

BRIDGEND COUNTY BOROUGH COUNCIL

REPORT TO DEMOCRATIC SERVICES COMMITTEE

17 NOVEMBER 2016

REPORT OF THE CORPORATE DIRECTOR – OPERATIONAL AND PARTNERSHIP SERVICES

CONSULTATION - INDEPENDENT REMUNERATION PANEL FOR WALES DRAFT ANNUAL REPORT FOR 2017-18

1. Purpose of Report.

- 1.1 The Independent Remuneration Panel for Wales (IRPW) has issued its Draft Annual Report (February 2017) for consultation. The Democratic Services Committee is requested to provide its views in respect of the draft report. Any response will be submitted to the IRPW and the WLGA by the deadline of 28 November 2016. A copy of the draft report is shown at Appendix A.

2. Connection to Corporate Improvement Objectives/Other Corporate Priorities

- 2.1 The support provided to Elected Members assists in the achievement of all the Corporate Priorities.

1. **Supporting a successful economy** – taking steps to make the county a good place to do business, for people to live, work, study and visit, and to ensure that our schools are focused on raising the skills, qualifications and ambitions of all people in the county.
2. **Helping people to be more self-reliant** – taking early steps to reduce or prevent people from becoming vulnerable or dependent on the Council and its services.
3. **Smarter use of resources** – ensuring that all its resources (financial, physical, human and technological) are used as effectively and efficiently as possible and support the development of resources throughout the community that can help deliver the Council's priorities.

3. Background.

- 3.1 In accordance with the requirements of Section 147 of the Local Government (Wales) Measure 2011, the IRPW has published its draft Annual Report setting out its determinations for the municipal year 2017/18.
- 3.2 In order to meet the requirement of the Measure to publish its final report in Spring 2017 the IRPW has requested that any representations or comments about this report should be received no later than 28 November 2016. The IRPW has advised that representations or comments received after this date may not be considered.
- 3.3 The IRPW remains firmly of the view that maintaining the democratic values of local

governance cannot be cost-free. Members of local authorities (including co-opted and appointed members) are there to represent the interests of local people, undertake the governance of local communities, and secure value-for money public services for local tax-payers through effective scrutiny. These are significant and considerable tasks for members of relevant authorities within the Panel's remit. Publicly funded remuneration is made available to encourage a diversity of willing and able people to undertake local governance through their elected, appointed or co-opted roles.

- 3.4 The Chair of the Democratic Services Committee and the Head of Democratic Services attended a meeting with the IRPW on 21 October 2016 to clarify some of the issues raised in the report.

4. Current situation / proposal.

- 4.1 The draft report proposes some changes to the current remuneration prescribed for Elected Members at Principal (County Borough) and Town and Community Council levels. The following paragraphs summarises the key elements of the report.

4.2 The Basic Salary

- 4.2.1 The Basic Salary (payable to all elected members) is remuneration for the responsibility of community representation and participation in the scrutiny, regulatory and related functions of local governance. The level was originally set at the time equivalent of three days a week and was aligned to the median gross earnings of all full time employees resident in Wales, as reported in the 2009 Annual Survey of Hourly Earnings (ASHE).
- 4.2.2 The basic salary was set at three-fifths of the All Wales Median Salary and any time commitment beyond the three days is considered as an unpaid public service contribution. The prescribed salary and expenses must be paid in full to each member unless an individual has independently and voluntarily opts in writing to the Authority's proper officer to forego all or any element of the payment.
- 4.2.3 With the financial constraints on the public sector and local authorities the IRPW has determined that they cannot maintain this link to the ASHE survey as it would result in the Basic Salary being raised to over £14,700. The IRPW has proposed a modest increase of £100 to the current Basic Salary which equates to a rise of 0.75%.

Determination 1

Basic salary in 2017/18 for elected members of principal councils shall be £13,400.

