



## FLINTSHIRE COUNTY COUNCIL

<b>Date of Meeting</b>	Tuesday, 20 October 2015
<b>Report Subject</b>	Draft Annual Report of the Independent Remuneration Panel for Wales 2016/17
<b>Report Author</b>	Chief Officer (Governance)

### **EXECUTIVE SUMMARY**

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 municipal year. The IRPW is required to send the draft annual report to County Councils, which this year it did on 5<sup>th</sup> October, requiring comments by no later than 30<sup>th</sup> November 2015.

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.

For 2016/17, whilst the basic salary remains at £13,300, the IRPW has made a number of new determinations, most notably the introduction of two tiers of payment for Executive (Cabinet) Members and Committee Chairs and the reduction by £2,000 of the payment made to leader of the largest opposition group.

There is also an expectation regarding the provision of telephones for Members.

### **RECOMMENDATIONS**

1	To consider and comment on the determinations made by the Independent Remuneration Panel for Wales in their draft Annual Report for the 2016/17 Municipal Year.
2	To authorise the Chief Officer (Governance) to make a response on behalf of the Council to the IRPW.

## **REPORT DETAILS**

<b>1.00</b>	<b>EXPLAINING THE DRAFT ANNUAL REPORT OF THE INDEPENDENT REMUNERATION PANEL FOR WALES 2016/17</b>
1.01	The IRPW produces a report on an annual basis, setting out what it has decided (these are called 'determinations') should be the rates of payments to Members and co-optees of local authorities.
1.02	For the first time, the IRPW has received a remit letter from its sponsor Minister, Leighton Andrews, AM, Minister for Public Services, drawing attention to the Welsh Government's desire to reduce the cost of politics. In response to this, the IRPW has obtained comparative information from a national expert on remuneration and was reassured that its rates of remuneration are 'justified and appropriate in comparison to other UK nations.'
1.03	For 2016/17, the IRPW has made 52 determinations, 19 of which are directly relevant to Flintshire County Council and a further 8 which relate to town and community councils (the other 25 relate to Fire & Rescue and National Park Authorities) The Panel's determinations for 2016/17 are attached as Appendix 1.
1.04	There is no change proposed for the basic salary, which remains at £13,300.(Determination 1) The payment to the leader and deputy leader remain unchanged at £48,000 and £33,350 respectively.(Determination 2)
1.05	For the first time, the IRPW has put forward a two tier approach for Cabinet Member senior salaries and Committee chairs. Authorities will either have a deputy leader and four senior Cabinet Members on £29,000 or five senior Cabinet Members on £29,000. The other Cabinet Members, up to the statutory maximum of 10 would then be paid £26,100. For Committee Chairs, two rates are proposed: Level 1: £22,000 and Level 2: £20,000. The Council may wish to comment on these proposals. (Determination 2)
1.06	The payment to the Leader of the largest opposition group is reduced from £22,000 to £20,000. (Determination 2)The Council may wish to comment on this proposal.
1.07	The rates for civic salaries (which are paid to the Chair and Vice-chair of Council) remain as they are currently. (Determination 3) Flintshire has previously decided to pay band B (now called level 2) which is 21,500 and £16,000 respectively.
1.08	The payment rates for co-optees remains unchanged. (Determination 39)
1.09.	As in the 2014/15 report, the IRPW has again expressed concerns at the 'inconsistency of support provided to members to enable them to discharge their functions effectively'. Paragraph 3.23 of the report refers to email and telephone provision and Determination 6 says that 'All elected members

	should be provided with adequate telephone and email facilities and electronic access to appropriate information.' Flintshire has provided ipads to all Members who wished to use them (currently 66 out of 70 members) but does not provide phones or make line rental payments to Members. This could be a significant cost, which is difficult to quantify. The Council may wish to comment on this proposal.
1.10	The entitlement to join the Local Government Pension Scheme (LGPS) still applies to all eligible elected members of principal councils (Determination 23).

<b>2.00</b>	<b>RESOURCE IMPLICATIONS</b>
2.01	The Budget provision required for payment of Members allowances in 2016/17 is likely to be similar to that in 2015/16 apart from telephone provision which is yet to be costed.

<b>3.00</b>	<b>CONSULTATIONS REQUIRED / CARRIED OUT</b>
3.01	This report is in response to external consultation. Group leaders and deputies have been made aware of the IRPW report in advance.

<b>4.00</b>	<b>RISK MANAGEMENT</b>
4.01	No risk management issues have been identified during the preparation of this report

<b>5.00</b>	<b>APPENDICES</b>
5.01	The list of Determinations is attached as Appendix 1 The IRPW Draft report for 2016/17 is attached as Appendix 2 The Letter from the IRPW is attached as Appendix 3

<b>6.00</b>	<b>LIST OF ACCESSIBLE BACKGROUND DOCUMENTS</b>
6.01	The background document to this report is the Draft IRPW report which is attached as the appendix.  <b>Contact Officer:</b> Robert Robins Member Engagement Manager <b>Telephone:</b> 01352 702320 <b>E-mail:</b> Robert.robins@flintshire.gov.uk

<b>7.00</b>	<b>GLOSSARY OF TERMS</b>
7.01	<p><b>The Independent Remuneration Panel for Wales (IRPW)</b> which determines levels of local authority payments to Members.</p> <p><b>Determinations:</b> the decisions which the IRPW makes.</p> <p><b>Municipal year:</b> the 'council year' which runs from one annual meeting (in May) to the next.</p>