragraph 11 of these Regulations and may be qualified as “Principal council Senior Salary” to refer to the senior salary of a member of a principal council; “National Park Senior Salary” to refer to the senior salary of a member of a national park authority; or “Fire and Rescue authority Senior Salary” to refer to the senior salary of a member of a Fire and Rescue authority.
- “Sickness absence” means the arrangements as set out in the Annual Report.

- “Supplementary report” has the meaning contained in section 146(4 to 8) of the Measure.
- “Travelling and subsistence payment” has the same meaning as set out in paragraph 25 of these Regulations.
- “Year” has the following meanings:
 - “financial year” – the period of twelve months ending 31 March;
 - “calendar year” – the period of twelve months ending 31 December;
 - “municipal year” – the year commencing on the date of the annual meeting of the authority and ending the day before the annual meeting of the following year; for national park authorities and Welsh fire and rescue authorities it is the period of up to twelve months following the annual meeting of the authority.

Part 2: Schedule of member or co-opted member payments

Commencement of term of office

3. The term of office of:
 - An elected member of a principal council or community or town council begins 4 days following the election subject to making the declaration of acceptance of that office under section 83(1) of the 1972 Act.
 - A councillor member of a national park authority begins on the date on which that member is appointed as such by a constituent authority and the term of office of a Welsh Government appointed member begins on the date of that appointment. The term of office of the chair and deputy chair of the national park authority begins on their acceptance of that office further to being either elected or appointed as a chair or deputy chair of a national park authority.
 - A councillor member of a Welsh fire and rescue authority begins on the date on which that member is appointed as such by a constituent authority and the term of office of the chair and deputy chair of the fire and rescue authority begins on the date of election by that authority to that office.
 - A co-opted member of a relevant authority begins on the date of appointment by the relevant authority.

Schedule of payments to members (the Schedule) (does not apply to community or town councils – see Part 5)

4. An authority must produce annually, a schedule of payments it intends to make to its members and co-opted members. The amount of those payments must accord with the Panel’s determinations made for that year in its Annual or Supplementary Reports. The Schedule must be produced no later than four weeks following the annual meeting of the authority.

Amendment to the Schedule

5. An authority may amend the Schedule at any time during the year (as relating to the authority) provided that such amendments accord with the Panel's determinations for that year.

Basic salary

6. An authority must provide for the payment of a basic salary, as determined by the Panel in its Annual or Supplementary Reports, to each of its members. The amount of the salary must be the same for each member. For principal councils only, this salary remains payable during a period of family absence.
7. A member may not receive more than one basic salary from a relevant authority, but a member of one relevant authority may receive a further basic salary by being appointed as a member of another relevant authority (except in the case as indicated in paragraph 16).
8. The amount of the basic salary will be set in accordance with Section 142(3) of the Measure and will be one of the following:
 - The amount the authority must pay to a member of the authority.
 - The maximum amount that the authority may pay to a member of the authority.
9. Where the term of office of a member begins or ends other than at the beginning or end of the year (as relating to the authority), the entitlement of that member is to such proportion of the basic salary as the number of days during which the member's term of office subsists during that year bears to the number of days in that year.
10. Where a member is suspended or partially suspended from being a member of an authority (Part 3 of the 2000 Act refers) the part of the basic salary payable to that member in respect of the responsibilities or duties from which that member is suspended or partially suspended must be withheld by the authority. Payment must also be withheld if directed by the Welsh Ministers (Section 155(1) of the Measure).

Senior salary

11. Subject to paragraphs 12 to 18 an authority can make payments of a senior salary to members that it has given specific responsibilities. Such payments must accord with the Panel's determination for the year (as relating to the authority) that the payments are made and must be set out in the Schedule of that authority. For principal councils only, a senior salary will remain payable during the family absence of the office holder.
12. The Panel will prescribe in its Annual or Supplementary Reports the following:
 - The categories of members eligible for the payment of a senior salary

which may not be the same for all authorities or categories of authorities.

- The discretion available to authorities in relation to the payment of senior salaries which may not be the same for all authorities or categories of authorities.
13. The amount of the senior salaries payable will be in accordance with section 142(3) of the Measure and specify:
- The amount that a relevant authority must pay to a member of the authority.
 - The maximum amount that a relevant authority may pay to a member of the authority.
14. The Senior Salary will comprise an amalgam of the basic salary and an additional amount for the relevant specific responsibility determined by the Panel in its Annual or Supplementary Reports. This may not be the same for all authorities or categories of authorities.
15. The Panel in its Annual or Supplementary Reports will determine either the maximum proportion of its membership or the total number of members that an authority can pay as senior salaries. The percentage may not exceed fifty percent without the express approval of Welsh Ministers (Section 142(5) of the Measure). For principal councils only, the maximum proportion or number may be exceeded to include payment of a senior salary to an additional member who is appointed to provide temporary cover for the family absence of a senior salary office holder (subject to the 50% limit).
- 15(a). For, Fire and Rescue Authorities and National Park Authorities the maximum proportion or number may be exceeded to include the payment of a senior salary to an additional member who is appointed to provide temporary cover for the sickness absence of a senior salary holder as determined in the Annual Report or a Supplementary Report.
- 15(b). Payments to chairs of Joint Overview and Scrutiny Committees or Sub Committees are additional to the maximum proportion of its membership that an authority can pay as senior salaries subject to the overall maximum of fifty percent as contained in Section 142(5) of the Measure. The Panel will determine the amounts of such payments in an Annual or Supplementary Report.
16. An authority must not pay more than one senior salary to any member. A principal council member in receipt of a senior salary as leader or executive member of an authority (determined as full-time by the Panel) may not receive a second salary as a member appointed to serve on a national park authority or a Welsh fire and rescue authority.
- 16(a). Paragraph 16 does not apply to payments made to a chair of a Joint Overview and Scrutiny Committee or Sub Committee who is in receipt of a senior salary for a role that is not classified as full time equivalent. It continues to apply to leaders or members of the executive.

