

BRIDGEND COUNTY BOROUGH COUNCIL
REPORT TO THE DEMOCRATIC SERVICES COMMITTEE
02 NOVEMBER 2017

REPORT OF THE HEAD OF DEMOCRATIC SERVICES

**DRAFT REPORT OF THE INDEPENDENT REMUNERATION PANEL FOR WALES
2018/19**

1. PURPOSE OF REPORT

- 1.1 To advise the Democratic Services Committee of the draft Annual Report of the Independent Remuneration Panel for Wales in respect of the level and range of remuneration the Authority must make available to its Members for the 2018/19 municipal year.
- 1.2 To provide comments on behalf of Bridgend County Borough Council in respect of the Draft Annual Report 2018/19.

2. CONNECTION TO CORPORATE IMPROVEMENT PLAN / OTHER PRIORITIES

- 2.1 The Independent Remuneration Panel for Wales has acknowledged the need to ensure that financial barriers do not stand in the way of attracting more people to serve in local government. The active participation of all Members contributes to all the following 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 The Local Authorities (Allowances for Members) (Wales) Regulations 2007 provided for the establishment of the Independent Remuneration Panel for Wales.
- 3.2 This is the tenth draft Annual Report of the Independent Remuneration Panel for Wales (the Panel), and the ninth published under the requirements of the Local Government (Wales) Measure 2011. The Measure extended the responsibilities of the Panel and its powers under Section 142 to decide (prescribe) payments to members of relevant authorities.

- 3.3 The Local Government (Democracy) (Wales) Act 2013 amended the Local Government (Wales) Measure 2011 by inserting Section 143A. This requires that any principal council or fire and rescue Authority that intends to change the salary of its Head of Paid Service must consult the Panel unless the change is in keeping with changes applied to other officers. Section 143A also enables the Panel to take a view on anything in the Pay Policy Statement of an authority that relates to the salary of the Head of Paid Service (normally the Chief Executive or Chief Fire Officer). The Local Government (Wales) Act 2015 extended this responsibility, on a temporary basis, to Chief Officers of principal authorities. The Panel's approach to its use of these powers is set out in Section 15 of its report and accords with the guidance issued to the Panel by the Welsh Government.
- 3.4 The Panel remained 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.
- 3.5 Representatives of the Panel carried out visits to all principal councils in 2017 to discuss the remuneration framework and how it was implemented in each council.
- 3.6 The 52 proposed determinations of the Independent Remuneration Panel Annual Report 2018/19 are shown at **Appendix 1** and are separated into appropriate sections for clarity.

4. CURRENT SITUATION / PROPOSAL

- 4.1 The Panel originally determined (IRP Annual Report December, 2009) that the payment of basic salary would be aligned to the median gross earnings of all full-time employees resident in Wales as reported in the Annual Survey of Hourly Earnings (ASHE). Given that the basic salary was set at three-fifths of the All Wales Median Salary in setting these salaries the Panel recognised that there was an unpaid public service contribution.
- 4.1.1 Given the pressures on public expenditure it was not possible for this alignment to be maintained. If this alignment had continued the basic salary would currently be in the region of £15,000. While in the current economic circumstances it is not possible to reinstate the link between basic salary and average Welsh earnings, the Panel will, in the future examine possible benchmarks that would be appropriate for the remuneration of Elected Members. This is calculated on an assumption that the basic activity required of an elected member (i.e. without the additional work required for a senior salary) is equivalent to three days' work.
- 4.1.3 When making financial determinations for this Annual Report, the Panel has considered the progression of a variety of benchmark figures for the period from 2010 to 2017. As well as the ASHE median gross earnings figures for Wales, the Panel also considered the Retail Price Index, the Consumer Price Index, NJC Pay

Scales and Living Wage figures. It is noted that these figures show clear increases in the cost of living and earnings during this period. It is obvious that the gap between the level of basic remuneration for elected members of principal councils and relevant indicators of rises in income and costs of living indicators has continued to grow. The Panel believes this merits action to narrow the gap and limit the rate of erosion. Any adjustments must be in keeping with the Panel's principle that its determinations should be publicly affordable and acceptable.

