

## CONSTITUTION & DEMOCRATIC SERVICES COMMITTEE

<b>Date of Meeting</b>	Wednesday, 27 November 2019
<b>Report Subject</b>	Independent Remuneration Panel for Wales (IRPW) Annual Report for 2020/21
<b>Report Author</b>	Head of Democratic Services

### 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 year. The IRPW is required to send the draft Annual Report to County Councils which this year it did on the 15<sup>th</sup> October, requesting comments to be made by no later than the 10<sup>th</sup> December 2019.

The IRPW is required to take into account the representations which it receives on the draft before issuing its final version of the report in February. For 2020/21 the following change is proposed:

‘The Basic salary in 2020/21 for elected members of principal councils shall be £14,218 with effect from 1 April 2020’.

### RECOMMENDATIONS

1	That the committee considers and comments on the Determinations made by the Independent Remuneration Panel for Wales in their draft Annual Report for 2020/21.
2	That the Head of Democratic Services be authorised to make a response on behalf of the Council, reflecting the decision made at the meeting, to the Independent Remuneration Panel for Wales

## **REPORT DETAILS**

<b>1.00</b>	<b>DETAILING THE DRAFT ANNUAL REPORT OF THE INDEPENDENT REMUNERATION PANEL FOR WALES 2020/21</b>
1.01	Members will be aware that the IRPW produces a report on an annual basis, which sets out what it has decided (these are called Determinations) should be the rates of payment to Members and co-optees of Local Authorities in Wales for the following year.
1.02	Flintshire has now adopted the practice of other Welsh local authorities in putting the IRPW report to the statutory democratic services committee instead of to Council. The Constitution & Democratic Services Committee incorporates the statutory role.
1.03	For 2020/21, the IRPW has made 51 Determinations, 18 of which are directly relevant to Flintshire County Council (the other determinations relate to Community and Town Councils, Fire & Rescue and National Park Authorities) The Panel's Determinations for 2020/21 are listed in Annex 1 on page 53 of the attached IRPW report.
1.04	There is a slight change proposed to the basic salary of 2.5% which means £350 on each basic salary: a rise from £13,868 to £14,218. (Determination 1) To set this determination in context, the IRPW have produced analyses of basic members' salaries and alternative comparators between 2010 and 2020 and made the point 'that backbench council members' salaries have fallen significantly behind by any reasonable measure of inflation'.
1.05	No changes, other than the increase in basic salary are proposed for senior or civic salaries.
1.06	The IRPW have reaffirmed their previous determinations that recipients of Bands 1 or 2 salaries cannot receive a salary from a Fire & Rescue Authority to which they are appointed or from a community or Town council of which they are a member. However, they can claim for travel, subsistence and reimbursement of costs of care.
1.07	Political group leaders and deputies have been consulted on this report at a meeting held on 22 <sup>nd</sup> November. Any recommendations arising from that meeting will be made verbally to the committee.
<b>2.00</b>	<b>RESOURCE IMPLICATIONS</b>
2.01	Budget provision for Members' salaries will need to be increased by £350 per councillor, plus any on-costs which apply (national insurance). A pressure bid has already been made.

<b>3.00</b>	<b>CONSULTATIONS REQUIRED / CARRIED OUT</b>
3.01	This report is in response to external consultation. Group Leaders and their deputies have been made aware of the draft IRPW report in advance at the meeting on 22 <sup>nd</sup> November.

<b>4.00</b>	<b>RISK MANAGEMENT</b>
4.01	No risk management issues have been identified during the preparation of this report.

<b>5.00</b>	<b>APPENDICES</b>
5.01	Appendix 1 - Covering letter from the IRPW. Appendix 2 - IRPW draft report for 2020/21.

<b>6.00</b>	<b>LIST OF ACCESSIBLE BACKGROUND DOCUMENTS</b>
6.01	<p>The main background document to this report is the draft IRPW report which is attached as an appendix.</p> <p><b>Contact Officer:</b> Robert Robins, Democratic Services Manager  <b>Telephone:</b> 01352 702320  <b>E-mail:</b> <a href="mailto:Robert.robins@flintshire.gov.uk">Robert.robins@flintshire.gov.uk</a></p>

<b>7.00</b>	<b>GLOSSARY OF TERMS</b>
7.01	<p>body established by the Welsh Government to determine the level of Local Authority payments to Members.</p> <p><b>Determinations</b> - the decisions which the IRPW makes</p> <p><b>Basic Salary</b> – the salary or allowance which the IRPW determines should be paid to each Member of the Council which for 2020/21 is £14,218.</p> <p><b>Senior Salary</b> - a senior salary is payable to a Councillor with special responsibility such as the Leader, Deputy Leader, Cabinet Members, Committee Chairs and the leader of the largest opposition group (a Group B Council such as Flintshire may pay up to 18 senior salaries).</p> <p><b>Civic Salaries</b> - these are the payments made to the Chair and Vice Chair of Council</p>