

Isle of Anglesey County Council MEMBERS' SCHEDULE OF REMUNERATION

This Schedule is made under the Local Government (Wales) Measure 2011 with regard to Independent Remuneration Panel for Wales (IRPW) Regulations which apply to payments made to members and co-opted members of local authorities.

1.0 Basic Salary

- 1.1 A Basic Salary shall be paid to each elected Member of the Authority without having to be claimed.
- 1.2 In accordance with the Regulations, the rate of the Basic Salary shall be reviewed annually as determined by the Independent Remuneration Panel for Wales.
- 1.3 Where the term of office of a Member begins or ends other than at the beginning or end of a year, his/her entitlement to the Basic Salary will be pro-rata.
- 1.4 No more than one Basic Salary is payable to a Member of the Authority.

2.0 Senior Salaries & Civic Salaries

- 2.1 Members occupying specific posts shall be paid a Senior Salary as set out in **Schedule 1** without having to be claimed.
- 2.2 In accordance with the Regulations, the rates of Senior Salaries and Civic Salaries shall be reviewed annually as determined by the Annual or Supplementary Report of the Independent Remuneration Panel for Wales.
- 2.3 Only one Senior Salary or Civic Salary is payable to a Member of the Authority.
- 2.4 A Member of the Authority cannot be paid a Senior Salary and a Civic Salary.
- 2.5 Where a member holds more than one post that would entitle them to a Senior or Civic Salary, only the largest of these shall be payable.
- 2.6 All Senior and Civic Salaries are paid inclusive of Basic Salary.
- 2.7 If the 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.
- 2.8 A Senior Salary may not be paid to more than the number of members specified by the Independent Remuneration Panel for Wales in its Annual Report and cannot exceed fifty percent of the total membership of the authority, unless the consent of Welsh Ministers has been obtained.

- 2.9 If the operation of this scheme would cause the total number of members to whom Senior and Civic salaries are payable to exceed sixteen, then all salaries in the lowest band shall cease to be payable.
- 2.10 A Member of the Authority in receipt of a Senior Salary (Band 1 or Band 2) **cannot** receive a salary from any National Park Authority (NPA) or Fire and Rescue Authority (FRA) for which he/she has been nominated.
- 2.11 A Member of the Authority 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.
- 2.12 Where the term of Senior Salary or Civic Salary of a Member begins or ends other than at the beginning or end of a year, his/her entitlement to the Salary will be pro-rata.
- 2.13 Senior or Civic Salaries are not payable once a Member ceases to be a Councillor for any reason, or ceases to hold the relevant post of responsibility.
- 2.14 The Principal Opposition Group Leader allowance shall be paid to the leader of the largest of the political groups which have no Members on the Executive. If there is more than one largest group of equal size, the Principal Opposition Group leader allowance shall be divided equally between them.

3.0 Election to Forgo Entitlement to Allowance

- 3.1 A Member may, by notice in writing delivered to the Proper Officer of the authority, personally elect to forgo any part of his/her entitlement to any salary, allowance or fee payable under this Scheme from the date set out in the notice. Such giving up of allowances may be amended or revoked by the Member concerned at any time. Revoking the giving up of an allowance cannot be backdated.

4.0 Suspension of a Member

- 4.1 Where a Member of the Authority is suspended or partially suspended from his or her responsibilities or duties as a Member of the Authority in accordance with Part III of the Local Government Act 2000 (Conduct of Members), or regulations made under the Act, the part of the Basic Salary payable to him/her in respect of that period for which he or she is suspended will be withheld by the Authority (Section 155 (1) of the Measure).
- 4.2 Where a Member in receipt of a Senior Salary is suspended or partially suspended from being a Member of the Authority in accordance with Part III of the Local Government Act 2000 (Conduct of Members), or regulations made under the Act, the Authority must not make payments of the Member's Senior Salary for the duration of the suspension (Section 155 (1) of the Measure).

5.0 Repayment of salaries, allowances or fees

- 5.1 Where payment of any salary, allowance or fee has been made to a Member of the Authority or Co-opted Member in respect of any period during which the Member concerned:
- (a) is suspended or partially suspended from that Member's/Co-opted Member's duties or responsibilities in accordance with Part 3 of the 2000 Act or regulations made under that Act;
 - (b) ceases to be a Member of the Authority or Co-opted Member; or
 - (c) is in any other way not entitled to receive a salary, allowance or fee in respect of that period,

the Authority will require that such part of the allowance as relates to any such period be repaid.

