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Democratic Services Committee – Working Group – Senior Salaries 6.3.2019

## MINUTES OF A MEETING OF THE DEMOCRATIC SERVICES COMMITTEE WORKING GROUP - SENIOR SALARIES HELD AT COMMITTEE ROOM A - COUNTY HALL, LLANDRINDOD WELLS, POWYS ON WEDNESDAY, 6 MARCH 2019

### PRESENT:

County Councillors D O Evans, D Jones-Poston, K S Silk and R Williams

Officers: Clive Pinney (Solicitor to the Council, Graham Evans (Professional Lead – Employment Services) and Wyn Richards (Scrutiny Manager and Head of Democratic Services)

<b>1.</b>	<b>LEAD MEMBER</b>
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RESOLVED that County Councillor David Evans be appointed as Lead Member for the Working Group.

<b>2.</b>	<b>SENIOR SALARIES</b>
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### Documents Considered:

- Current Posts Paid a Senior Salary by the Council (extract from the 2018-19 Members' Schedule of Remuneration)
- Details of Senior Salaries Paid in other Councils in Wales (taken from the Members' Schedule of Remunerations 2018-19). Also included for background information are Cabinet Numbers and Details of Audit Committee Chairs in Wales
- Details of the numbers of meetings to which the Chairs of Committees are invited to attend
- Extract of the Annual Report of the Independent Remuneration Panel for Wales 2018-19

### Issues Discussed:

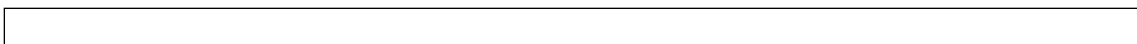
- Members were reminded to focus on the roles being undertaken only and ignore who was currently undertaking that post
- The budget proposal by the Cabinet to Council effectively reduced the number of senior salaries to be used by the Council from 18 to 17
- An analysis of the roles being paid a senior salary in Powys by comparison to other Councils in Wales showed the following:
  - Everyone pay a senior salary to Cabinet posts and Scrutiny Chairs
  - Only Powys pay a senior salary for the Employment Committee
  - Only Gwynedd and Powys pay a senior salary for the Pensions Committee
  - Many (but not all) pay a senior salary for other roles:
    - Audit Committee – only 10 out of 22 authorities pay a senior salary. Of those 10 authorities 8 have Independent / Lay Members as Chair of the Audit Committee. Carmarthenshire and the Vale of Glamorgan have councillor chairs who are not paid a senior salary.
    - Planning committee – all Chairs paid a senior salary
    - Democratic services Committee – only 9 out of 22 pay a senior salary to the Chair

- All other Councils, except Powys, pay a senior salary to the Chair of the Licensing Committee
- All other Councils pay a senior salary to the Leader of the Opposition.
- In relation to scrutiny committees Members were advised to add the totals for Scrutiny Committee A / Place Scrutiny Committee and the Health, Care and Housing Committee to give an overall figure of 107 meetings to which the Chair would have been invited and to add the figures for Scrutiny Committee B / People Scrutiny Committee together with the Learning, Skills and Economy Scrutiny Committee to give an overall total of 104 meetings.
- The Working Group considered the various roles as follows:
- Currently there were 8 Members of the Cabinet (Leader + 7 other Members) and there was no suggestion that this would be reduced. Therefore 8 Senior Salaries should be paid to the Cabinet.
- It was considered that the Chairs of the 3 Scrutiny Committees should be paid a senior salary. There was a suggestion that the Chair of the PSB Scrutiny Committee and the Chairs of the more important Working Groups should be considered for a senior salary. It was decided to consider these at the end of the discussion.
- Chair of the Audit Committee:
  - There was a discussion as to whether the Independent / Lay Member should chair the Audit Committee as occurred elsewhere, and the pros and cons of such an appointment, including comparisons with the Standards Committee where an Independent / Lay Member was required to become the chair of the Standards Committee.
  - The current Independent / Lay Member had indicated that he did not wish to be the chair of the committee. However, as the appointment of the Chair was a decision for the committee, the committee could decide otherwise.
  - The Working Group considered that in the role description of the Independent / Lay member, the expectation that the Lay Member would be the chair of the committee. Although this would be the local protocol, in accordance with the Local Government (Wales) Measure 2011 the committee could decide otherwise and elect a councillor as the chair.
  - The Working Group also considered that due to the importance of the committee and its responsibility, the chair should be paid a senior salary.
- Other roles:
- Employment Committee – Powys only pay a senior salary for this role. This is because Powys is one of only a few Councils where members are involved in officer appeals. Currently the Chair or Vice-Chair of the Committee attend all appeal hearings. The Working Group considered that this should not be necessary and appeals panels could be drawn from the membership of the committee. Therefore, this role should not be paid a senior salary.
- Planning Committee chair should be paid a senior salary
- Democratic Services Committee – that in view of the workload the chair should not be paid a senior salary;
- Pensions and Investment Committee - that in view of the workload the chair should not be paid a senior salary;

- Leader of the Opposition – this is a role where there is a requirement to pay a senior salary. It was recommended that the Leader of the Opposition post be paid a senior salary.
- Children’s Working Group – following a discussion and clarification of the new scrutiny structure the consideration of the Lead member of this working group for payment of a senior salary was withdrawn.
- Chair of the PSB Scrutiny Committee – as this role could be undertaken by a councillor or a representative of another body making up the membership of the Committee it was recommended that this role should not receive a senior salary.
- The recommendations of the Working Group would be considered by the Democratic Services Committee in April and then by Council in May when the Members Schedule of Remuneration was being considered
- The Working Group considered that should there be any requests to increase the number of senior salaries being paid, that a business case be presented to the Democratic Services Committee for consideration
- It was suggested that the Working Group should meet annually to review the position regarding senior salaries and make recommendations to the Democratic Services Committee and Full Council

**Outcomes:**

<b>Action</b>	
<b>Recommended to the Democratic Services Committee:</b>	
(i)	<b>that a senior salary be paid to the 8 Members of the Cabinet;</b>
(ii)	<b>that a senior salary be paid to the 3 Chairs of the Scrutiny Committees;</b>
(iii)	<b>that the role description for the Independent / Lay Member of the Audit committee be amended to include the requirement that the Independent / Lay Member would be the chair of the Committee;</b>
(iv)	<b>that the requirement for the Independent / Lay Member to chair the Audit Committee be established as a local protocol, subject to the committee being able in accordance with the Local Government (Wales) Measure 2011 to elect a councillor as chair instead;</b>
(v)	<b>that the Chair of the Audit Committee be paid a senior salary if that role was undertaken by a councillor;</b>
(vi)	<b>that the chair of the Employment Committee should not be paid a senior salary;</b>
(vii)	<b>that the chair of the Planning Committee should be paid a senior salary;</b>
(viii)	<b>that in view of the workload that the chair of the Democratic Services Committee should not be paid a senior salary;</b>
(ix)	<b>that in view of the workload that the chair of the Pensions and Investment Committee should not be paid a senior salary;</b>
(x)	<b>that the Leader of the Opposition role be paid a senior salary;</b>
(xi)	<b>that the chair of the PSB Scrutiny Committee should not receive a senior salary.</b>
(xii)	<b>that should there be any requests to increase the number of senior salaries being paid, that a business case be presented to the Democratic Services Committee for consideration</b>
(xiii)	<b>that the Working Group should meet annually to review the position regarding senior salaries and make recommendations to the Democratic Services Committee and Full Council</b>



**County Councillor D.O. Evans**  
**Lead Member**