17. Where a member does not have, throughout the year specific responsibilities that allow entitlement to a senior salary, that member's payment is to be such proportion of the salary as the number of days during which that member has such special responsibility bears to the number of days in that year.
18. Where a member is suspended or partially suspended from being a member of the authority (Part 3 of the 2000 Act refers) the authority must not make payments of the member's senior salary for the duration of the suspension (Section 155(1) of the Measure). If the partial suspension relates only to the specific responsibility element of the payment, the member may retain the basic salary. Payment must also be withheld if directed by the Welsh Ministers.

Co-opted member payment

19. A relevant authority must provide for payments to a co-opted member as determined by the Panel in its Annual or Supplementary Reports. In relation to this regulation 'co-opted member' means a member as determined in Section 144(5) of the Measure and set out in paragraph 2 of these Regulations.
20. Where a co-opted member is suspended or partially suspended from an authority (Part 3 of the 2000 Act refers) the authority must not make payment of a co-opted member fee for the duration of the suspension (Section 155(1) of the Measure).

Payments Contribution to Costs of Care and Personal Assistance

21. Authorities must provide for the payment to members and co-opted members of an authority the reimbursement in respect of such expenses of arranging the care of children or dependants or for the individual member as are necessarily incurred in carrying out official business as a member or co-opted member of that authority. Payments under this paragraph must not be made:
 - In respect of any child over the age of fifteen years or dependant unless the member or co-opted member satisfies the authority that the child or dependant required supervision which has caused the member to incur expenses that were necessary in respect of the care of that child or dependant in the carrying out of the duties of a member or co-opted member.
 - To more than one member or co-opted member of the authority in relation to the care of the same child or dependant for the same episode of care.
 - Of more than one reimbursement for care to a member or co-opted member of the authority who is unable to demonstrate to the satisfaction of the authority that the member or co-opted member has to make separate arrangements for the care of different children or dependants.

22. The arrangements in respect of the contribution to cost of care and personal assistance payable by an authority is to be determined by the Panel in its Annual or Supplementary Reports.
23. Where a member or co-opted member is suspended or partially suspended from being a member or co-opted member of the authority (Part 3 of the 2000 Act refers) the part of the contribution to the cost of care and personal assistance payable to that member or co-opted member in receipt of the responsibilities or duties from which that member or co-opted member is suspended or partially suspended must be withheld by the authority. Payment must also be withheld if directed by the Welsh Ministers for reasons other than suspension (Section 155(1) of the Measure).
24. An authority's Schedule must stipulate the arrangements regarding the contribution towards costs of care and personal assistance payable and its arrangements for making claims, taking full account of the Panel's determinations in this respect.

Travel and subsistence payments

25. Subject to paragraphs 26 and 27 below a member or co-opted member is entitled to receive payments from the authority by way of travelling and subsistence payments at rates determined by the Panel in its Annual or Supplementary Reports. Such payments are in respect of expenditure incurred by a member or co-opted member in the performance of the official business within or outside the boundary of the authority.

(Paragraphs 26 & 27 apply only to principal councils)

26. Payment of a subsistence payment to a principal council member for the performance of official business within the boundaries of a county or county borough where they are a member should only be made when the authority is satisfied that it can be justified on economic grounds. This does not apply in respect of co-opted members of a council who live outside that authority.
27. A principal council may make provision, subject to any limitations it thinks fit, for members to claim mileage expenses for official business in connection with constituency or ward responsibilities where they arise out of the discharge of the functions of the county or county borough.
28. Where a member or co-opted member is suspended or partially suspended from being a member or co-opted member of the authority (Part 3 of the 2000 Act refers), travelling and subsistence payments payable to that member or co-opted member in respect of the responsibilities or duties from which that member is suspended or partially suspended must be withheld by the authority. Payment must also be withheld if directed by the Welsh Ministers for reasons other than suspension (Section 155(1) of the Measure).

Part 3: Further provisions

Pensions

29. Under Section 143 of the Measure, the Panel may make determinations in respect of pension arrangements for principal council members in its Annual or Supplementary Reports. Such determinations may:
- Define which members for whom the principal council will be required to pay a pension.
 - Describe the relevant matters in respect of which a local authority will be required to pay a pension.
 - Make different decisions for different principal councils.

Payments to support the function of an authority member

30. An authority must provide for the requirements of a member to undertake their role and responsibilities more effectively. The way in which this support should be provided is determined by the Panel in its Annual or Supplementary Reports.

Arrangements in relation to family absence

31. Part 2 of the Measure sets out the rights of principal council members in relation to family absence. The Panel will set out its determinations and the administrative arrangements in relation to these payments in its Annual or Supplementary Reports.

Sickness Absence

32. Arrangements for long-term sickness absence of senior salary holders of principal councils, Fire and Rescue Authorities and National Park Authorities will be as set out in the Panel's Annual Report or Supplementary Report.

Part 4: Payments

Repayment of payments

33. An authority can require that such part of a payment be repaid where payment has already been made in respect of any period during which the member or co-opted member concerned:
- a. is suspended or partially suspended from that member's or co-opted member's duties or responsibilities in accordance with Part 3 of the 2000 Act or Regulations made under that Act.
 - b. ceases to be a member or co-opted member of the authority.

- c. or in any way is not entitled to receive a salary, allowance or fee in respect of that period.

Forgoing payments

- 34. Under Section 154 of the Measure, any member or co-opted member may by notice in writing to the proper officer of the authority elect to forgo any part of their entitlement to a payment under the determination of the Panel for that particular year (as relating to the authority).

Part 5: Specific provisions relating to community and town councils (“the council”)

Interpretation

- 35. For the purposes of this Part the term member means both an elected member and a co-opted member.

Payments

- 36. Payments
 - a) The Annual Report or a Supplementary Report determines the arrangements and amount of an annual payment to members in respect of costs incurred in carrying out the role of a member and if appropriate take account of the variation in size or financial circumstances of different councils.
 - b) The council may make payments to members in respect of costs of travel for attending approved duties within or outside the area of the council. The amounts claimable will be set out in the Annual or Supplementary Report of the Panel.
 - c) The council may reimburse subsistence costs to its members when attending approved duties within or outside the area of the council. The arrangements for reimbursement will be set out in the Annual or Supplementary Report of the Panel.
 - d) The council may pay compensation for Financial Loss to its members where such loss has occurred for attending approved duties within or outside the area of the council. The payments will be set out in the Annual or Supplementary Report of the Panel.
 - e) The council may make a payment to the chair or mayor and deputy chair or mayor of the council for the purposes of undertaking the role of that office. The payment will be set out in the Annual or Supplementary Report of the Panel.
 - f) The Annual Report or a Supplementary Report determines the arrangements for payments to members of a council who undertake senior roles and if appropriate take account of the variation in size or financial circumstances of different councils.