- 5.2 Where the allowance has been paid concurrently for the whole month but the entitlement to the allowances terminates during the month, the Head of Function (Resources) will recover the overpayment from any other payment of allowances or expenses to the Member concerned.
- 5.3 In any other case of overpayment, the Head of Function (Resources) will notify the Member concerned with a view to agreeing a timetable for recovery.

6.0 Payments

- 6.1 Members are encouraged to receive payments by bank transfer.
- 6.2 Where payment has resulted in a Member receiving more than his/her entitlement to salaries, allowances or fees the Authority will require that such part that is overpayment be repaid.
- 6.3 All payments are subject to the appropriate tax and National Insurance deductions.
- 6.4 Where allowances are paid on the basis of claims, Members are encouraged to submit claims for complete calendar months to the Democratic Services by the 7th of the following month. The Financial Procedure Rules allow the Head of Function (Resources) to refuse to pay claims that are more than three months late.

7.0 Reimbursement for the costs of care

- 7.1 The reimbursement of the costs of care is intended to enable any person whose ability to participate as a member of an authority would be limited by their responsibilities as a carer, or for a member to receive care support to enable that individual to carry out their role.
- 7.2 Reimbursement applies in respect of children who are aged 15 or under and other persons for whom the Member or Co-opted Member can show that care is required.

- 7.3 In order to claim eligibility for reimbursement for the costs of care, Members must apply to the Chief Executive giving details of their dependants in a form approved by him. Once eligibility is accepted Members shall claim the reimbursement monthly. All claims must be supported by receipts for expenditure incurred and will be restricted to reimbursement of that expenditure.
- 7.4 Eligible Members may claim reimbursement for actual and receipted costs up to a maximum amount not exceeding that determined by the Independent Remuneration Panel as set out in **Schedule 1**. All claims for reimbursement of the costs of care should be made in writing to Democratic Services detailing times, dates and reasons for claim. Receipts are required for both informal and formal care arrangements.

8.0 Family Absence

- 8.1 Members are entitled under the provisions of the Family Absence for Members of Local Authorities (Wales) Regulations 2013 to a period of family absence, during which if they satisfy the prescribed conditions they are entitled to be absent from authority meetings.
- 8.2 An elected member is entitled to retain a basic salary when taking family absence under the regulations irrespective of the attendance record immediately preceding the commencement of family absence.
- 8.3 When a senior salary holder is eligible for family absence, he/she will continue to receive the salary for the duration of the absence.
- 8.4 It is a matter for the authority to decide whether or not to make a substitute payment. The elected member substituting for a senior salary holder taking family absence will be eligible to be paid a senior salary, if the authority so decides.
- 8.5 If the paid substitution results in the authority exceeding the maximum number of senior salaries, the specific approval of Welsh Government is required to allow an addition to the maximum for the duration of the substitution.
- 8.6 When the authority agrees a paid substitution for family absence, the Panel must be informed, within 14 days of the date of the decision, of the details, including the particular post and the duration of the substitution.
- 8.7 The schedule of remuneration must be amended to reflect the implication of the family absence.

9.0 Sickness absence for senior salary holders

Specific arrangements for long term sickness are set out below:

- 9.1 Long term sickness is defined as certified absences in excess of 4 weeks.

- 9.2 The maximum length of sickness absence within these proposals is 26 weeks or until the individual's term of office ends, whichever is sooner (but if reappointed any remaining balance of the 26 weeks will be included).
- 9.3 Within these parameters a senior salary holder on long term sickness can, if the authority decides, continue to receive remuneration for the post held.
- 9.4 It is a decision of the authority whether to make a substitute appointment but the substitute will be eligible to be paid the senior salary appropriate to the post.
- 9.5 If the paid substitution results in the authority exceeding the maximum number of senior salaries payable for that authority as set out in the Annual Report, an addition will be allowed for the duration of the substitution. (However, this would not apply to Merthyr Tydfil or the Isle of Anglesey councils if it would result in more than 50% of the membership receiving a senior salary. It would also not apply in respect of a council executive member if it would result in the cabinet exceeding 10 posts - the statutory maximum).
- 9.6 When the authority agrees a paid substitution, the Panel must be informed within 14 days of the decision of the details, including the specific post and the estimated length of the substitution. The authority's Schedule of Remuneration must be amended accordingly.
- 9.7 It does not apply to elected members of principal councils who are not senior post holders as they continue to receive basic salary for at least six months irrespective of attendance and any extension beyond this timescale is a matter for the authority.

