

Meeting of:	Democratic Services Committee
Date of Meeting:	Monday, 25 November 2024
Relevant Scrutiny Committee:	All Scrutiny Committees
Report Title:	Independent Remuneration Panel for Wales Draft Annual Report 2025/26 - Consultation and supplementary report review of remuneration for lay members of Corporate Joint Committees (CJCs)
Purpose of Report:	To consult and comment on the Independent Remuneration Panel for Wales (IRPW) Draft Annual Report 2025/26 and its supplementary review report regarding remuneration of lay members of CJCs. The response of the Democratic Services Committee will be submitted to the IRPW by the deadline of 29 th November 2024.
Report Owner:	Head of Democratic Services
Responsible Officer:	Interim Head of Democratic Services
Elected Member and Officer Consultation:	This is an internal matter and consultation is, therefore, not necessary. However, all Members of the Council and Co-opted Members have been circulated by email on 7 th October 2024 a link to the IRPW's draft Annual Report for 2025/26 and have been advised of the date of 29 th November 2024 that any individual comments that they may wish to make can be made by.
Policy Framework:	As indicated within the report, the Council has resolved to abide by the determinations of the IRPW as set out in its Annual Report each year.
Executive Summary:	<p>To apprise Members of the draft IRPW Annual Report for 2025/26 and its supplementary review report of the remuneration for lay members of CJCs.</p> <p>In accordance with the requirements of Section 147 of the Local Government (Wales) Measure 2011, the IRPW is required to publish an Annual Report, which would have effect for the financial year 2025/26.</p> <p>Any representations on the draft IRPW Annual Report and the supplementary report on CJCs are to be submitted to the IRPW Secretariat by no later than 29th November 2024.</p>

All the Determinations contained in the IRPW's Annual Report will apply in respect of Principal Councils and Town and Community Councils and where relevant, Fire and Rescue and National Park Authorities.

Any Member may forego all or some of their entitlement in any one year by notifying the Head of Democratic Services in writing.

Appendix C to the report has been prepared as a suggested response to the determinations for the Committee's consideration and/ or approval.

Recommendations

1. T H A T the Committee notes the Independent Remuneration Panel for Wales' (IRPW) draft Annual Report 2025/26 proposals and its Supplementary Report on the Review of Remuneration for lay members of Corporate Joint Committees.
2. T H A T the Committee approves the draft response to the IRPW Determinations as set out in Appendix C to the report.

Reasons for Recommendations

1. In acknowledgement of the IRPW draft proposals for 2025/26.
2. To provide the opportunity for the Committee to submit comments on behalf of the Council by the consultation deadline of 29th November 2024.

1. Background

- 1.1 The Independent Remuneration Panel for Wales (IRPW) is tasked with setting the remuneration levels for Councils in Wales. Each year, they publish a Draft Annual Report which was circulated for consultation. The Draft Report may also be viewed at the following links – [\[English\]](#) [\[Welsh\]](#)
- 1.2 The Panel have also conducted a review of the remuneration for lay members of Corporate Joint Committees (CJCs) – the links to which can be found here – [\[English\]](#) [\[Welsh\]](#)
- 1.3 The consultation period closes on 29th November 2024.
- 1.4 All Members of the Council and Co-opted Members were emailed details of the consultation exercise and a link to the IRPW Draft Annual Report for 2025/26 on 7th October, 2024, inviting them to respond directly to the consultation by the deadline. The final IRPW Annual Report will be published in February 2025.

2. Key Issues for Consideration

- 2.1 This report sets out the determinations affecting the Vale of Glamorgan County Borough Council and proposed responses as necessary.
- 2.2 In 2023 the Panel published its first Strategic Plan setting out the framework for its deliberations and wider context for its decisions for 2023 to 2025. The strategy outlined an appropriate and fair remuneration framework aimed at encouraging inclusion and participation in order to support local democracy and giving communities a voice.
- 2.3 The Panel advises that they believe fair and reasonable levels of remuneration are crucial to local democracy and have therefore continued to align levels of remuneration for elected members of Principal Councils, National Park and Fire and Rescue Authorities within the context of average Welsh earnings by using the Annual Survey of Hours and Earnings within Wales (ASHE) published by Office for National Statistics (ONS) as the main benchmark for setting remuneration.

- 2.4** For the Committee’s information, the Annual Survey of Hours and Earnings (ASHE) is a survey conducted by the Office for National Statistics (ONS) in April each year and collects information on the earnings and hours worked of employees in the UK. It is based on a 1% sample of employee jobs taken from HM Revenue and Customs’ (HMRC’s) Pay As You Earn (PAYE) records. The survey covers all industries and occupations and provides data on various aspects of earnings, such as gross weekly pay, hourly pay, annual pay, overtime pay, and gender pay gap. The survey also provides information on pension arrangements and paid leave entitlements of employees. It is the most comprehensive source of information on the structure and distribution of earnings in the UK and is widely used by researchers, policymakers, and employers.
- 2.5** The Panel have also maintained the principle that the remuneration to Elected Members of Principal Councils is linked specifically to the average wages of people in Wales and the report advises at paragraph 1.5 that the Chair of the Panel is satisfied that the balance between fairness and support to Elected Members and the overall impact on public finances has been achieved for 2025 to 2026.
- 2.6** The Strategic objectives of the Panel as referred to in their document are –
- To make evidence based determinations;
 - To use clear and accessible communications;
 - To proactively engage and consult;
 - To simplify compliance and reporting;
 - To work collaboratively.
- 2.7** Committee is reminded that last year the IRPW took the view that the current method of calculating payments made to co-opted members of Principal Councils, National Park and Fire and Rescue Authorities as the result of the impact of the changing nature of working patterns of either a half day rate for anything up to 4 hours and a full day rate for 4 hours or more, was insufficiently flexible to reflect the patterns of working that were now more normally in place, mainly due to increasing online or hybrid working.
- The Panel therefore proposed that the local relevant officer should have the flexibility to decide when it will be appropriate to apply a day or a half day rate and when to use an hourly rate of payment where it was sensible to aggregate a number of short meetings. As the Council decision was to accept the determinations of the Panel the consideration by the relevant officer of introducing when to use an hourly rate was therefore reflected in the Vale of Glamorgan Council’s Constitution.
- 2.8** Paragraphs 5.3 – 5.6 of Appendix A to this report details the key stakeholders the Panel have consulted with to produce their draft report.
- 2.9** The Local Government (Wales) Measure 2011 requires the Panel’s Annual Report to take effect from 1st April. In most years, this is in line with the financial and administrative arrangements of all Authorities.

Determinations within the IRPW Draft Annual Report 2025/26

2.10 Section 6 of the IRPW Draft Annual Report” details the determinations of the Panel with section 7 providing a summary of the determinations.

