

**ANNUAL COUNCIL:**

**25 MAY 2017**

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## **REPORT OF THE CHIEF EXECUTIVE**

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### **MEMBERS' REMUNERATION AND ALLOWANCES 2017/18**

#### **Reason for this Report**

1. To set out the determinations of the Independent Remuneration Panel for Wales (The Panel) with regard to the levels of Members' remuneration and allowances that are payable for the municipal year 2017/2018 and other associated matters, and for Council to agree those matters which are reserved for local determination by the Council.

#### **Background**

2. The Local Government Measure 2011 has repealed the former regulations requiring the Council to maintain a scheme of members' allowances and strengthened the role of the Independent Remuneration Panel for Wales (the Panel) in determining the level and scope of payments for all authorities in Wales.
3. The Panel's 9<sup>th</sup> Annual Report was published in February 2017 and a relevant authority must implement the Panel's determinations in the report for 2017/18 from the date of its Annual Meeting. The report is available on the Independent Remuneration Panel for Wales website via the following link:  
<http://gov.wales/docs/dsjlg/publications/localgov/170223-annual-report-en.pdf>

#### **Issues**

4. The Panel in its Annual report remains firmly of the view that maintaining the democratic values of local government cannot be cost free, but payments to Members for their time, worth and responsibility must be, and must be seen to be, fair and affordable. Publicly funded remuneration is made available to encourage a diversity of willing and able people to undertake local governance through their elected, appointed or co-opted roles.
5. The Panel has determined that there should be a modest uplift of £100 to the annual basic salary in 2017/18 which is approximately 0.75%. No increase is proposed for senior salaries but these post holders will receive the uplift in the basic salary element. While in the current economic circumstances it is not possible to reinstate the link between basic salary and average Welsh earnings, the Panel will, in the future examine possible benchmarks that would be appropriate for the remuneration of elected members.

6. Since the Welsh Government introduced regulations relating to Family Absence of elected members of principal councils, the Panel has incorporated remuneration issues related to such absences in its framework. The Panel received feedback that the same arrangements do not apply to absences caused by long term sickness. The Panel have therefore introduced arrangements to recognise the implications of long term sickness of senior salary holders and have made changes to provide more flexibility for authorities without undermining the principle of prescribing payments which still has continuing support.
7. The Panel noted that elected members have not always utilised the support that has been provided through the Panel's remuneration framework, particularly in respect of the Care Allowance. There has been very limited take up across all of the organisations within the remit of the Panel, and the Panel believes that the major factor for this poor take up is concerns about adverse publicity on individual members. As a result, the Panel has decided to allow optional approaches to the publication of costs of care. It has also decided to use the term "reimbursement of costs of care" to replace Care Allowance, as a result of discussion with the WLGA leadership. In addition, the Panel believes that Democratic Services Committees should take steps to encourage and facilitate eligible members in claiming these allowances

#### Basic Salary

8. The Panel has determined that the Basic Salary that is payable to elected members of all principal councils in Wales will be **£13,400** in 2017/18, resulting in an annual increase in costs of salary to the Council of £7,500.

#### Senior Salary

9. The Panel has determined that the Senior Salaries payable in 2017/18 by local authorities in population Group A (i.e. those with populations over 200,000, which includes Cardiff) are as follows:

<b>Bands of Responsibility</b>	<b>Role(s)</b>	<b>Senior Salaries determined by the Panel for 2017/18 (inclusive of Basic Salary)</b>
Band 1	Leader	£53,100
	Deputy Leader	£37,100
Band 2	Cabinet Members – Level 1	£32,100
	Cabinet Members – Level 2	£28,900
Band 3	Committee Chairs – Level 1 (if remunerated)	£22,100
	Committee Chairs – Level 2	£20,100

<b>Bands of Responsibility</b>	<b>Role(s)</b>	<b>Senior Salaries determined by the Panel for 2017/18 (inclusive of Basic Salary)</b>
	(if remunerated)	
Band 4	Leader of largest opposition group	£22,100
Band 5	Leader(s) of other political group(s) comprising at least 10% membership of the Authority (if remunerated)	£17,100

