

# BRIDGEND COUNTY BOROUGH COUNCIL

## REPORT TO COUNCIL

05 FEBRUARY 2014

### REPORT OF THE DEMOCRATIC SERVICES COMMITTEE

#### INDEPENDENT REMUNERATION PANEL (IRP) CONSULTATION - FAMILY ABSENCE

##### **1. Purpose of Report**

- 1.1 The purpose of this report is to consider the recommendations of the Democratic Services Committee in respect of the draft supplementary IRP report circulated for consultation regarding Family Absence..

##### **2. Connection to Corporate Improvement Objectives/Other Corporate Priorities**

- 2.1 There are no direct links to the Corporate Improvement Objectives or other Corporate Priorities.

##### **3. Background**

- 3.1 On 11 December 2013, Council approved changes to the Constitution and the establishment of a Panel to be a sub-committee of the Democratic Services Committee to undertake appeals in respect of Family Absence.
- 3.2 The Independent Remuneration Panel (IRP) issued a draft supplementary report for consultation which provides its initial determinations for the remuneration for Elected Members during periods of family absence.
- 3.3 The following determinations have been proposed:
- A. A member is entitled to retain a basic salary when taking family absence under the regulations irrespective of the attendance record prior to the commencement of the family absence.
  - B. when a senior salary holder is eligible for family absence, he/she will be able to continue to receive the senior salary for the duration of the absence if the authority so decides whether or not it makes a substitute appointment.
  - C. The member substituting for a senior salary holder taking family absence will be eligible for a senior salary.
  - D. If the paid substitution results in the authority exceeding the maximum number of senior salaries as set out in the Panel's Annual Report, an addition to the maximum will be allowed for the duration of the substitution. However, this cannot apply to the Isle of Anglesey and Merthyr Tydfil Councils if it would result in the number of senior salaries exceeding fifty percent of the Council's membership as specific Welsh ministerial approval would have to be obtained.

E. When an authority agrees a substitution for family absence, the Panel must be informed, within 14 days of the date of the decision, of the details including the particular post and the duration of the substitution.

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F. The schedule of remuneration must be amended to reflect the implication of the family absence.

3.5 Attached at Appendix 1 is the draft supplementary report from the IRP in respect of family absence. Responses to these draft proposals have been requested to be provided by all local authorities before 7 February 2014.

#### **4. Current situation / proposal**

4.1 The draft IRP proposals were considered by the Democratic Services on 23 January 2014. Their recommendations are shown at Appendix 2.

4.2 Council is requested to consider the draft supplementary IRP report and the recommendations of the Democratic Services Committee in order to determine an agreed response for submission to the IRP following the meeting and prior to the 7 February 2014 response deadline.

#### **5. Effect upon Policy Framework and Procedure Rules**

5.1 There is no effect on the Policy Framework and Procedure Rules.

#### **6. Equality Impact Assessment**

6.1 There are no equality impact issues arising from this report.

#### **7. Financial Implications**

7.1 All activities described in this report will be met from existing budget provisions.

#### **8. Recommendation**

8.1 The Democratic Services Committee recommends that Council note the draft IRP supplementary report and approve the draft response to the consultation attached as Appendix 2 for submission to the IRP.

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**28 January 2014**

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**Background documents** – None