

# CYNGOR GWYNEDD

## Report to a meeting of Cyngor Gwynedd

**Date of Meeting:** 4 May 2023

**Title of Item:** Council's Higher Salaries

**Contact Officer:** Ian Jones,  
Head of Democratic Services

### 1. DECISION

The Council is asked to:

1.1 Adopt the following senior salaries for 2023/24:

- Leader
- Deputy Leader
- Up to 8 other Cabinet members
- The Leader of the largest Opposition party\*
- Committee Chairs:
  - o Scrutiny Committees (x3)
  - o Planning Committee
  - o Licensing Committee (the Central and General Licensing committees count as one Committee)
  - o Pensions Committee
- Civic head (Chair of the Council)
- Deputy civic head (Vice-chair of the Council)

### 2. BACKGROUND AND RATIONALE

- 2.1 It is the responsibility of the full Council to determine the Senior Salaries on an annual basis. This is usually done as part of the report on the annual review of the political balance.
- 2.2 At its meeting on 19 May 2022 the Council decided to adopt the 17 senior salaries and ask the Democratic Services Committee to review the situation for 2023/24. This was as a result to the changes for the Governance and Audit Committee, with a lay member undertaking the role of Chair of the committee

from 2022/23 onwards. There are specific requirements for the remuneration of lay members and lay Chair by the Independent Remuneration Panel for Wales (the panel).

2.3 The Panel has set a cap of 18 senior salaries as a maximum of senior salaries payable by Cyngor Gwynedd. There has been no change to the cap.

2.4 The Democratic Services Committee decided that the most sensible way of reviewing the responsibilities of Committee Chairs in order to come to a conclusion about the allocation of the senior salaries was to seek to assess the work pressures arising in specific roles. This was done by asking the officers with responsibility for the Council's main committees to outline the responsibilities/demands on Chairs and consult with the Chairs. The result of the work can be seen in **Appendix A**.

2.5 In light of the above work, a recommendation was presented to the Democratic Services Committee to adopt the following list of senior salaries for 2023/24.

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

- Civic head (Chair of the Council)
- Deputy civic head (Vice-chair of the Council)

\* (this is a specific requirement by the Panel - it is not optional)

2.6 Note, 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.

2.7 The decision of the Democratic Services Committee on 16/03/2023 was

1. *To recommend that the Full Council adopts the higher salaries list for 2023/24 and for the future*
2. *To note that the Committee had requested additional information in relation to the responsibilities and workload of the Chair of the Democratic Services Committee, including a comparison with the situation in other counties, and*

*wishes to recommend to the Full Council that a higher salary should be paid to the Chair of the Democratic Services Committee, if the additional information merits this.*

### Additional information

- 2.8 Following the above request from the committee on 16/03/2023, correspondence was undertaken with all authorities in Wales to attempt to gain an understanding of the situation per authority. 10 authorities responded within the period. 7 authorities noted that the Chair of the Democratic Services Committee did not receive a senior salary, or it was recommended that they would not receive a senior salary for 2023/24. One authority noted that their Chair had received a senior salary since establishing the committee in 2011, and 2 further authorities noted that the Chair received a senior salary for the role at the same time as another role (receiving 1 senior salary only).
- 2.9 The information to hand is presented in **Appendix B**. Considering the available information from across Wales, it does not appear that the role receives a senior salary from the majority of authorities.
- 2.10 As Head of Democratic Services I have given consideration to the full picture prior to forming and presenting the final recommendation, given the committee's request.
- The basis of the original review when re-visiting the senior salaries was the work pressures on the different roles, and there is no change to the original information presented to the committee.
  - The information presented by other authorities across Wales does not provide adequate evidence currently to recommend a senior salary to the role of Chair of the Democratic Services Committee.
- 2.11 To summarise, I therefore recommend the 17 senior salaries as well as the Civic Head and Deputy Civic Head as noted in 1.1 above.

### **3 ANY CONSULTATIONS UNDERTAKEN PRIOR TO RECOMMENDING THE DECISION**

- 3.1 The Democratic Services Committee was consulted on 16/03/2023 with the original recommendation. There has not been a further meeting of the committee since and therefore I present my final recommendation directly to the Full Council following the additional work I was asked to undertake by members of the Democratic Services Committee.
- 3.2 **THE STATUTORY OFFICERS' OBSERVATIONS:**

#### **Monitoring Officer:**

I confirm that the decision sought accords with the legal requirement which relate to the allocation of Senior Salaries in Principal Councils.

**Statutory Finance Officer:**

*I can confirm that there is adequate budget in place to fund the decision sought. No further comments from the perspective of financial propriety.”*

**APPENDIX A** - Responsibilities of Cyngor Gwynedd Committee Chairs

**APPENDIX B** - Information from other Councils on higher recognition for the Chair of the Democratic Services Committee

**APPENDIX C** - Information on the senior salary levels for 2023/24