10. The Panel's Annual Report 2016 introduced two levels of Senior Salary for members of councils' executives and committee chairs of principal authorities, Fire and Rescue Authorities (FRAs) and National Park Authorities (NPAs). This was to provide flexibility to enable authorities to reflect, in their schedules of remuneration, variations in the level of responsibility of portfolios and chairs. The Panel has examined the schedules of principal councils for 2016/17 and established that no principal council has introduced differential payments within cabinets or to chairs of committees.
11. 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.
12. It is a matter for individual authorities to decide the implementation of the determinations on Senior Salary within their specific Cabinet structures. In 2017/18, it is proposed that the Band 2 Senior Salary payable to all Cabinet Members (except for the Leader and Deputy Leader) should continue to be set in accordance with the Level 1 payment (£32,100) prescribed by the Panel that is applicable to the Council (i.e. population Group A).
13. It is a matter for individual authorities to determine at which level a Chair is paid to reflect the appropriate responsibility attached to the specific post. In 2017/18, it is proposed that the Band 3 Senior Salary payable to those Committee Chairs that are remunerated should continue to be set in accordance with the Level 1 payment (£22,000) prescribed by the Panel.
14. The level of Senior Salary set by the Panel is inclusive of Basic Salary and Members must not be paid more than one Senior Salary by his or her Authority. In addition, Cabinet Members in receipt of a Band 1 or Band 2 Senior Salary cannot receive a salary from the Fire & Rescue Authority to which they have been appointed.

#### Allocation of Senior Salary Positions

15. The Panel has determined that there is no change to the maximum number of the Council's membership that is eligible to receive a Senior Salary in

2017/18. In Cardiff (Population Group A), the maximum number of Senior Salary positions is 19, excluding Civic Salary positions.

16. The Panel has taken the view that the payment to the Leader of the largest opposition group (subject to the political group comprising at least 10% membership of the Authority) is important for local democracy. The Panel has therefore continued its previous determination that this Band 4 Senior Salary must be paid.
17. The Council at its Annual Meeting is required to approve the allocation of up to a maximum of 19 allowable Senior Salaries that are payable by the Council in 2017/18. Proposed changes to the allocation of Senior Salaries in 2017/18 are set out below and include an increase in the number of Senior Salary Positions required for Cabinet Members from 7 to 8 to reflect the proposed size of the new Cabinet (to be remunerated at the Band 2, Level 1 salary of £32,100, pursuant to paragraph 12 above), and the removal of a Band 3 Senior Salary allocated previously to the Chair of Democratic Services Committee (at salary of £22,100). The Panel notes that it is a matter for individual authorities to determine which Chairs are paid (and at which level), to reflect the appropriate responsibility attached to the specific post. It is proposed that a Band 5 Senior Salary will continue to be paid to the Leader of any other political group comprising of at least 10% membership of the Authority, and therefore qualifying for a Senior Salary as stipulated by the Panel.

<b>Bands of Responsibility</b>	<b>Role(s)</b>	<b>No. of Senior Salary Positions</b>
Band 1	Leader	1
	Deputy Leader	1
Band 2	Other Cabinet Members	8
Band 3	Scrutiny Committee Chairs	5
	Planning Committee Chair	1
	Licensing / Public Protection Committees Chair	1
Band 4	Leader of largest opposition group (Conservative Group)	1
Band 5	Leader of the Liberal Democrat Group	1
<b>Total</b>		<b>19</b>

#### Specific or Additional Senior Salaries

18. The Panel has also determined that a provision for 'development posts' is to be included within the Remuneration Framework. In accordance with guidance issued by the Panel in 2014, this allows principal councils to apply to

the Panel for specific and additional Senior Salaries, which do not fall within the current Remuneration Framework or which could not be accommodated within the maximum number of Senior Salaries payable, for a 'development post' that a principal council considers to be important and involves a significant, sustained and additional responsibility. Any applications to the Panel must provide clear evidence that the post(s) have additional responsibility demonstrated by a description of the role, function and duration and would be subject to both approval and formal review by Full Council.

### Civic Salary

19. The Panel has determined that the levels of Civic Salary (inclusive of Basic Salary) which are payable in 2017/18 should be increased in line with the increase in the Basic Salary and will be applied by individual authorities as each considers appropriate, taking account of the anticipated workload and responsibilities of Civic Heads and Deputy Civic Heads:

<b>Responsibility Level</b>	<b>Civic Heads (inclusive of Basic Salary)</b>	<b>Deputy Civic Heads (inclusive of Basic Salary)</b>
Level 1	£24,100	£18,100
Level 2	£21,600	£16,100
Level 3	£19,100	£14,100

20. A Councillor must not be paid a Senior Salary and a Civic Salary.
21. It is proposed that a Level 1 Civic Salary will be paid by the Council in 2017/18 to both the Civic Head/Lord Mayor (£24,100) and Deputy Civic Head/Deputy Lord Mayor (£18,100), which would be commensurate with Cardiff's status as the Capital City of Wales and the associated civic responsibilities and workload during the municipal year.