- g) The council must reimburse the contribution to costs of care and personal assistance to a member if claimed, as determined in the Annual Report of the Panel.
37. A member may elect to forgo any part of an entitlement to payment under these Regulations by giving notice in writing to the proper officer of the council.
38. A member making a claim for compensation for Financial Loss must sign a statement that the member has not made and will not make any other claim in respect of the matter to which the claim relates.
39. “Approved Duty” under this Part means
- i. Attendance at a meeting of the council or of any committee or sub-committee of the council or of any other body to which the council makes appointments or nominations or of any committee or sub-committee of such a body.
 - ii. Attendance at any other meeting the holding of which is authorised by the council or a committee or sub-committee of the council, or a joint committee of the council and one or more councils, or a sub-committee of such a joint committee provided that at least two members of the council have been invited and where the council is divided into political groupings at least two such groups have been invited.
 - iii. Attendance at a meeting of any association of councils of which the council is a member.
 - iv. Attendance at any training or development event approved by the council.
 - v. Any other duty approved by the council or duty of a class approved by the council for the discharge of its functions or any of its committees or sub-committees.

Part 6: Miscellaneous

Arrangements for payments

40. The Schedule of an authority must set out the arrangements for payment to all members and co-opted members of that authority. Such payments may be made at such times and at such intervals as determined by the authority.

Claims

41. An authority must specify a time limit from the date on which an entitlement to travelling or subsistence payments arise during which a claim for must be made by the person to whom they are payable. However, this does not prevent an authority from making a payment where the allowance is not claimed within the period specified.

42. Any claim for payment of travelling, subsistence or care costs in accordance with these Regulations (excluding claims for travel by private vehicle or bicycle) shall be accompanied by appropriate receipts proving actual cost.

Avoidance of duplication

43. A claim for a payment of travelling, subsistence or care costs must include, or be accompanied by, a statement signed by the member or co-opted member that the member or co-opted member has not made and will not make any other claim in respect of the matter to which the claim relates.

Records of payments

44. An authority must keep a record of the payments made in accordance with these Regulations as set out in an Annual or Supplementary Report.

Publicity requirements

(The required content of publicity requirements is contained in an annex to the Annual Report)

45. An authority must, as soon as practicable after determining its Schedule of Remuneration for the year under these Regulations and any Report of the Panel and not later than 31 July of the year to which the Schedule refers, arrange for the Schedule's publication within the authority's area and to notify the Panel. **(This section does not apply to community and town councils).**
46. As soon as practicable and no later than 30 September following the end of the financial year **all relevant authorities** must publicise within the authority's area and notify the Panel:
- the total sum paid by it to each member or co-opted member in respect of basic salary, senior salary, co-opted member fee, travel and subsistence payments.
 - the total expenditure on contribution towards costs of care and personal assistance.
47. In the same timescale and in the same manner, an authority must publicise any further remuneration received by a member nominated or appointed to another relevant authority. **(This section applies only to principal councils).**

Publicising the reports of the Panel

48. Under Section 146(7) (a) and (b) of the Measure, the Panel will send a consultation draft of its Annual Report or Supplementary Report to all relevant authorities for circulation to authority members and co-opted members, so that representations can be made by members and co-opted members to the Panel, normally in a period of eight weeks.
49. The Panel will determine in its Annual or Supplementary Reports the arrangements publicising its Reports in accordance with Section 151 and 152 of the Measure.

Monitoring compliance with the Panel's determinations

50. Section 153 of the Measure determines that relevant authorities must comply with the requirements imposed by the Panel in its Annual Reports. It also empowers the Panel to monitor the payments made by relevant authorities and for it to require the provision of information that it specifies. The requirements under this section will be set out in the Annual Report of the Panel.

Annex 3: Schedule of Member Remuneration

1. Principal councils, national park authorities (NPAs) and Welsh fire and rescue authorities (FRAs) (but not community and town councils) must maintain an annual Schedule of Member Remuneration (the 'Schedule') which is in accord with the Panel's determinations on member salary and co-opted member payments and which must contain the following information:

In respect of a principal council:

- a. Named members who are to receive only the basic salary and the amount to be paid.
- b. Named members who are to receive a Band 1 and Band 2 senior salary, the office and portfolio held and the amount to be paid.
- c. Named members who are to receive a Band 3, Band 4 and Band 5 senior salary, the office and portfolio held and the amount to be paid.
- d. Named members who are to receive a civic salary and the amount to be paid.
- e. Named members who are to receive the co-opted member fee and whether chair or ordinary member and the amount to be paid.
- f. Named members who are to receive a senior salary as a chair of a Joint Overview and Scrutiny Committee or Sub Committee and the amount to be paid.
- g. Named members in receipt of a specific or additional senior salary approved by the Panel and the amount to be paid.

In respect of National Park and Fire and Rescue Authorities:

- a. Named members who are to receive a basic salary and the amount to be paid.
 - b. Named member who is to receive a senior salary as a chair of the authority and the amount to be paid.
 - c. Named members who are to receive a senior salary as deputy chair of the authority or a committee chair and the amount to be paid.
 - d. Named members who are to receive the co-opted member fee and whether a chair or ordinary member and the amounts to be paid.
2. Amendments made to the Schedule during the municipal year must be communicated to the Panel as soon as it is practicable.
 3. Principal councils must confirm in their annual Schedule that the maximum limit of senior salaries set for the council has not been exceeded.