4.3 Senior Salaries

- 4.3.1 The IRPW has revisited its previous decisions in respect of the senior salaries paid to these post holders. The number of senior salaries available to this Authority remains unchanged at 18. The following senior salaries are currently remunerated by this Council:

1. Leader
2. Deputy Leader

3. Cabinet Member
4. Cabinet Member
5. Cabinet Member
6. Cabinet Member
7. Vacant
8. Chairperson Scrutiny Committee (P&G)
9. Chairperson Scrutiny Committee (CYP)
10. Chairperson Scrutiny Committee (CRI)
11. Chairperson Scrutiny Committee (ASC)
12. Chairperson Scrutiny Committee (CEL)
13. Chairperson Audit Committee
14. Chairperson Appeals Panel
15. Chairperson Development Control Committee
16. Chairperson Licensing Committee
17. Largest Opposition Group Leader
18. Not remunerated

4.3.2 The level of remuneration of senior salary holders has not increased but post holders will receive the uplift in the Basic Salary paid to all Members as follows (inclusive of basic salary):

Leader	£48,100
Deputy leader	£33,600
Executive (Cabinet) members	
Level 1 ¹	£29,100
Level 2	£26,200
Committee chairs (if remunerated)	
Level 1 ²	£22,100
Level 2	£20,100
Leader of largest opposition group ³ (with a membership greater than 10% of the total membership of the Council)	£22,100
Leader of other political groups (with a membership greater than 10% of the total membership of the Council)	£17,100

4.3.3 The IRPW has given further consideration to the issue of paying cabinet members the same salary irrespective of the responsibility of the portfolio held. Although many councils operate with a Cabinet of 10, which is the statutory maximum, others choose to have smaller Cabinets. The IRPW has indicated that if a Council has less than 8 Cabinet Members (in addition to the Leader and Deputy Leader) the higher level of salary could be paid to all Cabinet Members. However, the IRPW has determined that it will be a matter for individual authorities to decide the implementation of the determinations within their specific Cabinet structures.

4.3.4 The IRPW continues to recognise that the specific responsibility and workload of

¹ This is the level of remuneration currently paid by this Authority to Cabinet Members

² This is the level of remuneration currently paid by this Authority to Chairs of Committees

³ Leader of largest opposition group. See IRPW Regulations, Annex 2, Part 1(2) for a definition of "largest opposition group" and "other political group".

some committee chairs is greater than others, and this has been a topic of ongoing dialogue and debate. The IRPW consider that this difference in responsibility should be reflected in the remuneration framework but that it is a matter for individual authorities to determine the responsibility attached to the specific post and reflect the level of responsibility in the level a chair is paid. The IRPW have provided no other criteria or guidance as to how the levels of payment could be determined by an individual Council other than to state:

“The Panel is aware of the importance placed by the Welsh Government on the value of the scrutiny function for local democracy and has noted that in total there are currently 89 chairs of scrutiny who receive senior salaries. The Panel believes that this is a clear recognition of the importance of this function.”

- 4.3.5 The IRPW has determined that a council must make a senior salary available to the Leader of the largest opposition group and that if remunerated, a senior salary must be paid to leaders of other political groups who meet the criteria.

Determination 2:

The Panel has determined that senior salary levels in 2017/18 for members of principal councils shall be as outlined in paragraph 4.3 above.

4.4 Civic Salaries

- 4.4.1 The IRPW has determined that there will be no increase in Civic salaries but post holders will receive the uplift in the Basic Salary paid to all Members (inclusive of basic salary).
- 4.4.2 There are three possible levels of civic salary - higher, mid and lower. Each authority must decide which level (if any) is to be paid for each of these roles according to local factors. For example, the civic head of a small council may be paid at the highest rate, whilst the civic head of a large council may be paid at the lowest rate, rates of payment to deputy civic heads may be similarly varied. This also allows for civic heads and their deputies in the same authority to be paid at different levels.
- 4.4.3 A council may decide not to apply any civic salary to the posts of civic head (Mayor) and/or deputy civic head (Deputy Mayor) but if remunerated the Mayor and Deputy Mayor can be remunerated at the following levels:

Remuneration of civic heads and deputy civic heads <i>(inclusive of basic salaries)</i>		
Responsibility Level	Mayor	Deputy Mayor
Level 1	£24,100	£18,100
Level 2 ⁴	£21,600	£16,100
Level 3	£19,100	£14,100

- 4.4.4 In addition to the prescribed listed above the following criteria must also be met:

- a) An elected member must not be remunerated for more than one senior post within his or her authority.