2.11 Supplementary Report – Review of Remuneration for lay Members of Corporate Joint Committees (CJC’s)

The IRPW are also consulting at this time on its supplementary report of the review of remuneration for lay members of CJs which can be found at Appendix B to this report.

CJCs were set up following the Local Government and Elections (Wales) Act 2021 and there are currently 4 CJs in Wales. Although a lay member’s legal status is different to that of a co-opted member of other relevant authorities they each have voting rights and share similar roles and responsibilities. The Panel feel that lay members of CJs should be fairly remunerated as they make a valuable contribution to local democracy in Wales and that payments and allowances to elected and appointed representatives of all relevant authorities within the local government family should be fair and consistent.

The Panel therefore consulted on its draft supplementary report in 2024 over a four week period in respect of aligning the remuneration of lay members of CJs to the remuneration of coopted members with the local government family. The responses received the supplementary report advises was that almost all responses were supportive of the approach as set out in the report at Appendix B.

2.12 Furthermore for Committee’s information, only, at this stage, it is noted as reflected in the IRPW Draft Report at section 4 of Appendix A, following an independent review of the Panel in 2021 the Panel’s functions will transfer to the Democracy and Boundary Commission Cymru (DBCC) on 1st April 2025.

The DBCC will also be required to produce a draft Annual Report for consultation and take account of responses prior to publishing a final report by 28th February each year.

Consultation on Draft Report – Determinations response

2.13 Having regard to the determinations contained within the IRPW’s Draft Annual Report for 2025/26 at Appendix A and the determination outlined in the supplementary report at Appendix B , a draft of suggested responses to the Panels determinations has been prepared for the Committee’s consideration which can be found at Appendix C to this report.

2.14 Committee is therefore requested to consider the draft response and make any comments or suggested amendments in order that the Committee’s views can be submitted to the IRPW by 29th November 2024.

3. How do proposals evidence the Five Ways of Working and contribute to our Well-being Objectives?

Integrated Assessment Implications

- 3.1** The Council is subject to the Equality Act (Public Sector Equality Duty and the socio-economic duty), the Well-being of Future Generations (Wales) Act 2015 and the Welsh Language (Wales) Measure and must, in the exercise of their functions, have due regard to the need to:
- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Acts;
 - Advance equality of opportunity between people who share a protected characteristic and those who do not;
 - Foster good relations between people who share a protected characteristic and those who do not;
 - Deliver better outcomes for those people who experience socio-economic disadvantage;
 - Consider opportunities for people to use the Welsh language;
 - Treat the Welsh language no less favourably than English;
 - Ensure that the needs of the present are met without compromising the ability of future generations to meet their own needs.
- 3.2** The Well-being of Future Generations (Wales) Act 2005 mandates that public bodies in Wales must carry out sustainable development; Sustainable development means the process of improving the economic, social, environmental and cultural well-being of Wales by taking action, in accordance with the sustainable development principle, aimed at achieving the “well-being goals”.

4. Climate Change and Nature Implications

- 4.1** There are no climate change or nature implications associated with this report.

5. Resources and Legal Considerations

Financial

- 5.1** The IRPW proposes setting the salaries as set out in Appendix A. Members can forego all or some of their entitlement. This is a personal individual decision which must be notified in writing to the Head of Democratic Services. As the IRPW determinations are updated annually with payments based on the financial year, Members would need to notify the Head of Democratic Services each year whether they wished to forego payment in that financial year.
- 5.2** The total financial cost as a result of these draft IRPW determinations in relation to Salaries (including employer superannuation and National Insurance) will need to be fully reflected in future budgets from 2025/26. The actual cost in any one

year will depend upon who holds any of the Civic or Senior Salary Offices in year (i.e. where one Councillor might discharge two roles but only receives one higher salary).

5.3 There are no further changes to remuneration and benefits paid to Elected Members and therefore all other Determinations still stand and are to be applied in 2025/26, including those covering:

- Reimbursement of travel and subsistence;
- Contributions towards the costs of care and personal assistance;
- Co-opted Members;
- Restriction on receiving more than one salary where a Member holds more than one post.

Employment

5.4 There are no employment implications associated with this report.

Legal (Including Equalities)

5.5 There are no specific legal implications associated with this report,

6. Background Papers

IRPW Annual Report 2023/24.



Llywodraeth Cymru
Welsh Government

REPORT, DOCUMENT

Independent Remuneration Panel for Wales: draft annual report 2025 to 2026

Sets the range and level of payments for the financial year
2025 to 2026.

First published: 4 October 2024

Last updated: 4 October 2024

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Foreword

Welcome to the draft Annual Report of the Independent Remuneration Panel for Wales (“Panel), setting the decisions and determinations on pay, expenses, and benefits for elected members of Principal Councils, Corporate Joint Committees (CJCs), Community and Town Councils, National Park Authorities and Fire and Rescue Authorities for implementation from April 2025. This is the final draft report before the Panel’s functions transfer over to the Democracy Boundary Commission Cymru (DBCC) from 1 April 2025.

You can find out more about our Panel members on our [website](#).

This has been a busy year for the Panel, with the focus on compliance, engagement, fairness and research, whilst also preparing for the transfer of functions to the DBCC.

Since its inception, I believe that the Panel has had a significant and beneficial influence on the value of elected members of local government in Wales at all levels and in respect of all the all authorities that are within its remit. In particular, the Panel has sought to ensure that remuneration issues do not act as a barrier to participation in local democracy.

The Local Government Measure requires the Panel to take cognisance of the overall cost to the public purse. We have continued to do this, and maintained the principle that the remuneration of elected members of our Principal Councils is linked specifically to the average wages of people in Wales. I am satisfied that the balance between fairness and support to elected members and the overall impact on public finances has been achieved for 2025 to 2026.

I wish to give my appreciation and thanks to the Panel for their professionalism, engagement and judgement during the last few years. This has enabled the Panel’s Determinations to be robust, sound and well supported by stakeholders.

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Also, my grateful thanks to the members of our Secretariat who have supported the Panel.

This draft annual report is now issued for consultation. We have again put forward a set of specific questions where we would welcome your feedback. We welcome any additional comments either on the detail of the proposed Determinations or on other relevant areas you think the Panel should consider.

The Consultation period ends on 29 November 2024 (you can either, write to us (see contact details), [email](#) us your comments or complete the form on our website and after deliberating on your feedback, and taking cognisance of any change in circumstances, the Panel will issue its final Determinations and annual report by the 28 February 2025.

Frances Duffy, Chair
Independent Remuneration Panel for Wales

Introduction

Last year we published our first Strategic Plan, setting out the framework for our deliberations and wider context for our decisions from 2023 to 2025.