10.0 Job Share arrangements

- 10.1 For members of the Executive: Each "sharer" will be paid an appropriate proportion of the salary of the Population Group.
- 10.2 The statutory maximum for cabinets cannot be exceeded so each job sharer will count toward the maximum.
- 10.3 Under the Measure, it is the number of persons in receipt of a senior salary, not the number of senior salary posts that count towards the cap. Therefore, for all job share arrangements the senior salary cap will be increased subject to the statutory maximum of 50% of the council's membership.
- 10.4 The Independent Remuneration Panel for Wales must be informed of the details of any job share arrangements.

11.0 Co-optees' payments

- 11.1 A Co-optees' daily fee (with a provision for half day payments) shall be paid to Co-optees, provided they are statutory Co-optees with voting rights.
- 11.2 Payments will take into consideration travelling time to and from the place of the meeting, reasonable time for pre meeting preparation and length of meeting (up to the maximum of the daily rate).
- 11.3 The Monitoring Officer is designated as the "appropriate officer" and will determine preparation time, travelling time and length of meeting, the fee will be paid on the basis of this determination.
- 11.4 The Monitoring Officer can 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.
- 11.5 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.
- 11.6 A half day meeting is defined as up to 4 hours.
- 11.7 A full day meeting is defined as over 4 hours.
- 11.8 The daily and half-day fee for the Chairs of the Standards Committee and Audit Committee, as determined by the Independent Remuneration Panel, is set out in **Schedule 1**.
- 11.9 The daily and half-day fee for other statutory Co-optees with voting rights, as determined by the Independent Remuneration Panel, is set out in **Schedule 1**.

12.0 Travel and Subsistence Allowances - General Principles

- 12.1 Members and Co-opted Members may claim travelling expenses when travelling on the Authority's business for approved duties as set out in **Schedule 2**.
- 12.2 Members travelling on Council business are encouraged to use Standard Class train or other public transport where possible. Unless rail warrants are used, Members may claim back any expense of such travel on a monthly claim form accompanied by relevant ticket or receipt.
- 12.3 Members attending meetings outside the County should share transport unless otherwise approved by the Chief Executive. Car mileage allowances at the rate set out in **Schedule 3** will be payable monthly in arrears following submission of a claim form approved by the Head of Function (Resources).

- 12.4 Where a Member travels to a meeting from anywhere other than his or her home, travelling expenses will only be paid from the County boundaries.
- 12.5 Unless the Member concerned has certified to the Head of Function (Resources) that he/she uses his home as a base for his work as a Councillor, any mileage allowances paid to them will be treated as taxable.
- 12.6 Where Members travel on the Authority's business they are expected to travel by the most cost effective means.
- 12.7 The rates of Members' Travel and Subsistence Allowances are set out in **Schedule 3** and are subject to annual review by the Independent Remuneration Panel for Wales.
- 12.8 Where a Member is suspended or partially suspended from his or her responsibilities or duties as a Member of the Authority in accordance with Part III of the Local Government Act 2000 (Conduct of Members), or regulations made under the Act, any travel and subsistence allowances payable to him/her in respect of that period for which he or she is suspended or partially suspended must be withheld by the Authority.

13.0 Travel by Private Vehicle

- 13.1 The Independent Remuneration Panel for Wales has determined that the maximum travel rates payable should be the rates set out by Her Majesty's Revenue & Customs for the use of private cars, motor cycles and pedal cycles plus any passenger supplement.
- 13.2 The mileage rates for private vehicles as determined by the Independent Remuneration Panel for Wales are set out in **Schedule 3**.
- 13.3 Where a Member makes use of his/her private vehicle for approved duty purposes, the vehicle must be insured for business use. Proof of appropriate insurance must be provided to the Authority on request.

14.0 Travel by Public Transport

Taxi Fares

- 14.1 Re-imbusement for taxi fares will be upon receipt only.

15.0 Overnight Accommodation

- 15.1 Overnight accommodation will be booked by Democratic Services. Wherever possible the overnight accommodation will be pre-paid or invoiced.

