

MEETING	COUNCIL
DATE	6 <sup>TH</sup> DECEMBER, 2012
SUBJECT	MEMBERS' SALARIES
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1. At its meeting on the 17<sup>th</sup> May, 2012 the Council decided to allocate 16 of the possible 18 senior salaries available to elected members. The senior salaries were allocated as follows: Leader of the Council, and up to nine Cabinet members (to include the Deputy Leader if there is one), the Chairs of the three Scrutiny Committees, the Audit Committee, Planning Committee and the Licensing Committee.
2. It was decided not to allocate the remaining two senior salaries, but to review the matter during the year when the changes to the constitution and the workload of the different committees became clearer.
3. To remind the members, there are five categories of members eligible to receive senior salaries, namely: Leader of the Council, Deputy Leader of the Council, Members of the Cabinet, Committee Chairs, Leaders of a Political Group.
4. The Independent Remuneration Panel for Wales' draft annual report – December 2012, states “*that a council must make a Senior Salary available to the Leader of the largest opposition group ... providing the Group meets the Panel's requirement of not less than ten per cent (10%) of all council members*” (para 3.10). The final report is expected at the end of December 2012.
5. There are 16 members in the largest opposition group in Gwynedd, the Independent group, which consists of more than 10% of all Council members. It is therefore a requirement to assign one of the remaining Senior Salaries to the Leader of the largest opposition group.
6. Following from the above, one Senior Salary remains. In accordance to the five categories of members eligible to receive senior salaries (para 3 above), consideration for payment of the final senior salary was given to the Chairs of the remainder of the Committees. A number of factors were considered, including the requirements of the role, the importance of the role to other members and the developmental and leadership role of the committee.
7. The committees where a senior salary is not currently paid to the Chair of
  - a. Democratic Services Committee
  - b. Language Committee
  - c. The Employment Appeals Committee
  - d. Pensions Committee
  - e. Area Committees

8. In order to come to a decision, the Council must consider the following factors:
  - Workload
  - The importance of the role to other members
  - Leading and developmental role of the committee
9. It is very difficult to compare workload by looking simply at the number of meetings only, as a substantial amount of the workload is related to the work of the Chair between committee meetings. However, it seems that the two Chairs with the highest workload with regards to time are The Employment Appeals Committee and the Democratic Services Committee.
10. Whilst giving consideration to the other factors, it appears that the role of the Democratic Services Committee is of greater significance in relation to its importance to other members and the developmental/leadership role, especially in relation to the role of the Chair within the new political structure.
11. **Recommendation:**

Based on the evidence presented above, it is recommended that the Council allocate the remaining two senior salaries to the Leader of the largest opposition group and to the Chair of the Democratic Services Committee for the remainder of the Council year, and to review the situation further from May onwards. The senior salaries should be payable from when the additional responsibilities were undertaken.