The strategy outlines an appropriate and fair remuneration framework, aimed at encouraging inclusion and participation in order to support local democracy, and giving communities their voice.

The Panel has a role to promote a wider understanding of the work of local and community council members, to encourage participation in local democracy and to improve diversity of councillors to better represent the diversity of local communities. The Panel has previously introduced reimbursement for cost of care (for all elected members) and a working from home and ICT allowance

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(community and town councillors) aimed at removing potential barriers relating to caring responsibilities and home working enabling elected members to participate in local democracy.

The Panel continues to monitor, where it can, the impact of its determinations on improving diversity within local democracy, and with the support of Welsh Government, sought views on the association between remuneration and diversity within local democracy. The Panel has written to Welsh Government to ask for support in providing a better baseline of evidence to monitor and track changes in the demographics of our elected officials.

With a strengthened Panel, we continue to focus on building our research and evidence plan to support our discussions on our remuneration framework. We publish our Research and Evidence paper each year along with the final report in line with our aim to be open and transparent in all our decision making.

The Panel believes fair and reasonable levels of remuneration are crucial to local democracy. We therefore again agreed to continue to align levels of remuneration for elected members of Principal Councils, Corporate Joint Committees (CJCs), National Park and Fire and Rescue Authorities within the context of average Welsh earnings. This has meant using the Annual Survey of Hours and Earnings within Wales (ASHE) published by Office for National Statistics (ONS) as the main benchmark for setting remuneration.

The **Local Government (Wales) Measure 2011** states that “the Panel must take into account what it considers will be the likely financial impact on relevant authorities” of its decisions. We considered evidence on public sector finances and the impact on Principal Authorities’ budgets before determining remuneration levels across the local government family.

Whilst the total cost of remuneration for elected members is relatively low in terms of overall budgets, the Panel are aware of the continuing economic and fiscal strain on Principal Councils. In reaching our decision to continue the link

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between elected members remuneration and the average earnings of their constituents, the Panel remain of the view that a fair and reasonable remuneration package will continue to support elected members and not act as a barrier to participation. This is an important principle, underpinning our considerations on appropriate remuneration.

In line with our commitment to simplifying reporting and compliance requirements, the Panel this year looked at the reporting for Community and Town Councils (CTCs). We provided clerks of CTCs with a new template report and will continue to monitor the level of payments made. These annual returns form an important part of the evidence that the Panel considers in determining the impact and effectiveness of our decisions.

We addressed queries from CTCs regarding the PAYE treatment of the mandatory allowance for working from home (£156 per annum) and the option of a flat rate of £52 a year for consumables. We updated our guidance on this issue, and this has helped reduce the number of queries. We are mindful of the help that One Voice Wales continues to give to local clerks and councillors on remuneration issues and will again this year hold an online seminar for all community councillors during the consultation period.

We are also mindful of a continuing, albeit reducing, number of CTC councillors who decide to forego all or part of their entitlement. We strongly believe that councillors should be reimbursed for expenses they necessarily incur whilst carrying out their duties.

We introduced a total sum reporting for all mandatory payments to members of CTCs for working from home, the flat rate consumables allowance and travel and subsistence claims. This is in line with the reporting of costs of care and personal assistance claims. The Panel feels this will give the right balance between public accountability and individual privacy, and we hope will encourage all to accept the payments they are entitled to.

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Also, last year, the Panel introduced the option for coopted members of Principal Councils, National Parks Authorities and Fire and Rescue Authorities, to be paid an hourly rather than daily rate where thought appropriate. We will be looking at the annual payment returns for this year to monitor the take up of this.

We have reviewed and updated our **guidance** (previously called the Regulations) to better support relevant authorities to be able to comply with our determinations about members' remuneration, including payments, reporting and publication requirements as set out in this draft annual report.

A key issue that the Panel considered in depth this year was the development of the new Corporate Joint Committees (CJCs). After research into the progress being made and taking evidence and feedback from CJCs and Welsh Government policy colleagues, the Panel issued a draft Supplementary Report covering the remuneration of lay members of CJCs on 27 June 2024.

The Panel considered it important that payments and allowances to elected and appointed members of all relevant authorities within the local government family are fair and consistent. It was the Panel's view that the situation regarding remuneration of lay members of CJCs was anomalous with remuneration of coopted members with other local government authorities.

As a result, the Panel consulted with stakeholders about aligning the approach taken to remunerating lay members of CJCs with the remuneration of coopted members across the relevant authorities within the local government family, asking if lay members of a CJC should be paid in the same way as coopted members of other relevant authorities.

The Panel expresses its appreciation to those who took the time to send their views and comments. The responses were almost all supportive of the approach set out in the report.

The Panel issued a **final Supplementary Report** on 31 July 2024.

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The final area that the Panel is considering actioning this year is to undertake a review of Framework and Methodology for Remuneration of Senior Roles in Principal Councils, Community and Town Councils (CTCs), and CJsCs. This is a considerable piece of work requiring full examination and subsequent research, and the Panel therefore intends to develop a more detailed scope of the nature of the research and methodology required over the coming months in order for the new Democracy and Boundary Commission Cymru (DBCC) to take this work forward.

Additionally, the Panel has become aware of some concerns over the workload and demands on senior roles in National Park Authorities and Fire and Rescue Authorities. The Panel therefore proposes incorporating research questions that would support a review into these areas also within the scope of the research framework described above.

As we come to the end of the year, and the winding up of the Panel and the transfer of its functions to the DBCC, the Panel will be preparing a Legacy Report which we intend to act as a summary of the main issues we have researched and made decisions on over the past 10 or so years and form an evidence base for the DBCC to take forward.

Role and responsibilities of the Panel

Our role

The Panel is responsible for setting the levels and arrangements for the remuneration of elected and coopted members of the following organisations:

- Principal Councils, County and County Borough Councils
- Community and Town Councils
- National Park authorities

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- Fire and Rescue authorities
- Corporate Joint Committees

The Panel is an independent organisation and the organisations listed above are required, by law, to implement the decisions it makes.

We make determinations on:

- the salary structure within which members are remunerated
- the type and nature of allowances to be paid to members
- whether payments are mandatory or allow a level of local flexibility
- arrangements in respect of family absence
- arrangements for monitoring compliance with the Panel's decisions

Our aim

- Supporting local democracy and giving communities their voice, through setting up an appropriate and fair remuneration framework, which encourages inclusion and participation.

Our goals

- Our Determinations should ensure that levels of remuneration are fair, reasonable, represent value for money for the taxpayer, and are set within the context of Welsh earnings and the wider financial circumstances of Wales.
- Our Determinations should support elected members from a diverse range of backgrounds, and levels of remuneration should not act as a barrier to participation.