### Presiding Member and Deputy Presiding Member

22. The Local Government (Democracy) (Wales) Act 2013 allows local authorities to appoint an additional post of Presiding Member, in addition to a Civic Leader, who would Chair the business meetings of the Council. A Council may also appoint a Deputy Presiding Member.
23. Where appointed and if remunerated, the Panel has determined that a Presiding Member must be paid a Band 3 Level 1 Senior Salary (£22,100). The post would also count towards the maximum number of Senior Salaries which can be allocated by the Council (i.e. 19). The Panel has also determined that the position of Deputy Presiding Member will not be remunerated. This option has not been pursued in Cardiff.

### Joint Overview and Scrutiny Committees (JOSCs)

24. Two or more authorities can establish joint scrutiny committees and decide whether or not the chairs of those committees (or a sub-committee of a joint scrutiny committee) will be paid. If they decide to make payments, the following determinations by the Panel, which will apply for 2017/18.

25. If a Senior Salary is paid for this role, the Panel has determined that the Chair of a JOSC is eligible for a Senior Salary of **£6,700**, which is equivalent to that part of a Band 3 Level 2 Senior Salary for a Committee Chair (i.e. £20,100), excluding the amount of Basic Salary (£13,400). In cases where the Chair of a JOSC is already in receipt of a Band 3, 4 or 5 Senior Salary, the payment will be **£3,350**.
26. The Chair of a JOSC Sub Committee is eligible for a salary of **£1,675**. In cases where the Chair of the JOSC Sub Committee is already in receipt of a Band 3, 4 or 5 Senior Salary, the payment will be **£837**. Payments to Chairs of JOSC Task & Finish Sub Committees are to be pro-rated to the duration of the task.
27. Payments made to a Chair of a JOSC or a Chair of a JOSC Sub Committee are additional to the maximum proportion of the Council's membership that is eligible to be paid a Senior Salary (i.e. 25% of membership). However, this should not exceed the statutory limit on Senior Salary payments of no more than 50% of a council's membership.
28. Deputy Chairs of JOSCs or JOSC Sub Committees are not eligible for payment. In addition, Co-opted Members of JOSCs or JOSC Sub Committees are not eligible for payment of a Co-opted Member fee unless they are appointed by an authority under Section 144(5) of the Local Government (Wales) Measure 2011 and have voting rights.

### Pensions

29. The Panel has determined that the entitlement to join the Local Government Pension Scheme (LGPS) shall apply to all elected members of principal councils.

### Co-opted Member Payments

30. The Panel has determined that there will be no change to the payments or fees which must be paid to Co-opted Members (provided that they are Co-opted Members with voting rights) in 2017/18. The payments are as follows:

<b>Co-opted Members (with voting rights)</b>	<b>Co-opted Member Payments</b>
Chairs of: <ul style="list-style-type: none"> <li>• Standards &amp; Ethics Committee;</li> <li>• Audit Committee</li> </ul> (if chaired by independent/lay member)	£256 (4 hours and over)  £128 (up to 4 hours)
Co-opted Ordinary Members of the Council's Standards & Ethics Committee who also chair standards committees for community councils	£226 (4 hours and over)  £113 (up to 4 hours)
Ordinary Members of: <ul style="list-style-type: none"> <li>• Standards &amp; Ethics Committee;</li> <li>• Education Scrutiny Committee;</li> <li>• Crime &amp; Disorder Scrutiny Committee;</li> <li>• Audit Committee.</li> </ul>	£198 (4 hours and over)  £99 (up to 4 hours)