4. Principal councils, NPAs and FRAs must include a statement of allowable expenses and the duties for which they may be claimed for care, travel and subsistence in their annual Schedule which is in accord with the Panel's determinations.
5. The Schedule must set out the arrangements for the payment of salaries, allowances and fees to all members and co-opted members of the relevant authority (IRPW Regulation 35); arrangements for making claims for care and personal assistance, travel and subsistence expenses (IRPW Regulations 24 and 36-37); arrangements for the avoidance of duplication (IRPW Regulation 38) and arrangements for re-payment of salaries, allowances and fees (IRPW Regulation 33). This schedule must also include the duties for which members and co-opted members are able to claim reimbursement towards travel, subsistence and care and personal assistance costs.
6. Principal councils must declare in the Schedule whether:
 - A statement of the basic responsibility of a councillor is in place.
 - Role descriptors of senior salary office holders are in place.
 - Records are kept of councillor attendance.
7. Principal councils, NPAs and FRAs must make arrangements for the publication of the Schedule of Member Remuneration as soon as practicable after its determination and no later than 31 July of the year to which it applies. The Schedule should be published in a manner that provides ready access for members of the public.
8. The **Schedule** must also be sent to the Panel Secretariat to be received by 31 July.
9. Any changes to the schedule during the year must be promptly publicised in the above manner and all changes notified to Panel Secretariat promptly.
10. Retention. The time limit for the schedule to be retained should be consistent with the council's policy on document retention.

Annex 4: Publication of Remuneration – the Panel’s Requirements

In accordance with Section 151 of the Wales (Local Government) Measure 2011 the Panel requires that:

1. Relevant authorities must publish a Statement of Payments made to its members for each financial year. This information must be published in a form and location that is easily accessible to members of the public no later than 30 September following the end of the previous financial year and in the same timescale also provided to the Panel. The following information must be provided:
 - a. The amount of basic salary, senior salary, civic salary and co-opted member fee paid to each named member or co-opted member of the relevant authority, including where the member had chosen to forego all or part of the salary, or fee for the municipal year in question. Where a senior salary has been paid, the title of the senior office held is to be provided.
 - b. The payments made by community and town councils to named members as:
 - Payments in respect of telephone usage, information technology, consumables etc.
 - Responsibility payments
 - Allowances made to a mayor or chair and deputy mayor or deputy chair
 - Compensation for Financial Loss
 - Costs incurred in respect of travel and subsistence
 - c. All travel and subsistence expenses and other payments received by each named member and co-opted member of the relevant authority, with each category identified separately.
 - d. The amount of any further payments received by any named member nominated to, or appointed by, another relevant authority or other public body as defined by Section 67 of the Local Government (Democracy) (Wales) Act 2013, namely:
 - a local health board
 - a police and crime panel
 - a relevant authority
 - a body designated as a public body in an order made by the Welsh Ministers.
 - e. Names of members who did not receive basic or senior salary because they were suspended for all or part of the annual period to which the Schedule applies.
 - f. In respect of the publication of the contribution towards costs of care and personal assistance, relevant authorities are only required to

publish the total amount reimbursed during the year. It is a matter for each authority to determine its response to any Freedom of Information requests it receives. However, it is not intended that details of individual claims should be disclosed.

2. **Nil returns** are required to be published and provided to the Panel by 30 September.
3. Retention. The time limit for the publications to be retained should be consistent with the council's policy on document retention.

Annex 5: Summary of new and updated determinations contained in this report

The numbers of most of the determinations contained within this report have changed from previous reports.

To assist authorities, this table sets out the determinations in this report which are entirely new or have been updated.

Summary of new and updated determinations contained in this report
Principal Councils
Determination 1: The basic salary in 2022/23 for elected members of principal councils shall be £16,800.
Determination 2: Senior salary levels in 2022/23 for members of principal councils shall be as set out in Table 4.
Determination 3: Where paid, a civic head must be paid a Band 3 salary of £25,593 in accordance with Table 4.
Determination 4: Where paid, a Deputy Civic Head must be paid a Band 5 salary of £20,540 in accordance with Table 4.
Determination 5: Where appointed and if remunerated, a presiding member must be paid £25,593 in accordance with Table 4.
Assistants to the Executive
Determination 13: The Panel will decide on a case-by-case basis the appropriate senior salary, if any, for Assistants to the Executive.
National Park Authorities
Determination 22: The basic salary for NPA ordinary members shall be £4,738 with effect from 1 April 2022.
Determination 23: The senior salary of the Chair of a NPA shall be £13,531 with effect from 1 April 2022.
Determination 24: A NPA senior salary of £8,478 must be paid to a Deputy Chair where appointed.
Determination 25: Committee Chairs or other senior posts can be paid. This shall be paid at £8,478.
Fire and Rescue Authorities
Determination 29: The basic salary for FRA ordinary members shall be £2,369 with effect from 1 April 2022.
Determination 30: The senior salary of the Chair of a FRA shall be £11,162 with effect from 1 April 2022.
Determination 31: A FRA senior salary of £6,109 must be paid to the Deputy Chair where appointed.
Determination 32: Chairs of Committees or other senior posts can be paid. This shall be paid at £6,109.
Community and Town Councils
Determination 47:

Summary of new and updated determinations contained in this report

Each council can decide to introduce an attendance allowance for members. The amount of each payment must not exceed £30.

A member in receipt of financial loss will not be entitled to claim attendance allowance for the same event.

Councils that intend to introduce a system of Attendance Allowances must set out the details of the scheme and publish on their website.

Determination 51:

The application of the Remuneration Framework by relevant Group.

Independent Remuneration Panel for Wales

Room N.03

First Floor

Crown Buildings

Cathays Park

Cardiff

CF10 3NQ

Telephone: 0300 0253038

E-mail irpmailbox@gov.wales

The Report and other information about the Panel and its work are available on our website at:

[Independent Remuneration Panel for Wales](#)

DEMOCRATIC SERVICES COMMITTEE 26TH NOVEMBER 2021

DEMOCRATIC SERVICES COMMITTEE – ANNUAL REPORT 2020-21

RECOMMENDATIONS / KEY DECISIONS REQUIRED:

To consider the annual report of the Committee for the period 10th June 2020 – to 19th May 2021 and to make available to members of Council for information.