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Our strategic objectives

- To make evidence based Determinations.
- To use clear and accessible communications.
- To proactively engage and consult.
- To simplify compliance and reporting.
- To work collaboratively.

Panel membership

Frances Duffy, Chair
Saz Willey, Vice Chair
Bev Smith
Dianne Bevan
Kate Watkins

Detailed information about the members, our Strategic Plan, our deliberations and supporting research and evidence can be found on the [website](#).

Transfer of functions to Democracy and Boundary Commission Cymru

Following an independent ten-year review of the Panel in 2021, the Panel's functions will transfer over to the Democracy and Boundary Commission Cymru on 1 April 2025. This is as a result of the Elections and Elected Bodies (Wales) Act being passed in July 2024. Having received Royal Assent in the Autumn, the Act expands the role and remit of the DBCC across aspects of a healthy Welsh democracy, including setting the remuneration for members of the following bodies across Wales:

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- Principal Councils
- Town and Community Councils
- Corporate Joint Committees
- Fire and Rescue authorities
- National Park authorities

As the DBCC draws on the same evidence base and stakeholders to undertake its own work and its purpose is also rooted in promoting effective local democracy, there is already a strong connection between the work of the two organisations. Both agendas rely on having a real understanding and appreciation of the needs of the population of Wales, the way in which elected members and councils operate and an understanding of members' workloads.

As the Panel is required now, the DBCC will be expected to produce a draft Annual Report for consultation and take account of responses prior to publishing a final Report by 28 February each year. The Report will set out its determination about remuneration levels for the following financial year.

The Panel will be abolished via the Elections and Elected Bodies (Wales) Act on 31 March 2025.

We are working closely with the DBCC to ensure a seamless transfer of the Panel's functions on 1 April 2025. We have set up a transition workstream to capture requirements such as development of a legacy report which will provide details on the Panel's history as well areas which might be considered by the DBCC in the future.

Methodology

As set out in our strategic objectives the Panel has committed to making evidence-based decisions.

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This year we again prepared an evidence and research paper to pull together the various sources of information that the Panel considered in making its draft Determinations. This provided a wide range of data, evidence and contextual factors to inform the Panel's decision-making process in relation to its Determinations for the 2025 to 2026 financial year. This included:

- data on average UK and Wales weekly earnings, including ASHE the Annual Survey of Hours and Earnings
- public and private sector pay trends
- annual CPIH and CPI inflation rates
- benchmarks, including councillor remuneration in Scotland
- research on councillor workload, views and attitudes to remuneration and diversity (Welsh Government)
- data collected on the take up of remuneration and benefits packages by councillors
- democratic Health of Community and Town Councils
- data on local authority finances

The full set of evidence and research considered will be published on our [website](#).

The Panel engaged directly with key stakeholder representative groups including the Welsh Local Government Association and One Voice Wales, Society for Local Council Clerks, North and Mid Wales Association of Local Councils. We also received evidence from the Chair of North Wales Fire and Rescue Service, Chair of National Parks Wales (who is also Chair of Pembrokeshire Coast National Park Authority and the Chair of South West Wales CJC (who is also the Leader of Swansea City Council).

In March, the Panel attended the One Voice Wales conference. This enabled the Panel to meet delegates and discuss issues relating to the Panel's deliberations. The Panel will be attending this year's conference and look forward to meeting CTC clerks and councillors.

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The Panel also met with the Convention of Scottish local authorities (COSLA), Scottish Government and the Convener of Scottish local authorities Remuneration Committee (SLARC) to discuss SLARC's independent review of councillor remuneration and particular methodology for setting councillor remuneration. The Panel found the conversation interesting and informative on how the Scottish remuneration methodology compares with Wales.

The Panel looks forward to engaging with Heads of Democratic services and Leaders of Principal Councils, during the consultation period. These discussions provide an opportunity for the Panel to explore views about existing arrangements, the impact decisions are having on individuals, how the arrangements are operating in practice and any issues or concerns individuals wish to raise. It also provides an opportunity for discussion about emerging situations which the Panel may need to consider in respect of its decision making.

The Panel would like to thank all those that contributed to our deliberations either directly or through feedback and questions on our last report.

Determinations for 2025 to 2026

Principal councils

Basic salary for elected members of principal councils: determination 1

The basic salary, paid to all elected members, is remuneration for the responsibility of community representation and participation in the scrutiny, regulatory and related functions of local governance. It is based on a full time

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equivalent of 3 days a week. The Panel regularly reviews this time commitment, and no changes are proposed for 2025 to 2026.

The Panel is fully aware of the current constraints on public funding and the impact its decisions will have on the budgets of Principal Authorities. The Panel is also mindful of our aims and objectives to provide a fair and reasonable remuneration package to support elected members and to encourage diversity of representation.

The Panel also noted that in previous electoral cycles, the remuneration of councillors fell far behind the key benchmark of Average Hourly Earnings in Wales (ASHE) and a significant uplift was therefore required in 2022.

The Panel has therefore determined that for the financial year 1 April 2025 to 31 March 2026 it is right to retain the link between the basic salary of councillors and the average salaries of their constituents. The basic salary will be aligned with 3 fifths of all Wales 2022 ASHE, the latest figure available at drafting. This will be £19,771.

Salaries paid to Senior, Civic and Presiding members of principal councils: determination 2

The limit on the number of senior salaries payable (“the cap”) will remain in place.

All senior salaries include the basic salary payment. The different levels of additional responsibility of and between each role is recognised in a banded framework. No changes to banding are proposed this year.

The basic pay element will be uplifted in line with ASHE and this uplift will also apply to the role element of Bands 1, 2, 3, 4 and 5.

The salary of a leader of the largest (Group A) council will therefore be £74,141.

All other payments have been decided in reference to this and are set out in Table 1.

