Agenda Item No: 6

Meeting of:	**Democratic Services Committee**
Date of Meeting:	**Monday, 16 November 2026**
Relevant Scrutiny Committee:	**No Relevant Scrutiny Committee**
Urgent Decision Procedure Used **(If yes, why)**	Not Applicable
Item Type	Part I
Report Title:	Democracy and Boundary Commission Cymru Draft Annual Renumeration Report 2027/28
Portfolio Holder:	Executive Leader and Cabinet Member for Performance and Resources
Strategic Leadership Team:	Head of Legal and Democratic Services (Monitoring Officer)
Lead Officer:	Head of Democratic Services

1.0 What is this report about?

1.1 To apprise Members of the draft DBCC Annual Report for 2027/28.

1.2 As of 1st April, 2025, the responsibilities of the IRPW were taken over by Democracy and Boundary Commission Cymru. In accordance with the requirements of Section 147 of the Local Government (Wales) Measure 2011, the DBCC is required to publish an Annual Report, which would have effect for the financial year 2027/28.

1.3 Any representations on the draft DBCC Annual Report are to be submitted to the DBCC Secretariat by no later than 17th December 2026.

1.4. All the Determinations contained in the DBCC'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.

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

2.0 What are the Recommendations?

	Recommendations – What and How?	Reason for Recommendation – Why?
2.1	T H A T the Committee notes the Democracy and Boundary Commission Cymru (DBCC) Annual Report	In acknowledgement of the DBCC draft proposals for 2027/28.
2.2	T H A T the Committee comments to the DBCC Determinations be included within the Council's response to the consultation activity.	To provide the opportunity for the Committee to submit comments on behalf of the Council by the consultation deadline of 17th December 2026.

3.0 What is the background to this report?

3.1 The Democracy and Boundary Commission Cymru, 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 a Draft Annual Report which was circulated for consultation.

3.2 The Consultation period closes on 17th December 2026.

3.3 All Members of the Council and Co-opted Members were emailed details of the consultation exercise and a link to the DBCC Draft Annual Report for 2027/28 on 2nd October, 2026. inviting them to respond directly to the consultation by the deadline. The final DBCC Annual Report will be published in February 2027.

4.0 What issues are there to be considered?

4.1 This report sets out the determinations affecting the Vale of Glamorgan Council and proposed responses as necessary.

4.2 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.

4.3 The Commission considers that the intention of increases to remuneration is to ensure that elected members do not bear increased costs caused by changes to the cost of living whilst they carry out their public role. They consider that a measure relating to the cost of living is appropriate. The rate commonly used for measuring increases to the cost of living is the Consumer Prices Index including owner occupier costs CPIH. The latest figure for this at the

time of drafting this report is the May 2026 figure of 3%.

4.4 Paragraphs 14 of Appendix A to this report details the key stakeholders the Panel have consulted with to produce their draft report.

4.5 Paragraph 4 and 5 of the 2026/27 introduced the notional arrangements of Resettlement arrangements, where Welsh Government have asked DBCC to consider what payments, if any, Councils should make to Councillors who are unsuccessful at re-election. If this is determined to be established, it is anticipated that it would be in place for the 2027 local elections. However, Paragraph 27 of the 2027/28 report indicates that "this requirement is dependent on Welsh Ministers making regulations to determine the relevant local authorities and it has now been indicated that these will not be made. For this reason, this report makes no proposals in relation to this matter". Further ministerial correspondence has indicated that the Minister has decided not to make those regulations for the 2027 local government elections.

4.6 Chapter 2 of the DBCC Draft Annual Report details the determinations of the Panel with Chapter 3 providing a summary of the determinations.

4.7 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 DBCC by 17th December 2026.

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

5.1 Evidence used to inform this report include the draft DBCC Annual Renumeration Report, and the related data sources contained therein.

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

6.1 The Committees response to the consultation will be shared with Democracy and Boundary Commission Cymru.

7.0 How does this report support Vale 2030 and Reshaping?

7.1 Managing public resources prudently whilst renumerating members in undertaking their role is a core part of supporting the Council's governance, and "Being the Best Council We Can Be".

8.0 How does this demonstrate the Five Ways of Working?

8.1 The proposed consultation response involves a range of members working collaboratively to provide their views.

Resources

9.0 Finance

9.1 The DBCC 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 DBCC 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.

9.2 The total financial cost as a result of these draft DBCC determinations in relation to Salaries (including employer superannuation and National Insurance) will need to be fully reflected in future budgets from 2027/28. 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).

9.3 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 2026/27, including those covering:

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

10.0 Workforce

10.1 There are no direct impacts to the workforce as a result 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 been not completed because this relates to external policy provision.