REASONS:

The report outlines the work of the Committee during the 2020-21 municipal year.

Scrutiny Committee consulted	Not applicable
Cabinet Decision Required	NO
Council Decision Required	No

Relevant portfolio holder:- N/A

Directorate Name of Head of Service: Linda Rees Jones Report Author: Gaynor Morgan	Chief Executive's Designations: Head of Administration & Law Head of Democratic Services	Tel Nos. 01267 224012 LRJ 01267 224026 GM E Mail Addresses: gmorgan@carmarthenshire.gov.uk
---	---	--

**EXECUTIVE SUMMARY
DEMOCRATIC SERVICES COMMITTEE
26TH NOVEMBER 2021**

**DEMOCRATIC SERVICES COMMITTEE –
ANNUAL REPORT 2020-21**

The Local Government (Wales) Measure 2011 requires each Principal Council to establish a Democratic Services Committee.

The attached report outlines the work of the Committee during the 2020-21 municipal year.

DETAILED REPORT ATTACHED?

YES – Annual Report

IMPLICATIONS

I confirm that other than those implications which have been agreed with the appropriate Directors / Heads of Service and are referred to in detail below, there are no other implications associated with this report :

Signed: Linda Rees Jones, Head of Administration & Law

Policy, Crime & Disorder and Equalities	Legal	Finance	ICT	Risk Management Issues	Staffing Implications	Physical Assets
NONE	NONE	NONE	NONE	NONE	NONE	NONE

Policy, Crime & Disorder and Equalities

The Democratic Services Annual Report outlines how the Committee has discharged its responsibilities in terms of the democratic services function in accordance with the Local Government (Wales) Measure 2011.

Legal

There are no legal implications arising from the report. The Annual Report sets out the work of the Committee over the 12 month period and confirms that it has discharged its responsibilities in terms of the democratic services function in accordance with the Local Government (Wales) Measure 2011.

CONSULTATIONS

I confirm that the appropriate consultations have taken in place and the outcomes are as detailed below

Signed: Linda Rees Jones, Head of Administration & Law

1.Scrutiny Committee Not applicable

2.Local Member(s) Not applicable

3.Community / Town Council Not applicable

4.Relevant Partners Not applicable

5.Staff Side Representatives and other Organisations Not applicable

Section 100D Local Government Act, 1972 – Access to Information

List of Background Papers used in the preparation of this report:

THESE ARE DETAILED BELOW:

Title of Document	File Ref No.	Locations that the papers are available for public inspection
Democratic Services Committee information on Carmarthenshire.gov website		http://democracy.carmarthenshire.gov.wales/mgCommitteeDetails.aspx?ID=152

This page is intentionally left blank

**Carmarthenshire County Council
Democratic Services Committee
Annual Report 2020-21**



Annual Report

Page Index

Foreword	Page 3
The Committee's Remit	Page 4
Membership	Page 5
Meetings and attendance	Page 6
Key issues considered during 2017/18	Page 7-8
General Information	Page 9

DEMOCRATIC SERVICES COMMITTEE ANNUAL REPORT 2020-21

Foreword by the Chair of the Democratic Services Committee

As the Chair of the Democratic Services Committee during 2020-21 it is my pleasure to present the Committee's Annual report for this period.

The schedule of meetings for 2020-21 was reduced due to the Covid19 pandemic.

The last 12 months have been extremely challenging, due to the Covid19 pandemic, with both Members and Officers continuing to work from home. The Local Authorities (Coronavirus) (Meetings) (Wales) Regulations 2020 were brought into force on the 23rd April 2020 and the Authority moved quickly to put in place arrangements for members to attend meetings remotely, this was an extremely challenging time for both members and officers and my specific thanks go to Democratic Services for the support and training they provided and also to their colleagues in IT and Learning & Development who provided supplementary support. The introduction of Zoom software in September 2020 improved the translation arrangements for meetings allowing seamless interpretation from Welsh to English for members and also the public who were viewing proceedings on the meeting webcast. The Local Government & Elections (Wales) Act 2021 now makes it a legal requirement to make and publish arrangements for the purpose of ensuring that local authority meetings are able to be held by means of any equipment or other facility, therefore the Authority will be moving to multi-location meetings when safe to do so.

Whilst the schedule of meetings for the Committee has been reduced this year, the Committee has focussed its work on ensuring that the needs and requirements of Members are addressed and that appropriate arrangements are made to support Members in their duties. As members we must also accept our responsibility in contributing towards efficiency savings and working in a mobile and efficient way using the most appropriate digital technology. We must also make sure that elected members are given as much support as is necessary to enable them to fulfil their roles effectively, and this is increasingly important as we move towards the local government elections in May 2022.

I would like to extend my thanks and appreciation to the Committee members for their invaluable contributions and their support during the past year and also to the officers who support the Committee in its work.

Cllr Rob James

Chair of the Democratic Services Committee

The Committee's Remit

The Local Government (Wales) Measure 2011 required each County and County Borough Council to establish a Democratic Services Committee and the remit of the Committee is set out in Section 11 of this measure namely to:-

- exercise the function of the Local Authority under section 8(1)(a) (designation of Head of Democratic Services),
- review the adequacy of provision by the Authority of staff, accommodation and other resources to discharge democratic services functions, and
- make reports and recommendations to the Authority in relation to such provision.

The Council, at its meeting held on the 17th April 2013, agreed to a recommendation of the Democratic Services Committee to include the following additional responsibilities within Committee's functions/terms of reference:-

- To secure the provision of reasonable training and development opportunities for Councillors and prepare reports and recommendations to Council in relation to such provision;
- To appoint the Council's Member Development Champion;
- To be consulted on the implementation of reports issued by the Independent Remuneration Panel for Wales in respect of members allowances etc.
- To promote and support good governance by the Council

The Local Government (Democracy)(Wales) Act 2013 added section 11A which provides that the Democratic Services Committee may, at the request of the Authority, review any matter relevant to :

- (a) the support and advice available to members of that Authority, and
- (b) the terms and conditions of office of those members.