Group A

- Cardiff
- Rhondda Cynon Taf
- Swansea

Table 1: salaries payable to Basic, Senior, Civic and Presiding members of principal councils (Group A)

Description	Amount
Basic salary	£19,771
Band 1 leader	£74,141
Band 1 deputy leader	£51,899
Band 2 executive members	£44,485
Band 3 committee chairs (if paid)	£29,657
Band 4 Leader of the largest opposition group	£29,657
Band 5 Leader of other political groups (if paid) and deputy civic head	£23,726
Civic Head (if paid)	£29,657

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Description	Amount
Deputy Civic Head (if paid)	£23,726
Presiding member (if paid)	£29,657
Deputy Presiding Member (basic only)	£19,771

Group B

- Bridgend
- Caerphilly
- Carmarthenshire
- Conwy
- Flintshire
- Gwynedd
- Newport
- Neath Port Talbot
- Pembrokeshire
- Powys
- Vale of Glamorgan
- Wrexham

Table 1: salaries payable to Basic, Senior, Civic and Presiding members of principal councils (Group B)

Description	Amount
Basic salary	£19,771

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Description	Amount
Band 1 leader	£66,727
Band 1 deputy leader	£46,709
Band 2 executive members	£40,036
Band 3 committee chairs (if paid)	£29,657
Band 4 Leader of the largest opposition group	£29,657
Band 5 Leader of other political groups (if paid) and deputy civic head	£23,726
Civic Head (if paid)	£29,657
Deputy Civic Head (if paid)	£23,726
Presiding member (if paid)	£29,657
Deputy Presiding Member (basic only)	£19,771

Group C

- Blaenau Gwent
- Ceredigion
- Denbighshire
- Merthyr Tydfil

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- Monmouthshire
- Torfaen
- Isle of Anglesey

Table 1: salaries payable to Basic, Senior, Civic and Presiding members of principal councils (Group C)

Description	Amount
Basic salary	£19,771
Band 1 leader	£63,020
Band 1 deputy leader	£44,114
Band 2 executive members	£37,812
Band 3 committee chairs (if paid)	£29,657
Band 4 Leader of the largest opposition group	£29,657
Band 5 Leader of other political groups (if paid) and deputy civic head	£23,726
Civic Head (if paid)	£29,657
Deputy Civic Head (if paid)	£23,726
Presiding member (if paid)	£29,657
Deputy Presiding Member (basic only)	£19,771

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There are no further changes to the payments and benefits paid to elected members. All current Determinations will be published on our [website](#).

There have been no changes made to allowances for travel and subsistence; care and personal assistance; sickness absence; Corporate Joint Committees, assistants to the Executive, additional salaries and job-sharing arrangements.

Salaries for Joint Overview and Scrutiny Committee: determination 3

The salary of a chair of a Joint Overview and Scrutiny Committee will continue to be aligned to Band 3 and will be set at £9,886.

The salary of a vice-chair is set at 50% of the Chair and will be £4,943.

There are no other changes.

Payments to national parks authorities and fire and rescue authorities: determination 4

The 3 national parks in Wales Eryri (Snowdonia), Pembrokeshire Coast and Bannau Brycheiniog (Brecon Beacons), were formed to protect spectacular landscapes and provide recreation opportunities for the public. [The Environment Act 1995](#) led to the creation of a National Park Authority (NPA) for each park. National Park authorities comprise members who are either elected members nominated by the principal councils within the national park area or are members appointed by the Welsh Government through the Public Appointments process. Welsh Government appointed and council nominated members are treated equally in relation to remuneration.

The three fire and rescue services (FRAs) in Wales: Mid and West Wales, North

Wales and South Wales were formed as part of Local Government re-organisation in 1996. FRAs comprise elected members who are nominated by the Principal Councils within each fire and rescue service area.

In line with the Panel's decision to increase the basic salary of elected members of principal councils, the remuneration level for ordinary members of both NPAs and FRAs is also increased in line with ASHE.

The remuneration for Chairs will remain linked to a principal council Band 3 senior salary. Their role element will therefore increase accordingly. Deputy chairs, Committee chairs and other paid senior posts will remain linked to a Band 5. Full details of the levels of remuneration for members of NPAs and FRAs is set out in Table 2.

Table 2: payments to national parks authorities

National parks authorities	Amount
Basic salary for ordinary member	£5,576
Chair	£15,462
Deputy Chair (where appointed)	£9,531
Committee Chair or other senior post	£9,531

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Table 2: payments to fire and rescue authorities

Fire and rescue authorities	Amount
Basic salary for ordinary member	£2,788
Chair	£12,674
Deputy Chair (where appointed)	£6,743
Committee Chair or other senior post	£6,743

All current Determinations, including restrictions on receiving double allowances, will be published on our website. Other than the above increases, there are no changes proposed this year.

Payments made to co-opted members of principal councils, national park authorities and fire and rescue authorities: determination 5

The current Determination (made in the 2022 to 2023 annual report) states that coopted members of the relevant bodies should be remunerated on a day or half day basis. In addition, the relevant officer may decide on the total number of days remunerated in a year and set a reasonable time for meeting preparation.

The panel has noted the changes to working practices, put in place during Covid and now becoming more routine, that has meant a move towards more frequent use of online meetings and or training courses, often short, as well as more regular committee meetings. The panel also received feedback from Heads of Democratic Services raising this issue.

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The panel therefore determined there should be local flexibility for the relevant officer to decide when it will be appropriate to apply a day or a half day rate or to use an hourly rate where it is sensible to aggregate a number of short meetings, as outlined in Table 3.

Table 3: payments made to co-opted members of Principal Councils, National Park Authorities and Fire and Rescue authorities

Role	Hourly rate payment	Up to 4 hours payment rate	4 hours and over payment rate
Chairs of standards, and audit committees	£33.50	£134	£268
Ordinary Members of Standards Committees who also chair Standards Committees for Community and Town Councils	£29.75	£119	£238
Ordinary Members of Standards Committees; Education Scrutiny Committee; Crime and Disorder Scrutiny Committee and Audit Committee	£26.25	£105	£210
Community and Town Councillors sitting on Principal Council Standards Committees	£26.25	£105	£210

Payments to co-opted (lay) members of Corporate Joint Committees: determination 6

Co-opted lay members of a Corporate Joint Committee (CJC) will be paid on the

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same basis as coopted (lay) members with voting rights of other bodies within the local government family.

The amounts are set out below.

Table 4: payments made to co opted (lay) members of Corporate Joint Committees

Role	Hourly rate payment	Up to 4 hours payment rate	4 hours and over payment rate
Lay chairs of committees	£33.50	£134	£268
Ordinary lay members with voting rights	£29.75	£119	£238

This determination is valid from 31 July 2024.

Community and Town Councils

The Panel continues to mandate payments for the extra costs of working from home and payments for office consumables. There is no change to the Determination made last year.

Mandatory payments: determination 7

Payment for extra costs of working from home

All councils must pay their members £156 a year (equivalent to £3 a week)

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towards the extra household expenses (including heating, lighting, power and broadband) of working from home.

Set payment for consumables

Councils must either pay their members £52 a year for the cost of office consumables required to carry out their role, or alternatively councils must enable members to claim full reimbursement for the cost of their office consumables.

It is a matter for each council to make and record a policy decision in respect of when and how the payments are made and whether they are paid monthly, yearly or otherwise. The policy should also state whether and how to recover any payments made to a member who leaves or changes their role during the financial year.

Compensation for financial loss: determination 8

Compensation for financial loss is an optional payment.

