

CYNGOR SIR CEREDIGION COUNTY COUNCIL

Report to: Council

Date of meeting: 20th April 2023

Title: Schedule of Member Remuneration for 2023/2024

Purpose of the report: To consider the Independent Remuneration Panel for Wales' Annual Report in relation to Members' Remuneration for 2023/2024 and to approve a Schedule of Member Remuneration for 2023/2024.

For: Decision

**Cabinet Portfolio and
Cabinet Member:** Councillor Bryan Davies
Leader of the Council and Cabinet Portfolio Member
for Democratic Services, Policy, Performance and
People and Organisation

1. INTRODUCTION

The Independent Remuneration Panel for Wales' (IRPW) Annual Report was issued in February 2023, and prescribes the level of remuneration payable to Members for 2023/2024. A copy of the report is attached for information (Appendix B).

This report covers the municipal period from the date of the Council's Annual General Meeting i.e. 19th May 2023.

2. ISSUES RAISED IN THE IRPW REPORT

The IRPW made very few determinations in this year's Annual Report; all other determinations are set out in the IRPW's Annual Report 2022 remain valid and should be applied.

A summary of the applicable salaries and allowances, in line with the IRPW's determinations, is shown in the attached Schedule of Member Remuneration – Appendix A (please refer to Schedule 1).

3. BASIC AND SENIOR SALARIES

The sums payable as Basic and Senior Salaries are prescribed, and the IRPW has determined that there should be an increase to the Basic Salary amounts payable for 2023/2024 to £17,600. The figures shown in Schedule 1 of Appendix A will therefore be the sums payable for 2023/2024.

The IRPW has determined that there should be an increase to Senior Salaries, as follows:

- An increase to Band 1 and Band 2 senior salaries for Leader, Deputy Leader and Executive Members;
- An increase to Band 3 salaries for Committee Chairs and Leader of the Opposition..

There is no change in the maximum proportion of members eligible to receive a Senior Salary, i.e. it remains at 17.

4. CHAIR AND VICE CHAIR OF COUNCIL

The IRPW has determined for 2023/2024 that (where paid) a civic head i.e. Chair of the Council must be paid a Band 3 salary of £26,400 and (where paid) a deputy civic head i.e. the Vice Chair, must be paid a Band 5 salary of £21,340

The Chair and Vice Chair will be eligible to claim travelling expenses whilst undertaking their civic duties.

5. REIMBURSEMENT OF THE COST OF CARE AND PERSONAL ASSISTANCE

Members are reminded that they are entitled to claim for the reimbursement of the cost of care and personal assistance.

The IRPW has determined that there will be no change to the reimbursement of the cost of care and personal assistance for 2023/2024 – see Schedule 1 for further details on what can be claimed.

In terms of the publication of the reimbursement of the costs of care, the Panel allows authorities to decide how it publishes this information i.e.

1. To publish the details of the amounts reimbursed to named Members; or
2. To publish the total amount reimbursed by the authority during the year but not attributed to any named Member.

The Council agreed in 2017/18 and subsequent years to publish the total amount reimbursed by the authority during the year, but not attributed to any named Member and **it is therefore recommended that this practice continues for 2023/2024.**

6. CO-OPTEE'S FEES

The IRPW has determined that there will be no change to the sums payable to co-optees for 2023/2024 – see Appendix B for further details.

The Council may decide on a maximum number of days for which Co-opted Members may be paid in any one year. The Council decided for 2014/15 - 2022/23 that a maximum would be imposed that is equivalent to 10 full days a year, for each committee to which an individual has been co-opted. **It is therefore recommended that the same maximum number of days should be imposed for 2023/2024.**

7. PENSION PROVISION

The IRPW has determined that entitlement to join the Local Government Pension Scheme (LGPS) shall, as previously, apply to all eligible elected Members of the Council. The Council already allows Members to join the LGPS.

8. TRAVELLING, SUBSISTENCE AND OVERNIGHT ACCOMMODATION ALLOWANCES

There are no proposed changes to travelling, subsistence and overnight accommodation allowances or arrangements for claims.

9. SCHEDULE OF MEMBER REMUNERATION

The Authority must maintain an annual Schedule of Member Remuneration, and the proposed Schedule for 2023/2024 is enclosed for your attention – Appendix A.

Any changes made following Council the AGM on 19th May 2023 will be reflected prior to publication and submission to the IRPW.

10. SUPPORT FOR MEMBERS

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 facilities giving electronic access to appropriate information. 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.