Membership of the Democratic Services Committee 2020-2021

The membership of the Democratic Services Committee for the period 10th June 2020 - 19th May 2021 comprised of 5 members on a politically balanced basis:-

Councillor Rob James (Chair)



Councillor Tyssul Evans (Vice-Chair).



Councillor Irfon Jones



Cllr Emlyn Schiavone



Cllr Dai Thomas



Democratic Services Committee Meetings held during 2020-21

30th November 2020

23rd March 2021

Attendance by the Members of the Democratic Services Committee

The attendance figures for each member of the Democratic Services Committee are set out below.

Councillor	Meetings attended
Tyssul Evans	2
Rob James	2
Irfon Jones	1
Emlyn Schiavone	2
Dai Thomas	2

Key issues considered during 2020-21

During the year the Democratic Services Committee discussed the following reports, and a brief synopsis is included for each topic:-

Independent Remuneration Panel (IRPW) for Wales Annual Report - February 2021

The Committee considered the draft and final version of the IRPW Annual Report (February 2021) which detailed the Panel's determinations and recommendations in respect of remuneration and member support.

Welsh Government Consultation Document on Changes to Adoption Absence for Local Authority Members

The Committee received information on the Family Absence for Members of Local Authorities (Wales) Regulations 2013 (the regulations) governed adopter's absence (the form of leave taken by an individual adopting a child), and a proposal from Welsh Government to amend the 2013 Regulations so as to extend the period of adopter's absence for members of councils from 2 weeks to 26 weeks and, as far as practicable, to align procedures relating to adopter's absence. The Committee expressed its support for the proposals and fed back to Welsh Government as part of the consultation process.

Democratic Function – Head of Democratic Services Report

The Committee received the report of the Head of Democratic Services which provided an update on staffing, staff, accommodation and other resources made available to the Head of Democratic Services in order to discharge her statutory duty, the key challenges during the year and key challenges and priorities for 2021-22.

Democratic Services – New Ways of Working

The Committee agreed to establish a Task and Finish Group of 10 politically balanced members which would automatically include the members of the Democratic Services Committee to determine the needs of members in driving the new way of working for the Democratic function. The Task and Finish Group have engaged with the Authority's political groups and surveyed all members on their views for the Democratic process moving forward, we look forward to receiving their recommendations which we will then be submitted to full Council for approval.

Update on the Member Development Plan

The Committee received an update from the Learning and Development Advisor on the Member Development Plan for 2021-22 and endorsed a toolkit of learning to support the programme. The toolkit encompassed the initial proposal on the 21st Century Councillor Model that was presented to members back in July 2019 and will continue to be a blended and inclusive approach to learning that reflects different learning styles. The toolkit included the two distinct areas of development already discussed with members:

- Foundational Skills– Practical and knowledge skills (covered by most existing learning and development)
- Relational Skills – Connective, digital & reflective skills (to be effective as a 21st Century Councillor and covered as part of learning conversations).

The Committee was pleased to note that a dedicated page for members giving them a clear understanding of their learning skills, would be developed and . This page will be made available on both the Intranet and Website which may also act as a recruitment platform for possible new members.

Personal Development Reviews

The Committee considered the Personal Development Review template which allowed Group Leaders to lead on conducting Personal Development Reviews (PDR) to understand the needs of members and identify any support that may be required to fulfil their roles effectively.

Forward Work Programme

The Committee agreed its Forward Work Programme for the forthcoming 12 month period.

General Information

The Democratic Services Committee meetings are public meetings and with the exception of confidential items, all business is held in public. All of the public papers are published online at <http://democracy.carmarthenshire.gov.wales/ieListMeetings.aspx?Committeeld=152>

The Council is keen to see members of the public attend Democratic Services Committee meetings and all other Council meetings, including Council, Cabinet, Scrutiny and Regulatory meetings.

Further information can be provided by contacting Democratic Services:

DemocraticServices@carmarthenshire.gov.uk or on 01267 224028.

This page is intentionally left blank

DEMOCRATIC SERVICES COMMITTEE 26TH NOVEMBER 2021

DEMOCRATIC SERVICES FUNCTION

Recommendations / key decisions required:

To consider the information contained in the report and determine whether the provision of staff, accommodation and other resources made available to the Head of Democratic Services is adequate to deliver the democratic process for the forthcoming year.

Reasons:

The Democratic Services Committee considers matters relating to the provision of support services provided to them in accordance with the Local Government (Wales) Measure 2011

Scrutiny Committee consulted	Not applicable
Exec Board Decision Required	NO
Council Decision Required	NO

EXECUTIVE BOARD MEMBER PORTFOLIO HOLDER:- N/A

Cllr Rob James - Chair of Democratic Services Committee.

Directorate		
Name of Head of Service:	Designations:	Tel Nos. 01267 224028
Linda Rees Jones	Head of Administration & Law	E Mail Addresses:
Report Author:		GMorgan@carmarthenshire.gov.uk
Gaynor Morgan	Head of Democratic Services	

**EXECUTIVE SUMMARY
DEMOCRATIC SERVICES COMMITTEE
26th NOVEMBER 2021**

DEMOCRATIC SERVICES FUNCTION ANNUAL REVIEW

Members will be aware of the requirement under the Local Government (Wales) Measure 2011 ("the Measure") for the Council to establish a Democratic Services Committee. The Measure also requires the Council to designate one of its officers to the statutory post of "Head of Democratic Services" and provide that officer with sufficient resources to discharge these statutory functions.

This report provides information on the provision of staff, accommodation and other resources made available to the Head of Democratic Services in order to ensure that services are adequate to deliver the Democratic Process.

DETAILED REPORT ATTACHED ?

YES

IMPLICATIONS

I confirm that other than those implications which have been agreed with the appropriate Directors / Heads of Service and are referred to in detail below, there are no other implications associated with this report :

Signed: Linda Rees Jones Head of Administration & Law
 Gaynor Morgan Head of Democratic Services

Policy, Crime & Disorder and Equalities	Legal	Finance	ICT	Risk Management Issues	Staffing Implications	Physical Assets
NONE	YES	YES	NONE	NONE	YES	NONE

Legal
 The Local Government (Wales) Measure requires a local authority to designate one of its officers to discharge the Democratic Services Functions and provide that officer with such staff, accommodation and other resources which in its opinion are sufficient to allow those functions to be discharged.
 The Head of Democratic Services may arrange for the discharge of democratic services functions by staff prescribed under the Democratic Services Function.

