

Report of the Head of Democratic Services

Democratic Services Committee – 15 March 2016

INDEPENDENT REMUNERATION PANEL FOR WALES 2016-2017 ANNUAL REPORT – FEBRUARY 2016

Purpose:	To outline the content of the Independent Remuneration Panel for Wales 2016-2017 Annual Report of February 2016
Policy Framework:	None.
Reason for Decision:	For Information Only.
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1. Introduction

- 1.1 The Independent Remuneration Panel for Wales published its 2016-2017 Annual Report in February 2016.
- 1.2 The report is attached as **Appendix 1** for information.

2. Main Determinations Changes Affecting the City and County of Swansea

- 2.1 Determination 2 within the Independent Remuneration Panel for Wales 2016-2017 Annual Report is the only main determination change that will potentially affect the City and County of Swansea.
- 2.2 Relevant extract from the Annual Report.

“Payments to members of the Executive, Chairs of committees and the Leader of the Opposition

- 3.3 *The Panel has revisited its previous decisions in respect of the senior salaries paid to these post holders.*

(i) The Executive

The visits to all principal councils by the Panel in 2009 produced the general conclusion that Executive members should be considered as working the equivalent of full time (up to 40 hours per week) but not necessarily nine to five.

However, we have stressed that in reaching this decision there was recognition that with a potential of nearly 200 Executive members (excluding Leaders) there would be a variety of arrangements and that some portfolio holders would have greater responsibility and workloads than others. But this was dependent on the specific organisational arrangements of the cabinets of each authority.

We have now given further consideration to this issue following more recent visits as well as views expressed to us as to the appropriateness of paying cabinet members the same salary irrespective of the responsibility of the portfolio held.

Although many councils operate with a cabinet of 10, the statutory maximum, others choose to have smaller cabinets and therefore the range of individual portfolios is much greater. We have concluded that this should be reflected in the remuneration framework. It is not the role of the Panel to determine the structure of cabinets of local authorities so the new determinations provide flexibility for each council to decide the appropriate range of portfolios to meet local needs, recognising that there is an inevitable variation on the level of responsibility and workload.

Executive members may be paid at either of the two senior salary levels below:

Level 1 - Group A - £32,000

Level 2 - Group A - £28,800

It will be a matter for individual authorities to decide the implementation of the determinations within their specific cabinet structures.

(ii) Chairs of Committees

The Panel continues to take the view that the responsibility and function of chairing a committee is not generally influenced by population of the authority.

However, there is recognition that the specific responsibility and workload of some chairs is greater than others, and this has been a topic of ongoing dialogue and debate. We consider that this should be reflected in the remuneration framework.

The Panel is therefore introducing two levels of remuneration for chairs of committees:

Level 1 chairs - £22,000

Level 2 chairs - £20,000

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.”

2.2 Council at its Annual Meeting in May 2016 will need to consider at what level payments will be made to its:

- i) Executive (Cabinet Members);
- ii) Committee Chairs.

3. Equality and Engagement Implications

3.1 An Equality Impact Assessment (EIA) screening process took place prior to the consultation period. The outcome indicated that it was low priority and a full report was not required.

4. Financial Implications

4.1 All costs associated with this report will be met from within existing budgets.

5. Legal Implications

5.1 None.

Background Papers:

None.

Appendices:

Appendix 1	Independent Remuneration Panel for Wales Letter and 2016-2017 Annual Report – February 2016.
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