

# BRIDGEND COUNTY BOROUGH COUNCIL

## REPORT TO COUNCIL

11 MARCH 2020

### REPORT OF THE MONITORING OFFICER

#### REPORT OF THE INDEPENDENT REMUNERATION PANEL FOR WALES 2020-2021

#### 1. Purpose of Report

- 1.1 To advise Council of the 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 2020/21 municipal year.
- 1.2 The report also advises of a Draft Supplementary Report issued by the Panel relating to the reimbursement of Costs of Care which is the subject of consultation.

#### 2. Connection to Corporate Improvement Objectives / Other Corporate 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 twelfth 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 (attached as **Appendix 1**). 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 Representatives of the Panel held consultation meetings on their proposals, which was attended by the Head of Democratic Services.
- 3.5 The determinations of the Independent Remuneration Panel Annual Report 2020 are shown at **Appendix 2** for ease of reference.

#### **4. Current Situation / Proposal**

##### 4.1 Basic Salary

- 4.1.1 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 £350 per annum (which equates to 2.5%) effective from 1 April 2020 to the basic salary for members of principal councils. The proposed increase applied to the basic salary for members of principal councils is in recognition of the basic duties expected of all Elected Members. The basic salary in 2020/2021 for Elected Members of principal councils shall be £14,218. **(Determination 1).**

##### 4.2 Senior Salaries

- 4.2.1 The Panel has determined that no additional increases will be paid to senior salary holders in 2020-21. Members received an uplift in last year's annual report and senior salary holders will receive only the basic salary element increase. The senior salary levels in 2020-21 for members of principal councils shall be as set out in Table 5, page 17 of the report (Appendix 1). The Panel considers that the leadership and executive roles carry the greatest individual accountability and that size of population remains a major factor in influencing levels of responsibility and the use of the population groups has therefore been retained. **(Determination 2).**

##### 4.2.2 Leader and Deputy Leader

The Salary for the Leader and Deputy Leader has been based on the population of the County Borough (100,001 to 199,999). The Leader is entitled to receive £49,450 and the Deputy Leader £34,950.

##### 4.2.3 Cabinet Members

Cabinet members will be entitled to receive a senior salary of £30,450.

#### 4.2.4 Chairs of Committees

Where chairs of committees are remunerated, the chairs will be paid a salary of £22,918. 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 2019 Council determined that the following Committee Chairpersons be remunerated as shown below:

- Chairperson Subject Overview and Scrutiny Committee 1
- Chairperson Subject Overview and Scrutiny Committee 2
- Chairperson Subject Overview and Scrutiny 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

#### 4.2.5 Largest Opposition Group Leader

The Panel has determined that Council must make a senior salary of £22,918 available to the leader of the largest opposition group. The Council currently makes this senior salary available to the leader of the Independent Alliance Group.

#### 4.2.6 Opposition Group Leaders

A senior salary of £17,918 is able to be paid to any another group leader who represents at least 10% (6 Members) of the Council. This salary is currently not used as the leader of the Conservative Group is paid a senior salary as Chairperson of Subject Overview and Scrutiny Committee 1.

#### 4.3 Civic Salaries

4.3.1 Councils have strongly expressed to the Panel that Elected Members do not wish to make any choices that require Councils themselves to choose and match the level of activity or duties of a specific member to a given range of salary levels for a role. The Panel has determined (**Determination 3**) that (where paid) a civic head must be paid a salary of £22,918 and (where paid) a deputy civic head must be paid a salary of £17,918 with effect from 1<sup>st</sup> April 2020.

4.3.2 The Panel recognises the wide range of provision made for civic heads in respect of transport, secretarial support, charitable giving and clothing. Funding decisions in relation to levels of such additional support are not matters of personal remuneration, but of the funding required to carry out the tasks and duties. These matters remain entirely a matter for individual councils. Councils remain free to invest in support at whatever levels they deem appropriate for the levels of civic leadership they have in place.

#### 4.4 Co-Opted Members

4.4.1 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. This Authority must pay the following fees to Co-opted Members (who have voting rights) (**Determination 35**).

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 community and town councils	£226 daily fee (4 hours and over) £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 standards committees	£198 (4 hours and over) £99 (up to 4 hours)

#### 4.5 Compliance with Panel Requirements

4.5.1 The Panel is empowered to require the Authority to comply with the requirements imposed on it by the Annual Report of the Panel and further enables the Panel to monitor compliance by the Authority of the Panel's determinations. Details of all remuneration received by Elected Members must be published annually on the Local Authority's website in the prescribed format.

#### 4.6 Draft Supplementary Report on the Reimbursement of the Costs of Care

4.6.1 The Independent Remuneration Panel for Wales has issued a draft supplementary report relating to the Reimbursement of Costs of Care. The Panel has endeavoured to find ways to increase the take up of the financial support for members of councils who have care responsibilities or personal needs. The Panel believe that this provision is an important factor to increase and sustain diversity of membership of local authorities.

4.6.2 The Panel proposes a set of principles that should be adopted by all relevant authorities and has issued a consultation document requesting that responses be submitted to the Panel by 9 April 2020, prior to the publication of the final Report. The draft supplementary report sets out the Panel's proposals for consultation which is attached at **Appendix 3** and sets out the minimum authorities should do and how this could be done with regard to the Reimbursement of the Costs of Care. The purpose of the proposal is to enable all members and co-opted members of relevant authorities to carry out their duties effectively.

4.6.3 The draft supplementary report has been circulated to Group Leaders and will be presented to the Democratic Services Committee on 12 March 2020 for the Committee to consider the set of principles and respond accordingly to the Independent Remuneration Panel for Wales by the deadline of 9 April 2020.

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

5.1 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. Well-Being of Future Generations (Wales) Act 2015 Implications**

7.1 The well-being goals identified in the Act were considered in the preparation of this report. It is considered that there will be no significant or unacceptable impacts upon the achievement of wellbeing goals/objectives as a result of this report

## **8. Financial Implications**

8.1 The budget set for the remuneration of Elected Members in 202/21 is £1,152,930.

8.2 The introduction of these proposals will increase the cost of remuneration of Members by £350 per Elected Member which equates to a total of £18,900. Some of this cost may be negated by some Elected Members electing to forgo some or all of their salaries.

## **9. Recommendations**

9.1 Council is recommended to note the Report of the Independent Remuneration Panel for Wales 2020 and approve:

- the adoption of the relevant determinations of the Independent Remuneration Panel contained within its report (**Appendix 1**);
- those posts (as shown in the revised Members' Schedule of Remuneration at **Appendix 4**), who will receive a senior/civic salary;
- the level of remuneration for the Senior and Civic Salaries (where appropriate);
- the revised Members' Schedule of Remuneration at **Appendix 4**, and for it to become effective from 1 April 2020;
- that the Members' Schedule of Remuneration be updated with any changes to Senior/Civic Salary positions subsequently made by Council during the 2020-21 municipal year.

9.2 Council is recommended to note the draft supplementary report (**Appendix 3**) for the Reimbursement of the Costs of Care and the deadline of 9 April 2020 for responses.

**Kelly Watson**  
**Monitoring Officer**  
**24 February 2020**

**Contact Officer:** Andrew Rees  
Democratic Services Manager

**Address:** Civic Offices  
Angel Street  
Bridgend  
CF31 4WB

**Telephone:** 01656 643147

**E-mail:** [Andrew.rees@bridgend.gov.uk](mailto:Andrew.rees@bridgend.gov.uk)

**Background documents:** None