



<b>Date of meeting :</b>	17 November 2022
<b>Subject</b>	The Independent Remuneration Panel for Wales's Draft Report
<b>Recommendation</b>	Members of the Democracy Services Committee are asked for <ul style="list-style-type: none"><li>• their observations in order to respond to the consultation by the Independent Remuneration Panel for Wales</li><li>• observations with regards to reviewing the responsibilities of the Chairs of the committees</li></ul>
<b>Contact Officer:</b>	Vera Jones, Democracy and Language Services Manager

### **What is the background and relevant considerations?**

1. The Independent Remuneration Panel for Wales publishes a draft report every year in October. It outlines the proposal for the following financial year. The draft was published in October 2022, outlining the proposed amendments for the 2023-24 financial year. There is an opportunity to respond to the recommendations made by 1 December, 2022.
2. The draft amendments, should they come into force, will be published by 28 February 2023 and will be operational for the 2023-24 financial year.

### **The Role of the Independent Remuneration Panel for Wales**

3. The Panel's responsibility is to set the salary levels of Wales' Councillors, and their role is fully independent. Since its establishment, the Panel has regularly and firmly expressed that local democracy and public service governance are not cost-free, and that a value must be given to them if we are to enable everyone to participate. It is important to promote a culture that encourage individuals to receive remuneration to ensure that people from all parts of society can participate confidently in our democracy.
4. In addition, the Local Government (Wales) Measure 2011 makes it a requirement for the Panel to consider the financial implications of its decisions. The Panel has had to seek to balance both elements in parallel every year as it makes its decisions.
5. The Panel has noted that this year is a year of reinforcement. *“Major changes were put in place last year, and agreement was reached on a*



*substantial increase in salary levels. We wish to allow time for last year's Decisions to take root and to allow the Panel to continue to develop a research and evidence base to steer future decisions and move to a more long-term planning cycle. This report reflects that decision.”*

## The Panel's Main Decisions

6. A full copy of the report in its draft form is available by clicking on the following link.

[Independent Remuneration Panel for Wales: draft annual report 2023 to 2024 | GOV.WALES](#)

### Remuneration for elected Members.

7. The basic salary, which is paid to every elected member, is remuneration for the responsibility of representing the community and participating in the scrutiny and regulatory work and the functions associated with local governance. This is based on an amount that equates to three full days a week. The Panel reviews this time commitment regularly, and no changes are proposed for 2023 - 2024.
8. The Panel has decided, for the financial year running from 1 April 2023 to 31 March 2024, that it is correct to maintain the link between the basic salaries of councillors and the average salaries of their electors.
9. The basic salary will be **£17,600**. This is an increase of 4.76% in the basic salary.
10. Early next year, the Panel will gather evidence from the main councils, to investigate whether the workload of elected members has changed, and how it has changed.

### Higher Salaries for elected Members.

11. Although the boundaries changed in some authorities and the number of Councillors also changed as a consequence of that, the Panel has decided not to change the number of higher Salaries that can be determined in the individual authorities. 18 is the maximum number of higher salaries that can be paid to Group B authorities, which includes Cyngor Gwynedd.
12. The table below shows the details of Group B payments for 2023-24.

#### Recognition Payment

Basic salary (payable to every elected member)	£17,600
Band 1: leader	£59,400

Band 2: deputy leader	£41,580
Band 2: executive members	£35,640
Band 3: committee chairs (if they receive a recognition payment)	£26,400
Band 4: the leader of the largest opposition party	£26,400
Band 5: leaders of other political groups	£21,340

13. The posts of the civic head and the deputy civic head have not been included in the cap. The civic heads are senior posts in councils and they are different to political or executive leadership. As well as chairing important meetings, the civic head is the 'first citizen' and the authority's 'ambassador', who represents the council in its dealings with all types of organisations and bodies.

14. Paying the remuneration for these roles is a decision for the Council. The level for 2023/24 has been set as follows:

Civic Head            £26,400  
 Deputy Civic Head £21,340

Other costs

15. No further changes are made to the payments and benefits paid to elected members and therefore every other Decision from 2022-23 still stands and they should be applied to 2023-24, including those that encompass:

- travelling and subsistence
- care and personal support
- sickness absence
- corporate joint-committees
- executive assistants
- additional salaries and job-share arrangements
- Co-opted Members

16. It should also be noted that the report refers to matters relating to Town and Community Councils, but this is not elaborated upon in this report.

Reviewing the Responsibilities of Committee Chairs

17. At the Annual Meeting of the Council on 19 May 2022, the following list of senior salaries was approved for 2022/23.

- 
- Leader
  - Deputy Leader
  - Up to another 8 members of the Cabinet 3
  - The Leader of the largest Opposition party\*
  - Committee Chairs:
    - Scrutiny Committees (x3)
    - Planning Committee
    - Licensing Committee (the Central and General Licensing committees count as one Committee)
    - Pensions Committee

18. As a result of the changes with the appointment of a Lay Member as Chair of the Governance and Audit Committee, only 17 of the 18 senior salaries have been earmarked for 2022/23 and the Democracy Services Committee was asked to review this for 2023/24.

19. It is likely that the most sensible way of reviewing the responsibilities of Committee Chairs is to seek to assess the work pressures arising in the specific role. Over the coming months therefore, I will be asking the officers with responsibility for the Council's main committees to outline the responsibilities/demands on Chairs (in consultation with the Chairs), and will be reporting on the results to the next meeting of the Democracy Services Committee on 16 March 2023, in order to draw up a recommendation for the Annual Meeting of the Full Council on 4 May 2023. The draft table can be seen in Appendix A.

## **Recommendation**

20. Members of the Democracy Services Committee are asked for
- their observations in order to respond to the consultation by the Independent Remuneration Panel for Wales
  - observations with regards to reviewing the responsibilities of the Chairs of the committees



## APPENDIX A

### RESPONSIBILITIES OF COMMITTEE CHAIRS 2022/23

COMMITTEE	MEETINGS - programmed	MEETINGS - Held	ADDITIONAL RESPONSIBILITIES	FURTHER COMMENTS
Education and Economy Scrutiny Committee				
Communities Scrutiny Committee				
Care Scrutiny Committee				
Central/General Licensing Committee				
Planning Committee				
Pensions Committee				
Employment Appeals Committee				
Democratic Services Committee				
SACRE				
Language Committee				
Chair/vice-chair of the Council				

