

Report of Democratic Services Manager

Subject: Independent Remuneration Panel for Wales Draft Annual Report 2025/26

Purpose of Report

To inform Members of the consultation draft Annual Report of the Independent Remuneration Panel for Wales (the Panel) on the proposed level of Members' salaries for 2025/26 and to seek their views thereon.

Introduction/Background

The Independent Remuneration Panel for Wales was appointed in January 2008 under the provisions of The Local Authorities (Allowances for Members) (Wales) Regulations 2007. The Panel was established on a permanent basis to determine the maximum levels of allowances payable by county and county borough councils.

Following the passing of the Local Government (Wales) Measure on the 10th of May 2011, the Panel's remit was extended to include National Park Authorities, Fire and Rescue Authorities and 'civic heads' in local authorities. Not only that, Section 142 of the Measure extended the Panel's powers to enable it to prescribe payments rather than determine the maxima as it had done previously.

It is noted that this is the Panel's final draft report before its functions transfer over to the Democracy Boundary Commission Cymru (DBCC) from 1 April 2025.

The Panel has now published its draft Annual Report for 2025/26 and the deadline for responses is 29 November 2024.

Draft Annual Report 2025/26

A link to the report can be found at [Independent Remuneration Panel for Wales: draft annual report 2025 to 2026 \[HTML\] | GOV.WALES](#). Members will note that as last year, it now only focuses on the changes that have been determined by the Panel. As in previous years, the Panel intends 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. 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. In essence, therefore:

- the Basic Salary will increase by £311 to £5,576 per annum;
- the Senior Salary for the Chair of the Authority will increase by £864 to £15,462 per annum, and
- the Senior Salary for the Deputy Chair of the Authority and any other Committee Chairs or other senior posts will increase by £526 to £9,531 per annum.

No changes have been made in respect of payments to co-opted members of the relevant bodies (in the Authority’s case this applies to Independent Members of the Standards Committee). Rates are outlined in the following table; however these remain unchanged from 2024/25.

Role	Hourly rate payment	Up to 4 hours payment rate	4 hours and over payment rate
Chairs of Standards Committees	£33.50	£134	£268
Ordinary Members of Standards Committees	£26.25	£105	£210

All other Panel Determinations set out in 2022/23, 2023/24 and 2024/25 will apply in 2025/26, e.g. contributions towards costs of care and personal assistance, travel and subsistence costs, etc.

These changes will be implemented on the 1st of April 2025.

Financial considerations

The resource implications associated with the Panel’s determinations can be met from existing budgets.

RECOMMENDATION:

That Members provide any comments they wish incorporated in the response to the Independent Remuneration Panel for Wales’ draft Annual Report by 29 November 2024.

Background Documents

[Independent Remuneration Panel for Wales’ Annual Report 2024/25: consultation draft](#)

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