

FLINTSHIRE COUNTY COUNCIL

Date of Meeting	Thursday, 18 May 2017
Report Subject	Schedule of Remuneration
Report Author	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 for 2017/18 were carried out last autumn. The final report was published in February and sets the levels of payment for Members for 2017/18.

Flintshire, as with other Welsh local authorities, must decide which payment levels it wishes to apply for the Chair and Vice-chair of Council, Cabinet Members and Committee Chairs. (Because the number of senior salaries is limited to 18, not all Committee Chairs are remunerated).

The Council must also publish a schedule showing who receives what level of payment. A further report on the Members' Schedule of Remuneration will therefore need to be made to the meeting of Council on 20th June, once all appointments to senior salary posts have been made.

RECOMMENDATIONS

1	That County Council decides whether Cabinet Members should be paid at Level 1, (£29,100) or Level 2, (£26,100), both of which are inclusive of the basic salary.
2	That County Council decides whether the Committee Chairs who are paid a senior salary should be paid at Level 1 (£22,100) or Level 2, (£20,100), both of which are inclusive of the basic salary.
3	That County Council decides whether the Chair of Council should be paid at Level 1 (£24,100) Level 2 (£21,600) or Level 3 (£19,100), all of which are inclusive of the basic salary.

4	That County Council decides whether the Vice-chair of Council should be paid at Level 1 (£28,100) Level 2 (£16,100) or Level 3 (£14,100), all of which are inclusive of the basic salary.
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REPORT DETAILS

1.00	EXPLAINING THE SCHEDULE OF REMUNERATION
1.01	The Independent Remuneration Panel for Wales (IRPW) issued its Annual report for 2017/18 in February. The IRPW Annual Report determines what payments can be made to both elected and co-opted Members for 2017/18. Within the report, a number of determinations apply to County Councils, whilst others apply to the Fire & Rescue Authorities, National Park Authorities and Community/Town Councils. This report deals solely with determinations which relate to the County Council.
1.02	Subject to their having signed the declaration of acceptance of office, all elected Members will receive the basic salary of £13,400 from 8 th May 2017. This is as required in IRPW <u>Determination 1</u> , and is an increase of £100 on the 2016/17 basic salary.
1.03	Positions of responsibility attract a higher rate of remuneration called a “senior salary”. There is a limit on how many senior salaries Flintshire can award (18) based on its population (Group B, populations of between 100,000 and 200,000).
1.04	<u>Determination 2</u> relates to the level of senior salaries. There has been no increase in senior salaries, but as each senior salary also includes the basic salary element, there is, in effect, an increase of £100.
1.05	There is provision to pay Cabinet Members at two different levels, reflecting the extent of their responsibilities. Level 1 is £29,100 (inclusive of the basic salary) level 2 is £26,200. Flintshire have previously indicated to IRPW that it would not pay different rates to Cabinet Members and the IRPW have confirmed that no Council has introduced differential payments within Cabinets or to committee chairs. The County Council must make a decision as to which level payment is made at: the current payment was agreed to be level 1 at the last Annual Meeting.
1.06	The payment to Committee Chairs is £22,100 for Level 1 and £20,100 for Level 2. The County Council must make a decision as to which level payment is made at: the current payment was agreed to be level 1 at the last Annual Meeting.
1.07	The payment to the leader of the largest opposition group is £22,100.
1.08	<u>Determination 3</u> relates to the remuneration of civic heads and deputies (in Flintshire’s case, this means the Chair and Vice-chair of Council. These two posts are not included in the 18 payments cap. The IRPW has set three possible levels of salary. It is for each Local Authority to decide at which level it makes payment. As an example, it could be decided that the role of

	<p>the Chair is such that it warrants payment at level 1, but that the Vice-chair be paid level 3. It would also be possible to pay the chair at level 3 and the Vice-chair at level 1, reflecting the nature of their duties.</p> <table border="0"> <tr> <td>Responsibility Level</td> <td>Chair</td> <td>Vice-chair</td> </tr> <tr> <td>Level 1</td> <td>£24,100</td> <td>£18,100</td> </tr> <tr> <td>Level 2</td> <td>£21,600</td> <td>£16,100</td> </tr> <tr> <td>Level 3</td> <td>£19,100</td> <td>£14,100</td> </tr> </table> <p>Since this discretion was introduced, Flintshire have always paid Level 2 to both the Chair and Vice-chair. The County Council must make a decision on this.</p>	Responsibility Level	Chair	Vice-chair	Level 1	£24,100	£18,100	Level 2	£21,600	£16,100	Level 3	£19,100	£14,100
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1.09	<u>Determinations 6 and 7</u> relate to the provision of support to Members, with which Flintshire complies.												
1.10	<u>Determination 8</u> states that 'The Panel has determined to include a provision for specific or additional senior salaries that do not fall within the current Remuneration Framework.												
1.11	<u>Determination 17</u> reiterates the entitlement of all eligible elected Members to join the Local Government Pension Scheme.												
1.12	<u>Determinations 18-23</u> relate to payment of salaries during family absence and now incorporate arrangements for sickness absence of senior salary holders.												
1.13	<p><u>Determinations 38-42</u> relate to payments made to co-opted Members, which are as follows:</p> <p>Chair of Standards Committee - £256 for 4 hours and over, £128 up to four hours.</p> <p>Ordinary co-opted members of Audit, Standards and Education & Youth Overview & Scrutiny Committee £198 for 4 hours and over, £99 for up to 4 hours.</p>												
1.14	<u>Determination 43</u> relates to the renaming of the Carer's Allowance provision to 'Reimbursement of the Costs of Care'. Members of the Council who have caring responsibilities are eligible to have the costs of care reimbursed, subject to conditions, on application to the Democratic Services Manager.												

2.00	RESOURCE IMPLICATIONS
2.01	The amounts paid to Members in salaries has been budgeted for on the basis of the draft IRPW report which was published in October 2016.

3.00	CONSULTATIONS REQUIRED / CARRIED OUT
3.01	The previous Council was consulted on the draft IRPW report.

4.00	RISK MANAGEMENT
4.01	No risk management issues have been identified during the preparation of this report.

5.00	APPENDICES
5.01	http://gov.wales/docs/dsjlg/publications/localgov/170223-annual-report-en.pdf

6.00	LIST OF ACCESSIBLE BACKGROUND DOCUMENTS
6.01	<p>Report of the Chief Officer (Governance) to County Council 19th October 2016 – Independent Remuneration Panel for Wales (IRPW) Draft Annual report for 2017/18 together with Minute number 54.</p> <p>Contact Officer: Robert Robins, Democratic Services Manager Telephone: 01352 702320 E-mail: Robert.robins@flintshire.gov.uk</p>

7.00	GLOSSARY OF TERMS
7.01	<p>Determinations: the decisions which the IRPW makes.</p> <p>Independent Remuneration Panel for Wales (IRPW) is the body which determines the levels of payment to Members of Local Authorities in Wales.</p>