

Pembrokeshire Coast National Park Authority



MEMBERS' SCHEDULE OF REMUNERATION 2024-25

July 2024

This document is also available in Welsh

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This Scheme 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, National Park Authorities and Fire and Rescue Authorities.

1. Basic Salary

- 1.1 A Basic Salary shall be paid to each Member of the Authority.
- 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, their 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. Senior Salaries

- 2.1 Members occupying specific posts shall be paid a Senior Salary as set out in **Schedule 1**.
- 2.2 In accordance with the Regulations, the rates of Senior 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 is payable to a Member of the Authority.
- 2.4 All Senior Salaries are paid inclusive of Basic Salary.
- 2.5 A Member who is in receipt of a Senior Salary from their constituent authority **cannot** receive a salary from the National Park Authority.
- 2.6 Where the term of Senior Salary of a Member begins or ends other than at the beginning or end of a year, their entitlement to the Salary will be pro-rata.

3. 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 their entitlement to any salary, allowance or fee payable under this Scheme from the date set out in the notice.

4. Suspension of a Member

- 4.1 Where a Member of the Authority is suspended or partially suspended from their 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 them in respect of that period for which they are 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). If the partial suspension relates only to the specific responsibility element of the payment, the Member may retain the Basic Salary.

5. 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 or Co-opted Member's duties or responsibilities in accordance with Part III 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.

6. Payments

- 6.1 Payments of all allowances will be made by direct bank credit in instalments of one-twelfth of the Member's annual entitlement on the last working day of the month.
- 6.2 Where payment has resulted in a Member receiving more than their 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.

7. Contribution towards Costs of Care and Personal Assistance

- 7.1 Contribution towards Costs of Care and Personal Assistance shall be paid to a Member or Co-opted Member, who has caring responsibility for dependent children or adults, or a personal care requirement, provided the Member incurs expenses in the provision of such care whilst undertaking 'approved' Authority duties.
- 7.2 Contribution towards Costs of Care and Personal Assistance applies in respect of a dependant under 16 years of age, or a minor or adult who normally lives with the Member as part of their family and who cannot be left unsupervised for whom the Member or Co-opted Member can show that care is required. If a Member or Co-opted Member has more than one dependant the Member may claim more than one allowance, provided the Member can demonstrate a need to make separate arrangements for care.

7.3 Eligible Members may claim contribution towards Costs of Care and Personal Assistance for actual and receipted costs as set out in **Schedule 1**. All claims for the contribution towards Costs of Care and Personal Assistance 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. Sickness absence for Senior Salary holders

8.1 This arrangement applies to Members who are Senior Salary holders, including Welsh Government appointed Members, but does not apply to Co-opted Members.

8.2 The arrangements for long term absence (defined as certified absence in excess of four weeks) are:

- (a) The maximum length of sickness absence within these proposals is 26 weeks or until the Member's term of office ends, whichever is sooner (but, if reappointed, any remaining balance of the 26 weeks will be included);
- (b) Within these parameters, a Senior Salary holder on long term sickness can, if the Authority decides, continue to receive remuneration for the post held;
- (c) 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;
- (d) When the Authority agrees a paid substitution, the Independent Remuneration Panel for Wales 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. Co-optees' payments

9.1 A daily fee (with a provision for half day payments) shall be paid to Co-optees, provided they are statutory Co-optees with voting rights.

9.2 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).

9.3 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.

9.4 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.

9.5 A half day meeting is defined as up to 4 hours.

- 9.6 A full day meeting is defined as over 4 hours.
- 9.7 The Independent Remuneration Panel for Wales has determined that there should be local flexibility for the Monitoring 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.
- 9.8 The daily and half day fee, together with the hourly rate, for the Chair of the Standards Committee, as determined by the Independent Remuneration Panel for Wales, is set out in **Schedule 1**.
- 9.9 The daily and half day fee, together with the hourly rate, for other statutory Co-optees with voting rights, as determined by the Independent Remuneration Panel for Wales, is set out in **Schedule 1**.

