

DEMOCRATIC SERVICES COMMITTEE

2ND DECEMBER 2019

INDEPENDENT REMUNERATION PANEL FOR WALES DRAFT ANNUAL REPORT - FEBRUARY 2020

Recommendations / key decisions required:

To consider and comment on the determinations made by the Independent Remuneration Panel for Wales in their draft Annual Report for February 2020

To authorise the Chair of the Committee to submit a response to the IRPW on behalf of the Committee.

Reasons:

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 – not at this stage.
Council Decision Required	NO - not at this stage.

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

Directorate		
Name of Head of Service:	Designations:	Tel Nos. 01267 224010
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

2ND DECEMBER 2019

**INDEPENDENT REMUNERATION PANEL FOR WALES
DRAFT ANNUAL REPORT - FEBRUARY 2020**

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 municipal 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 10th December 2019.

The IRPW is required to take into account the representations which it receives on the draft before issuing its final version of the report in February.

In respect of principal Councils, for 2020/21 the IRPW has determined the following changes:

- an increase in Basic Salaries of 2.5% (£350), bringing the basic salary for Councillors up to £14,218
- No additional increase will be paid to Senior and Civic Salary holders, they will only receive the basic salary element increase
- the Panel has removed the options for publication of reimbursement of costs of care, and decided that relevant authorities should only publish the total amount reimbursed during the year.
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Councillor Salaries have traditionally been paid based on the Municipal Year of an Authority. The draft report recommends that the 2020/21 payments take effect from 1st April 2020. This is an unwelcome change as the determination alters a long standing system and puts in place a process which would create additional administration work for an Authority, and potentially confuse Councillors and the public. The Head of Democratic Services has therefore respectfully asked that this be reconsidered and changed back to the date of the Annual Meeting of Council and effective for of the Municipal Year.

The Council welcomes that the IRPW is keen to ensure that there are no options relating to levels of remuneration by Principal Councils that require a decision of full Council. However, the report contains limited areas where a Council decision is required. One of these decisions is the maximum number of days in one year for which co-opted members can be paid. The Head of Democratic Services as part of the consultation period has suggested that it would be useful, if this option was removed and has asked for the IRPW to consider this request.

The Independent Remuneration Panel for Wales invited Chairs of Democratic Services Committees and Heads of Democratic Service of all Welsh local authorities to attend one of three regional meetings to discuss the report and any issues regarding remuneration, compliance and member support. The Vice-Chair of the Committee and the Head of Democratic Services met with IRPW on the 22nd October 2019.

DETAILED REPORT ATTACHED ?	YES – the report can also be viewed via the following link https://gov.wales/sites/default/files/publications/2019-10/independent-remuneration-panel-draft-annual-report-2020-2021_0.pdf
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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

1. Finance

The IRPW draft determinations for 2020/21 will result in an additional budget requirement of £25,900

This will be validated when setting the budget for the forthcoming year.

2. 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.

The IRPW is required to publish an annual report in accordance with the requirements of Section 147 of 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
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 IRPW to all 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/sites/default/files/publications/2019-10/independent-remuneration-panel-draft-annual-report-2020-2021_0.pdf
Local Government Wales Measure		http://www.legislation.gov.uk/mwa/2011/4/contents/enacted