4.2 Basic Salary

Although public sector funding continues to be constrained, the Panel considers that an increase in the basic salary is justified. It has determined there shall be an increase of £200 p.a. (which equates to 1.49%) effective from April 2018 to the basic salary for members of principal councils. This will help to limit further erosion of relative levels of remuneration in the basic salary paid in recognition of the basic duties expected of all elected members. Basic salary in 2018/19 for elected members of principal councils shall be £13,600. **(Determination 1)**.

4.3 Senior Salaries

4.3.1 The Panel has not changed its previous decisions in respect of the senior salaries paid to Senior Salary Post holders. The Senior Salaries are inclusive of the Basic Salary. The senior salary posts have not received an increase of salary but the increase in Basic Salary has been reflected in the total senior salary.

4.3.2 Leader and Deputy Leader

The Salary for the Leader and Deputy Leader has been based on the population of the County Borough (100,000 – 200,000). The Leader is entitled to receive £48,300 and the Deputy Leader £33,800.

4.3.3 Cabinet Members

The Panel has removed the differing levels of payment for Cabinet members who are now all entitled to receive a senior salary of £29,300.

4.3.4 Chairs of Committees

The Panel has also removed the differing levels of payment for Committee Chairpersons. Where chairs of committees are remunerated, the chairs will be paid a salary of £22,300. The Panel has re-iterated that it is a matter for individual authorities to determine which chairs are paid. At its Annual Meeting in May 2017 Council determined that the following Committee Chairpersons be remunerated as shown below:

- Chairperson Overview and Scrutiny Subject Committee 1
- Chairperson Overview and Scrutiny Subject Committee 2
- Chairperson Overview and Scrutiny Subject Committee 3
- Chairperson of Development Control Committee
- Chairperson of Licensing/Licensing Act 2003 Committee
- Chairperson of Audit Committee
- Chairperson of the Appeals Panel
- An Independent Member chairs the Standards Committee and receives £256 for a meeting lasting over 4 hours or £128 for meeting under 4 Hours

- The following Committees are chaired by members who are already in receipt of a Senior/Civic salary and therefore do not receive any further remuneration
 - Council
 - Appointments Committee
 - Corporate Overview and Scrutiny Committee
 - Town & Community Council Forum
 - Right of Way Sub-Committee
- The Democratic Services Committee Chairperson is not currently remunerated.

4.3.5 Largest Opposition Group Leader

The Panel has determined that Council must make a senior salary of £22,300 available to the leader of the largest opposition group who represents at least 10% (6 Members) of the Council before qualifying for a senior salary. The Council currently makes this senior salary available to the leader of the Independent Alliance Group.

4.3.6 Opposition Group Leaders

A senior salary of £17,300 is able to be paid to any another group leader who represents at least 10% (6 Members) of the Council. The Council currently makes a senior salary available to the leader of the Conservative Group

4.3.7 Maximum number of Senior Salaries

The Panel has prescribed that Bridgend cannot remunerate more than 18 Senior Salaries posts. At its Annual Meeting Council determined that only 15 Senior salary posts would be remunerated

4.3.8 The Panel has determined that senior salary levels in 2018/19 for members of principal councils shall be as set out above **(Determination 2)**.

4.4 Civic Salaries

4.4.1 The Panel has determined **(Determination 3)** that civic salaries can be paid and that the level of remuneration should be decided by Councils after taking into account the anticipated workloads and responsibilities of the roles.

<u>Level</u>	<u>Mayor</u>	<u>Deputy Mayor</u>
Level 1	£24,300	£18,300
Level 2	£21,800	£16,300
Level 3	£19,300	£14,300

4.4.2 The current Mayor and Deputy Mayor receive Level 2 Civic Salaries for the 2017-18 municipal year.

4.5 The Panel's determination in respect of the remuneration of the Presiding Member and Deputy Presiding Member **(Determinations 4 & 5)** are not applicable to this Authority.

