
REPORT OF THE CHIEF EXECUTIVE

MEMBERS' SCHEDULE OF REMUNERATION 2015-16

Reason for this Report

1. To approve the Members' Schedule of Remuneration 2015-16 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 2015/16 (7th Annual Report) was published in February 2015, which set out its determinations on the payment of remuneration and allowances to elected members and co-opted members in the 2015/16 municipal year. The Council must implement the IRPW's determinations, as set out in its Annual Report, from the date of the Council's Annual Meeting.
5. In accordance with the IRPW Regulations and guidance set out in the IRPW Annual Report for 2015/16, 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

6. In Cardiff (Population Group A), the maximum number of Senior Salary positions is 19, excluding Civic Salary positions, and the Council agreed the following allocation of 18 Senior Salaries for 2015/16 at the Annual Meeting of the Council on 21 May 2015:

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
Total =		18

7. As a result, there is currently one Senior Salary position available within the maximum number of Senior Salaries (19) that can be paid by the Council.
8. In addition to the Senior Salary payable to the Leader of the largest opposition group (Band 4), which the IRPW has determined must be paid by the Council, the Leaders of other political groups which comprise at least 10% of the elected membership of the Authority are also eligible to be paid a Band 5 Senior Salary of £17,000 (inclusive of Basic Salary), subject to the availability of Senior Salary positions and the agreement of the Council.
9. Following the announcement of the resignation of former Councillor Craig Williams (Pentyrch) at the Annual Meeting of the Council on 21 May 2015, the membership of the Council's Conservative Group decreased to 6 councillors on 22 May 2015, but has since increased to 8 councillors with effect from 8 June 2015 due to the addition of two new members of the Conservative Group – Councillors Cowan and Robson (Rhiwbina). This means that the Conservative Group currently exceeds the eligibility threshold of 10% of the Council's membership that applies to the payment of a Band 5 Senior Salary to Leaders of other political groups.

10. The Council may therefore wish to consider the payment of an additional Senior Salary in 2015/16 for the Leader of the Conservative Group on a pro rata basis with effect from 26 June 2015. This would mean that the Council will be paying the maximum number of Senior Salaries (i.e. 19) in 2015/16.

Members' Schedule of Remuneration 2015-16

11. 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 2015-16, as set out in **Appendix A** to this report.
12. 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.
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.

Legal Implications

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

Financial Implications

15. The costs of member remuneration as set out in the attached schedule can be met from within existing budgets in 2015/16.

RECOMMENDATIONS

Council is recommended to:

1. approve the payment of an additional Senior Salary (Band 5) in 2015/16 for the Leader of the Conservative Group on a pro rata basis with effect from 26 June 2015;
2. approve the Members' Schedule of Remuneration 2015-16 based on the proforma schedule provided by the Independent Remuneration Panel for Wales, as set out in Appendix A to this report; and

3. delegate authority to the Monitoring Officer to update the Members' Schedule of Remuneration and to make any necessary amendments to the 2015-16 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
19 June 2015

The following Appendix is attached to this report:

APPENDIX A: Members' Schedule of Remuneration 2015-16

Background Papers

Council Report, 21 May 2015 – Members' Schedule of Remuneration 2015/16

Independent Remuneration Panel for Wales Annual Report 2015:
<http://gov.wales/docs/dsjlg/publications/localgov/150223-irp-report-february2015-v1-en.pdf>