Community and town councillors sitting on principal council committees	£198 (4 hours and over) £99 (up to 4 hours)
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31. The level of Co-opted Member payments is equivalent to the current daily rates for chairs and members of the Welsh Government's Band 2 sponsored bodies. The Panel has noted that there has been no uplift in these payment levels across such bodies since 2010.
32. The Panel determined that a Council can decide on a maximum number of days for which Co-opted Members may be paid in any one year. Since 2013/14, the Council has agreed to cap the payments to Co-opted Members at a maximum of the equivalent of 10 full days a year for each Committee to which an independent/lay member has been co-opted (i.e. maximum payments totalling £2560 to Co-opted Member Chairs of Committees and £1980 to Co-opted Ordinary Members of Committees). It is proposed that this maximum or 'cap' of the equivalent of 10 full days a year for each Committee including Co-opted Members should be retained by the Council in 2017/18.
33. A full day meeting is defined by the Panel as over 4 hours and a half day meeting is defined as up to 4 hours. Eligible meetings include other committees and working groups (including task & finish groups), pre-meetings with officers, training and attendance at conferences or any other formal meeting to which Co-opted Members are requested to attend.
34. Co-opted Members with voting rights can claim travel allowance for travelling time to/from the place of the meeting and reasonable time for pre-meeting preparation, the extent of which can be determined by the appropriate officer in advance of the meeting. The appropriate officer can also determine in advance whether a meeting is programmed for a full day (over 4 hours) and Co-opted Member payments will be made on the basis of this determination even if the meeting finishes before 4 hours has elapsed.
35. Co-opted Members are also eligible to claim for Travel and Subsistence Allowances and reimbursement of costs of care, where applicable.

### **Allowances**

36. The Panel has determined that the term 'allowance' is reserved for payments which are for the reimbursement of actual expenses (e.g. for care, travel and subsistence) which are necessarily incurred by Members and Co-opted Members when conducting their duties as part of official business.

### Reimbursement of Costs of Care

37. The Panel has determined that, for 2017/18, all authorities must provide for the reimbursement of necessary costs for the care of dependent children and adults (provided by informal or formal carers) and for personal assistance needs up to a **maximum payment of £403 per month**. The reimbursement of the costs of care is intended to enable any person whose ability to participate as a member of an authority would be limited by their

responsibilities as a carer, or for a member to receive care support to enable that individual to carry out their role.

38. Reimbursement of expenses will only be made on the basis of the submission of a monthly claim form listing the duties completed or official business undertaken, together with the production of receipts from the carer for the cost of the formal and informal care arrangements claimed. The Panel has confirmed that, as this is a contribution to actual monthly costs, this payment cannot be annualised.

#### Travel Allowance

39. The Travel Allowance payable in 2017/18 is linked to current HM Revenue & Customs (HMRC) rates and is unchanged and payable as follows:

<b>45p per mile</b>	Up to 10,000 miles in a year by car
<b>25p per mile</b>	Over 10,000 miles in a year by car
<b>5p per passenger per mile</b>	Passenger supplement
<b>24p per mile</b>	Motor cycles
<b>20p per mile</b>	Bicycles

40. Claims for the reimbursement of travel expenses incurred as part of official business will be payable on the completion of the relevant claim form and should be accompanied by VAT fuel receipts, where appropriate. All claims for other travel expenses (e.g. public transport) will only be reimbursed on production of receipts and are subject to any further requirements or limitations set by the Council.
41. Travel expenses paid to councillors by their local authority are exempt from Income Tax and employee National Insurance contributions.

#### Subsistence Allowance

42. Subsistence Allowance will only be paid for 'out-of-county' expenses incurred as part of official business outside the Council's administrative boundaries. Payment of a subsistence allowance to a local authority member for the performance of official business within the boundaries of a county or county borough where s/he is a member should only be made when the authority is satisfied that it can be justified on economic grounds. This does not apply in respect of co-opted members of a local authority who live outside that authority.
43. In terms of Subsistence Allowance for the reimbursement of the cost of any meals within a 24-hour period, the Panel has determined that a **maximum of £28 per day** is payable in 2017/18 (including breakfast if not included in overnight accommodation costs), provided that any claim for expenses is supported by receipts.
44. In terms of Subsistence Allowance which is payable in 2017/18 for the reimbursement of the cost of overnight accommodation, the Panel has



determined that the maximum levels payable be set in line with Welsh Government rates and paid as follows:

<b>Max. £200 per night</b>	Overnight stay in London
<b>Max. £95 per night</b>	Overnight stay elsewhere
<b>Max. £30 per night</b>	Overnight stay with friends and/or family

45. The Panel has confirmed that the above limits apply when an individual Member claims in arrears for the reimbursement of overnight accommodation costs and do not apply when the Council reserves and pays directly for overnight accommodation. However, costs incurred must still be within reasonable limits to be set by the local authority.

