

FLINTSHIRE COUNTY COUNCIL

Date of Meeting	Tuesday, 24 April 2018
Report Subject	Independent Remuneration Panel for Wales (IRPW) Annual Report for 2018
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 financial year. The IRPW draft proposals for 2018/19 were considered by Council on 24th October. The final report was published on 27th February 2018 and sets the levels of payment for Members for 2018/19.

Most payment levels are determined by IRPW but Flintshire, as with other Welsh local authorities, must decide which payment levels it wishes to apply for the Chair and Vice-chair of Council.

The Council must publish a schedule showing who receives what level of payment. A further report on the Members' Schedule of Remuneration will therefore be made to the meeting of Council on 19th June, once all appointments to senior salary posts have been made following the Annual Meeting on 1st May.

RECOMMENDATIONS

1	That the County Council notes the decisions which the Independent Remuneration Panel for Wales has made on Member salaries for 2018/19.
2	That County Council decides whether the Chair of Council should be paid at Level 1 (£24,300) Level 2 (£21,800) or Level 3 (£19,300), all of which are inclusive of the basic salary.
3	That County Council decides whether the Vice-chair of Council should be paid at Level 1 (£19,300) Level 2 (£16,300) or Level 3 (£14,300), all of which are inclusive of the basic salary.

REPORT DETAILS

1.00	APPLYING THE IRPW ANNUAL REPORT TO FLINTSHIRE												
1.01	The Independent Remuneration Panel for Wales (IRPW) issued its Annual report for 2018/19 in February. The IRPW Annual Report determines what payments can be made to both elected and co-opted Members for 2018/19. 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	All elected Members will receive the basic salary of £13, 600 from 1 st April 2018. This is as required in IRPW Determination 1, and is an increase of £200 (which equates to 1.49%) on the 2017/18 basic salary.												
1.03	Positions of responsibility attract a higher rate of remuneration called a “senior salary”. The IRPW has set the number of senior salaries which Flintshire can award at 18, which is based on its population (Group B, populations of between 100,000 and 200,000).												
1.04	Determination 2 relates to the level of senior salaries. These are paid to the Cabinet Members (including the Leader and Deputy Leader), those Committee chairs who are remunerated and the Leader of the largest opposition group (The Independent Alliance). There has been no increase in senior salaries, but each senior salary also includes the basic salary element. Each senior salary holder will receive the increase of £200. The IRPW has recognised the overwhelming support for its determinations to be prescriptive and has therefore removed the two tier arrangement for cabinet members and committee chairs. (Flintshire has opposed this at its introduction for 2016)												
1.05	<p>Determination 3 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 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" data-bbox="320 1621 1075 1765"> <thead> <tr> <th data-bbox="320 1621 730 1655">Responsibility Level</th> <th data-bbox="730 1621 916 1655">Chair</th> <th data-bbox="916 1621 1075 1655">Vice-chair</th> </tr> </thead> <tbody> <tr> <td data-bbox="320 1655 730 1688">Level 1</td> <td data-bbox="730 1655 916 1688">£24,300</td> <td data-bbox="916 1655 1075 1688">£18,300</td> </tr> <tr> <td data-bbox="320 1688 730 1722">Level 2</td> <td data-bbox="730 1688 916 1722">£21,800</td> <td data-bbox="916 1688 1075 1722">£16,300</td> </tr> <tr> <td data-bbox="320 1722 730 1756">Level 3</td> <td data-bbox="730 1722 916 1756">£19,300</td> <td data-bbox="916 1722 1075 1756">£14,100</td> </tr> </tbody> </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	£24,300	£18,300	Level 2	£21,800	£16,300	Level 3	£19,300	£14,100
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1.06	Determinations 6 and 7 relate to the provision of support to Members; Determination 17 reiterates the entitlement of all eligible elected Members to join the Local Government Pension Scheme; Determinations 18-23 relate to payment of salaries during family absence and now incorporate												

	arrangements for sickness absence of senior salary holders. They remain the same as in previous years.
1.07	<p>Determinations 38-42 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> <p>Determinations 39 and 40 deal specifically with 'reasonable time for pre-meeting preparation' and travelling time.</p>
1.08	Determination 43 relates to the '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.
1.09	The Council must publish a schedule showing who receives what level of payment. A further report on the Members' Schedule of Remuneration will therefore be made to the meeting of Council on 19 th June, once all appointments to senior salary posts have been made following the Annual Meeting on 1 st May.

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 considered by Council on 24 th October 2017.

3.00	CONSULTATIONS REQUIRED / CARRIED OUT
3.01	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	<p>Appendix 1 - Letter from Independent Remuneration Panel for Wales dated 27 February 2018</p> <p>Appendix 2 - Independent Remuneration Panel for Wales Annual Report dated February 2018</p>

6.00	LIST OF ACCESSIBLE BACKGROUND DOCUMENTS
6.01	<p>Report of the Chief Officer (Governance) to Council, 24th October 2017 and resultant minute.</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>