Previously, the Panel determined that an appropriate level of payment should be set at the daily rate of ASHE. To maintain this link, the figures for 2025 to 2026 are now proposed as:

£126.74 for a full day and £63.37 for a half day.

Reporting requirements: determination 9

Community and Town Councils are required to submit an annual statement of payments to the Panel by the 30 September each year, and also publish this on

their website. The Panel have provided a template return for clerks to use.

The Panel have discussed and considered changing the requirements for Community and Town Councils when submitting their statement of payment returns. The Panel's aim is to simplify administration and encourage Councils to ensure all mandatory payments are made to individual members.

The Panel proposed that from September 2024, the returns need only show the total amounts paid in respect of the mandatory payments mentioned above. That is the £156 contribution to the costs of working from home and the £52 set rate consumables allowance and the travel and subsistence expenses paid.

This brings these in line with the reporting of the costs of care and personal assistance allowances.

Payments to Community and Town Councils

Type of payment	Group requirement	Requirement
Extra costs payment	1 (Electorate over 14,000)	Mandatory for all members
Senior role	1 (Electorate over 14,000)	Mandatory £500 for 1 member; optional for up to 7
Mayor or chair	1 (Electorate over 14,000)	Optional: up to a maximum of £1,500
Deputy Mayor or Mayor Chair	1 (Electorate over 14,000)	Optional: up to a maximum of £500
Attendance	1 (Electorate over 14,000)	Optional

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Type of payment	Group requirement	Requirement
allowance		
Financial loss	1 (Electorate over 14,000)	Optional
Travel and subsistence	1 (Electorate over 14,000)	Optional
Costs of care or personal assistance	1 (Electorate over 14,000)	Mandatory
Extra costs payment	2 (Electorate over 10,000 to 13,999)	Mandatory for all
Senior role	2 (Electorate over 10,000 to 13,999)	Mandatory for 1 member; optional up to 5
Mayor or chair	2 (Electorate over 10,000 to 13,999)	Optional; up to a maximum of £1,500
Deputy mayor or mayor chair	2 (Electorate over 10,000 to 13,999)	Optional; up to a maximum of £500
Attendance allowance	2 (Electorate over 10,000 to 13,999)	Optional
Financial loss	2 (Electorate over 10,000 to 13,999)	Optional
Travel and	2 (Electorate over 10,000 to	Optional

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Type of payment	Group requirement	Requirement
subsistence	13,999)	
Costs of care or personal assistance	2 (Electorate over 10,000 to 13,999)	Optional
Extra costs payment	3 (Electorate over 5,000 to 9,999)	Mandatory for all members
Senior role	3 (Electorate over 5,000 to 9,999)	Mandatory for 1 member; optional up to 5
Mayor or chair	3 (Electorate over 5,000 to 9,999)	Optional; up to a maximum of £1,500
Deputy mayor or mayor chair	3 (Electorate over 5,000 to 9,999)	Optional; up to a maximum of £500
Attendance allowance	3 (Electorate over 5,000 to 9,999)	Optional
Financial loss	3 (Electorate over 5,000 to 9,999)	Optional
Travel and subsistence	3 (Electorate over 5,000 to 9,999)	Optional

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Type of payment	Group requirement	Requirement
Costs of care or personal assistance	3 (Electorate over 5,000 to 9,999)	Mandatory for all
Extra costs payment	4 (Electorate over 1,000 to 4,999)	Mandatory for all members
Senior role	4 (Electorate over 1,000 to 4,999)	Optional; up to 3 members
Mayor or chair	4 (Electorate over 1,000 to 4,999)	Optional; up to a maximum of £1,500
Deputy mayor or mayor chair	4 (Electorate over 1,000 to 4,999)	Optional; up to a maximum of £500
Attendance allowance	4 (Electorate over 1,000 to 4,999)	Optional
Financial loss	4 (Electorate over 1,000 to 4,999)	Optional
Travel and subsistence	4 (Electorate over 1,000 to 4,999)	Optional
Costs of care or personal assistance	4 (Electorate over 1,000 to 4,999)	Mandatory for all
Extra costs payment	5 (Electorate less than 1,000)	Mandatory for all

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Type of payment	Group requirement	Requirement
Senior role	5 (Electorate less than 1,000)	Optional up to 3 members
Mayor or chair	5 (Electorate less than 1,000)	Optional; up to a maximum of £1,500
Deputy mayor or mayor chair	5 (Electorate less than 1,000)	Optional; up to a maximum of £500
Attendance allowance	5 (Electorate less than 1,000)	Optional
Financial loss	5 (Electorate less than 1,000)	Optional
Travel and subsistence	5 (Electorate less than 1,000)	Optional
Costs of care or personal assistance	5 (Electorate less than 1,000)	Mandatory for all

Payments to Community and Town Councils

There have been no changes made to payments for undertaking senior roles; allowances for Travel and subsistence; Care and Personal Assistance or Attendance allowance. All current Determinations will be published on our [website](#).

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Summary of Determinations 2025 to 2026

Determination 1

The basic level of salary for elected members of principal councils is set at £19,771.

Determination 2

The salary of a leader of the largest (Group A) council will be £74,141. All other payments have been decided in reference to this. All payments are set out in Table 1.

Determination 3

The salary of a chair of a Joint Overview and Scrutiny Committee will be £9,886.

The salary of vice-chair will be £4,943.

Determination 4

The basic pay of members of National Park Authorities and Fire and Rescue Authorities has been increased. All payments are set out in Table 2.

All current Determinations, including restrictions on receiving double allowances, will be published on our website. Other than the above increases, there are no changes proposed this year.

Determination 5

For co opted member payments, the Panel proposes there should be local flexibility for the relevant officer to decide when it will be appropriate to apply a day or a half day rate or to use an hourly rate where it is sensible to aggregate a number of short meetings.

The full and half day rates remain unchanged from 2024 to 2025. The only change is the stipulation of hourly rates, as set out in Table 3.

Determination 6

Co opted lay members of a Corporate Joint Committee (CJC) will be paid on the same basis as co opted members with voting rights of other bodies within the local government family, as set out in Table 4.

Determination 7

Members of Community and Town Councils will be paid £156 a year (equivalent to £3 a week) towards the extra household expenses (including heating, lighting, power and broadband) of working from home. And Councils must either pay their members £52 a year for the cost of office consumables required to carry out their role, or alternatively councils must enable members to claim full reimbursement for the cost of their office consumables.

Determination 8

Compensation for financial loss is an optional payment.

Previously, the Panel determined that an appropriate level of payment should be set at the daily rate of ASHE. To maintain this link, the figures for 2025 are now proposed as £126.74 for a full day and £63.37 for a half day.