16.0 Subsistence Allowance

- 16.1 The cost of Members' subsistence allowance while away from home on Council business will be payable monthly in arrears following submission of a claim in a form approved by the Head of Function (Resources).

16.2 The day subsistence rate to meet the costs of meals and refreshments in connection with approved duties (including breakfast when not provided as part of overnight accommodation) is set out in **Schedule 3**. The maximum daily rate covers a 24 hour period and can be claimed for any meal that is relevant, providing such a claim is supported by receipt(s)

16.3 No provision is made for subsistence claims within the County.

16.0 Claims and Payments

17.1 Where allowances are paid on the basis of claims, Members are encouraged to submit claims for complete calendar months to the Democratic Services by the 7th of the following month. The Financial Procedure Rules allow the Head of Function (Resources) to refuse to pay claims that are more than three months late.

18.0 Pensions

18.1 The Authority shall enable its Members who are eligible to join the Local Government Pension Scheme.

19.0 Compliance

19.1 In accordance with the Regulations, the Authority must comply with the requirements of the Panel in respect of the monitoring and publication of payments made to members and co-opted members as set out in **Schedule 4**.

Members are reminded that expense claims are subject to both internal and external audit.

SCHEDULE 1**Schedule of Member Remuneration 2019-20**

MEMBERS ENTITLED TO BASIC SALARY		ANNUAL AMOUNT OF BASIC SALARY
1.	Lewis Davies	£13,868
2.	John Griffith	£13,868
3.	Richard Griffiths	£13,868
4.	Kenneth P Hughes	£13,868
5.	Trefor Lloyd Hughes	£13,868
6.	Vaughan Hughes	£13,868
7.	Eric Wyn Jones	£13,868
8.	Richard Owain Jones	£13,868
9.	Robert Ll Jones	£13,868
10.	Shaun James Redmond	£13,868
11.	Dylan Rees	£13,868
12.	Alun Roberts	£13,868
13.	Dafydd Roberts	£13,868
14.	J Arwel Roberts	£13,868

SENIOR SALARIES ENTITLEMENTS (includes basic salary)			ANNUAL AMOUNT OF SENIOR SALARY
	ROLE	MEMBER	
1.	Leader and Social Services Portfolio	Llinos Medi	£44,100
2.	Deputy Leader, Service Transformation and Responsibility for the Welsh Language	Ieuan Williams	£31,100
3.	Executive Member – Planning and Public Protection	Richard Dew	£27,100
4.	Executive Member – Finance Portfolio	Robin Wyn Williams	£27,100
5.	Executive Member – Education, Youth, Libraries and Culture Portfolio	R Meirion Jones	£27,100
6.	Executive Member – Highways, Property and Waste Portfolio	Robert G Parry OBE	£27,100
7.	Executive Member – Corporate Portfolio	Dafydd Rhys Thomas	£27,100
8.	Executive Member – Housing and Supporting Communities	Alun Wyn Mummery	£27,100
9.	Executive Member – Major Projects and Economic Development	Carwyn Jones	£27,100
10.	Chair of Partnership and Regeneration Scrutiny Committee	Gwilym O Jones	£22,568
11.	Chair of Corporate Scrutiny Committee	Aled Morris Jones	£22,568
12.	Chair of Planning and Orders Committee	Nicola Roberts	£22,568
13.	Chair of Audit and Governance Committee	Peter Rogers	£22,568
14.	Leader of Largest Opposition Group	Bryan Owen	£22,568

ENTITLEMENT TO CIVIC SALARIES			ANNUAL AMOUNT OF CIVIC SALARY
	ROLE	MEMBER	
15.	Civic Head (Chair of the Council)	Margaret Murley Roberts	£22,568
16.	Deputy Civic Head (Vice-Chair of the Council)	Glyn Haynes	£17,568

A maximum of 16 senior salaries (inclusive of civic salaries) may be paid by the Isle of Anglesey County Council and this has not been exceeded.