⁴ This is currently the level paid to the Mayor and Deputy Mayor

- b) An elected member must not be paid a senior salary and a civic salary.
- c) All senior and civic salaries are paid inclusive of basic salary.
- d) If a council chooses to have more than one remunerated deputy leader, the difference between the senior salary for the deputy leader and other executive members should be divided by the number of deputy leaders and added to the senior salary for other executive members in order to calculate the senior salary payable to each deputy leader.
- e) Members in receipt of a Band 1 or Band 2 senior salary (Leader and Executive Members) cannot receive a salary from any National Park Authority (NPA) or Fire and Rescue Authority (FRA) to which they have been appointed.

4.5 Supporting the work of local authority elected members

- 4.5.1 The IRPW expects that the support provided should take account of the specific needs of individual members. The functions of the Democratic Services Committees include a requirement to review the level of support provided to members to carry out their duties and the Panel would expect these committees to carry this out and bring forward proposals to the full council as to what is considered to be reasonable.
- 4.5.2 It is considered necessary for each elected member to have ready use of telephone and e-mail services, and to have electronic access to appropriate information via an internet connection. This comprises the necessary provision for a member to be in proper contact with council services and to maintain contact with those they represent. Many Councils in Wales are committed to 'paperless working' and without electronic access a member would be significantly limited in his or her ability to discharge their duties.
- 4.5.3 When members' additional needs or matters of disability apply, or there are specific training requirements indicated, each authority will need to assess any particular requirements of individual members. It would not be appropriate for facilities required by members only to be available within council offices within office hours.

Determination 6:

The Panel has determined that each authority, through its Democratic Services Committee, must ensure that all its members are given as much support as is necessary to enable them to fulfil their duties effectively. All elected members should be provided with adequate telephone and email facilities and electronic access to appropriate information.

Determination 7:

The Panel has determined that such support should be without cost to the individual member. Deductions must not be made from members' salaries by the respective authority as a contribution towards the cost of support which the authority has decided necessary for the effectiveness and/or efficiency of members.

4.6 Specific or additional senior salaries

- 4.6.1 The IRPW has allowed for greater flexibility through the provision for authorities to apply for specific or additional senior salaries that do not fall within the current remuneration framework, or which could not be accommodated within the maximum number of senior salaries relating to the authority.
- 4.6.2 Guidance to local authorities on the application process was issued in April 2014 and incorporated the following principles:
- a. The total number of senior salaries cannot exceed fifty percent of the membership unless the consent of the Welsh Ministers has been obtained.
 - b. Applications will have to be approved by the authority as a whole (this cannot be delegated) prior to submission to the Panel.

Determination 8:

The Panel has determined to include a provision for specific or additional senior salaries that do not fall within the current Remuneration Framework.

4.7 Joint Overview and Scrutiny Committees

- 4.7.1 The IRPW has set out the arrangements for the remuneration of chairs of Joint Overview and Scrutiny Committees (JOSC) and Sub-committees. The payments align with those of chairs of committees of principal councils.
- 4.7.2 **Determinations 6 -16** relate to payments for Chairs, Deputy Chairs and Co-optees of any JOSC. The remuneration of chairs of JOSCs (or a sub-committee of JOSCs) is not prescribed and is a matter for the constituent councils to decide whether such a post will be paid.
- 4.7.3 This Council has previously determined that no payments will be made for the remuneration of Chairs, Deputy Chairs and Co-optees of JOSCs.

