

COUNCIL:

28 JULY 2016

REPORT OF THE CHIEF EXECUTIVE

MEMBERS' SCHEDULE OF REMUNERATION 2016-17

Reason for this Report

1. To approve the Members' Schedule of Remuneration 2016-17 in accordance with the Independent Remuneration Panel for Wales (IRPW) Regulations.

Background

2. The Independent Remuneration Panel for Wales (IRPW) is a statutory body established by the Welsh Government in January 2008 to determine the scope and salaries, allowances and expenses payable to Elected Members and Co-opted Members.
3. The Local Government (Wales) Measure 2011 gave the IRPW additional powers to prescribe members' remuneration. Part 8 (sections 141-160) and Schedules 2 and 3 of the Local Government (Wales) Measure 2011 set out the arrangements for the payments and pensions for elected members of relevant authorities and the functions and responsibilities of the IRPW. Sections 62-67 of the Local Government (Democracy) (Wales) Act 2013 also amended sections of the Local Government (Wales) Measure 2011 and conferred additional powers on the IRPW.
4. The IRPW's Annual Report for 2016/17 (8th Annual Report) was published in February 2016, which set out its determinations on the payment of remuneration and allowances to elected members and co-opted members in the 2016/17 municipal year. The report is available on the Independent Remuneration Panel for Wales website via the following link: <http://gov.wales/docs/dsjlg/publications/160217-irp-annual-report-16-17-en.pdf>
5. The Council must implement the IRPW's determinations, as set out in its Annual Report, from the date of the Council's Annual Meeting.
6. In accordance with the IRPW Regulations and guidance set out in the IRPW Annual Report for 2016/17, the Council must produce and maintain an annual Schedule of Remuneration ("the Schedule"), which sets out details of the specific payments that it intends to make to elected members and co-opted members in accordance with the levels of remuneration and allowances determined by the IRPW in its Annual or Supplementary Reports.

Senior Salaries

7. In Cardiff (Population Group A), the maximum number of Senior Salary positions is 19, excluding Civic Salary positions.
8. The Council agreed the following allocation of 19 Senior Salaries for 2016/17 at the Annual Meeting of the Council on 26 May 2016:

Bands of Responsibility	Role(s)	No. of Senior Salary Positions
Band 1	Leader	1
	Deputy Leader	1
Band 2	Other Cabinet Members	7
Band 3	Scrutiny Committee Chairs	5
	Planning Committee Chair	1
	Licensing / Public Protection Committees Chair	1
	Democratic Services Committee Chair	1
Band 4	Leader of largest opposition group	1
Band 5	Leader(s) of other political group(s) comprising at least 10% membership of the Authority (if remunerated)	1
Total =		19

9. Whilst the Panel has decided not to increase Senior Salaries in 2016/17, it made some changes to Band 2 and 3 Senior Salaries to provide greater opportunities for flexibility at a local level to reflect the variations in the governance structures of principal councils. The Panel has introduced two salary levels for Cabinet Members (except Leaders and Deputy Leaders) and for Committee Chairs (if remunerated) of principal councils so that they can take account of the differences in responsibilities that may be attached to specific posts.
10. It is at the discretion of each Council as to which salary level is paid according to local circumstances. Nevertheless, the Panel considers that, in many instances, there are differences in the responsibilities attached to the portfolios of Cabinet Members and this should be reflected in the level of salary paid. The same principle also applies to Committee Chairs.

11. The Annual Council on 26 May 2016 agreed to set the Band 2 Senior Salary payable in 2016/17 to all Cabinet Members (except for the Leader and Deputy Leader) in accordance with the Level 1 payment (£32,000) prescribed by the Panel, as applicable to the Council.
12. In addition, Annual Council 26 May 2016 agreed to set the Band 3 Senior Salary payable in 2016/17 to those Committee Chairs that are remunerated in accordance with the Level 1 payment (£22,000) prescribed by the Panel;

Members' Schedule of Remuneration 2016-17

13. The IRPW has developed and issued a proforma Schedule of Remuneration for recommended use by local authorities in order to promote best practice and assist with consistency in the production of such schedules within Wales. Specific sections within the document are to be amended in order to suit each Authority's own particular circumstances; however, it should be noted that use of the proforma is not mandatory. The Council is recommended to adopt this proforma for use as the basis for the Members' Schedule of Remuneration 2016-17, as set out in **Appendix A** to this report.
14. Any amendments to the Schedule made during the municipal year must be conveyed to the IRPW as soon as practicable after the amendments are made. It is proposed that authority should be delegated to the Monitoring Officer to make any necessary amendments to the Schedule in order to reflect any changes in membership of the Council, Cabinet or Committees or as a result of any Supplementary Reports issued by the IRPW.
15. In accordance with the IRPW Regulations, the Council must make arrangements for the publication of the Schedule within the authority area and the Schedule must be sent to the IRPW as soon as practicable after determination and not later than 31 July in the year to which it applies.

Legal Implications

16. The relevant legal provisions are set out in the body of the report.

Financial Implications

17. The costs of member remuneration as set out in the attached schedule can be met from within existing budgets in 2016/17.

RECOMMENDATIONS

The Council is recommended to:

1. approve the Members' Schedule of Remuneration 2016-17 based on the proforma schedule provided by the Independent Remuneration Panel for Wales, as set out in Appendix A to this report; and
2. delegate authority to the Monitoring Officer to update the Members' Schedule of Remuneration and to make any necessary amendments to the 2016-17 Schedule from time to time during the municipal year in order to reflect any changes in membership of the Council, Cabinet or Committees or as a result of any Supplementary Reports issued by the Independent Remuneration Panel for Wales.

PAUL ORDERS
Chief Executive
22 July 2016

The following Appendix is attached to this report:

APPENDIX A: Members' Schedule of Remuneration 2016-17

Background Papers

Council Report, 26 May 2016 – Members' Schedule of Remuneration 2016/17

Independent Remuneration Panel for Wales Annual Report 2016:
<http://gov.wales/docs/dsjlg/publications/160217-irp-annual-report-16-17-en.pdf>