

<b>MEETING</b>	<b>FULL COUNCIL</b>
<b>DATE</b>	<b>3 MAY 2018</b>
<b>SUBJECT</b>	<b>FINANCIAL REMUNERATION FOR ELECTED MEMBERS</b>
<b>CABINET MEMBER</b>	<b>Councillor Dyfrig Siencyn</b>
<b>AUTHOR</b>	<b>Geraint Owen, Head of Democratic Services and Head of Corporate Support Department.</b>

## **BACKGROUND**

1. The annual report of the Independent Remuneration Panel for Wales has been published (February 2018). The Panel's annual report will be implemented for the 2018/19 financial year.

1.1 Following the 2017 elections, the Panel visited every local Authority to discuss various aspects of remuneration for Members. The Panel's recommendations are based on those discussions and have now been published. A copy of the final report can be seen by clicking on the following link:

[Financial Remuneration Panel Annual Report 2018](#)

1.2 Main points from the report:

- Increase of £200 in the basic salary for all elected Members (increasing from £13,400 to £13,600 - equivalent to 1.49%) from April 2018
- No change in the salaries of the Leader and Deputy Leader
- Abolish the arrangement for having two tiers/levels of remuneration for Cabinet Members and Committee Chairs.
  - Place Cabinet Members on ONE salary level (£29,300)
  - Place Committee Chairs on ONE salary level (£22,300)
  - (The basic salary is included in the salary).
- A request by the Panel to encourage members to claim reimbursement of care costs so that the members in question are not under a financial disadvantage.

## **MATTER FOR DISCUSSION**

2.1 The Financial Remuneration Panel's rulings bind Councils to make the payments as it determines. The only usual way not to make payments, that is for individual Members to declare that they do not wish to accept all or a proportion of the payments, is by contacting the Head of Democratic Services directly.

## **Committee Chairs**

- 2.2 The Council has a responsibility to consider whether there is a difference in the responsibilities of Committee Chairs. In accordance with the Panel's report, a restriction is placed on the number of senior salaries that it is possible to pay. The restriction for Gwynedd is **18** and based on the Council's previous decisions, they are paid to the following:
- Leader
  - Deputy Leader
  - 8 other Cabinet members
  - The Leader of the largest Opposition
  - Committee Chairs
    - Scrutiny Committee (x3)
    - Audit and Governance Committee
    - Planning Committee
    - Licensing Committee (Central and General count as one Committee)
    - Pensions Committee
- 2.3 During its meeting on 12 April 2018, members of the Democratic Services Committee considered the responsibilities of other Committee Chairs who do not currently receive special remuneration, such as the Employment Appeals Committee, the Language Committee and the Democratic Services Committee.
- 2.4 Based on a survey undertaken outlining information about the workloads of Committee Chairs, the Democratic Services Committee recommend that the senior salaries should be paid to the 18 roles noted in paragraph 2.2 above.

## **Civic Salaries (Council Chairs and Vice-chairs)**

- 2.5 In the context of Civic Salaries for the Council Chair and Vice-chair, the Panel has made aware that a number of Councils have set their civic salaries in accordance with the population groups (A,B and C – Gwynedd is in Group B ). It was considered that this was not necessarily reflecting the specific responsibilities attached to the roles. As a result the Panel has determined three levels of civic salary (see the following table) which may be paid.
- 2.6 Each Authority must decide what level (if at all) will be paid for these roles according to local factors. This allows for Council Chair and Vice Chairs in the same authority to be paid at different levels.
- 2.7 In Gwynedd, as well as chairing meetings of the Full Council, the civic head (Council Chair) is the Authority's 'first citizen' and 'ambassador', who represents the Council on all types of occasions, including events with other organisations and outside bodies.

Level	Chair of the Council	Vice-chair of the Council
1	£24,300	£18,300
2	£21,800	£16,300
3	£19,300	£14,300

*\* The basic salary (£13,600) is included in the civic salary.*

2.8 The Democratic Services Committee discussed the matter during its meeting on 12 April 2018. Based on information and an understanding about the requirements of the role, members of the Committee agreed that the requirements of the role were higher than the requirements on Chairs of other committees. The Democratic Services Committee recommend as follows:

- Civic salary for the Chair of the Council should be at Level 1 (£24,300)
- Civic salary for the Vice-Chair of the Council should be at Level 2 (£16,300)

## **RECOMMENDATION**

3. The Democratic Services Committee discussed the matters during their meeting in April and recommend as follows:

- Senior Salaries to be paid to the 18 roles noted in paragraph 2.2 above.
- Civic salary for the Chair of the Council should be at Level 1 (£24,300)
- Civic salary for the Vice-Chair of the Council should be at Level 2 (£16,300)