Determination 9

The Panel proposes that from September 2024, the returns need only show the total amounts paid in respect of the mandatory payments mentioned above. That is the £156 contribution to the costs of working from home and the £52 set rate consumables allowance and the travel and subsistence expenses paid.

This brings these in line with the reporting of the costs of care and personal assistance allowances.

All other Determinations set out in the 2024 to 2025 [Annual Report](#) of the Panel remain valid and should be applied.

Contact details

To request a printed version of the Annual Report please [email us](#) or write to:

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Llywodraeth Cymru
Welsh Government

POLICY AND STRATEGY, DOCUMENT

Independent Remuneration Panel for Wales: review of remuneration for lay members of corporate joint committees

Supplementary report setting the level of payments for lay members of Corporate Joint Committees (CJCs).

First published: 27 June 2024

Last updated: 31 July 2024

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Introduction

The Independent Remuneration Panel for Wales (“the Panel”) is responsible for determining the remuneration framework for payments to elected and appointed members of principal councils, national park authorities, fire and rescue authorities and CJsCs in Wales. These relevant authorities form part of the local government family.

Democracy is strengthened when the membership of relevant authorities adequately reflects the demographic and cultural make-up of the communities they serve. The Panel’s determinations are therefore rooted in the principle of fair remuneration as this is a key element in encouraging and enabling people to participate in local democracy.

Background to the role of CJsCs

CJsCs were set up following [The Local Government and Elections \(Wales\) Act 2021](#) (“2021 Act”) which provides a framework for regional collaboration through a more coherent, consistent, and democratically controlled mechanism called Corporate Joint Committees.

Section 142 of the Local Government (Measure) Wales 2011 sets out the functions of the Panel in relation to payments to members of a ‘relevant authority’. What constitutes a ‘relevant authority’ is set out in section 144 of the Measure.

Regulation 4(1)(c)(i) of the Corporate Joint Committees (General) (No. 2) (Wales) Regulations 2021/1349 added CJsCs into the description of ‘relevant authority’ in section 144(2) of the Local Government (Wales) Measure 2011, bringing them into the remit of the Panel from 3 December 2021.

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A CJC is a separate corporate body which can employ staff, hold assets and budgets, and undertake functions. There are currently 4 CJCs in Wales:

- North Wales Corporate Joint Committee (principal councils for Gwynedd, Denbighshire, Ynys Môn, Wrexham, Conwy, Flintshire and Eryri national park authority)
- Mid Wales Corporate Joint Committee (principal councils for Powys, Ceredigion, and Bannau Brycheiniog national park authority)
- South East Wales Corporate Joint Committee (principal councils for Cardiff, Vale of Glamorgan, Monmouthshire, Rhondda Cynon Taff, Newport, Merthyr Tydfil, Caerphilly, Torfaen, Blaenau Gwent, and Bridgend)
- South West Wales Corporate Joint Committee (principal councils for Carmarthenshire, Pembrokeshire, Neath Port Talbot, Swansea, and Pembrokeshire Coast national park authority)

CJCs have significant duties to prepare a Strategic Development Plan and a Regional Transport Plan. The CJCs are also able to exercise an economic well-being power, that is the power to do anything that will enhance or promote the economic well-being of its area. This seeks to align economic development, transport and land use planning approaches to enable regions to develop successful regional economies and encourage local growth.

How a CJC delivers its functions and operates is largely the decision of its members. This flexibility enables CJCs to differ between geographical areas to meet the specific needs and ambitions of their region.

Membership and structure

The 2021 Act requires the leaders of each constituent principal council to be the members of their respective CJCs. The leaders, in undertaking their CJC roles, make decisions on behalf of the councils they are elected to represent.

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National parks authorities are members of their regional CJC(s) for the purpose of preparing the Strategic Development Plan.

CJCs are also expected to engage and involve organisations or bodies within their region in their work by, for example, the co-option of representatives of universities and local health boards. Who is co-opted and on what terms (including whether co-opted members have voting rights) is for CJC's to decide.

CJCs are able to establish sub-committees to support their work, administration and governance. **Statutory guidance on CJCs** sets out an expectation that CJCs will set up sub-committees for each of the key functional areas they exercise but does not stipulate how. For example, a CJC might decide that sub-committees are led by a member or portfolio holder from within the constituent councils' executive and attended by portfolio members from the other councils in the region. They may also appoint lay members with voting rights.

CJC's are required to have a Governance and Audit Committee with **one third of the membership being independent lay members**.

Although a lay member's legal status is different to that of a co-opted member of other relevant authorities, they each have voting rights and share similar roles and responsibilities. They are independent and are not a member or representative of a council or a co-opted body.

Current remuneration

The Panel considered the remuneration arrangements for CJCs in its **annual report 2022 to 2023**. CJCs were in their early stages with their only members the leaders of the 'home' authorities. The Panel concluded an additional salary would not be paid in respect of their CJC role but agreed remuneration would be reviewed as CJCs developed.

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The Panel did, however, make a determination about payment of contribution to costs of care and travel and subsistence to all members of CJsCs and this was included in that annual report.

What has changed?

In November 2023, [Audit Wales published a report on CJsCs](#). CJsCs are now more established. Governance and Audit, and other sub-committees, have been set up and lay members appointed.

Consistency of approach across the local government family

The current fees for members co-opted to principal councils, fire and rescue authorities and national park authorities are set out in the [Panel's determinations for 2024](#). In contrast, the Panel has yet set a fee for lay members of CJsCs.

The Panel recognises lay members of CJsCs make a valuable contribution to local democracy in Wales. It believe they should be fairly remunerated.

The Panel considers it important that payments and allowances to elected and appointed members of all relevant authorities within the local government family are fair and consistent.

It is the Panel's view that the current situation is anomalous. It is therefore seeking your views about aligning the approach taken to remunerating lay members of CJsCs with the remuneration of co-opted members across the relevant authorities within the local government family.

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Consultation

The Panel published a draft supplementary report for consultation over a 4 week period. The draft supplementary report asked if lay members of a CJC should be paid in the same way as co-opted members of other relevant authorities.

The Panel expresses its appreciation to those who took the time to send their views and comments.

The responses were almost all supportive of the approach set out in the report.

Consequently, the Panel has decided to issue the final report without amendment and determines that:

Determination 1: Lay members of a Corporate Joint Committee (CJC) will be paid on the same basis as co-opted members (lay) with voting rights of other bodies within the local government family.

The amounts are set out below.

Table 1: payments made to lay members of corporate joint committees

Role	Hourly rate payment	Up to 4 hours payment rate	4 hours and over payment rate
Lay chairs of committees	£33.50	£134	£268
Ordinary lay members with voting rights	£29.75	£119	£238

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The report will be effective from the date published.

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Summary of Determinations:

Determination 1:

The basic level of salary for Elected Members of Principal Councils is set at £19,771.

