



18 February 2019

To:

Leaders and Chief Executives of County and County Borough Councils
Chairs and Chief Executives of National Park Authorities
Chairs and Clerks of Fire and Rescue Authorities
Chair and Chief Executive of One Voice Wales
Leader and Chief Executive of Welsh Local Government Association
Head of Democratic/Members Services of County and County
Borough Councils, National Park Authorities and Fire and Rescue Authorities
Clerks to Community & Town Councils

Dear Colleague

Independent Remuneration for Wales – Annual Report 2019/20

Attached is the finalised Annual Report in respect of 2019/2020. My thanks to the individuals and organisations who responded to the draft report issued in September last year. The Panel has considered the views and comments that were expressed and have been taken in to account in reaching the conclusions reflected in the report.

The Panel has confirmed modest increases in the basic salary for elected members of Principal Councils, with consequential increases for members of National Park and Fire and Rescue Authorities and for the first time for several years a small additional increase to members of council executives. Other changes to the remuneration framework particularly in respect of community and town councils are set out in the body of the report.

In this Annual Report we have include an Annex (5) that sets out the changes made from our previous report. I have also appended it to this letter.

One specific matter that has come to our attention, and is of concern, is that a number of community councillors have suggested that they will not take payments and that the council should give these to charity. The remuneration determined in this Annual Report is personal to each member who individually can decide not to take some or all by going through the proper procedure. Once received it is also a personal decision on the use of any payments from their council.

Yours sincerely

A handwritten signature in black ink that reads "John Bader". The signature is written in a cursive style with a long horizontal stroke at the end.

John Bader

Chair

Summary of new and updated Determinations contained in this report

The numbers of most of the Determinations contained within this report have changed from previous reports.

To assist authorities, this table sets out the Determinations in this report which are entirely new or have been updated.

Principal Councils	
Determination 1: This Determination has been updated	Basic salary in 2019/20 for elected members of principal councils shall be £13,868.
Determination 2: The amounts payable under this Determination have been updated	Senior salary levels in 2019/20 for members of principal councils shall be as set out in Table 5.
Determination 3: This Determination has been updated	Where paid, a civic head must be paid a Band 3 salary of £22,568 and (where paid) a deputy civic head must be paid a Band 5 salary of £17,568.
Determination 4: This Determination has been updated	Where appointed and if remunerated, a presiding member must be paid a Band 3 senior salary of £22,568.
Determination 6: This is a new Determination	<ul style="list-style-type: none"> • An elected member must not be remunerated for more than one senior post within their authority. • An elected member must not be paid a senior salary and a civic salary. • All senior and civic salaries are paid inclusive of basic salary. • If a council chooses to have more than one remunerated deputy leader, the difference between the senior salary for the deputy leader and other executive members should be divided by the number of deputy leaders and added to the senior salary for other executive members in order to calculate the senior salary payable to each deputy leader.
Determination 7: This is a new Determination	Members in receipt of a Band 1 or Band 2 senior salary cannot receive a salary from any NPA or FRA to which they have been appointed.
Determination 8: This is a new Determination	Members in receipt of a Band 1 or Band 2 salary cannot receive any payment from a Community or Town Council of which they are a member other than travel and subsistence expenses and reimbursement of costs of care.
Determination 11: This Determination has been updated	Principal Councils can apply for specific or additional senior salaries that do not fall within the current Remuneration Framework.
The previous Determinations relating to Joint Overview and Scrutiny Committees have been deleted. Paragraph 4.1 of this report explains the alternative procedures.	

National Park Authorities	
Determination 19: This Determination has been updated	The basic salary for NPA ordinary members shall be £3,735.
Determination 20: This Determination has been updated	The senior salary of the Chair of an NPA shall be £12,435.
Determination 21: This Determination has been updated	An NPA senior salary can be paid to a Deputy Chair and up to two committee Chairs where there is significant and sustained responsibility. This can be paid at either of the following levels to be decided by the authority to reflect the appropriate responsibility £7,435 or £6,135.
Determination 22: This Determination has been updated	NPAs can apply for specific or additional senior salaries that do not fall within the current Remuneration Framework.
Fire and Rescue Authorities	
Determination 26: This Determination has been updated	The basic salary for FRA ordinary members shall be £1,780.
Determination 27: This Determination has been updated	The senior salary of the Chair of an FRA shall be £10,480.
Determination 28: This Determination has been updated	An FRA senior salary can be paid to the Deputy Chair and up to two Chairs of committees where there is significant and sustained responsibility. This shall be paid at £5,480.
Determination 29: This Determination has been updated	FRAs can apply for specific or additional senior salaries that do not fall within the current Remuneration Framework.
Co-opted Members of Principal Councils, National Park Authorities and Fire & Rescue Authorities	
Determination 36: This is Determination has been updated	The appropriate officer within the authority must determine in advance whether a meeting is programmed for a full day and the fee will be paid on the basis of this determination even if the meeting finishes before four hours has elapsed.
Determination 37: This Determination has been updated	Fees must be paid for meetings and other activities including other committees and working groups (including task and finish groups), pre- meetings with officers, training and attendance at conferences or any other formal meeting to which co-opted members are requested to attend.
Determination 38: This is a new Determination	Each authority, through its Democratic Services Committee or other appropriate committee, must ensure that all voting co-opted members are given as much support as is necessary to enable them to fulfil their duties effectively. Such support should be without cost to the individual member.
Community and Town Councils	
Determination 40: This Determination has been updated	All community and town councils must make available a payment to each of their members of £150 per year as a contribution to costs and expenses.

<p>Determination 45: This Determination has been updated</p>	<p>Community and town councils can pay financial loss compensation to each of their members, where such loss has actually occurred, for attending approved duties as follows:</p> <ul style="list-style-type: none">- Up to £54.00 for each period not exceeding 4 hours- Up to £108.00 for each period exceeding 4 hours but not exceeding 24 hours.
<p>Determination 49: This is a new Determination</p>	<p>Members in receipt of a Band 1 or Band 2 senior salary from a principal council (that is Leader, Deputy Leader or Executive Member) cannot receive any payment from any community or town council, other than travel and subsistence expenses and reimbursement of costs of care.</p>