4.8 Pension Provision for Elected Members of Principal Councils

- 4.8.1 The Local Government (Wales) Measure 2011 provides a power to the IRPW to make determinations on pension entitlement for elected members of principal councils.

Determination 17:

The entitlement to join the Local Government Pension Scheme (LGPS) shall apply to all eligible elected members of principal councils.

- 4.8.2 Elected Members are exempt from auto-enrolment in the LGPS and will still be required to opt into the scheme.

4.9 Entitlement to Family Absence

- 4.9.1 Regulations relating to Family Absence for Elected Members of Councils were

approved by the National Assembly for Wales in November 2013. The IRPW considered the implications for the remuneration of members who are given absence under the terms of the Welsh Government Regulations.

- 4.9.2 An elected member is entitled to retain a Basic /Senior salary when taking family absence under the regulations irrespective of the attendance record immediately preceding the commencement of the family absence. (**Determinations 18 and 19**).
- 4.9.3 It is a matter for this Council to decide whether or not to make a substitute appointment. The elected member substituting for a senior salary holder taking family absence will be eligible to be paid a senior salary, if the Council determines that it is appropriate. (**Determination 20**). If the paid substitution results in the authority exceeding the maximum number of 18 senior salaries, an addition to the maximum will be allowed for the duration of the substitution. (**Determination 21**)
- 4.9.4 When Council agrees a paid substitution for family absence, the IRPW must be informed, within 14 days of the date of the decision, of the particular post and the duration of the substitution. (**Determination 22**). The Council's schedule of remuneration must be amended to reflect the implication of the family absence (**Determination 23**).
- 4.10 Payments to Members of National Parks and Fire and Rescue Authorities
- 4.10.1 Bridgend County Borough Council does not have Membership of any National Parks Authority and therefore **Determinations 24-30** do not apply to this Council.
- 4.10.2 The Council currently does have 2 representatives on the South Wales Fire and Rescue Authority (FRA). The IRPW has previously determined that the remuneration of ordinary members of an FRA should be aligned to the basic salary of a member of a principal council and that the time commitment required is a notional 20 days per year.
- 4.10.3 With the £100 increase in basic salary the IRPW has determined that a corresponding increase of £15 will be made to the Basic Salary of those appointed to the FRA from the date of the FRA's Annual General Meeting. This remuneration will be met by the respective FRAs. Other determinations include:

Determination 31:

The basic salary for FRA ordinary members should be £1,715.

Determination 32:

The senior salary of the chair of an FRA should be £10,415.

Determination 33:

An FRA senior salary can be paid to the deputy chair, and up to two chairs of committees where there is significant and sustained responsibility. This should be paid at £5,415.

Determination 34:

The Panel has determined to include a provision for FRAs to apply for specific or additional senior salaries that do not fall within the current Remuneration Framework.

Determination 35:

Members must not receive more than one FRA senior salary.

Determination 36:

An FRA senior salary is paid inclusive of the FRA basic salary and must reflect significant and sustained responsibility

Determination 37:

Members of a principal council in receipt of a Band 1 or Band 2 senior salary cannot receive a salary from any FRA to which they have been nominated.

4.11 Co-opted Members

4.11.1 The Panel has determined that a daily/half daily fee is appropriate remuneration for the important role undertaken by co-opted members of authorities with voting rights. The level of payment is equivalent to the current daily rates for chairs and members of the Welsh Government's Band 2 sponsored bodies. Councils can decide on the maximum number of days in any one year for which co-opted members may be paid.

4.11.2 The IRPW has not made any changes to the payments or determinations relating to Co-opted Members (**Determinations 38 – 42**).

4.12 Reimbursement of Costs of Care

4.12.1 The reimbursement of the costs of care is intended to enable any person whose ability to participate as a member of an authority would be limited by their responsibilities as a carer, or for a member to receive care support to enable that individual to carry out their role. Such provision would be especially relevant to those individuals in sectors of the population that are currently under-represented in local government but who may become engaged when awareness of the support available for the costs of care becomes more widely known.