Finance
 No additional budgetary implications at this time, the existing staffing arrangements can be accommodated within the Division's existing budget.

Staffing Implications
 The Local Government Wales Measure requires local authorities to include within their standing orders provisions concerning the management of staff provided to the Head of Democratic Services. Section 10 "Management of Staff" does not include the appointment of staff or dismissal of staff or the taking of other disciplinary action against staff.

CONSULTATIONS

I confirm that the appropriate consultations have taken in place and the outcomes are as detailed below

Signed:	Linda Rees Jones Gaynor Morgan	Head of Administration and Law Head of Democratic Services
----------------	-----------------------------------	---

1. Scrutiny Committee

Not applicable

2. Local Member(s)

Not applicable

3. Community / Town Council

Not applicable

4. Relevant Partners

Not applicable

5. Staff Side Representatives and other Organisations

Not applicable

Section 100D Local Government Act, 1972 – Access to Information

List of Background Papers used in the preparation of this report:

Title of Document	File Ref No.	Locations that the papers are available for public inspection
Local Government Wales Measure		http://www.legislation.gov.uk/mwa/2011/4/contents/enacted

Report of the Head of Democratic Services

26TH NOVEMBER 2021

DEMOCRATIC SERVICES FUNCTION

Head of Service & Designation. Linda Rees Jones Head of Administration & Law	Directorate Chief Executive	Telephone No. 01267 224010
Author & Designation Gaynor Morgan Head of Democratic Services	Directorate Chief Executive	Telephone No 01267 224026

Members will be aware of the requirement under the Local Government (Wales) Measure 2011 ("the Measure") for each Local Authority to establish a Democratic Services Committee. The Measure also requires the Council to designate one of its officers to the statutory post of "Head of Democratic Services" and provide that officer with sufficient resources to discharge these statutory functions.

The Head of Democratic Services has a statutory responsibility to organise the discharge of the "democratic services functions" in accordance with the Local Government (Wales) Measure 2011 which includes:- The production of reports, as required, on the number of staff required to support democratic services and how the staff should be organised to ensure the Council, the Cabinet and Committees receive high level support in the discharge of its democratic functions.

Democratic Services Staffing Resources

Staffing resource to support the Democratic Service is split into three distinct teams:-

- a) Committee Support
- b) Civic & Member Support
(both under the management of the Head of Democratic Services)
- c) Cabinet support
(under the management of the Chief Executives' Business Support Manager)

In addition to myself, as Head of Democratic Services, the Democratic team comprises 2 Principal Democratic Services Officers 5 Democratic Services Officers, 1 Assistant Democratic Services Officer, 3 Member Support Officers, an Official Car Driver and 4 casual drivers called upon as and when necessary.

The Democratic team deals with a wide range of activities, which include, but are not limited to:

- Maintaining and developing the Council's decision-making processes to include the preparation of agendas, reports and minutes, facilitating accountability and transparency.
- The Webcasting of all Council and Committee meetings.
- Managing and providing Scrutiny and Committee Services support to the Council and its various Committees.
- Support services to Elected Members, including advice on the Council's Constitution and Members' Code of Conduct, Maintaining the Register of Members' Interests;
- Administer appeals relating to school admissions and school permanent exclusions.
- Servicing and hosting joint working arrangements – i.e. Dyfed Powys Police and Crime Panel, Wales Pension Partnership and the new Education Partnership.
- Servicing Council's arm's length companies i.e. Llesiant Delta Wellbeing Governance Group and CWM Environmental Ltd Shareholders Board.
- Managing internal meetings between Group Leaders, Constitutional Review Group and also Cabinet member meetings with Scrutiny Chairs and Vice-Chairs.
- Managing members' constituency casework via a Councillor Enquiry system, processing Councillor expenses and making arrangements for attending conferences and seminars. A new updated Councillor Enquiry process with the facility for members to view logged cases was released earlier in the year.
- Support to the Chair and Vice-Chair of Council in their civic duties.
- Developing and updating the Democracy web pages managing democratic room bookings/

The Chief Executive's Business Support unit supports the work of the Leader and the 9 Cabinet Members and comprises a small team of staff. The Cabinet Support Office provides professional advice, research and information gathering, prepares speeches, and manages day to day correspondence and diary coordination

Key Challenges During the Year

As reported last year, the Covid19 pandemic changed the way the democratic process operated with virtual meetings introduced as a result of legislative changes. The Local Government and Elections (Wales) Act 2021 received Royal Assent on the 20th January 2021, the Act retained a number of aspects of the temporary coronavirus regulations and introduced a number of additional changes to how democracy has and must be managed. A significant piece of work was undertaken, working alongside the Head of Administration and Law and Legal Services Manager to include elements of the Act in the Council Constitution and these were reported to the Annual meeting of Council in May 2021.

The Education (Admission Appeals Arrangements)(Wales)(Coronavirus) (Amendment) Regulations 2020 came into force on 4 May 2020 this give admission authorities, local authorities and appeal panels some additional flexibility when dealing with appeals during the outbreak, and to ensure that appeal timetables worked in light of school closures and allowed Appeal Panels to be held remotely. The team put in place arrangements for Appeals to be held remotely and processed 188 appeals from 01/04/20 to 31/03/21.

Communication with Elected Members - The Team made 2/3 calls per week to members during 'Covid lockdown' allowing member to raise any concerns or ward issues, and feedback so that the Authority's website content could be updated and urgent matters referred up to Gold Command via the Marketing and Media Manager. Whilst calls were scaled down as the situation improved a decision was made to review and refresh the Councillor Enquiry process. Between 1st April 2020 – 31st March 2021. 3,464 Councillor Enquiries were processed.

The decision to webcast all public meetings has resulted in a substantial increase in meetings being webcast namely from 50 webcasts a year in 2019/20 to 98 in 2020/21 a significant challenge for the team and our existing resources. It should be noted that we anticipate that the number of meetings webcast during 2021/22 will be approximately 200 as per the current calendar of meetings for the year.

