

**DEMOCRATIC SERVICES COMMITTEE**  
**5<sup>TH</sup> DECEMBER 2023**

**INDEPENDENT REMUNERATION PANEL FOR WALES**  
**DRAFT ANNUAL REPORT 2024/25**

**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 2024/25.
2. 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.

Cabinet Decision Required	NO
Council Decision Required	NO

**CABINET MEMBER PORTFOLIO**

Cllr Darren Price – Leader/Cllr Alun Lenny – Cabinet Member for Resources

<b>Directorate</b>	<b>Designations:</b>	<b>Tel Nos. E Mail Addresses:</b>
<b>Name of Head of Service:</b> Linda Rees Jones	Head of Administration & Law	
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# EXECUTIVE SUMMARY

## INDEPENDENT REMUNERATION PANEL FOR WALES DRAFT ANNUAL REPORT 2024/25

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 Draft Annual Report was published on 13 October 2023 and details its proposals on the payment of remuneration and allowances from 1st April 2024.

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 2024/25 the IRPW proposes:-

- that the annual Basic Salary in 2024/25 for elected members of principal councils in Wales shall be increased from £17,600 to £18,666.
- the basic pay element will be uplifted in line with ASHE and this uplift will also apply to the role element of Bands 1, 2, 3 and 4 (Leader, Deputy Leader, Executive Members and Leader of the largest opposition Group) Where a Band 5 is paid (Leader of other political groups – not paid in Carmarthenshire), there is no increase to the role element as this remains temporarily frozen. The increase in the basic salary will apply.
- in terms of co-opted member payments the introduction of an hourly rate for meetings and suggests local flexibility for the relevant officer to decide when it will be appropriate to apply a day or a half day rate or to use an hourly rate for co-opted member payments where it is sensible to aggregate a number of short meetings.
- Civic Head salary of £27,999 (£26,400 in 2023/24) and Deputy Civic Head £22,406 (£21,340 in 2023/24)

No further changes are made to the payments and benefits paid to elected members of Principal Authorities therefore all other decisions from 2023/2024 still stand and they should be applied to 2024/25.

It should also be noted that the report refers to matters relating to National Park Authorities; Fire and Rescue Authorities and Town and Community Councils, but this is not elaborated upon in this report.

The Democratic Services Committee is asked to consider the report and the consultation document and provide comments in order to form a response to the Independent Remuneration Panel's draft report consultation.

**DETAILED  
REPORT  
ATTACHED ?**

Appendix 1 – Copy of the IRPW Draft Annual Report for 2024/25.

Appendix 2 – Consultation Document

# 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**

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>

## 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 IRPW draft determinations will result in a Salaries increase of £97,476

The total cost including NI, Pension Contribution, Communications Allowance and the contingency for Carers Allowance results in an increase of £117,546.

The current anticipated budget for 2024/25 based on the current validation figures is enough to cover this total increase.

# 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

## 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://www.gov.wales/independent-remuneration-panel-wales-draft-annual-report-2024-2025">https://www.gov.wales/independent-remuneration-panel-wales-draft-annual-report-2024-2025</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>