4.12.2 The IRPW recognises that there is some sensitivity concerning the publication of this legitimate expense and has reflected this in its options for publication. However, the Panel urges authorities to promote this reimbursement and encourage greater take-up of this support to facilitate increased engagement amongst authority members.

4.12.3 The IRPW has requested that Councils use either of the following two options when publicising the reimbursement of costs of care:

- 1) The details of the amounts reimbursed to named members; or
- 2) The total amount reimbursed by the authority during the year but not attributed to any named member.

4.12.4 During discussions with the Chairs of Democratic Services Committees it was agreed that there was no objection to the publication of the total amount reimbursed as shown in (2) above as this would provide greater take up for this appropriate allowance.

Determination 43:

All authorities must provide for the reimbursement of necessary costs for the care of dependent children and adults (provided by informal or formal carers) and for personal assistance needs up to a maximum of £403 per month. Reimbursement shall only be made on production of receipts from the carer.

4.13 Sickness Absence for Senior Salary Holders

4.13.1 Instances have been raised with the IRPW of senior salary holders on long term sickness and the perceived unfairness in comparison with the arrangements for family absence. In consequence, councils are faced with the dilemma of operating without the individual member but still paying him/her the senior salary. Replacing the member who therefore loses the senior salary (but retains the basic salary).

4.13.2 The IRP intends to amend its framework to provide specific arrangements for long term sickness as shown below:

- a) Long term sickness is defined as certified absences in excess of 4 weeks.
- b) The maximum length of sickness absence within these proposals is 26 weeks or until the individual's term of office ends, whichever is sooner (but if reappointed any remaining balance of the 26 weeks will be included).
- c) Within these parameters a senior salary holder on long term sickness can, if the authority decides continue to receive remuneration for the post held.
- d) It is a decision of the authority whether to make a substitute appointment but the substitute will be eligible to be paid the senior salary appropriate to the post.
- e) If the paid substitution results in the authority exceeding the maximum number of senior salaries payable for that authority as set out in the Annual Report, an addition will be allowed for the duration of the substitution. This would not apply in respect of a council executive member if it would result in the cabinet exceeding 10 posts - the statutory maximum).
- f) When an authority agrees a paid substitution the IRPW must be informed within 14 days of the decision of the details including the specific post and the estimated length of the substitution. The authority's Schedule of Remuneration must be amended accordingly.
- g) It does not apply to elected members of principal councils who are not senior post holders as they continue to receive basic salary for at least six months irrespective of attendance and any extension beyond this timescale is a matter for the authority.

4.14 Reimbursement of Travel and Subsistence Costs when on Official Business

4.14.1 Members may claim reimbursement for travel and subsistence (meals and accommodation) costs where these have arisen as a result of undertaking official duties. Expenses reimbursed to members by their local authority are exempt from Income Tax and employee National Insurance Contributions (NICs).

4.14.2 The IRPW is aware that in some instances members with disabilities have been reluctant to claim legitimate travel expenses because of an adverse response following the publication of their travel costs. As an alternative travel arrangements could be made directly by the authority in such circumstances.

4.14.3 The IRPW has determined that there will be no change to mileage rates which members are entitled to claim. All authorities may only reimburse travel costs for their members undertaking official business within and/or outside the authority's boundaries at the current HM Revenue and Customs (HMRC) rates.

4.15 **Payments to Community and Town Councillors**

4.15.1 The IRPW has recognised a wide variation in geography, scope and scale across 735 community and town councils in Wales, from small community councils with relatively minimal expenditure and few meetings to large town councils with significant assets and responsibilities.

4.15.2 Therefore determinations 44 to 51 are permissive powers, each of which requires a formal decision by each community or town council annually. A community or a town council can adopt any or all of the determinations but if it does make such a decision, it must apply to all its members.

4.15.3 In order to compensate members of community and town councils for expenses and costs involved in carrying out their duties, the IRPW has determined that Town and Community Councils should be authorised to make a payment to each member as follows:

Determination 44:

Community and town councils are authorised to make a payment to each of their members of a maximum amount of £150 per year for costs incurred in respect of telephone usage, information technology, consumables etc.