4.6 Supporting the Work of local authority elected members

- 4.6.1 The Panel expects that the support provided should take account of the specific needs of individual members. The functions of 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. Any proposals should be made with due regard to Determinations 6 and 7. For example, the Panel does not consider it appropriate that elected members should be required to pay for any telephone use to enable them to discharge their council duties as a ward member, committee member or cabinet member.
- 4.6.2 The Panel considers it is necessary for each elected member to have ready use of e-mail services, and to have electronic access to appropriate information via an internet connection. The Panel does not consider it appropriate that elected members should be required to pay for internet related services to enable them to discharge their council duties as a ward member, committee member or cabinet member. 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. It is not appropriate for facilities required by members to be available only within council offices within office hours.
- 4.6.3 The responsibility of each council through its Democratic Services Committee is to provide support based on an assessment of the needs of its members. 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. For co-opted members the support should be appropriate and proportionate.
- 4.6.4 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, email and internet. **(Determination 6)**. 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 **(Determination 7)**.
- 4.6.5 Elected members are currently provided with Wi-Fi enabled tablet devices which are able to connect to any Wi-Fi network. These devices have no 4G connectivity to allow internet access outside of a Wi-Fi connection. Currently, only Cabinet Members have been provided mobile telephones and no members have their home internet access paid for by the Authority.
- 4.6.6 The views of the Democratic Services Committee are requested regarding the existing provision of support provide to Councillors.
- 4.7 Specific or Additional Senior Salaries
- 4.7.1 The Panel has included the ability to remunerate for specific or additional senior salaries which do not fit with the existing remuneration Framework **(Determination**

8). The Panel continues to provide opportunities for other roles for which senior salaries can be paid. Guidance to local authorities on the application process was issued in April 2014 and incorporated the following principles:

- The total number of senior salaries cannot exceed fifty percent of the membership (this applies to principal councils; different restrictions will apply to national park authorities and fire and rescue authorities).
- Applications will have to be approved by the Authority as a whole (this cannot be delegated) prior to submission to the Panel.
- There must be clear evidence that the post/posts have additional responsibility demonstrated by a description of the role, function and duration.
- Each application will have to indicate the timing for a formal review of the role to be considered by the Authority as a whole.

4.8 Job Sharing arrangements

For members of an executive: Each “sharer” will be paid 50% of the appropriate salary. The statutory maximum for cabinet membership cannot be exceeded so both job sharers will count toward the maximum. Under the Measure, it is the number of persons in receipt of a senior salary, not the number of senior salary posts that count towards the cap. Therefore, for all job share arrangements the senior salary cap will be increased subject to the statutory maximum of 50% of the council’s membership. The Panel must be informed of the details of any job share arrangements.

4.9 Joint Overview and Scrutiny

4.9.1 Although to date no council has made use of these arrangements the Regulations are still in force. The Panel retains the arrangements for the remuneration of chairs of Joint Overview and Scrutiny Committees and Subcommittees. The payments align with those of chairs of committees of principal councils set out in Section 3 (Level 2). In future they may be the basis for governance in respect of regional working.

4.9.2 **Determinations 9-16** are as shown in Appendix 1. There are currently no Joint Overview and Scrutiny roles within the Authority and therefore Determinations 9-16 do not apply to this Authority. However if any Joint Overview and Scrutiny Committees are formed this may need to be revisited.

4.10 Local Government Pension Scheme (LGPS)

Determination 17 made by the Panel enables all Councillors in the Authority to join the Local Government Pension Scheme if they so wish. Currently there are 21 elected members who have signed up to the LGPS.

4.11 Family Absence

4.11.1 The Regulations relating to Family Absence for elected members of principal councils were approved by the National Assembly for Wales in November 2013 and cover maternity, new born, adoption and parental absences from official business.

4.11.2 The Panel has determined that an Elected Member is entitled to retain a basic salary when taking family absence under The Family Absence for Members of Local

Authorities (Wales) Regulations 2013 irrespective of the attendance record immediately preceding the commencement of the family absence. **(Determination 18)**.