10. Travel and Subsistence Allowances

10.1 General Principles

- 10.1.1 Members and Co-opted Members are entitled to claim travelling expenses when travelling on the Authority's business for 'approved duties' as set out in **Schedule 2**. Where Members travel on the Authority's business they are expected to travel by the most cost effective means. In assessing cost effectiveness regard will be given to journey time. A Member who does not travel by the most cost effective means may have their claim abated by an appropriate amount.
- 10.1.2 Where possible Members should share transport.
- 10.1.3 The distance claimed for mileage should be the shortest reasonable journey by road from the point of departure to the point at which the duty is performed, and similarly from the duty point to the place of return.
- 10.1.4 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.
- 10.1.5 Where a Member is suspended or partially suspended from their 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 them in respect of that period for which they are suspended or partially suspended must be withheld by the Authority.
- 10.1.6 Where transport is provided by the Authority for attendance at site visits, training events, conferences and/or external meetings, Members should refer to the Members' Travel Policy for guidance.

10.2 Travel by Private Vehicle

- 10.2.1 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.

- 10.2.2 The mileage rates for private vehicles as determined by the Independent Remuneration Panel for Wales are set out in **Schedule 3**.
- 10.2.3 Where a Member makes use of their 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.
- 10.3 Rail or Coach Travel
- 10.3.1 Unless otherwise authorised, rail tickets will be second-class.
- 10.3.2 Democratic Services will purchase requisite rail and coach tickets for Members in advance of journeys. In the unlikely event that a Member needs to purchase a ticket directly, payment will be reimbursed upon production of the used ticket and/or a receipt.
- 10.4 Taxi Fares
- 10.4.1 Taxi fares will only be reimbursed where their use has been authorised for cases of urgency, where no public transport is reasonably available, or a Member has a particular personal need. Re-imburement will be upon receipt only.
- 10.5 Air Fare
- 10.5.1 Travel by air is permissible if it is the most cost effective means of transport. Authorisation of the Chief Executive is required and tickets will be purchased by Democratic Services.
- 10.6 Travel Abroad
- 10.6.1 Travel abroad on the Authority's business will only be permitted where authorised by the Chief Executive. Democratic Services will arrange travel and accommodation.
- 10.7 Other Travel Expenses
- 10.7.1 Members are entitled to reimbursement of toll fees, parking fees, overnight garaging and other necessary travel associated expenses. Re-imburement will be upon receipt only.
- 10.8 Overnight Accommodation
- 10.8.1 Overnight stays will only be permitted where the Authority's business extends to two days or more, or the venue is at such a distance that early morning or late night travel would be unreasonable. All overnight stays must receive prior authorisation from the Democratic Services Manager.
- 10.8.2 Overnight accommodation will be booked by Democratic Services. Wherever possible the overnight accommodation will be pre-paid or invoiced.
- 10.8.3 Direct booking of overnight accommodation by a Member will only be permitted in the event of an emergency. Reimbursement will only be made upon the production of a receipt and will be at a level deemed reasonable and not in excess of the rates set out in **Schedule 3**.
- 10.9 Subsistence Allowance
- 10.9.1 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).

10.9.2 No provision is made for subsistence claims within the Authority.

10.10 Claims and Payments

10.10.1 A claim for travel and subsistence allowances must be made in writing within five days of the end of the calendar month in which entitlement to allowances arises and must be accompanied by the relevant receipts.

10.10.2 Allowances will be paid by the Authority by direct bank credit.

10.11 Avoidance of duplication

10.11.1 A claim for a payment of travelling allowance or subsistence allowance must include, or be accompanied by, a statement signed by the Member or Co-opted Member that the Member/Co-opted Member has not made and will not make any other claim in respect of the matter to which the claim relates.

11 Pensions

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

12. Supporting the work of Authority Members

12.1 The Independent Remuneration Panel for Wales expects Members to be provided with adequate support to carry out their duties and that the support provided should take account of the specific needs of individual Members. The Authority's Member Support and Development Committee is required to review the level of support provided to Members and should take proposals for reasonable support to the full Authority.

12.2 All Members and Co-opted Members should be provided with adequate telephone, email and internet facilities to give electronic access to appropriate information.

12.3 Such support should be without cost to any Member. Deductions must not be made from Members' salaries as a contribution towards the cost of support which the Authority has decided is necessary for the effectiveness and or efficiency of Members.

