

**Report To:** County Council

**Date of Meeting:** 22<sup>nd</sup> May 2012

**Lead Member / Officer:**

**Report Author:** Gary Williams – Head of Legal and Democratic Services

**Title:** Members' Remuneration

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## 1. What is the report about?

This report is about the options for allocation of Senior Salaries in accordance with the recommendations of the Independent Remuneration Panel for Wales (the Panel) for the financial year 2012/13.

## 2. What is the reason for making this report?

2.1 At the Council meeting on 15<sup>th</sup> May 2012 Members allocated 14 Senior Salaries and expressed a wish to consider options in respect of whether or how the remaining 3 possible Senior Salaries should be allocated.

## 3. What are the Recommendations?

3.1 That Council considers the options available in respect of the allocation of Senior Salaries and determines which option it wishes to adopt.

## 4. Report details

4.1 At its meeting on 15<sup>th</sup> May 2012 Council received a report relating to Members' Remuneration which set out the provisions contained within the Independent Remuneration Panel for Wales' report.

4.2 Council resolved that the following Senior Salaries would be paid.

<b><u>Post</u></b>	<b><u>Band</u></b>	<b><u>Salary</u></b>
Leader	Band 1	£42,300
Deputy Leader	Band 1	£29,820
Cabinet Member x 6	Band 2	£25,660
Chair of Scrutiny Committee x 3	Band 3	£21,910
Chair of Planning Committee	Band 3	£21,910
Chair of Licensing Committee	Band 3	£21,910
Chair of Audit / Corporate Governance Committee	Band 3	£21,910

4.3 In addition Council resolved that Civic Salaries be paid to the Chair and Vice-Chair of Council.

4.4 Members will recall that the number of Senior Salaries that this Council may allocate is limited to 17.

4.5 Members will also recall that the Panel prescribed the positions to which a Senior Salary may be allocated. These positions are set out below.

	<b>Group A</b>	<b>Group B</b>	<b>Group C</b>
<b>Senior Salaries (inclusive of Basic Salary)</b>			
<b>Band 1</b>			
Leader	£52,700	£47,500	£42,300
Deputy Leader	£37,100	£33,460	£29,820
<b>Band 2</b>			
Executive	£31,900	£28,780	£25,660
<b>Band 3</b>			
Committee Chairs	£21,910	£21,910	£21,910
Leader of largest opposition group			
<b>Band 4</b>			
Leader of other political groups	£16,920	£16,920	£16,920

4.6 The Council may, but does not have to, allocate a further 3 Senior Salaries. Council determined on 15<sup>th</sup> May that the Chair of Democratic Services Committee would not attract a Senior Salary as the Committee is likely to only meet once a year. The remaining positions eligible for a Senior Salary are as follows.

Band 3 - Leader of the Largest Opposition Group

Band 4 - Leaders of other political groups.  
There are 4 political groups on the Council, and only 3 Senior Salaries that may be allocated.

4.7 Possible options for the Council to consider are set out below.

Option 1

Allocate no additional Senior Salaries and pay only those agreed by Council on 15<sup>th</sup> May 2012.

## Option 2

Allocate a Senior Salary to the Leader of the Largest Opposition Group and allocate the remaining 2 Senior Salaries to the Leaders of the 2 largest of the other political groups. No Member may receive more than one Senior Salary. Senior Salaries relating to leadership of political groups would not be payable to Group Leaders who were in receipt of another Senior Salary.

## Option 3

Allocate a Senior Salary to the Leader of the Largest Opposition Group and cap the number of Senior Salaries at 15. The funds which would have been payable in respect of 2 Group Leaders could be used for Member Development.

## Option 4

Allocate a Senior Salary to the Leader of the Largest Opposition Group and cap the number of Senior Salaries at 15. The funds which would have been payable in respect of 2 Group Leaders could be taken as an efficiency saving.

### **5. How does the decision contribute to the Corporate Priorities?**

- 5.1 The decision implements the requirements of the Local Government (Wales) Measure 2011 and contributes to the priority of a high performing Council.

### **6. What will it cost and how will it affect other services?**

- 6.1 The cost of Option 1 which would allocate 31 Basic Salaries, Civic Head, Deputy Civic Head and 14 Senior Salaries would amount to £799,805.

The cost of Option 2 would amount to £816,030 if all Group Leader Salaries were payable.

The cost of Option 3 would amount to £808,540 in respect of salaries plus £7490 in respect of Member Development.

The cost of Option 4 would amount to £808,540.

### **7. What consultations have been carried out?**

- 7.1 The Independent Remuneration Panel for Wales' draft report was widely consulted upon with local authorities and WLGA. The report was amended following consultation.

### **8. Chief Finance Officer Statement**

It is a statutory requirement to pay salaries at this rate. The costs can be met from within existing budgets

### **9. What risks are there and is there anything we can do to reduce them?**

- 9.1 If the Council does not implement the requirements of the Independent Remuneration Panel for Wales the Welsh Ministers have power to direct the Council to comply with the requirements and may enforce any such direction by applying for a mandatory order.

## **10. Power to make the Decision**

Section 153 Local Government (Wales) Measure 2011.