4.15.4 The IRPW recognises that specific member roles especially within the larger community and town councils, for example a committee chair, can involve greater responsibility. It has therefore determined that councils should be authorised to pay up to three responsibility payments for specified roles.

Determination 45:

Community and town councils are authorised to make an annual payment not exceeding £500 each to up to 3 members in recognition of specific responsibilities. This is in addition to the £150 payment for costs and expenses if that is made.

4.15.5 Recognising that some mayors and chairs of community and town councils and their deputies are very active during their year of office, the Panel has determined that community and town councils should be authorised to pay an allowance for

these roles. In its previous annual reports the IRPW determined no maximum levels of payment to mayors/chairs and their deputies.

4.15.6 Research has indicated that the majority of community and town councils make no or very modest payments to their civic leaders. However, the maximum payment made by any town council in Wales is £8,000. This is a considerable payment relative to that made to principal council civic leaders, with several other town councils paying a significant 4 figure sum. The IRPW will therefore conduct further research and consultation over the next 12 months with the intention to set an appropriate limit for such payments in its 2018 annual report.

Determination 46:

Community and town councils are authorised to provide a civic allowance to the mayor/chair of the council at an amount that they deem appropriate to undertake the functions of that office. This is in addition to the £150 payment for costs and expenses if that is made

Determination 47:

Community and town councils are authorised to provide a civic allowance to the deputy mayor/deputy chair of the council at an amount that they deem appropriate to undertake the functions of that office. This is in addition to the £150 payment for costs and expenses if that is made

Determination 48:

Community and town councils are authorised to make payments to each of their members in respect of travel costs for attending approved duties. 6 Such payments must be the actual costs of travel by public transport or the HMRC mileage allowances as below:

- 45p per mile up to 10,000 miles in the year.
- 25p per mile over 10,000 miles.
- 5p per mile per passenger carried on authority business.
- 24p per mile for private motor cycles.
- 20p per mile for bicycles.

Determination 49:

If a community or town council resolves that a particular duty requires an overnight stay, it may authorise reimbursement of subsistence expenses to its members at the maximum rates set out below on the basis of receipted claims:

- £28 per 24-hour period allowance for meals, including breakfast where not provided.
- £200 – London overnight.
- £95 – elsewhere overnight.
- £30 – staying with friends and/or family overnight.

Determination 50:

Community and town councils are authorised to pay financial loss compensation to each of their members, where such loss has actually occurred, for attending approved duties as follows:

- Up to £33.00 for each period not exceeding 4 hours:
- Up to £66.00 for each period exceeding 4 hours but not exceeding 24 hours.

Determination 51:

Community and town councils are authorised to provide for the reimbursement of necessary costs for the care of dependent children and adults (provided by informal or formal carers) and for personal assistance needs up to a maximum of £403 per month. Reimbursement shall only be made on production of receipts from the carer.

4.15.7 There is a requirement on community and town councils to publish details of all payments made to individual members in an annual Statement of Payments. This information must be published on council noticeboards and/or websites (with easy access) and provided to the Panel by email or by post no later than 30 September following the end of the year to which the payments relate.

4.16 Compliance with Panel Requirements

4.16.1 Council must implement the Panel's determinations in this report from the date of its annual meeting or a date specified within the Annual Report.

4.16.2 The IRPW will monitor the compliance with the determinations in its Annual Report by Council against the following requirements:

- (i) Council must maintain an annual **Schedule of Member Remuneration** using the appropriate guidance
- (ii) Council must make arrangements for the Schedule's publication within the authority area and send the Schedule to the IRPW as soon as practicable and not later than 31 July in the year to which it applies.
- (iii) Any amendments to the Schedule made during the year must be conveyed to the IRPW as soon as possible after the amendment is made.
- (iv) Council must make arrangements for publication within the authority area of the total sum paid by it to each member and co-opted member in respect of salary (basic, senior and civic), allowances, fees and reimbursements in a Statement of Payments as soon as practicable and no later than 30 September following the close of the year to which it relates. It must be submitted to the IRPW no later than that date.

