

Report to	North Wales Fire and Rescue Authority Annual Meeting
Date	18 June 2018
Lead Officer	Colin Everett, Clerk and Ken Finch, Treasurer
Contact Officer	Alwen Davies (01745 535286)
Subject	Members' Remuneration Scheme



PURPOSE OF REPORT

- 1 To present the Annual Report of the Independent Remuneration Panel (IRP) which sets out changes to members remuneration which will come into effect on the date of the annual meeting on 18 June 2018.

EXECUTIVE SUMMARY

- 2 To present the Annual Report of the Independent Remuneration Panel (IRP) which sets out changes to members remuneration which will come into effect on the date of the annual meeting on 18 June 2018.

RECOMMENDATIONS

- 3 Members are asked to:
 - (i) note the IRPW's determinations in relation to members' allowances and remuneration, for implementation as of 18 June 2018;
 - (ii) agree that subsistence can be claimed when members are away from home for five hours or more in line with HMRC rules;
 - (iii) give delegated authority to the Clerk to update the schedule of member remuneration within the Authority's constitution and to make any necessary amendments to the 2018/19 schedule from time to time during the municipal year, in order to reflect any changes in membership of the Authority, or as a result of any supplementary reports issued by the Independent Remuneration Panel for Wales.

OBSERVATIONS FROM THE EXECUTIVE PANEL/AUDIT COMMITTEE

- 4 This report has not previously been considered by Members.

BACKGROUND

- 5 The remit of the Independent Remuneration Panel (IRP) was extended through the Local Government (Wales) Measure 2011. Under the powers provided by the Measure, the IRP has produced a new set of Regulations which came into effect on 1 April 2012. The Regulations apply to payments made to members and co-opted members of local authorities, national park authorities and Welsh fire and rescue authorities.

INFORMATION

- 6 The Panel has decided to make a modest increase in the basic salary for elected members of principal councils, with consequential increases for members of national park and fire and rescue authorities.

- 7 For fire and rescue authorities the Panel has made the following determinations:

- the basic salary for FRA ordinary members shall be £1,745 (up from £1,715)
- the senior salary of the chair of an FRA should be £10,445 per annum (up from £10,415)
- 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 should be paid at £5,445 per annum (up from £5,415)
- the Panel has determined to include a provision for FRAs to apply for specific or additional senior salaries that do not fall within the current remuneration framework
- members must not receive more than one FRA senior salary
- an FRA senior salary is paid inclusive of the FRA basic salary and must reflect significant and sustained responsibility
- members of a principal council in receipt of a band 1 or band 2 senior salary cannot receive a salary from any FRA to which they have been nominated.

- 8 The Chair of the North Wales Fire and Rescue Authority is also the Chair of the Executive Panel and can only claim one salary. In order to differentiate between 'main committee' and 'other committee', it is recommended that it is based on the number of meetings held per year. The Executive Panel meets five times per year and the Audit Committee meets 3 times per year. Therefore, it is recommended that the Authority continues with its previous decision that the Chair of the Audit Committee will be paid under the category "other committee chair".

9 The daily fee paid to independent members of the Standards Committee remains the same; a daily fee capped at a maximum of 4 full days per year on the following rate:

- Standards committee Chair £256 daily fee (£128 for half day)
- Independent member £198 daily fee (£99 for half day).

Travel, Subsistence and Care Allowance

10 There have been no changes to travel, subsistence and care allowances which are in line with Welsh Government rates. The attached schedule, however, states that a councillor cannot claim subsistence within their county borough therefore it is proposed that the NWFRA scheme of remuneration states that subsistence can be claimed when members are away from home for five hours or more, this is in line with the HMRC rules.

• Subsistence

£28 per day Day allowance for meals, including breakfast, where not provided in the overnight charge. Must be away for five hours or more to claim subsistence.

• Accommodation

£200 per night	London
£95 per night	Elsewhere
£30 per night	Staying with friends and/or family

- **Mileage** rate remains at 45p per mile.

11 Determination 43 in the report states that:

“All authorities must provide for the reimbursement of necessary costs for the care of dependent children and adults (provided by informal or formal carers) and for personal assistance needs up to a maximum of £403 per month. Reimbursement must be for the additional costs incurred by members in order for them to carry out their approved duties. Reimbursement shall only be made on production of receipts from the carer.”

12 The report goes on to state that the Panel encourages promotion and use of the care allowance and states that it recognises that there is some sensitivity concerning the publication of this legitimate expense and has reflected this in the options for publication as detailed in the report. The purpose of the care allowance is to enable people who have personal support needs and or caring responsibilities to carry out their duties effectively as a member of an authority. The Panel believes

that additional costs of care required to carry out approved duties should not deter people from becoming and remaining a member of an authority or limit their ability to carry out the role. To support current members and to encourage diversity the Panel urges authorities to promote and encourage greater take-up of the reimbursement of costs of care.

IMPLICATIONS

Wellbeing Objectives	Considered not relevant
Budget	There will be an increase of £30 on the basic salary for Members of FRAs from the date of the authority's Annual General Meeting, which is therefore an annual basic salary of £1,745. There will also be an increase of £30 on the salary of the Chair and Deputy Chair of the FRA, which is therefore an annual salary of £10,445 and £5,445 respectively.
Legal	Part 8 and schedules 2 and 3 of the Local Government (Wales) Measure 2011 set out the arrangements for the payments of Members of relevant authorities and the functions and responsibilities of the IRPW. In accordance with the IRPW Regulations and guidance set out in the draft IRPW Annual Report for 2017/18, the Authority must produce and maintain an annual Schedule of Member Remuneration which sets out details of the specific payments that it intends to make to Members and Co-opted Members in accordance with the levels of remuneration and allowances determined by the IRPW in its final Annual or Supplementary Reports. Any amendments to the Schedule made during the municipal year must be conveyed to the IRPW as soon as practicable after the amendments are made.
Staffing	Considered not relevant
Equalities/Human Rights/ Welsh Language	It is not considered that there are any issues that need addressing as the recommendations apply equally to all Members regardless of protected characteristics under the Single Equality Act.
Risks	Considered not relevant