The Local Government and Elections (Wales) Act 2021 put in place a legal requirement for local authorities to make and publish arrangements for the purpose of ensuring that local authority meetings are able to be held by means of any equipment or other facility which

(a) enables persons who are not in the same place to attend the meetings, and (b) satisfies the conditions in subsection (2).

(2) The conditions are that the equipment or other facility enables persons—

(a) in the case of local authority meetings that do not fall within paragraph (b), to speak to and be heard by each other (whether or not the equipment or facility enables those persons to see and be seen by each other), and

(b) in the case of meetings of a principal council required to be broadcast under section 46 (electronic broadcasts), or any other local authority meetings required to be broadcast by regulations made under that section, to speak to and be heard by each other and to see and be seen by each other.

This means that going forward multi-location meetings (hybrid) will be the norm with members either attending physically in a Council Chamber or remotely via Zoom. In order to achieve this the service successfully obtained Welsh Government Grant funding to procure a multi-location solution for the Chamber in County Hall. The kit was installed in July 2021 and the team has been testing the equipment with Cabinet Members prior to the solution being rolled out. Again, these changes have a direct impact on the workload of Democratic Services as additional resources are required to facilitate a combination of both physical and virtual meetings.

Key Challenges and Priorities for 2022-23

- Introduction of Multi-location meetings which will allow a mix of both physical and remote attendance at Democratic meetings.
- Preparations for the local government elections 2022. A significant piece of work will be to work with the political groups on the politically balanced composition of Committees and membership of Advisory Panels and Outside bodies and to agree design and deliver the induction programme for both new Members and those returned at these elections.
- The number of elected members on the Authority will increase from 74 to 75 members in May and the number of wards will be reduced from 58 to 51, with 22 of those being multi-member wards. These changes will need to be reflected in the Councillor information pages.
- Implementing elements of the Local Government and Elections (Wales) Act 2021 which come into force in May 2022 which include : mandatory webcasting of Council meetings; introduction of petition scheme (including e-petitions); a duty to create a public participation strategy that will strengthen public involvement in the Democratic Process; and further development of family absence provisions for elected members; Advertising and appointing a majority of co-opted members to the Authority's Governance and Audit Committee .
- The Authority's current webcasting contract expires in March 2022 and there will be a need to enter into a new agreement taking into account the need for a higher level of hosted content (webcasting hours).

In conclusion, the Local Government & Elections (Wales) Act 2021 and multi-location meetings continues increase the workload of Democratic Services and brings with it continued changes to roles. Having taking into account the extremely difficult (and ongoing) economic pressures facing the Council generally and the need for the Division to continue to identify / deliver / contribute to further savings, the staffing structure, if provided with support from other teams within the department , is considered to be sufficient for current service demands, however this will need to be continually monitored as elements of the Local Government and Elections (Wales) Act come into force.

Democratic Services Committee

Date: 26th November 2021

Subject: UPDATE ON MEMBER DEVELOPMENT TOOLKIT

Purpose: To present the Members Development Toolkit and invite the views of DSC on any additions, deletions, or amendments to proposal.

Recommendations / key decisions required:

- Present the toolkit of learning to support the Member Development Programme.
- Invite DSC for their views on the toolkit for comments.

Reasons:

To contribute to Member Development Plan 2021-22

Relevant scrutiny committee to be consulted NA

Exec Board Decision Required NA

Council Decision Required NA

EXECUTIVE BOARD MEMBER PORTFOLIO HOLDER:- R. James – Member Development Champion and L.M. Stephens – Executive Board Member

Directorate: CEX

Name of Head of Service: Paul R Thomas

Report Author: Hayley Daniels

Designations: Corporate Development Advisor

Tel Nos. 01267 246186

E Mail Addresses:
HMDaniels@cararthenshire.gov.uk

EXECUTIVE SUMMARY
Democratic Services Committee
26th November 2021

Members Development Toolkit

This report provides an update to the Democratic Services Committee on the Member Development Toolkit, a dedicated page on the Democracy Pages which will support the Member Development Plan for 2021/22 and for the future. Comments are welcomed regarding any programmes added, deleted, or prioritised.

Further consultation with the Democratic Services Committee still required.

- To present the toolkit of learning to members and seek views on its design, content, and ease of navigating the digital resources within the toolkit.
- Provide all members with a demonstration workshop to show them the toolkit and how to navigate around the pages.
- The outcomes will inform the resourcing, prioritisation, and delivery of the Member Development Plan for endorsement by the Democratic Services Committee.

Recommendations

That Democratic Services Committee:

1. Agree the Toolkit of learning to support the Member Development Programme.
2. Agree to a series of demonstration workshops for all members.

DETAILED REPORT ATTACHED?

NO

IMPLICATIONS

I confirm that other than those implications which have been agreed with the appropriate Directors / Heads of Service and are referred to in detail below, there are no other implications associated with this report :

Signed: **P.R. Thomas** **Assistant Chief Executive**

Policy, Crime & Disorder and Equalities NONE	Legal NONE	Finance NONE	ICT NONE	Risk Management Issues NONE	Staffing Implications NONE	Physical Assets NONE
--	----------------------	------------------------	--------------------	---------------------------------------	--------------------------------------	--------------------------------

CONSULTATIONS

I confirm that the appropriate consultations have taken in place and the outcomes are as detailed below

Signed: **P.R. Thomas** **Assistant Chief Executive**

(Please specify the outcomes of consultations undertaken where they arise against the following headings)

1. Scrutiny Committee: N/A

2. Local Member(s)

Individual Members consulted as part of 1-1 Personal Development Meeting with Group Leaders or Deputy Group Leaders.

3. Community / Town Council – N/A

4. Relevant Partners – N/A

5. Staff Side Representatives and other Organisations – N/A

Section 100D Local Government Act, 1972 – Access to Information

List of Background Papers used in the preparation of this report:

THERE ARE NONE (Delete as applicable)

Title of Document	File Ref No.	Locations that the papers are available for public inspection

This page is intentionally left blank