4.17 Salaries of Heads of Paid Service of Principal Councils and Fire and Rescue Authorities and Chief Officers of Principal Councils

4.17.1 Section 63 of the Local Government (Democracy) (Wales) Act 2013 amended the Local Government (Wales) Measure 2011 by inserting section 143A. This enables the IRPW to take a view on anything in the Pay Policy Statements of these authorities that relates to the salary of the head of paid service (The Chief Executive). Section 39 of the Local Government (Wales) Act 2015 further amended the Measure extending this function to include Chief Officers of Principal Councils. The Welsh Government has issued [amended guidance](#) to the IRPW which sets the basis on which the Panel will carry out the function contained in the legislation.

4.17.2 In essence the functions of the IRPW and the requirements on authorities established by the legislation and the subsequent guidance are:

- a) If a principal council intends to change the salary of the head of paid service or chief officer, it must consult the IRPW unless the change is in keeping with changes applied to other officers of that authority (whether the change is an increase or decrease). 'Salary' includes payments under a contract for services as well as payments of salary under an employment contract.
- b) The authority must have regard to the recommendation(s) of the Panel when reaching its decision.
- c) The IRPW may seek any information that it considers necessary to reach a conclusion and produce a recommendation. The authority is obliged to provide the information sought by the Panel.
- d) The IRPW may publish any recommendation that it makes. It is the intention that, in the interests of transparency, it will normally do so.
- e) The IRPW's recommendation(s) could indicate:
 - approval of the authority's proposal
 - express concerns about the proposal
 - recommend variations to the proposal

4.17.3 The Panel also has a general power to review the Pay Policy Statements of authorities so far as they relate to the heads of paid service (and chief officers until 2020). It is important to note that the Panel will not decide the amount that an individual head of paid service will receive.

4.18 Additional Discussion with the IRPW

4.18.1 During discussion with the IRPW the Chair of the Democratic Services Committee and the Head of Democratic Services were informed of the future intentions of the Panel. These included:

- a. A visit to all Local Authorities following the Local Government Elections in 2017 to undertake discussions with Elected Members regarding their remuneration and with officers to ensure that processes were appropriate. The IRPW have tentatively agreed to provide a Pre-Council Briefing to explain the details of their subsequent visit to enable members time to respond accordingly.
- b. The dates of the implementation of the revised remuneration schedules requires further investigation as newly elected Members do not officially become Councillors until the 4th day after the election and they have signed their acceptance of office. Those Councillors who do not stand or are not re-elected cease to become councillors on the 4th day after the election.
- c. The IRPW clarified the payments of the Town & Community Council representatives on the Standards Committee.
- d. Difficulties of Council representatives attending the Fire and Rescue Authority meetings.

5. Effect upon Policy Framework & Procedure Rules.

5.1 There is no effect on the Policy Framework & Procedure Rules in respect of this report.

6. Equality Impact Assessment

6.1 There are no equality implications in respect of this report.

7. Financial Implications.

7.1 The proposed changes to the remuneration of Elected Members for the 2017-18 financial year will potentially increase the financial commitment required from this Authority.

7.2 A full assessment of the financial impact to the Council in respect of Elected Members' remuneration will be required. The assessment will also be required to consider the potential changes which may occur as a result of the Local Government Elections on 4 May 2017. Any additional costs will be a budget pressure in 2017-18 and will need to be addressed at that time.

8. Recommendation.

8.1 It is recommended that the Democratic Services Committee:

- a. Note the content of the report.
- b. Provide a response in respect of the Independent Remuneration Panel for Wales Draft Annual Report 2017-18.
- c. Approve that its response be submitted to the IRPW and the WLGA by the deadline of 28 November 2016

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07 October 2016

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Background documents: None