Determination 2:

The salary of a Leader of a Group B Principal Council will be £66,727. All other payments have been decided in reference to this.

Determination 3:

The salary of a Chair of a Joint Overview and Scrutiny Committee will be £9,886.

The salary of Vice-Chair will be £4,943.

Determination 4:

The basic pay of members of National Park Authorities and Fire and Rescue Authorities has been increased as set out in Table 2 of the report. All current determinations including restrictions on receiving double allowances will be published on IRPW website. No other changes proposed.

Determination 5:

For Co-opted Member payments the Panel proposes there should be local flexibility for the relevant Council Officer to decide when it would be appropriate to use an hourly rate payment to aggregate a number of short meetings. The full and half day rates remained unchanged from 2024/25. The only change is the stipulation for hourly rates as set out in Table 3 of the report.

Determination 6

Co-opted Lay Members of a Corporate Joint Committee (CJC) to be paid on the same basis as Co-opted Lay Members with voting rights of other bodies within the local government family as set out in Table 4.

Determination 7:

Members of Community and Town Councils will be paid £156 a year (equivalent to £3 a week) towards the extra household expenses (including heating, lighting, power and broadband) of working from home. And Councils must either pay their Members £52 a year for the cost of office consumables required to carry out their role, or alternatively Councils must enable Members to claim full reimbursement for the cost of their office consumables.

Determination 8:

Compensation for financial loss is an optional payment. The amount for financial loss was not increased last year. Previously, the Panel determined that an appropriate level of payment should be set at the daily rate of ASHE. The figures for 2025 being proposed as £126.74 for a full day and £63.37 for a half day.

Determination 9:

The Panel proposes that from September 2024, the returns need only show the total amounts paid in respect of the mandatory payments mentioned above. That is the £156 contribution to the costs of working from home and the £52 set rate consumables allowance and the travel and subsistence expenses paid. This brings these in line with the reporting of the costs of care and personal assistance allowances.

Extract of the Determinations of the IRPW Draft Annual Report 2025-2026 and the Vale of Glamorgan's comments

Note: This report only outlines the salary figures of Group B Councils to which the Council belongs.

Determination 1	Basic Salary in 2025/26 for elected members of principal councils shall be £19,771
Comments	The basic salary will be aligned three fifths of the All Wales 2022 ASHE (Annual Survey for Hours & Earnings), the latest figure available at drafting. This is in line with the IRPW stated aims. The Authority makes no comment on the increase.

Determination 2	Senior Salary levels in 2025/26 for Members of Principal Councils shall be as set out in Table 1 (of the IRPW Annual Report)
Comments	The limit on the number of senior salaries payable (the cap) will remain in place. The All Wales 2022 ASHE (Annual Survey for Hours & Earnings) applies to Band 1 (Leader of Council & Deputy Leader of the Council) & Band 2 (Executive Members), Band 3 (Committee Chairs), Band 4 (Leader of the largest opposition Group, Band 5 (Leader of other political Groups) where pay is frozen and the basic salary increase will apply. The Authority makes no comment on the increase. Determination 2 of the IRPW would have the following effect:

Senior Salaries (inclusive of Basic Salary) – Group B Councils	Current	Proposed 2025/26
Band 1		
Leader	£62,998	£66,727
Deputy Leader	£44,099	£46,709

Band 2 Executive Members	£37,779	£40,036
Band 3 Committee Chairs (if remunerated) and Civic Head	£27,999	£29,657
Band 4 Leader of the Largest Opposition Group	£27,999	£29,657
Band 5 Leader of Other Political Groups and Deputy Civic Head	£22,406	£23,726

Determination 3	The salary level for a Chair of a Joint Overview and Scrutiny Committee and Vice-Chair
Comments	The proposed amounts are £9,856 and £4,943 respectively. The Authority makes no comment on the increase.

Determination 4	Payments to National Park Authorities & Fire and Rescue Authorities
Comments	Payments will increase as a result of the uplift proposed for Elected Members of Principal Councils. The remuneration for Chairs will remain linked to a Band 3 senior salary of Principal Councils. Therefore, there will be a small increase to the role element of their pay. Deputy Chairs, Committee Chairs and other senior roles will remain linked to Band 5. Therefore, their role element of pay will remain frozen. The increase in basic salary will apply. Full details of the levels of remuneration for members of National Park Authorities and Fire and Rescue Authorities, is set out in Table 2. The Authority makes no comment on the increase as it is a matter for those authorities.

Determination 5	Co-opted Member Payments
Comments	For Co-opted Member payments the Panel proposes there should be local flexibility for the relevant Council Officer to decide when it would be appropriate to use an hourly rate payment to aggregate a number of short meetings. The full and half day rates remained unchanged from 2024/25. The only change is the stipulation for hourly rates as set out in Table 3 of the report. The Authority supports the introduction of the flexibility to use an hourly rate where appropriate.

Determination 6	Co-opted Lay Members of a Corporate Joint Committee (CJC).
Comments	<p>Co-opted Lay Members of a Corporate Joint Committee (CJC) to be paid on the same basis as Co-opted Lay Members with voting rights of other bodies within the local government family as set out in Table 4.</p> <p>The Authority supports the principle that Members should be reimbursed and also supports the determination that payments be paid in line with other bodies within the local government family as fair.</p>
Determination 7	<p>Payments towards costs & expenses of <u>Members of Community & Town Councils</u></p> <p>Basic payment for extra costs of working from home</p> <p>Members of Community and Town Councils will be paid £156 a year (equivalent to £3 a week) towards the extra household expenses (including heating, lighting, power and broadband) of working from home. And Councils must either pay their members £52 a year for the cost of office consumables required to carry out their role, or alternatively councils must enable members to claim full reimbursement for the cost of their office consumables</p>
Comments	The Authority makes no comment on the proposal but supports the principle that Members should be reimbursed.
Determination 8	<p>Compensation for financial loss is an optional payment.</p> <p>Previously, the Panel determined that an appropriate level of payment should be set at the daily rate of ASHE. To maintain this link, the figures for 2025 are now proposed as £126.74 for a full day and £63.37 for a half day.</p>
Comments	The Authority supports the principle of alignment with reporting of the costs of care and personal assistance allowance.
Determination 9	Returns in respect of mandatory payments
Comments	<p>The Panel proposes that from September 2024, the returns need only show the total amounts paid in respect of the mandatory payments mentioned above. That is the £156 contribution to the costs of working from home and the £52 set rate consumables allowance and the travel and subsistence expenses paid. This brings these in line with the reporting of the costs of care and personal assistance allowances.</p> <p>The Authority supports the principle of alignment with reporting of the costs of care and personal assistance allowance.</p>