

MEETING	DEMOCRATIC SERVICES COMMITTEE
DATE	9 APRIL 2018
SUBJECT	FINANCIAL REMUNERATION FOR ELECTED MEMBERS
PURPOSE	To seek the Committee's opinion on options for financial remuneration for elected members
AUTHOR	Vera Jones, Democratic Services Manager

BACKGROUND

1. The annual report of the Independent Remuneration Panel for Wales has now been published (February 2018). Committee Members discussed and submitted a response to the draft consultation by the Panel at its meeting on 26 October 2017. The Panel's annual report will be implemented for the 2018/19 financial year.

1.1 Following the 2017 elections, the Panel visited every local Authority to discuss various aspects of remuneration for Members. The Panel's recommendations are based on those discussions and have now been published. A copy of the final report can be seen by clicking on the following link:

[Financial Remuneration Panel Annual Report 2018](#)

1.2 Main points from the report:

- Increase of £200 in the basic salary for all elected Members (increasing from £13,400 to £13,600 - equivalent to 1.49%) from April 2018
- No change in the salaries of the Leader and Deputy Leader
- Abolish the arrangement for having two tiers/levels of remuneration for Cabinet Members and Committee Chairs.
 - Place Cabinet Members on ONE salary level (£29,300)
 - Place Committee Chairs on ONE salary level (£22,300)
 - (The basic salary is included in the salary).
- A request by the Panel for the Democratic Services Committee to encourage members to claim care costs reimbursement so that the members in question are not under a financial disadvantage.

MATTER FOR DISCUSSION

2. The Financial Remuneration Panel's rulings bind Councils to make the payments as it determines. The only usual way not to make payments, that is for individual Members to declare that they do not wish to accept all or a proportion of the payments, is by contacting the Head of Democratic Services directly.

2.1 **Committee Chairs**

The Council has a responsibility to consider whether there is a difference in the responsibilities of Committee Chairs. In accordance with the Panel's report, a restriction is placed on the number of senior salaries that it is possible to pay. The restriction for Gwynedd is **18** and based on the Council's previous decisions, they are paid to the following:

- Leader
- Deputy Leader
- 8 other Cabinet members
- The Leader of the largest Opposition
- Committee Chairs
 - Scrutiny Committee (x3)
 - Audit and Governance Committee
 - Planning Committee
 - Licensing Committee (Central and General count as one Committee)
 - Pensions Committee

2.2 The responsibilities of other Committee Chairs who do not receive special remuneration must also be considered, such as the Employment Appeals Committee, the Language Committee and the Democratic Services Committee. A simple survey was undertaken to seek information about the workloads of Committee Chairs in the first year of the new Council. The information may be considered (appendix 1) to see if there is room to vary the Council's previous decisions.

2.3 **Council Chairs and Vice-chairs (Civic Salaries)**

In the context of Council Chairs and Vice-chairs, the Panel has made aware that a number of Councils have set their civic salaries in accordance with the population groups (A,B and C – Gwynedd is in Group B). It was considered that this was not necessarily reflecting the specific responsibilities attached to the roles. As a result the Panel has determined three levels of civic salary (see the following table) which may be paid.

Each Authority must decide what level (if at all) will be paid for these roles according to local factors. For example, the Council Chair of a small Council may be paid at the highest rate, whilst the Council Chair of a large Council may be paid at the lowest rate. The rates of payment to Council Vice-chairs may be similarly varied. This allows for Council Chair and Vice Chairs in the same authority to be paid at different levels.

In Gwynedd, as well as chairing meetings of the Full Council, the civic head (Council Chair) is the Authority's 'first citizen' and 'ambassador', who represents the Council on all types of organisations and outside bodies.

Level	Chair of the Council	Vice-chair of the Council
1	£24,300	£18,300
2	£21,800	£16,300
3	£19,300	£14,300

** The basic salary (£13,600) is included in the civic salary.*

RECOMMENDATION

3. The Committee's opinion is sought in order to submit a recommendation to the next meeting of the Full Council regarding Elected Members' remuneration in 2018-19.