

FULL COUNCIL REPORT

Date Written	23 rd March 2016
Report Author	Ann Taylor
Service Area	Democratic Services
Exempt/Non Exempt	Non Exempt
Committee Date	20 th April 2016

To: Mayor, Ladies and Gentlemen

Independent Remuneration Panel for Wales (IRPW) Annual Report 2016-2017

1.0 SUMMARY OF THE REPORT

- 1.1 This report informs Councillors of the Independent Remuneration Panel for Wales' (IRPW) Annual Report regarding payments to local authority elected members, Co-opted members and Heads of Paid Service in Wales.
- 1.2 A list of the financial determinations contained within the IRPW Annual Report for 2016-2017 which will come into effect from the date of the Councils AGM on 18th May 2016, is provided in this report.

2.0 RECOMMENDATION(S) that

- 2.1 The content of the Annual Report of the IRPW for 2016/2017 be noted.
- 2.2 The roles of Civic Head and Deputy Civic Head continue to be paid at Level 3 within the approved range; as agreed at Full Council on 23rd April 2014.
- 2.3 As the authority operates with a Cabinet of less than the statutory maximum, the role of each Executive Member should be paid at Band 2, Level 1 to reflect the range of portfolio responsibilities they hold.
- 2.4 Each committee Chair will be paid an equivalent level of remuneration and the salary will remain the same as 2015/2016.

3.0 INTRODUCTION AND BACKGROUND

- 3.1 The 2016-2017 Annual Report from the IRPW is the eighth since the Panel was established in 2008; and the fifth since the approval of the Local Government Measure (Wales) 2011 which extended their powers to prescribe members' salaries.
- 3.2 Last year the Panel decided that given the continuing constraints on local government spending there would be no increase in remuneration in 2015/2016. The Panel has taken the same approach this year and has decided that there will be no increase in remuneration in 2016/2017.
- 3.3 In conjunction with the annual IRPW, recipient authorities must also maintain and publish a Schedule of Remuneration in accord with the Panel's published determinations on member salary and co-opted member payments.
- 3.4 A copy of the Merthyr Tydfil County Borough Council Schedule of Remuneration for 2016-2017 will also be published on the authority's website.

4.0 PANEL DETERMINATIONS FOR 2016/2017

- 4.1 Attached at Appendix 1 is a list of the financial determinations contained within the IRPW Annual Report for 2016-2017 which will come into effect from the date of AGM which is 18th May 2016.
- 4.2 A full list of these and all the other determinations made in the 2016-2017 IRPW Annual Report can be found at Appendix 2.

5.0 FINANCIAL IMPLICATION(S)

- 5.1 The salary levels for the main part have been maintained at the bands set in 2014/2015 and carried over for 2015/16 and also 2016/2017, so there are no additional financial implications this year as a result of the report.
- 5.2 The changes that have been made, however, include the introduction of two salary levels for Executive (Cabinet) Members, and two salary levels for Committee Chairs.
- 5.3 The IRPW maintains that where a council operates with a Cabinet of less than the statutory maximum, the range of individual portfolios is much greater, and this should therefore be reflected in their remuneration.
- 5.4 They also took the view that the responsibility and workload of some Chairs is greater than others and this, too, should be reflected in their salary. It would be

a matter for the individual authorities to determine at which level a Chair is paid to reflect the appropriate responsibility attached to the specific post.

6.0 SINGLE INTEGRATED PLAN AND SUSTAINABILITY IMPACT SUMMARY

6.1 The Single Integrated Plan & Sustainability Impact Assessment has been completed and there will be no impact on the Corporate Plan and Single Integrated Plan.

7.0 EQUALITY IMPACT ASSESSMENT

7.1 An Equality Impact Assessment (EqIA) screening form has been prepared for the purpose of this report. It has been found that a full report is not required at this time. The screening form can be accessed on the Council's website/intranet via the 'Equality Impact Assessment' link.

GARETH CHAPMAN
CHIEF EXECUTIVE

COUNCILLOR PHIL WILLIAMS
CABINET MEMBER FOR
GOVERNANCE AND CORPORATE
SERVICES

BACKGROUND PAPERS		
<i>Title of Document(s)</i>	<i>Document(s) Date</i>	<i>Document Location</i>
IRPW Annual Report	2016-2017	MTCBC website
Schedule of Member Remuneration	2016-2017	MTCBC Website

Consultation has been undertaken with Executive Board in respect of each proposal(s) and recommendation(s) set out in this report.

