

COUNCIL:

30 JUNE 2022

REPORT OF THE CHIEF EXECUTIVE

Members' Schedule of Remuneration 2022 – 2023

Reason for this Report

1. For Council to approve, in accordance with the determinations of the Independent Remuneration Panel for Wales ('IRPW' or 'the Panel'), its Members' Schedule of Remuneration 2022-2023.

Background

2. The IRPW is a statutory body established by the Welsh Government to recommend the levels of salaries, allowances and expenses payable to Councillors and Co-opted Members. The Local Government (Wales) Measure 2011 gives the Panel powers to prescribe the levels of Member remuneration and allowances. The Panel was granted further powers following the introduction of the Local Government (Democracy) (Wales) Act 2013.
3. The Independent Remuneration Panel for Wales Annual Report 2022/23, published on 24 February 2022, detailed its determinations on the payment of remuneration and allowances in 2022 – 2023 to Elected Members and Co-opted Members by principal councils from 1st April 2022.
4. Council, at its Annual meeting on 26th May 2022, noted the determinations of the Independent Remuneration Panel for Wales (IRPW) in its Annual Report 2022/23, agreed the allocation of Senior Salary positions and authorised the Monitoring Officer to finalise the Members' Schedule of Remuneration 2022/23 to reflect the appointments made at, or following, the Annual Council meeting.

Issues

5. At the 2022 Annual Council meeting, the Council agreed to retain the senior salary positions allocated during the previous municipal year, with two Cabinet portfolios to be delivered under job sharing arrangements as follows:
 - (i) Social Services Portfolio (Job Sharing):
 - Cabinet Member for Social Services (Children); and

- Cabinet Member for Social Services (Adults)
- (ii) Tackling Poverty, Equality and Public Health
- Cabinet Member for Tackling Poverty, Equalities and Public Health (Equalities and Public Health); and
 - Cabinet Member for Tackling Poverty, Equalities and Public Health (Tackling Poverty and Supporting Young People)
6. The IRPW Annual Report states that each job sharer should be paid an appropriate proportion of the salary; and that for all job share arrangements, the senior salary cap will be increased, subject to the statutory maximum of 50% of the council's membership.
 7. The calculation of the salary entitlement for Cabinet job sharers, as set out in the report to Annual Council is as follows:
 - a) Band 2 Salary of £37,800 minus the Basic Salary of £16,800 = £21,000
 - b) £21,000 divided equally for two job sharers = £10,500
 - c) Plus the Basic Salary of £16,800 for each Job Sharer = £27,300 for each Cabinet Member Job sharer
 8. The total number of senior salary holders is therefore 21, including the 2 Cabinet portfolios which are the subject of job sharing arrangements, and the senior salary cap of 19 is increased accordingly.
 9. The IRPW has been consulted on the above proposals and has confirmed they meet the requirements set out in the Panel's Annual Report.
 10. The IRPW has recommended use of a proforma Schedule of Remuneration 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 may 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.
 11. In accordance with the IRPW Regulations, the Council must make arrangements for the publication of the Members' Schedule of Remuneration 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.
 12. The Members' Schedule of Remuneration 2022 – 2023, based on the IRPW proforma and reflecting the allocation of senior salaries and job sharing arrangements set out above, and the appointments made at, or following the Council's Annual meeting, is attached at **Appendix A**.

Legal Implications

13. 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).
14. As set out in the body of the report, the Council is required to produce and maintain an annual Schedule of Remuneration (*‘the Schedule’*), which must be published and sent to the IRPW as soon as practicable after determination and not later than 31 July in the year to which it applies.
15. All Members entitled to receive payment have a personal interest in this report which should be declared. However, paragraph 12.2 (b)(iv) 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

16. The overall financial allocation for Members’ Remuneration in 2022/23 is £1.871 million, the costs are to be contained within the budget allocated.

RECOMMENDATIONS

The Council is recommended to:

- (i) Approve the Members’ Schedule of Remuneration 2022 – 203 as set out in **Appendix A** to this report; and
- (ii) Authorise the Monitoring Officer to update the Constitution and to make any minor amendments to the 2022-2023 Schedule of Remuneration 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
26 June 2022

The following Appendices are attached to this report:

Appendix A Members’ Schedule of Remuneration 2022 - 2023

Background Papers:

Report of the Chief Executive to Annual Council 26.05.22

Council Minutes 26.05.22

Independent Remuneration Panel for Wales Annual Report (February 2022)

English:

[Independent Remuneration Panel for Wales: annual report 2022 to 2023 \[HTML\] | GOV.WALES](#)

Cymraeg:

[Panel Annibynnol Cymru ar Gynabyddiaeth Ariannol: adroddiad blynyddol 2022 i 2023 \[HTML\] | LLYW.CYMRU](#)