

NEATH PORT TALBOT COUNTY BOROUGH COUNCIL

Democratic Services Committee

10 November 2016

Report of the Head of Corporate Strategy and Democratic Services

Matter for Information

Wards Affected: All Wards

Independent Remuneration Panel for Wales (IRPW) Draft Annual Report 2017/18

Purpose of the Report

1. To consult with Members on the draft Annual Report 2017/18 of the Independent Remuneration Panel for Wales (IRPW).

Executive Summary and Background

2. In October, the Independent Remuneration Panel for Wales (IRPW) published its draft annual report 2017/18.
3. The panel have chosen to make some changes to certain determinations including a very modest increase to the basic salary for elected members with consequential increases for National Park Authorities and Fire and Rescue Authorities.
4. This increase of 0.75% is the first for three years and follows the slight easing of restraint in the pay of public sector employees.

5. In addition, the panel has decided to introduce arrangements to recognise the implications of long term sickness of senior salary holders.
6. Within their report the panel also outline how they have made changes to provide more flexibility for authorities without undermining the principle of prescribing payments which still has continuing support.
7. The Local Government (Wales) Act 2015 widened the remit of the Panel to give consideration to proposed changes to the salaries of chief officers of principal councils, effectively an extension of the panel's role in respect of the heads of paid service of councils and Fire and Rescue Authorities with several recommendations on submissions being made during the year.
8. In relation to the latest determinations of the panel, the attention of Committee needs to be drawn particularly to the Summary of Member Payments (pages 12-15) and the panel's latest determinations summarised on pages 56-60.
9. To accompany the publication of the draft annual report 2017/18, the panel have also conducted a series of regional consultation meetings. With regard to the South West Wales meeting held on 1 November, the vice-chair of this committee attended along with the Electoral and Democratic Services Manager to maintain full engagement with panel members.

Financial Impact

10. There is a small financial impact in relation to the remuneration of elected Members associated with this report which will need to be reflected in the 2017/18 budget.

Equality Impact Assessment

11. The remuneration framework provides for members with caring responsibilities or who need to take advantage of family absence provisions to receive financial support.

Workforce Impacts

12. There are workforce impacts associated with this report, relating to chief officers of Principal Councils.

Legal Powers

13. The determination of the panel are made under the Local Government (Wales) Measure 2011 and the Local Government (Wales) Act 2015.

<http://www.legislation.gov.uk/mwa/2011/4/contents>

<http://www.legislation.gov.uk/anaw/2015/6/contents>

Risk Management

14. There are no significant risk management issues associated with this report.

Consultation

15. There is no requirement under the Constitution for external consultation on this item.

Recommendations

16. That the Members consider the draft annual report 2017/18 of the Independent Remuneration Panel for Wales (IRPW).

List of Background Papers

17. Independent Remuneration Panel for Wales (IRPW) - draft annual report 2017-18.

<http://gov.wales/docs/dsjlg/publications/161003-irp-draft-report-en.pdf>

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