#### Entitlement to Family Absence

46. Members are entitled to the following periods of family absence under the Family Allowance for Members of Local Authorities (Wales) Regulations 2013:
- Maternity Absence – Available to pregnant Members who can take an absence period of up to a maximum of 26 weeks beginning any time between 11 weeks before up to the date of childbirth.
  - Newborn Absence – Available to a Member who is the father or, is married to, is the civil partner or is the partner of a child's mother and expects to have the main responsibility for the upbringing of the child. Up to two consecutive weeks are available to be taken within 56 days following a child's birth.
  - Adopter's Absence – Available to a Member who adopts a child. Up to two consecutive weeks are available to be taken within 56 days of a child being adopted.
  - New Adoption Absence – Available to a Member who is married to, the civil partner or partner of a person adopting a child and expects to have the main responsibility for the upbringing of the child. Up to two consecutive weeks are available to be taken within 56 days of a child being adopted.
  - Parental Absence – Available to a Member who has or expects to have responsibility for the care of a child and does not satisfy the criteria for Newborn Absence, Adopters Absence or New Adoption Absence. Up to three months can be taken in a single or a series of absences from the date a Member assumes responsibility for the care of a child under the age of 14 and ends 1 year later.
47. Members are entitled to retain their Basic Salary during any period of family absence irrespective of the attendance record immediately preceding the commencement of family absence.
48. When a Senior Salary holder is eligible for family absence he/she will continue to receive the salary for the duration of the absence. Should a Senior Salary holder take a period of family absence, a substitute appointment can be made to that Senior Salary post and a Senior Salary paid (an addition is then allowed to the maximum number of senior salaries allowed for the duration of the substitution, the schedule of remuneration must be amended and the Panel must be informed).

## Sickness Absence for Senior Salary Holders

49. The Family Absence Regulations (approved by the National Assembly in 2014) are very specific relating to entitlement and only available for elected members of principal councils. Absence for reasons of ill-health is not included.
50. Instances have been raised with the Panel of senior salary holders on long term sickness and the perceived unfairness in comparison with the arrangements for family absence. In consequence, councils are faced with the dilemma of:
- Operating without the individual member but still paying him/her the senior salary.
  - Replacing the member who therefore loses the senior salary (but retains the basic salary).
52. The Panel has considered this and has determined that the Framework be amended to provide specific arrangements for long term sickness as set out below:
- a) Long term sickness is defined as certified absences in excess of 4 weeks.
  - b) The maximum length of sickness absence within these proposals is 26 weeks or until the individual's term of office ends, whichever is sooner (but if reappointed any remaining balance of the 26 weeks will be included).
  - c) Within these parameters a senior salary holder on long term sickness can, if the authority decides continue to receive remuneration for the post held.
  - d) It is a decision of the authority whether to make a substitute appointment but the substitute will be eligible to be paid the senior salary appropriate to the post.
  - e) If the paid substitution results in the authority exceeding the maximum number of senior salaries payable for that authority as set out in the Annual Report, an addition will be allowed for the duration of the substitution.
  - f) When an authority agrees a paid substitution the Panel must be informed within 14 days of the decision of the details including the specific post and the estimated length of the substitution. The authority's Schedule of Remuneration must be amended accordingly.
  - g) It does not apply to elected members of principal councils who are not senior post holders as they continue to receive basic salary for at least 37 six months irrespective of attendance and any extension beyond this timescale is a matter for the authority.
53. This arrangement applies to members of principal councils, National Park Authorities and Fire and Rescue Authorities who are senior salary holders, including Welsh Government appointed members, but does not apply to co-opted members

## Supporting the Work of Local Authority Elected Members

54. The Panel has determined that each Authority, through its Democratic Services Committee, must ensure that all Members are given as much support as is necessary to enable them to fulfil their duties effectively. All

Members should be provided with adequate telephone and email facilities and electronic access to appropriate information.

55. The Panel has further determined that such support should be provided without cost to individual Members. Deductions must not be made from Members' salaries as a contribution towards those support costs which the Authority has decided necessary for the effectiveness and/or efficiency of Members.

