

FLINTSHIRE COUNTY COUNCIL

Date of Meeting	Thursday, 28 February 2019
Report Subject	Independent Remuneration Panel for Wales (IRPW) Annual Report for 2019
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 2019/20 were considered by Council on 20th November 2018, where the proposed increases were opposed as being unjustifiable. Notwithstanding the Council's comments, the IRPW has confirmed its draft proposals for a salary increase. The final report was published on 18th February 2019 and sets the levels of payment for Members for 2019/20.

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 18th June, once all appointments to senior salary posts have been made following the Annual Meeting on 7th May.

RECOMMENDATIONS

1	That the County Council notes the decisions which the Independent Remuneration Panel for Wales has made on Member salaries for 2019/20.
2	That the County Council notes that a further report will be made to the June meeting, once all appointments to senior salary posts have been made following the Annual Meeting on 7th May 2019.

REPORT DETAILS

1.00	APPLYING THE IRPW ANNUAL REPORT TO FLINTSHIRE
1.01	The Independent Remuneration Panel for Wales (IRPW) has issued its Annual Report for 2019/20. This report determines what payments can be made to both elected and co-opted Members for 2019/20. 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	Council considered the draft Annual Report at the meeting on 20 th November 2018 and opposed the proposed increases on the grounds that these were not justifiable. Notwithstanding the Council's comments, the IRPW has confirmed its draft proposals.
1.03	<p>The IRPW report contains a series of determinations: only those which directly impact the County Council are detailed below.</p> <p>Determination 1: all Elected Members will receive the basic salary of £13,868 from 1st April 2019. This is an increase of £268 per person. This proposal was included in the draft report and has been budgeted for.</p>
1.04	Determination 2 provides an increase for 'Band 1 and 2 office holders' - Leaders and Cabinet Members - of £800, which is inclusive of the £268 to all Members. This proposal was included in the draft report and has been budgeted for. There is no additional increase, beyond the basic increase for Band 3 office holders, who are the Committee Chairs and the Leader of the largest opposition group.
1.05	Determination 3 sets the level of payment for civic heads (in Flintshire's case the Chair and Vice-chair of Council). The previous three civic payment bands have been consolidated into one, thus removing the discretion previously available to Councils.
1.06	Determination 6 emphasises that an Elected Member must not be remunerated for more than one senior post; that a civic and senior salary must not be claimed at the same time and that arrangements for the proportionate payment to more than one deputy leader. Flintshire has never sought to pay two senior salaries to a Member or to have more than one Deputy Leader.
1.07	Determination 7 is a redrafting of last year's determination 30: Members in receipt of a Band 1 or 2 senior salary (Leaders, Deputies or Cabinet Members) cannot receive a salary from the Fire & Rescue authority. It is not Flintshire practice to appoint Cabinet Members to the Fire & Rescue Authority.
1.08	Determination 8: Members in receipt of a Band 1 or 2 (Cabinet) salary cannot receive any payment from a Town or Community Council, other than travel, subsistence and reimbursement of costs of care. After the Cabinet

	has been appointed at the Annual Meeting, the Democratic Services Manager will write to each Band 1 and 2 salary holder to remind them of this.
1.09	Determinations 9 and 10 relate to the provision of Member support such as telephone, email and internet services. Determination 11 relates to the ability to apply for specific or additional senior salaries. The IRPW have deleted their previous determinations which related to payments for joint Overview & Scrutiny Committees as little use had been made of them across Wales.
1.10	Determination 12 is a re-affirmation of the entitlement of Members to join the Local Government Pension Scheme.
1.11	Determinations 13-18 relate to family absences of both basic and senior salary holders.
1.12	<p>Determinations 33-39 relate to co-opted Members. There is no increase to payment levels for co-opted Members of the Audit, Education & Youth Overview & Scrutiny and Standards Committees which remain as follows:</p> <ul style="list-style-type: none"> • Chair of Standards Committee - £256 for 4 hours and over, £128 up to 4 hours. • 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>Arrangements for support of co-opted Members are being reviewed and time is allowed for travel and preparation time.</p>
1.13	Determination 39 relates to the reimbursement of 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.
1.14	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 18th June, once all appointments to senior salary posts have been made following the Annual Meeting on 7 th May.
1.15	<p>The Council is reminded that it is under an obligation to apply the report and that it is not a choice. Paragraph 3.19 of the attached IRPW Annual Report states:</p> <p>'The prescribed salary and expenses must be paid in full to each Member unless an individual has independently and voluntarily opted in writing to the authority's proper officer (in Flintshire's case the Democratic Services Manager) to forego all or any element of the payment. It is fundamental there is transparency in this process so any possible suggestion that Members are put under pressure to forego some of the salaries is avoided.'</p>

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 20 th November 2018.
3.00	CONSULTATIONS REQUIRED / CARRIED OUT
3.01	Council was consulted on the draft IRPW report at its meeting on 20 th November.
4.00	RISK MANAGEMENT
4.01	No risk management issues have been identified during the preparation of this report.
5.00	APPENDICES
5.01	Appendix 1 - Letter from the Chair of the Independent Remuneration Panel for Wales dated 18 February 2018. Appendix 2 - Independent Remuneration Panel for Wales Annual Report dated February 2019.
6.00	LIST OF ACCESSIBLE BACKGROUND DOCUMENTS
6.01	Report of the Chief Officer (Governance) to Council, 20 th November 2018 and resultant minute. Contact Officer: Robert Robins, Democratic Services Manager Telephone: 01352 702320 E-mail: robert.robins@flintshire.gov.uk
7.00	GLOSSARY OF TERMS
7.01	Determinations: the decisions which the IRPW makes. Independent Remuneration Panel for Wales (IRPW) is the body which determines the levels of payment to Members of Local Authorities in Wales.