

Meeting of:	Annual Meeting
Date of Meeting:	Wednesday, 13 May 2026
Relevant Scrutiny Committee:	No Relevant Scrutiny Committee
Urgent Decision Procedure Used (If yes, why)	Not Applicable.
Item Type	Part I
Report Title:	Members Schedule of Remuneration 2026-27
Portfolio Holder:	Executive Leader and Cabinet Member for Performance and Resources
Strategic Leadership Team:	Chief Executive
Lead Officer:	Head of Democratic Services

1.0 What is this report about?

1.1 To set out the Members Schedule of Remuneration for 2026/27 (Appendix A) in line with determinations of the Democracy and Boundary Commission Cymru (DBCC) Annual Remuneration Report 2026/27.

2.0 What are the Recommendations?

	Recommendations – What and How?	Reason for Recommendation – Why?
2.1	THAT Council note the draft Members' Schedule of Remuneration 2025-26 (Appendix A) and delegate authority to the Head of Democratic Services to finalise the draft Members' Schedule of Remuneration to reflect the appointments made at the Annual Council alongside being published to the Council's Website and shared with the Democracy and Boundary Commission Cymru (DBCC);	In order to comply with the legislation surrounding the remuneration of Members.
2.2	THAT Council delegate authority to the Head of Democratic Services to update the Members' Schedule of Remuneration to make any necessary amendments to the	In order to comply with the legislation surrounding the remuneration of Members.

	Recommendations – What and How?	Reason for Recommendation – Why?
	2026-2027 Schedule from time to time during the Municipal year in order to reflect any changes in membership of the Council, Cabinet or Committees or as a result of any Supplementary Reports issued by the Democracy and Boundary Commission Cymru (DBCC).	

3.0 What is the background to this report?

- 3.1 The Democracy and Boundary Commission Cymru (DBCC), in place of the Independent Remuneration Panel for Wales (IRPW) is tasked with setting the remuneration levels for Councils in Wales. Each year, they publish an Annual Report which was previously circulated for consultation.
- 3.2 The DBCC Annual Report, published in February 2026, detailed its determinations on the payment of remuneration and allowances in 2026 – 2027 to Elected Members and Co-opted Members by Principal Councils, and in accordance with the Local Government (Wales) Measure 2011 requires the Annual Report to take effect from 1st April.
- 3.3 The Council is required to published its Schedule of Renumeration on an annual basis and also share a copy of the Schedule with the DBCC.

4.0 What issues are there to be considered?

- 4.1 The Schedule of Renumeration for 2026/27 sets out the payments for Members' Basic Salary, Senior and Civic Salaries, and Payments for Co-Opted and Independent Members.
- 4.2 The Council's Democratic Services Committee considered the draft report on 17th November 2025, and provided their views to the consultation, which was considered by the Commission ahead of report publication in February 2026.
- 4.3 The Commission has maintained the principle that the remuneration to Elected Members of Principal Councils is linked specifically to the average wages of people in Wales, alongside findings from the Annual Survey of Hours and Earnings (ASHE).
- 4.4 The Schedule of Renumeration also outlines the Council's agreed approach to several areas including:
- 4.4.1 Election to forego an entitlement of an allowance;
 - 4.4.2 Suspension of a Member;
 - 4.4.3 Repayment of salaries, allowances and fees;
 - 4.4.4 Payments;
 - 4.4.5 Contribution to Cost of Care and Personal Assistance;
 - 4.4.6 Family Absence;
 - 4.4.7 Co-Optees' Payments;
 - 4.4.8 Travel and Substinence Allowances;

4.4.9 Pensions;

4.4.10 Supporting the work of Members.

4.5 The Schedule of Remuneration will be published to the relevant Council webpage and shared with the DBCC accordingly following the Annual Meeting.

5.0 How has evidence been used to inform the report, including the views of others?

5.1 The report has been informed by Member role profiles as outlined within the Council's Constitution alongside the Democracy and Boundary Commission Cymru (DBCC) Annual Remuneration Report 2026/27.

6.0 What are the next steps if the recommendations are approved?

6.1 The Schedule of Remuneration will be implemented for all Members, and subsequently published to the Council's website and shared with DBCC.

7.0 How does this report support Vale 2030 and Reshaping?

7.1 To deliver the aspirations of Vale 2030, it is important that Members are remunerated for their role in representing their local areas and communities; alongside any additional responsibilities.

8.0 How does this demonstrate the Five Ways of Working?

8.1 In providing remuneration to Members, Council is supporting Members who are required to take a long-term view in preventing future challenges through collaborating with a range of stakeholders.

Resources

9.0 Finance

9.1 The total financial cost as a result of DBCC determinations in relation to Salaries (including employer superannuation and National Insurance) has been fully reflected in the 2026/27 budget. The actual cost in any one year will depend upon who holds any of the Civic or Senior Salary Offices throughout the year (i.e. where one Councillor might discharge two roles but only receives one higher salary).

9.2 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 2026/27, including those covering:

9.2.1 Reimbursement of travel and subsistence;

9.2.2 Contributions towards the costs of care and personal assistance;

9.2.3 Co-opted Members; and

9.2.4 Restriction on receiving more than one salary where a Member holds more than one post.

10.0 Workforce

10.1 There are no workforce impacts as a direct consequence of this report.

11.0 Legal and Equalities

11.1 **Does an Equalities Impact Assessment need to be completed? If not, why?** An Equalities Impact Assessment has not been completed because this decision relates to procedural matters in line with the Council's Constitution.

11.2 The Schedule of Remuneration is in line with the areas outlined within Local Government (Wales) Measure 2011 and Local Government and Elections (Wales) Act 2021.

12.0 Key Contacts

12.1 **Who are the primary officers to contact with any comments and/or queries on the report?**

Lead Officer: James Langridge-Thomas, Operational Manager (and Statutory Head of) Democratic Services jangridge-thomas@valeofglamorgan.gov.uk 01446709457	Democratic Services Officer: James Langridge-Thomas, Operational Manager (and Statutory Head of) Democratic Services jangridge-thomas@valeofglamorgan.gov.uk 01446709457
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Appendix

Appendix A – Members Schedule of Remuneration

Background Documents

[Vale of Glamorgan Council Constitution](#)

[Democracy and Boundary Commission Cymru \(DBCC\) Annual Remuneration Report 2026/27](#)

[Democracy and Boundary Commission Cymru Draft Annual Remuneration Report 2026-27,
Democratic Services Committee, Monday 17th November 2025](#)

[Local Government \(Wales\) Measure 2011](#)

[Local Government and Housing Act 1989](#)

[Local Government and Elections \(Wales\) Act 2021](#)