



Eich cyf/ Your ref:
Ein cyf/Our ref: fA909553

To: Leaders and Chief Executives of County and County Borough Councils
Chairs and Chief Executives of National Park Authorities
Chairs and Clerks of Fire and Rescue Authorities
Chair and Chief Executive of One Voice Wales
Leader and Chief Executive of Welsh Local Government Association
Head of Democratic/Members Services of County and County
Borough Councils, National Park Authorities and Fire and Rescue Authorities
Community & Town Councils

18 February 2016

Dear Colleague,

Independent Remuneration Panel for Wales Annual Report 2016/17

This is the first time since the Independent Remuneration Panel for Wales was established that the Chair has changed between the publication of the draft Annual Report and that of the final Report.

Although this is my first Annual Report as Chair I have been a member of the Panel since it was formed and I have worked closely with the previous Chair, Richard Penn. It would be remiss of me if I did not refer to the major influence he had in the development of the Panel's work during the eight years of his tenure. I am sure that members of the Panel, both past and present would agree with me that it has been a privilege to work with him and we wish him well for the future.

Local Government in Wales faces major challenges over the next few years, both financially and structurally. We too will have challenges to ensure that we respond to any changes that will impact on the roles and responsibilities of members and senior officers of the local authorities that are within our remit.

However, this Report deals with the current structures of local government in Wales and recognises the continued financial constraints that authorities face. Therefore we are not

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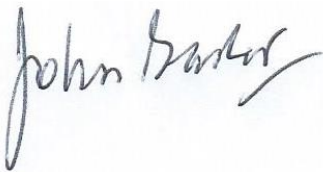
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proposing any increases in the basic or senior salaries. We have, however made some changes to our framework to provide greater opportunities for flexibility at local level to reflect the variations in governance structures of Principal Councils. The Panel appreciates the responses which have been received in respect of the draft Annual Report and as a consequence have made modifications which are contained in this final Report.

We are introducing two salary levels for Executive Members (except Leaders and Deputy Leaders) and for chairs of committees of the 22 Principal Councils so that they can take account of the differences in responsibilities that may be attached to specific posts. Having considered the responses to our draft Report in which we prescribed the number of executive posts to be paid at the higher level, we understood the concerns raised about this, so the revised arrangements leaves it to the discretion of each council 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 portfolios of executive members and should be reflected in the level of salary paid. The same principle also applies to chairs of committees. We will examine the extent that this flexible approach has been used when we monitor the schedules of remuneration in the autumn.

The Local Government (Wales) Act 2015, has extended the Panel's remit to include changes to the salaries of chief officers of authorities of principal councils. This part of the Act was effective from the end of January 2016. Welsh Government guidance to the Panel in respect of this additional function has been issued and is available on our website

Yours sincerely,

A handwritten signature in blue ink that reads "John Bader". The signature is written in a cursive style with a long, sweeping underline.

John Bader
Chair