ENTITLEMENT AS STATUTORY CO-OPTees		AMOUNT OF CO-OPTees ALLOWANCES
ROLE	MEMBER	
Chair Of Standards Committee	Michael Wilson	£256 (4 hours and over) £128 (up to 4 hours)
Chair of Audit Committee	-	£256 (4 hours and over) £128 (up to 4 hours)
Statutory Co-optees - Standards Committee, Education OVSC Committee, Audit Committee, Crime and Disorder OVSC	<p>Standards: Denise Harris Edwards Islwyn Jones John Robert Jones Dilys Shaw</p> <p>Town and Community Council representatives: Iorwerth Roberts Keith Roberts</p> <p>Scrutiny: Keith Roberts Anest Gray Frazer Dyfed Wyn Jones (from 3 December 2018)</p> <p>Audit and Governance: Dilwyn Evans Jonathan Mendoza</p>	£198 (4 hours and over) £99 (up to 4 hours)
Statutory Co-optees -ordinary members of Standards Committee who also chair Standards Committees for Community Councils	-	£226 (4 hours and over) £113 (up to 4 hours)

MEMBERS ELIGIBLE TO RECEIVE REIMBURSEMENT FOR THE COSTS OF CARE	
All Members	Up to a maximum of £403 per month

SCHEDULE 2

Travelling Allowances

Travelling allowances will be payable for the following:

- Any meeting of the Council or any Committee of the Council called by the Proper Officer
- Any training event organised by or on behalf of the Council and approved by the Chief Executive
- Any meeting on Council business to which the Member is invited by the Chief Executive or Head of Service and authorised on the relevant form
- Any civic function to which the Member is invited by the Council Chair or Chief Executive, or otherwise approved by the Chief Executive
- Any meeting of an outside body to which the Member has been appointed or nominated for Membership by the Council, provided that the outside body does not itself pay such costs or prohibit the acceptance of such costs

Travelling allowances will not be payable for:

- Political group meetings
- Social meetings (where no Council business is transacted)
- Meeting for which an outside body may reimburse travelling costs
- Meetings within the Member's own ward
- Journeys from home to Llangefni in order to attend meetings of the full County Council

SCHEDULE 3**Mileage Rates**

All sizes of private motor vehicle Up to 10,000 miles Over 10,000 miles	45 pence per mile 25 pence per mile
Private Motor Cycles Pedal Cycles	24 pence per mile 20 pence per mile
Per passenger carried on authority business	05 pence per mile

Subsistence Allowance

The day subsistence rate is up to a maximum of £28 and covers a 24-hour period and can be claimed for meals, including breakfast, where not provided in the overnight charge. The payment of subsistence will be subject to the following:

- Claims are subject to the maximum amount prescribed in the schedule for the relevant period of absence from home
- Subsistence cannot be claimed unless there would also be an entitlement to travelling allowance for the same event (whether or not it is claimed or paid)
- Subsistence allowance cannot be claimed for business on the island
- All claims must be supported by receipts for expenditure incurred and will be restricted to reimbursement of that expenditure

Overnight Stay

The maximum allowances for an overnight stay are £200 for London and £95 for elsewhere. A maximum of £30 is available for an overnight stay with friends or relatives whilst on approved duty.

SCHEDULE 4

Compliance

- The Authority will arrange for the publication on the Council's website the total sum paid by it to each member and co-opted member in respect of salary, allowances, fees and reimbursements, including where a member had chosen to forego all or part of the salary or fee for the year in question. This information will be published not later than 30 September following the close of the year to which it relates. In the interests of transparency, this will include remuneration from all public service appointments held by elected members.
- The Authority will publish on the Council's website a statement of the basic responsibility of a councillor and role descriptors for senior salary office holders, which clearly identify the duties expected.
- The Authority will publish on the Council's website the annual schedule of Member Remuneration not later than 31 July of the year to which the schedule refers.
- The Authority will send a copy of the schedule to the Independent Remuneration Panel not later than 31 July of the year to which the schedule refers.
- The Authority will maintain records of member/co-opted members attendance at meetings of Council, Executive and Committees and other approved duties for which a member/co-opted member submits a claim for reimbursement.
- The Authority will arrange for the publication on the Council's website of annual reports prepared by members.
- When the Authority agrees a paid substitution for family absence it will notify the Independent Remuneration Panel within 14 days of the date of the decision of the details including the particular post and the duration of the substitution.
- When the authority agrees a paid substitution for sickness absence for a senior salary holder the Panel will be informed within 14 days of the decision of the details including the specific post and the estimated length of the substitution. The authority's Schedule of Remuneration will be amended accordingly.