4.11.3 When a senior salary holder is eligible for family absence, he/she will continue to receive the salary for the duration of the absence **(Determination 19)**. It is then a matter for the Authority 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 Authority so decides. **(Determination 20)**

4.11.4 **If the paid substitution results in the authority exceeding the maximum 18 senior salaries, an addition to the maximum will be allowed for the duration of the substitution. Specific approval of Welsh Ministers is required in such circumstances. (Determination 21)**

4.11.5 When a Council agrees a paid 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. **(Determination 22)**, The Council's schedule of remuneration must be amended to reflect the implication of the family absence. **(Determination 23)**

4.12 National Park Authorities(NPAs)

4.12.1 This Authority has no representations on the NPAs therefore **Determinations 24-30** do not apply.

4.13 Fire and Rescue Authorities (FRAs)

4.13.1 **Determinations 31-37** relate to the FRAs. Cabinet appointed Councillors CE Smith and DBF White to the South Wales FRA on 30 May 2017. Any Leader or Cabinet Member appointed to the FRA cannot receive any additional salary from the FRA. The FRA is responsible for remunerating its representatives and publishing the details of any payments that they make.

4.13 Co-Opted Members

4.13.1 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 (this includes the co-opted member from a Town or Community council). The level of payments is equivalent to the current daily rates for chairs and members of the Welsh Government's Band 2 sponsored bodies. The Panel notes there has been no uplift in these payment levels across such bodies since 2010. This Authority must pay the following fees to Co-opted Members (who have voting rights) **(Determination 38)**.

Chairs of standards, and audit committees	£256 (4 hours and over) £128 (up to 4 hours)
Ordinary members of standards committees who also chair standards committees for	£226 daily fee (4 hours and over)

community and town councils	£113 (up to 4 hours)
Ordinary members of standards committees; education scrutiny committee; crime and disorder scrutiny committee and audit committee	£198 (4 hours and over) £99 (up to 4 hours)
Community and town councillors sitting on principal council committees	£198 (4 hours and over) £99 (up to 4 hours)

4.13.2 Reasonable time for pre meeting preparation and travelling time to and from the place of the meeting is eligible to be included in claims made by Co-opted Members (up to the maximum of the daily rate). The extent of which can be determined by the Monitoring Officer in advance of the meeting. **(Determinations 39-41)**

4.13.3 It has been determined by the Panel that meetings eligible for the payment of fees include other committees and working groups (including task and finish groups), pre-meetings with officers, training and attendance at conferences or any other formal meeting to which co-opted members are requested to attend. **(Determination 42)**

4.13.4 The Authority currently has the following Co-optees with voting rights:

- Chair of the Standards Committee
- 3 Independent Members of the Standards Committee
- 2 Town and Community Council Co-optees on the Standards Committee
- 5 Registered representatives (Church and School Governors)
- 1 Lay-person appointed to the Audit Committee

4.13.5 Co-optees are permitted to claim up to a total of 10 full day meetings in the year. However, the maximum claim by any individual Co-optee equates to 6 full days. However the average number of days claimed for all co-optees is 4.9 full day meetings.

4.14 Reimbursement of Care costs

4.14.1 The reimbursement of care costs enables those Elected Members people who have personal support needs and or caring responsibilities to carry out their duties effectively as a member of an authority. The Panel believes that the additional costs of care required to carry out approved duties should not deter people from becoming and remaining a member of an authority or limit their ability to carry out their role. The Panel recognises the issues relating to the publication of this expense and has identified options to encourage greater take-up of the reimbursement of Costs of Care in order to support current members and to encourage diversity the Panel urges authorities to promote and encourage.

4.14.2 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 must be for the additional costs incurred by members in order for them to carry out their approved duties. Reimbursement shall only be made on production of receipts from the carer. **(Determination 43)**

4.14.3 Since the introduction of the reimbursement of Care costs no elected members

From Bridgend have claimed for the reimbursement care costs.

4.15 Sickness Absence for Senior Salary Holders

4.15.1 The Family Absence Regulations (approved by the National Assembly in 2014) are very specific relating to entitlement and only available for elected members of principal councils. Absence for reasons of ill-health is not included. Instances have been raised with the Panel 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).

4.15.2 The Panel has considered this and is amending the Framework to provide specific arrangements for long term sickness as set out 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. It 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 Panel 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.

4.15.3 This arrangement applies to members of principal councils, National Park Authorities and Fire and Rescue Authorities who are senior salary holders, including Welsh Government appointed members, but does not apply to co-opted members.

