

Independent Remuneration Panel for Wales: Draft Report 2022-23

Name of Committee	National Park Authority
Date	26 November 2021
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Purpose of Report	To advise members of the opportunity to comment on the draft report and agree any corporate response
Single Integrated Assessment	Not applicable
List of Enclosures	<u>Draft Report of the Independent Remuneration Panel for Wales for 2022/23</u>
Public Interest Test	Not applicable
Recommendation(s)	a) To agree any corporate response to the Independent Remuneration Panel for Wales on their draft report for 2022/23; b) To note that individual members are able to respond direct to the Panel if they wish.

1.1 Introduction or Background

The IPRW is the body set up by the Welsh Government to determine allowances for members of public bodies in Wales. Each year it produces a draft report for consultation with relevant authorities, and publishes a final version usually in February. The draft report has been published and a link for this is given above.

Because of the local government elections in 2022 the current allowances for principal authorities will remain in place until 8 May 2022; for National Park Authorities the new allowances will apply from 1 April 2022.

In drafting their report the Panel recognise that “levels of remuneration need to be set at a level sufficient to encourage a diversity of willing and able people to undertake local governance through elected, appointed or co-opted roles”. However, it also has regard to the financial implications of its decisions, while pointing out that remuneration has not kept pace with inflation as a result of pressure on public finances.

1.2 Proposals

A summary of proposals relating to National Park Authorities is as follows:

- Increase in Basic Salary of £685 pa
- Figures rounded up for Senior Salaries*
- No increase for co-opted members (ie independent members of Standards Committee)
- Cost of care and personal assistance: under current HMRC rules full reimbursement is not possible so this has been retitled to ‘contribution’. This allowance is quite complex and is summarised in Table 8 on page 36 of the IRPW Report. It includes a requirement for the Authority to promote a positive culture in respect of claiming this allowance. The Authority approved a specific [Cost of Care policy](#) in 2019 and this will be reviewed once the final IRPW Report is published for 2022/23.
- No changes to reimbursement of subsistence and travel costs
- No changes to sickness absence arrangements for senior salary holders

**On querying the apparent increase of just £1 in the Senior Salaries the Panel advised that they had completed a comprehensive review of benchmarking and of the differentials of the basic and senior salaries of principal councils. The 2022 Draft Report increases the basic salary and re-aligns Band 1 and 2 senior payments (leaders, deputy leaders and executive members). Other senior salary holders (Bands 3,4 and 5) receive an increase in their basic salary but their senior responsibility element is frozen as these senior salaries were realigned in 2019. The position on chairs and deputy chairs is outlined in 3.12 and Table 4.*

Consequentially, all NPA members receive an increase in their basic salary based on 44 days.

However, as the salary of an NPA Chair is set at Band 3 to align with the senior salary element of a committee chair of a principal council (7.7), and NPA deputy chairs and committee chairs are set at Band 5, apart from the £1 rounding as explained above, there is no increase in the senior element of NPA salaries.

The Authority is invited to make any corporate response to the draft report, to be forwarded to the Panel by the Democratic Services Manager, or to make individual representations direct to the Panel.

I.3 Implications

The financial impact of the increase in Basic and Senior Salaries is as follows:

Allowance	Current £	Proposed £	Increase per member £	Impact on budget £
Basic Salary	4053	4738	685	12330
Chair NPA Senior Salary	8792	8793	1	1
Deputy Chair NPA Senior Salary	3739	3740	1	1
Chair PAROW Senior Salary	3739	3740	1	1
Chair ASC Senior Salary	3739	3740	1	1
			Total	12334

I.4 Risk

The IRPVW was established in order to make decisions on remuneration to members of bodies and takes many factors into consideration when making recommendations on an appropriate level of remuneration. They advise that if any member wishes to opt out of receiving all or any of the allowances, or the proposed increase, they are required to put this in writing to the Proper Officer. The Authority highlights this requirement to new members at the induction stage.

I.5 Conclusion

Members are asked to note the proposals contained in the report and agree how they wish to respond.

RECOMMENDATIONS:

- a) To agree any corporate response to the Independent Remuneration Panel for Wales on their draft report for 2022/23;**
- b) To note that individual members are able to respond direct to the Panel if they wish.**