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**REPORT OF THE CHIEF EXECUTIVE**

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**MEMBERS' SCHEDULE OF REMUNERATION 2017- 2018**

**Reason for this Report**

1. To approve the Members' Schedule of Remuneration 2017-2018 in accordance with the Independent Remuneration Panel for Wales Regulations for publication by 31 July 2017.

**Background**

2. The Independent Remuneration Panel for Wales (IRPW) (*the Panel*) is a statutory body that was established initially by the Welsh Government in January 2008 to recommend the levels of salaries, allowances and expenses payable to Councillors and Co-opted Members. The Local Government (Wales) Measure 2011 gave the Panel additional powers to prescribe the levels of Member remuneration and allowances. The Panel also received further powers following the introduction of the Local Government (Democracy) (Wales) Act 2013.
3. The Panel's ninth Annual Report was published in February 2017, and sets out its determinations on the payment of remuneration and allowances to Elected Members and co-opted members 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>
4. The Council at its Annual Meeting 25 May, 2017 approved recommendations of the Panel on the Basis Salary level; the Band 2 Senior Salary payable to Cabinet Members; the Band 3 Senior Salary payable to Committee Chairs; the allocation of the 19 Senior Salary positions payable and the Civic Salary payable; and the cap on the maximum payment of co-opted Members fees.
5. In accordance with the IRPW Regulations and guidance set out in the Panel's Annual Report for 2017 - 2018, the Council must produce and maintain an annual Schedule of Remuneration (*the Schedule*), which sets out details of the approved payments it intends to make to Elected Members and co-opted members in accordance with the levels of remuneration and allowances determined by the Panel in its Annual or Supplementary Reports.

## Basic Salary

6. The Panel determined that the Basic Salary payable to Elected Members of all principal councils in Wales will be £13,400 in 2017/18.

## 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 2017/18 at the Annual Meeting of the Council on 25 May 2017:

<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	1
Band 5	Leader(s) of other political group(s) comprising at least 10% membership of the Authority (if remunerated)	1
<b>Total</b>		<b>19</b>

9. The Annual Council on 25 May 2017 agreed to set the Band 2 Senior Salary payable in 2017 - 2018 to all Cabinet Members (except for the Leader and Deputy Leader) in accordance with the Level 1 payment (£32,100) prescribed by the Panel, as applicable to the Council.
10. In addition, Annual Council 25 May 2017 agreed to set the Band 3 Senior Salary payable in 2017- 2018 to those Committee Chairs that are remunerated in accordance with the Level 1 payment (£22,100) prescribed by the Panel;

## Members' Schedule of Remuneration 2017-2018

11. The IRPW has developed and issued a proforma Schedule of Remuneration for recommended use by all 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 in May 2016 adopted this proforma for use as the basis for the Members' Schedule of Remuneration for future years and the 2017-2018 Schedule is set out in **Appendix A** to this report.
12. Any amendments to the Schedule made during the municipal year must be conveyed to the Panel 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 Panel.
13. 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.

### **Financial Implications**

14. 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.

### **Legal Implications**

15. 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.
16. 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. The relevant legal provisions are set out in the body of the report.

## **RECOMMENDATIONS**

The Council is recommended to:

1. approve the Members' Schedule of Remuneration 2017- 2018 based on the proforma schedule provided by the Independent Remuneration Panel for Wales, as set out in Appendix A to this report for publication by 31 July 2017;
2. delegate authority to the Monitoring Officer to update the Members' Schedule of Remuneration and to make any necessary amendments to the 2017-2018 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**

**13 July 2017**

The following Appendix is attached to this report:

**APPENDIX A:** Members' Schedule of Remuneration 2017-18

## **Background Papers**

Council Report, 25 May 2017 – Members' Schedule of Remuneration 2017/18

Independent Remuneration Panel for Wales Annual Report 2017

<http://gov.wales/docs/dsjlg/publications/localgov/170223-annual-report-en.pdf>