

## **REPORT OF ADMINISTRATION & DEMOCRATIC SERVICES MANAGER**

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**SUBJECT:**  
**MEMBERS' SALARIES 2012/13**

Purpose of Report

1. To remind established Members and inform recently appointed ones of the new Members' salaries arrangement as a result of the Independent Remuneration Panel for Wales' extended remit and powers provided by the Local Government (Wales) Measure 2011, and
2. To canvass Members' opinion on the payment of Senior Salaries.

Introduction/Background

The Independent Remuneration Panel for Wales was appointed in January 2008 by the (then) Welsh Assembly Government Minister for Social Justice and Local Government under the provisions of *The Local Authorities (Allowances for Members) (Wales) Regulations 2007*. The Panel was established on a permanent basis to determine the maximum levels of allowances payable by county and county borough councils.

Following the passing of the Local Government (Wales) Measure on the 10<sup>th</sup> May 2011, the Panel's remit and powers were extended to include National Park Authorities, Fire and Rescue Authorities and 'civic heads' in local authorities. Not only that, the Measure extended the Panel's powers to enable it to prescribe payments rather than determine the maxima as it had done in the past.

The Panel's first consultation draft Annual Report under its extended remit was considered by the Authority at its meeting held on the 10<sup>th</sup> August 2011, when it was resolved not to comment on the Panel's recommendations. The Annual Report was finally published in December 2011, although the new arrangements where National Park Authorities are concerned do not come into force until the day of the Annual General Meeting (i.e. the 13<sup>th</sup> June 2012).

Implications

As of the 13<sup>th</sup> June 2012, a Basic Salary of £3,550 will be payable to each Member of the Authority, unless they are in receipt of a Senior Salary (formerly Special Responsibility Allowance). Those eligible for Senior Salaries (which is inclusive of the Basic Salary) are:

Chair of the Authority	£8,875
Deputy Chair of the Authority	£5,920
Committee Chair (x2)	£5,920

In addition, a daily fee of £256 or £198 will be payable to the Chair and the Independent Members of the Standards Committee respectively (capped at a maximum of 4 full days per year), and a care allowance is also payable, subject to the production of receipts from the carer.

It should also be pointed out that a local authority Member who is also a Council executive office holder cannot, under the new arrangements, be remunerated for his/her role as an ordinary or senior Member of a National Park Authority.

#### Remuneration of Committee Chairs

Under the new arrangements, the Authority is only able to pay four Senior Salaries (former Special Responsibility Allowances) while eight are currently paid to the Chair and Deputy Chair of the Authority, Chair and Deputy Chair of the Development Management Committee and the Chairs of the three Review Committees and the Personnel Committee. There is, therefore, a need to consider how the Senior Salaries are to be paid in future:

Option 1: That Senior Salaries are only paid to the Chair and Deputy Chair of the Authority and the Chair of the Development Management Committee (the Deputy Chair of the Development Management Committee is not eligible for payment under the new arrangements).

Option 2: That Senior Salaries are only paid to the Chair and Deputy Chair of the Authority.

Option 3: As Option 1 above, but with the addition of the Chair of the Audit and Corporate Services Review Committee. This particular office has a more strategic role to play within the Authority in that the Committee deals with the regulatory framework of the Authority, including the Annual Governance Letter and the Welsh Government's Strategic Grant Letter. The Chair also plays a role, along with the Chair and Deputy Chair of the Authority, in setting and monitoring the Chief Executive's annual performance targets each year.

#### Financial considerations

The increase in Salaries has been budgeted for in this year's budget allocation but, for Members' information, the costs of each of the Options above are summarised as follows:

Option 1: 15x Basic Salary plus 3x Senior Salary = £73,965.

Option 2: 16x Basic Salary plus 2x Senior Salary = £71,595.

Option 3: 14x Basic Salary plus 4x Senior Salary = £76,335.

### Compliance

The Independent Remuneration Panel for Wales has prescribed the amounts referred to in the report. However, this does not preclude Members from opting out of receiving a Salary at any time during their term of office.

### Recommendation

- 1. To note the determination of the Independent Remuneration Panel for Wales and the resulting increase in Members' Basic and Senior Salaries, and**
- 2. To determine which office(s) a Senior Salary should be payable to.**

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### Background Documents

Independent Remuneration Panel for Wales Annual Report: December 2011

Report to NPA: 10<sup>th</sup> August 2011

*(For further information, please contact Janet Evans, Administration & Democratic Services Manager on extension 4834 or by e-mailing janete@pembrokeshirecoast.org.uk)*