



DEMOCRATIC SERVICES COMMITTEE – 23RD JULY 2018

SUBJECT: INDEPENDENT REMUNERATION PANEL - REPORT ON THE OUTCOME OF THE PANEL'S VISITS TO WELSH PRINCIPAL COUNCILS 2017

REPORT BY: CORPORATE DIRECTOR SOCIAL SERVICES

1. PURPOSE OF REPORT

- 1.1 To report on the outcome of the Independent Remuneration Panel for Wales visits' to Principal Councils in 2017.

2. SUMMARY

- 2.1 The Panel is a statutory body established by Welsh Government in January 2008 to determine the scope and salaries, allowances and expenses payable to Councillors and Co-opted Members. The IRP carried out a series of visits to all 22 principal councils during the latter part of 2017, and the report attached at Appendix 1 is a copy of their findings.

3. LINKS TO STRATEGY

- 3.1 Elected Members establish strategic direction and decide upon all policies and strategies so that the Council can achieve all of its objectives, as well as monitoring performance against those objectives. Members are entitled to receive remuneration prescribed by the Independent Remuneration Panel for Wales ("the Panel").
- 3.2 The Independent Remuneration Panel for Wales' report contributes to the Well-being Goals within the Well-being of Future Generations Act (Wales) 2016 by ensuring that Members are aware of the IRP function and role. The IRP ensures there is adequate remuneration and support for Members to carry out their role and thereby contribute to the following goals:
- A prosperous Wales
 - A resilient Wales
 - A healthier Wales
 - A more equal Wales
 - A Wales of cohesive communities

4. THE REPORT

- 4.1 The Independent Remuneration Panel for Wales have provided a report outlining their findings following their visits to all 22 principal councils during 2017. Their main findings are as follows:
- The basic salary is not adequate remuneration for the hours worked: in many cases Members are working for less than the minimum wage.

- Senior salaries are not adequate remuneration for the skills and qualities required specially compared with other public sector posts.
- The workload and role of members has changed: hours have increased and the role now demands a more strategic outlook and ability to work with partners.
- Representing constituents is now only part of the role.
- The quality of support provided for members is an issue in some councils.
- The diversity of membership is slowly improving but several factors have the potential to militate against a greater diversity among people standing for election. These include the reluctance of existing members to take the full salary and to claim costs and expenses properly due because of the fear of adverse public reaction.

4.2 Democratic Services Committee are asked to note and comment on the findings of the IRP.

5. WELL-BEING OF FUTURE GENERATIONS

5.1 This Panel report contributes to the Well-being Goals as set out in Links to Strategy above. It is consistent with the five ways of working as defined within the sustainable development principle in the Act to encourage more diverse representation among Councillors and Co-opted Members. A more representative group should be better able to take into account the Wellbeing Goals when reviewing services and policies and consider the positive and negative impacts upon future generations, long term community resilience and economic, environmental and social capital.

6. EQUALITIES IMPLICATIONS

6.1 An EqIA screening has been completed in accordance with the Council's Strategic Equality Plan and supplementary guidance and no potential for unlawful discrimination and/or low level or minor negative impact have been identified, therefore a full EqIA has not been carried out.

7. FINANCIAL IMPLICATIONS

7.1 There are no financial implications contained within this report.

8. PERSONNEL IMPLICATIONS

8.1 There are no personnel implications associated with this report.

9. CONSULTATIONS

9.1 There are no consultation responses that have not been reflected in this report.

10. RECOMMENDATIONS

10.1 Democratic Services Committee Members are asked to comment on the Panel's report.

11. REASONS FOR THE RECOMMENDATIONS

11.1 To ensure that Democratic Services Committee are aware of the findings and views of the IRP.

12. STATUTORY POWER

- 12.1 Local Government and Housing Act 1989, the Local Government Act 2000, Local Government Wales Measure 2011, Local Government (Democracy) (Wales) Act 2013 and Family Absence for Members of Local Authorities Wales Regulations 2013.

Author: Catherine Forbes-Thompson, Interim Head of Democratic Services
Consultees: Cllr Colin Mann, Chair Democratic Services Committee
Cllr Gez Kirby, Vice Chair Democratic Services Committee
Cllr Barbara Jones, Deputy Leader Finance, Performance and Governance
Dave Street, Corporate Director Social Services
Lynne Donovan, Head of Human Resources

Appendices:
Appendix 1 Report of the Independent Remuneration Panel for Wales 2017