

# DEMOCRATIC SERVICES COMMITTEE

26<sup>th</sup> 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  
26<sup>th</sup> 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 26<sup>th</sup> 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:

<b>Basic Salary</b>	<b>Current</b>	<b>Proposed 2022/23</b>
	£14,368	£16,800
<b>Senior Salaries</b>	<b>Current</b>	<b>Proposed 2022/23</b>
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
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<b>Civic Salaries</b>	<b>Current</b>	<b>Proposed 2022/23</b>
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 1<sup>st</sup> 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.

<b>DETAILED REPORT ATTACHED ?</b>  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
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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
<b>NONE</b>	<b>YES</b>	<b>YES</b>	<b>NONE</b>	<b>NONE</b>	<b>NONE</b>	<b>NONE</b>

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

Head of Administration and Law

Gaynor Morgan

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		<a href="https://gov.wales/independent-remuneration-panel-wales-draft-annual-report-2022-2023">https://gov.wales/independent-remuneration-panel-wales-draft-annual-report-2022-2023</a>
Local Government Wales Measure		<a href="http://www.legislation.gov.uk/mwa/2011/4/contents/enacted">http://www.legislation.gov.uk/mwa/2011/4/contents/enacted</a>