

**COUNTY COUNCIL**

<b>Date of Meeting</b>	Tuesday, 10 May 2016
<b>Report Subject</b>	Schedule of Member Remuneration
<b>Report Author</b>	Chief Officer (Governance)

**EXECUTIVE SUMMARY**

Each year, the Independent Remuneration Panel for Wales (IRPW) determines the rates of payment which are to be made to elected and co-opted members of Welsh local authorities for the following municipal year. Consultation on the proposals was carried out last autumn. The final report was published in February and provides for the levels of payment to Members to remain as they were for 2015/16.

Flintshire, as with other Welsh Authorities, must decide which of the payment bands it wishes to apply for the Chair and Vice-chair of Council and whether it should pay senior salaries to Cabinet Members and committee chairs at level 1 or 2. We are required to implement the report from our Annual Meeting for the year 2016/17.

**RECOMMENDATIONS**

1	That the Council considers whether all cabinet members and committee chairs should continue to be paid at Level 1.
2	That the Council determines which of the three bands of payments should be chosen for the Chair and Vice-chair of Council (bearing in mind that the previous decision has been band b)
3	That the Council approves the Schedule of Member Remuneration shown in Appendix 1 updated to apply to for 2016/17.

## **REPORT DETAILS**

<b>1.00</b>	<b>EXPLAINING THE SCHEDULE OF REMUNERATION</b>
1.01	<p>The Independent Remuneration Panel for Wales (IRPW) issued its Annual Report for 2016/17 in February. It was circulated to Members as an attachment to an email from the Member Engagement Manager on 22<sup>nd</sup> of that month. The IRPW Annual Report determines what payments can be paid to Members and co-opted members for the Council year 2016/17. We must implement the report from the date of the Annual Meeting of Council.</p>
1.02	<p>The IRPW has decided for 2016/17, the basic allowance payable to all elected Members should remain at £13,300 p.a., the same as it was for 2015/16. (Determination 1) The levels of payment to the Leader, the Deputy Leader, the Chair of Council, Vice- chair and leader of the largest opposition group also remain as they were for 2015/16. (Determinations 2 and 3) The maximum number of senior salaries payable by local authorities has not been changed: the maximum number for Flintshire remains at 18. Therefore, the position is largely as it was for the previous year. The details are included within appendix 2.</p>
1.03	<p>Last autumn, the IRPW consulted on its draft report, which was considered at Council on 20th October. There were proposals in the draft report for two tiers of cabinet member and committee chair payments, which the Council opposed. Following the consultation on the draft, and meetings between IRPW representatives and heads of democratic services across Wales, the two tier approach has not become mandatory, but is now available to Authorities as a 'flexible approach'. Given that the Council opposed the creation of two tiers in the autumn, it is considered unlikely that there would be any support for that now, and so it is not being recommended for implementation. For Flintshire, level 1 for executive (cabinet) members is £29,000 and level 2 is £26,100. For committee chairs, level 1 is £22,000 and level 2 is £20,000</p>
1.04	<p>In relation to payments to the Civic Head and Deputy (in our case the Chair and Vice-chair of Council) the IRPW gives local choice to Councils as to which of three bands it wishes to apply as indicated below. For the last two years, the Council has determined that the middle band, 'b' was the appropriate one for Flintshire.</p>

<b>Remuneration of Civic Heads and Deputy Civic Heads</b>
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	<i>(includes "basic salary" of £13,300 p.a.)</i>	
	Civic Heads	Deputy Civic Heads
a)	£24,000	£18,000
b)	£21,500	£16,000
c)	£19,000	£14,000
1.05	The payment rates for co-opted members are unchanged.	

<b>2.00</b>	<b>RESOURCE IMPLICATIONS</b>
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2.01	The amounts paid to members for allowances has been budgeted for on the basis of the draft IRPW report last autumn.
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<b>3.00</b>	<b>CONSULTATIONS REQUIRED / CARRIED OUT</b>
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3.01	All Members of the Council were sent the IRPW final report in February. This report has been shared with the group leaders and appropriate senior officers for their comments.
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<b>4.00</b>	<b>RISK MANAGEMENT</b>
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4.01	No risk management issues have been identified during the preparation of this report.
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<b>5.00</b>	<b>APPENDICES</b>
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5.01	<u>Appendix 1 Schedule of member remuneration</u> <u>Appendix 2 List of senior salary/allowances paid.</u>
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<b>6.00</b>	<b>LIST OF ACCESSIBLE BACKGROUND DOCUMENTS</b>
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6.01	<p>Independent Remuneration Panel for Wales Annual Report published February 2016.</p> <p><b>Contact Officer:</b> Robert Robins, Member Engagement Manager  <b>Telephone:</b> 01352 702320  <b>E-mail:</b> <a href="mailto:Robert.robins@flintshire.gov.uk">Robert.robins@flintshire.gov.uk</a></p>
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<b>7.00</b>	<b>GLOSSARY OF TERMS</b>
7.01	<p><b>Independent remuneration Panel for Wales (IRPW)</b> is the body which determines the levels of payment to members of local authorities in Wales.</p> <p><b>Determinations:</b> the decisions which the IRPW makes.</p>