In 2018/19, the Council approved the introduction of an opt-in monthly allowance scheme of £10 is implemented to cover telephone, broadband and postage costs for Members. **It is recommended that this opt-in scheme be continued in 2023/2024.**

It should also be noted that since 2018/19, the Council's Counselling Service has also been made available to Members.

12. SCHEDULE OF PAYMENTS TO BE MADE TO NAMED MEMBERS AND CO-OPTED MEMBERS FOR 2023/2024

The Council must produce annually a schedule of payments it intends to make to its named Members and Co-opted Members. The schedule must be produced no later than four weeks following the Annual Meeting of the Authority. The applicable schedule for 2023/2024 is shown in Schedule 1, and this will need to be updated following the Annual Meeting on 19th May 2023. The amounts shown in the schedule of payments for 2023/2024 will reflect the rates as referred to above.

13. DISCRETION

When the IRPW's Annual Report is issued, principal councils must comply with the statutory requirements and apply all the relevant determinations. There are currently no options relating to levels of remuneration by principal councils that require a decision by Council. Levels of payments to which Members are entitled cannot be varied by a vote of a principal council.

Only an individual Member may communicate in writing to the Proper Officer (Corporate Lead Officer: Democratic Services) if, as an individual, they wish to decline all or part of the payment to which they are entitled.

14. DEMOCRATIC SERVICES COMMITTEE

The Democratic Services Committee considered the draft report at its meeting on 24th March 2023 and agreed to recommend the proposals to Council.

	Has an Integrated Impact Assessment been completed?	Not required – not a service change.
	If, not, please state why	
Wellbeing of Future Generations:	Summary:	
	Long term:	N/A
	Integration:	N/A
	Collaboration:	N/A
	Involvement:	N/A
	Prevention:	N/A

Recommendation(s): The Council is recommended to note the following:

- 1. The payment of Basic and Senior Salaries as prescribed by the Independent Remuneration Panel, as set out in Schedule 1 of Appendix A;**
- 2. The payment of Civic Salaries payable to the Chair and Deputy Chair of the Council, as set out in Schedule 1 of Appendix A;**
- 3. Schedule of other payments as set out in Schedule 1;**

The Council is recommended to approve the following:

- 1. To continue the current practice of not making payments for travelling expenses whilst undertaking constituency duties;**
- 2. To approve that travelling, subsistence, overnight accommodation and car parking allowances continue at the same levels as 2022/23 for 2023/24;**
- 3. To continue with the opt-in monthly allowance scheme of a maximum of £10 to cover telephone, broadband and postage costs;**
- 4. To reflect the payment of this allowance in the annual Statement of Payments made to Members;**

5. Co-opted Members to be paid fees subject to a maximum equivalent to 10 full days for each committee to which an individual has been co-opted, based on a half day or full day payment;
6. To continue to publish the total amount reimbursed by the authority during the year but not attributed to any named Member in respect of the reimbursement of care;
7. The 2023/2024 Schedule of Member Remuneration, subject to incorporating any amendments determined by the Council at this meeting; and
8. To authorise the Corporate Lead Officer: Democratic Services to incorporate any such amendments prior to publication after the Annual Meeting to be held 19th May 2023.

Reasons for decision: To approve a Schedule of Member Remuneration for 2023/2024, as required by legislation.

Overview and Scrutiny: N/A

Policy Framework: Independent Remuneration Panel for Wales Determinations; Council's Constitution.

Corporate Priorities: N/A

Financial and Procurement implications: Additional budget implications for 2023/2024 due to increase in the basic and senior salaries. The increase has been included within the budget approved by Council 2nd March 2023.

Legal Implications: None

Staffing implications: None

Property / asset implications: None

Risk(s): None

Statutory Powers: Local Government Wales Measure 2011 and as amended by Sections 62 to 67 of the Local Government (Democracy) (Wales) Act 2013; The Independent Remuneration Panel for Wales Regulations; The Independent Remuneration Panel for Wales Annual Report dated February 2021;

Local Government and Elections Act 2021

Background Papers: The Independent Remuneration Panel for Wales Annual Report dated February 2022.

Appendices: Appendix A – Members’ Schedule of Remuneration 2023/2024;
Appendix B - The Independent Remuneration Panel for Wales Annual Report dated February 2023.

Corporate Officer: **Lead** Lowri Edwards
Corporate Lead Officer: Democratic Services (Head of Democratic Services)

Reporting Officer: Lowri Edwards

Date: 27th March 2023