13 Compliance

13.1 In accordance with the Regulations, the Authority must comply with the requirements of the Independent Remuneration Panel for Wales in respect of the monitoring and publication of payments made to Members and Co-opted Members as set out in **Schedule 4**.

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

SCHEDULE 1

SCHEDULE OF REMUNERATION 2024-25

MEMBERS ENTITLED TO BASIC SALARY		ANNUAL AMOUNT OF BASIC SALARY
The following named elected Members of the Authority:		
<ol style="list-style-type: none"> 1. Councillor Maureen Bowen 2. Councillor Claire George 3. Councillor Dr Simon Hancock 4. Mrs Sarah Hoss 5. Mrs Julie James 6. Councillor Mike James 7. Mr Gwynn Jones 8. Councillor Peter Morgan 9. Dr Rosetta Plummer 10. Councillor Bethan Price 11. Councillor Sam Skyrme-Blackhall 12. Councillor Vanessa Thomas 13. Councillor Anji Tinley 14. Councillor Michele Wiggins 15. Councillor Chris Williams 		£5,265

	SENIOR SALARIES ENTITLEMENTS (includes basic salary)		ANNUAL AMOUNT OF SENIOR SALARY
	ROLE	MEMBER	
1.	Authority Chair	Councillor Di Clements	£14,598
2.	Authority Deputy Chair	Dr Rachel Heath-Davies	£9,005
3.	Chair: Development Management Committee	Dr Madeleine Havard	£9,005

ENTITLEMENT AS STATUTORY CO-OPTees		AMOUNT OF CO-OPTees ALLOWANCES
ROLE	MEMBER	
Chair of Standards Committee	Mr John Daniels	£268 Daily Fee £134 ½ Day Fee £33.50 Hourly rate

ENTITLEMENT AS STATUTORY CO-OPTees		AMOUNT OF CO-OPTees ALLOWANCES
ROLE	MEMBER	
Statutory Co-optees – Standards Committee	Mr Phillip Davies Mrs Wendy Taylor Mrs Victoria Tomlinson	£210 Daily Fee £105 ½ Day Fee £29.75 hourly rate

Contribution towards costs of care and personal assistance	
All Members	
<ul style="list-style-type: none"> • Formal (registered with Care Inspectorate Wales) care costs to be paid as evidenced. • Informal (unregistered) care costs to be paid up to a maximum rate equivalent to the Real Living Wage (hourly rates as defined by the Living Wage Foundation) at the time the costs are incurred. 	

Members' Support – what is provided in terms of telephone, internet or email (see Determination 6)	
Access to email for all Members	
Internet support for all Members	

SCHEDULE 2

Approved duties:

- attendance at a meeting of the Authority or of any Committee of the Authority or of any body to which the Authority makes appointments or nominations or of any committee of such a body;
- attendance at a meeting of any association of authorities of which the Authority is a member;
- attendance at any other meeting the holding of which is authorised by the Authority or by a Committee of the Authority;
- a duty undertaken in pursuance of a Standing Order which requires a Member or Members to be present when tender documents are opened;
- a duty undertaken in connection with the discharge of any function of the Authority which empowers or requires the Authority to inspect or authorise the inspection of premises;
- attendance at any training or developmental event approved by the Authority;
- any other duty approved by the Authority, or any duty of class so approved, undertaken for the purpose of, or in connection with, the discharge of the functions of the Authority or any of its Committees.

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
Passenger supplement	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 any meal if relevant provided such a claim is supported by receipts.

Re-imbusement of alcoholic drinks is not permitted.

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 its website the total sum paid by it to each Member and Co-opted Member in respect of salary, allowances, fees and reimbursements 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 Members.
- The Authority will publish on its website a statement of the basic responsibility of a Member and role descriptors for Senior Salary office holders, which clearly identify the duties expected.
- The Authority will publish on its 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 for Wales not later than 31 July of the year to which the schedule refers.
- The Authority will maintain records of Members'/Co-opted Members' attendance at meetings of the Authority, its Committees and other approved duties for which a Member or Co-opted Member submits a claim for reimbursement.