#### Publication of Remuneration and Allowances Information

56. The Council is required to agree, publish and maintain an annual Schedule of Member Remuneration, which sets out details of the specific payments that it intends to make to Members and Co-opted Members in accordance with the levels of remuneration and allowances determined by the Panel. In accordance with the Panel Regulations, the Council is required to produce a schedule of payments to Members and Co-opted Members no later than four weeks following the Council's Annual Meeting and to publish the Schedule of Member Remuneration as soon as practicable after determining the schedule of payments for the year and not later than 31 July 2017. In order to comply with this timescale, the Council's Schedule of Member Remuneration for 2017/18 is to be submitted for consideration by Council on 30 June 2017.
57. Details of Members' remuneration and allowances, including expenses claims made by Members and payments made to Members who are appointed by the Council to other public bodies, will also be published on the Council's website. The Panel has determined that consistency can be improved by the use of a standard proforma and will consult on this in early summer 2017. The Council is required to make arrangements for the publication of details of all remuneration and allowances paid to Members and Co-opted Members in 2016/17 by 30 September 2017.

#### Election to Forgo Entitlement to Payment

58. It remains the right of any individual Member or Co-opted Member to independently and voluntarily opt to forgo all or any part of their entitlement to a salary, allowance or fee determined annually by the Panel in its Annual Report or any Supplementary Reports by giving notice in writing to the Proper Officer of the Council.

#### **Legal Implications**

59. The legal framework is set by Part 8 of the Local Government (Wales) Measure 2011 ("the Measure"), under which the Independent Remuneration Panel for Wales ("the Panel") is given functions relating to payments to Councillors and Councillors' pensions (s.142 of the Measure). The Panel is required to publish an annual report on the exercise of its functions with respect to each financial year (s.143 of the Measure); and the Council must comply with the requirements imposed on it by the Panel's Annual Report (s.153 of the Measure). The requirements imposed on the Council by the Panel's Annual Report are set out in the body of the report.
60. All Members entitled to receive payment have a personal interest in this report which should be declared. However, paragraph 12.2 of the Code of Conduct

states that you will not be regarded as having a prejudicial interest in any business of the Council relating to remuneration or an allowance or payment or pension made in accordance with the Local Government (Wales) Measure 2011 or the Local Government and Housing Act 1989. This means all Members may debate and vote on the recommendations in this report.

## Financial Implications

61. The direct financial impact of this report is as a result of the proposed £100 increase in basic member salary (+£7,500), the increase by one Cabinet Member (+£32,100) mitigated by the reduction of one Chair of Committee (-£22,100). The net financial impact of £17,500 is anticipated to be contained within the 2017/18 budgetary allocation for member remuneration and costs of £1.529 million.

## RECOMMENDATIONS

The Council is recommended to

1. note the determinations of the Independent Remuneration Panel for Wales made in its Annual Report 2017, as set out in the report;
2. note that an annual Basic Salary of £13,400 is payable to all elected members for the municipal year 2017/18;
3. agree to set the Band 2 Senior Salary payable in 2017/18 to all Cabinet Members (except for the Leader and Deputy Leader) at Level 1 (prescribed by the Panel as £32,100 for this Council);
4. agree to set the Band 3 Senior Salary payable in 2017/18 to those Committee Chairs that are remunerated at Level 1 (prescribed by the Panel as £22,100);
5. agree to allocate the maximum of 19 Senior Salary positions payable for 2017/18 as follows:

<b>Bands of Responsibility</b>	<b>Role(s)</b>	<b>No. of Senior Salary Positions</b>
Band 1	Leader	1
	Deputy Leader	1
Band 2 (Level1)	Other Cabinet Members	8
Band 3 (Level1)	Scrutiny Committee Chairs	5
	Planning Committee Chair	1
	Licensing / Public Protection Committees Chair	1

<b>Bands of Responsibility</b>	<b>Role(s)</b>	<b>No. of Senior Salary Positions</b>
Band 4	Leader of largest opposition group (Conservative Group)	1
Band 5	Leader of the Liberal Democrat Group	1
<b>Total</b>		<b>19</b>

6. agree to set the Civic Salary payable in 2017/18 for the positions of Civic Head/Lord Mayor (£24,100) and Deputy Civic Head/Deputy Lord Mayor (£18,100) at Level 1 as prescribed by the Panel; and
7. agree that the payment of Co-opted Member fees in 2017/18 should continue to be capped at a maximum of the equivalent of 10 full days a year.

### **PAUL ORDERS**

Chief Executive  
19 May 2017

### **Background Paper**

Independent Remuneration Panel for Wales Annual Report February 2017:  
<http://gov.wales/docs/dsjlg/publications/localgov/170223-annual-report-en.pdf>