4.16 Reimbursement of travel, subsistence and care costs when on official business

4.16.1 The Panel has determined that there will be no change to the mileage rates for which members are entitled to claim. All authorities may only reimburse travel costs for their members undertaking official business at the current HMRC rates which are as follows:

- 45p per mile Up to 10,000 miles in a year by car

- 25p per mile Over 10,000 miles in a year by car
- 5p per passenger per mile Passenger supplement
- 24p per mile Motor cycles
- 20p per mile Bicycles

4.16.2 In respect of the reimbursement of subsistence costs the Panel has agreed that: the rates payable must be in alignment to those of the Welsh Government as follows:

- £28 per day allowance for meals, including breakfast, where not provided in the overnight charge
- £200 per night London
- £95 per night Elsewhere including Cardiff
- £30 per night Staying with friends and/or family

4.16.3 All other claims for travel must only be reimbursed on production of receipts showing the actual cost and will be subject to any requirement or further limitation that an authority may determine. Members should always be mindful of choosing the most cost effective method of travel.

4.16.4 Where a member who is on official business is driven by a third party (not a member or officer of that authority), the member can claim mileage at the prescribed rates plus any parking or toll fees provided the authority is satisfied that the member has incurred these costs.

4.17 Payments to members of Town and Community Councils

4.17.1 **Determinations 44-52** relate to payments to members of Town and Community Councils and therefore are not applicable to this Authority. Members should have the opportunity to comment on these determinations via their own Town or Community Councils

4.18 Electing to Forego Remuneration

4.18.1 Although Council is unable to change the prescribed level of remuneration determined by the Panel, individual members are permitted to independently and voluntarily forego all or any element of remuneration to which they are entitled by writing to the Authority's Proper Officer.

4.18.2 There are currently 9 elected members who have elected to forgo some of their salary.

4.19 Compliance

4.19.1 The Panel's report also requires the Authority to publish its Schedule of Remuneration in accordance with the guidance and update it whenever changes are required. Details of all remuneration received by Elected Members must be published annually on the Local Authority's website in the prescribed format.

4.19.2 This Authority has a very good relationship with the Independent Remuneration Panel and its practices and documentation have been used as an exemplar of good practice and shared with all Authorities in Wales.

4.20 Salaries of Heads of Paid Service of Principal Councils and Chief Officers of Principal Councils.

4.20.1 Section 63 of the Local Government (Democracy) (Wales) Act 2013 amended the Local Government (Wales) Measure 2011 by inserting section 143A. This enables the Panel 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 (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.

4.20.2 The Welsh Government has issued amended [guidance](#) to the Panel which sets the basis on which the Panel will carry out the function contained in the legislation.

4.20.3 The functions of the Panel 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, or if a fire and rescue authority intends to change the salary of its head of paid service it must consult the Panel 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 Panel 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 Panel may publish any recommendation that it makes. It is the intention that, in the interests of transparency, it will normally do so.
- e) The Panel's recommendation(s) could indicate:
 - approval of the authority's proposal
 - express concerns about the proposal
 - recommend variations to the proposalas long as these comply with any guidance issued by the Welsh Government.

4.20.4 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). However, It is important to note that the Panel will not decide the amount that an individual head of paid service will receive.

4.20.5 The Panel is very aware that this additional function is significantly different from its statutory responsibilities in relation to members' remuneration. However, it will ensure that it undertakes this role with clarity and openness, taking into account all the relevant factors in respect of specific individual cases. Authorities are encouraged to consult the Panel at an early stage in their decision making on such matters. This will enable the Panel to respond in a timely manner.

4.20.6 This authority has the following Chief Officers as set out in the Constitution:

- Chief Executive (Head of Paid Service)

- Corporate Director – Education and Family Support
- Corporate Director – Communities
- Corporate Director – Social Services and Wellbeing
- Corporate Director - Operational and Partnership Services

4.21 Consultation

4.21.1 The draft Annual Report of the Independent Remuneration Panel for Wales has been circulated for consultation to all Councils in Wales. Comments on the draft proposals have been requested to be return to the Panel by 29 November 2017. This will provide an opportunity to review their determinations based on the feedback and finalise their determinations in the published report in February 2018.