IRPW FINANCIAL DETERMINATIONS FOR 2016/2017

BASIC SALARY (ONLY payable to all elected members who are not in receipt of a senior salary)	£13,300
---	---------

SENIOR SALARIES	
Band 1 – Leader & Deputy Leader	
Leader	£43,000
Deputy Leader with Portfolio for Governance & Corporate Services	£30,000
Band 2 – Other Executives (i.e. Members of Cabinet)	
Cabinet Member Portfolio for Neighbourhood Services & Public Protection	£26,000
Cabinet Member Portfolio for Regeneration, Planning & Countryside	£26,000
Cabinet Member Portfolio for Social Services	£26,000
Cabinet Member Portfolio for Learning	£26,000
Band 3 – Committee Chairs	
Chair of Audit Committee ¹	£0
Chair of Democratic Services Committee ¹	£0
Chair of Planning & Regulatory Committee	£22,000
Chair of Scrutiny for Governance, Performance, Business Change & Corporate Services	£22,000
Chair of Scrutiny for Neighbourhood Services & Public Protection	£22,000
Chair of Scrutiny for Regeneration, Planning & Countryside	£22,000
Chair of Scrutiny for Social Services	£22,000
Chair of Scrutiny for Learning and LAESCYP ²	£22,000
Band 4 – Opposition Leader	
Leader of Largest Opposition Group	£22,000
Band 5 – Other Leaders	
Leader of political groups not less than 10% of all council members ³	£0

Civic Salaries (Inclusive of basic Salary)	
Civic Head (Mayor)	£19,000
Deputy Civic Head (Deputy Mayor)	£14,000

¹ The Leader of the Opposition is the Chair of both the Audit Committee and Democratic Services Committee. Each individual Councillor is only entitled to one senior salary, so we do not pay a senior salary for these two Committee Chair posts.

² LAESCYP – Local Authority Education Services for Children and Young People

³ MTCBC has no Councillor(s) in this category

CO-OPTED MEMBERS WITH VOTING RIGHTS

Chair of Standards Committee & Audit Committee

£256 (4 hrs & over)
£128 (up to 4 hours)Ordinary members of standards committees who also Chair
standards committees for community and town councils£226 (4 hrs & over)
£113 (up to 4 hours)Ordinary members of standards committees; education scrutiny
committee; crime and disorder scrutiny committee and audit
committee£198 (4 hrs & over)
£99 (up to 4 hours)**CO-OPTED MEMBERS WITH NO VOTING RIGHTS**

On Scrutiny Committees

Travelling Expenses
Only

**IRPW FULL LIST OF LOCAL AUTHORITY
DETERMINATIONS FOR 2016/2017**

1. Basic salary in 2016/17 for elected members of principal councils shall remain at £13,300.
2. The Panel has determined that senior salary levels in 2016/17 for members of principal councils shall be as set out in table 2 of the 2016 Annual Report.
3. The Panel has determined that (where paid) civic salaries at the following levels are payable and will be applied by principal councils as each considers appropriate, taking account of the anticipated workloads and responsibilities.
4. The Panel has determined that, where appointed and if remunerated, a presiding member must be paid a Band 3 Level 1 senior salary. This post will count towards the cap.
5. The Panel has determined that the post of deputy presiding member will not be remunerated.
6. The Panel 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.
7. The Panel has determined that 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.
8. All authorities must provide for the reimbursement of necessary costs for the care of dependent children and adults (provided by informal or formal carers) up to a maximum of £402 per month. Reimbursement shall only be made on presentation of receipts from the person providing care.
9. All authorities must provide for the reimbursement of necessary costs for the care of personal assistance needs (provided by informal or formal carers) up to a maximum of £403 per month. Reimbursement shall only be made on presentation of receipts from the person providing the care.
10. An elected member is entitled to retain a basic salary when taking family absence under the regulations irrespective of the attendance record immediately preceding the commencement of the family absence.

11. When a senior salary holder is eligible for family absence, he/she will continue to receive the salary for the duration of the absence.
12. 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.
13. 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.
14. 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.
15. The Council's schedule of remuneration must be amended to reflect the implication of the family absence.
16. The chair of a Joint Overview and Scrutiny Committee is eligible for a salary equivalent to that part of a Band 3 Level 2 senior salary that remunerates a committee chair of a principal authority (£6,700).
17. In cases where the chair is already in receipt of a senior salary for a Band 3, 4 or 5 role the payment will be £3,350.
18. The chair of a sub committee of a JOSC is eligible for a salary of £1,675.
19. In cases where the chair of the sub committee is already in receipt of a senior salary for a Band 3, 4 or 5 role the payment will be £837.
20. Payments to chairs of task and finish sub committees are to be pro-rated to the duration of the task.
21. Payments made to a chair of a JOSC, or a chair of a sub committee of a JOSC, are additional to the maximum proportion of the authority's membership eligible for a senior salary. It should be noted that the statutory limit of no more than 50% of a council's membership receiving a senior salary applies (Section 142 (5) of the Measure).
22. A deputy chair of a JOSC or sub committee is not eligible for payment.
23. Co-optees for a JOSC or sub committee are not eligible for a co-opted member fee unless they are appointed by an authority under Section 144(5) of the Measure.

24. The entitlement to join the Local Government Pension Scheme (LGPS) shall apply to all eligible elected members of principal councils.
25. Members of principal local authorities in receipt of a Band 1 or Band 2 senior salary cannot receive a salary from any NPA to which they have been appointed.
26. 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.
27. Principal councils, NPAs and FRAs must pay fees to co-opted members with voting rights as outlined in Table 4.
28. Reasonable time for pre-meeting preparation is eligible 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.
29. Travelling time to and from the place of the meeting can be included in the claims for payments made by co-opted members (up to the maximum of the daily rate).
30. The appropriate officer within the authority can 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.
31. Meetings eligible for the payment of fees include 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.
32. The Panel has determined to include a provision for specific or additional senior salaries that do not fall within the current Remuneration Framework.