4.21.2 The Draft Annual Report has been circulated by the Democratic Services Team to all Group Leaders and Independent Members. They have been advised that they were able to submit their comments for consideration by the Democratic Services Committee.

4.21.3 The following responses have been made by the Independent Alliance group and some independent members:

General

- What is the cost of this Annual Report and the remuneration of the Panel.
- Reduce the number of Borough Councillors.
- Fewer senior salaries. 18 out of 54 Councillors is too many.
- Fewer Cabinet members?
- I have read the report of the IRP for Wales and have no comment to make other than I accept its recommendations.

Basic Salary

- Members who have no other income other than their councillor salary (especially younger members) – As with students attending University perhaps a means testing should be considered.
- I can see that Councillors should be paid as it is certainly far more demanding a role than I ever imagined. However, I hope that most Councillors are not doing it just for the money.
- As there is a 5 year limit on this “job “until a further election, I believe very few would give up their “day job “ to become a Councillor for just over £13,000 a year. So regrettably, it does not attract bright, young, dynamic people into the role as it should do. Those that do become Councillors have to juggle jobs and time management becomes an issue.

Senior Salary

- Too big a financial hike from Basic salary to Senior salary.

Supporting the work of Local Authority Elected Members

- Some members may not have access to the internet &/or an ability to print at home so the costs have to be found from their “pay” thereby decreasing the affordability of attending council meetings/carrying out councillor duties.

Reimbursement of Travel and Subsistence Costs when on Official Business

- If a member hasn't got use of their own transport it leads to the need to use public transport. If they live where there are no bus routes or indeed no buses then there is a need to travel by taxi.
- Reduce travel costs with more use made of conference calling and Skype/Facetime

Local Government Pension Scheme

- Pension scheme far too generous

Payments to Members of Community and Town Councils

- The £500 to Town Councillors (we as a Town Council have all opted to forego this payment) as for the £150 suggested for telephone and sundries. Hopefully no Town Councillor is taking advantage of this far too generous payment.

4.22 The Democratic Services Committee is requested consider the draft Annual Report of the Independent Remuneration Panel for Wales in respect of the level and range of remuneration the Authority must make available to its Members for the 2018/19 municipal year and provide comments on behalf of Bridgend County Borough Council in respect of the Draft Annual Report 2018/19.

5. EFFECT UPON POLICY FRAMEWORK & PROCEDURE RULES

5.1 This is a draft report and there is currently no impact of the Policy Framework or procedure rules

6. EQUALITIES IMPACT ASSESSMENT

6.1 This report is supportive of the equalities implications for Elected Members by including care, family and other allowances .

7. FINANCIAL IMPLICATIONS

7.1 The current budget set for 2017/18 for the remuneration of elected members is £1,104,140.

7.2 Should these proposals be introduced the cost of remuneration of members is likely to increase by £200 per Elected Member which equates to a total of £10,800. Some of this cost may be negated by the some of the Elected Members electing to forgo some or all of their salaries.

7.3 It is uncertain at this stage if the proposals in the draft Annual Report will be implemented. Some savings which are currently being made due to the 3 senior

salary posts which are not being remunerated may be negated by the implementation of other proposals in the report therefore an assessment of the future budget costs cannot be made at this stage.

- 7.4 Following the publication of the Annual Report for the Independent Remuneration Panel in February 2018, an assessment will be undertaken of the cost implications prescribed by the Panel and submitted to Council for consideration.

8. RECOMMENDATIONS

- 8.1 The Democratic Services Committee is requested to consider the draft Annual Report of the Independent Remuneration Panel for Wales in respect of the level and range of remuneration the Authority must make available to its Members for the 2018/19 municipal year and to provide comments on behalf of Bridgend County Borough Council in respect of the Draft Annual Report 2018/19.

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Background documents:

- [Independent Remuneration Panel for Wales Annual Report February 2018/19.](#)
- [Bridgend County Bough Council - Schedule of Remuneration 2017-18](#)
- Local Government (Wales) Measure 2011