11.2 There are no specific legal implications associated with this report.

Key Contacts

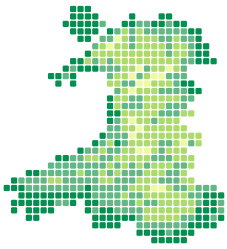
12.1 **Who are the primary officers to contact with any comments and/or queries on the report?**

Lead Officer: James Langridge-Thomas, Operational Manager (and Statutory Head of) Democratic Services	Democratic Services Officer James Langridge-Thomas, Operational Manager (and Statutory Head of) Democratic Services

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Appendix

Appendix A – Democracy and Boundary Commission Cymru Draft Annual Renumeration Report 2027-28



Comisiwn Democratiaeth a Ffiniau Cymru

Democracy and Boundary Commission Cymru

Draft annual remuneration report

2027 - 2028

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The Commission welcomes correspondence and telephone calls in Welsh or English.
Mae'r ddogfen ar hon ar gael yn y Gymraeg.
This document has been translated into Welsh by Trosol.

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Foreword

As Chair of the Democracy and Boundary Commission Cymru, I am pleased to introduce this Draft Annual Remuneration Report for 2027-28. This report sets out the Commission's proposed determinations for the remuneration, expenses and benefits payable to elected and co-opted members across Wales' principal councils, community and town councils, fire and rescue authorities, national park authorities and corporate joint committees.

This is an important point in the Commission's work on remuneration. The 2027 local government elections provide an appropriate opportunity to review the framework and consider whether it continues to support effective, accessible and representative local democracy in Wales.

The draft determinations in this report seek to balance a number of considerations: the responsibilities and time commitment expected of members; the importance of removing barriers to participation in public life; the need to protect the value of remuneration from erosion by inflation; and the pressures on public finances. We have considered the senior roles framework and the future approach to annual uprating.

We are particularly keen to hear views on the use of the Consumer Prices Index including owner occupiers' housing costs as the basis for this year's uprating. The Commission will consider all representations carefully before making its final determinations.

I would like to thank members, officers, representative bodies and partner organisations who have contributed to our work to date. Their evidence and experience are essential to ensuring that the remuneration framework remains robust, proportionate and fit for purpose. I encourage all those with an interest in local democracy in Wales to respond to this consultation.

Karen Jones

Chair

Chapter 1. Introduction

1. This is the Commission's second draft annual remuneration report.
2. In writing this report, being the one immediately prior to the May 2027 local government elections, we have considered whether any major changes are required to the framework. We have concluded that none are required at this time. This means that this draft report for 2027-28 includes uprating amounts where appropriate but leaves the framework unchanged.

Senior roles

3. The Commission surveyed authorities, their members and representative bodies to ascertain whether the current framework of remuneration for those with senior roles appropriately recognises the time commitment and responsibilities of those roles.
4. We received a mix of views, ranging from no change to a wide-ranging reform of local government in Wales. There was no consensus for any specific change to the current framework.
5. Without sufficient evidence or agreement for any specific changes, the Commission has decided that there will be no changes at this time to the senior roles' framework.
6. The Commission is aware that executive role holders are involved in a range of regional bodies. We will review the impact of these in the coming period.

Annual Survey of Hours and Earnings (ASHE)

7. ASHE has been used for a number of years to determine the basic salary of elected members of principal councils, and other remuneration calculated from that figure.
8. The figure used was three fifths of the median gross weekly earnings for those living in Wales. It was felt that using this figure aligned remuneration of elected members with the earnings of those living in Wales. Three fifths was chosen because research showed that councillors were, on average, devoting at least three days each week to the role.
9. The publication of ASHE falls behind the work schedule of the Commission in making its determinations. The figure the Commission used to determine remuneration for our 2026-27 Annual Remuneration Report was for April 2024. This meant it was two years old by the time our determinations came into force. The Office for National Statistics publishes the figure in October of each year. This is too late for us to consider the most current data in our Draft Annual Remuneration Report.
10. We have looked at other measures of cost of living and wage increases, as published by the Office for National Statistics. The Commission considers that the intention of increases to remuneration is to ensure that elected members do not bear increased costs caused by changes to the cost of living whilst they carry out their public role. We consider that a measure relating to the cost of living is appropriate. The rate commonly used for measuring increases to the cost of living is the Consumer Prices Index including owner occupier costs (CPIH)[1]. The latest figure for this at the time of drafting this report is the May 2026 figure of 3%.
11. Having considered a wide range of possible measures, the Commission has applied this increase to most remuneration levels within its remit, as noted in each determination.

[1] Inflation and price indices - Office for National Statistics

12. We have also considered a number of other factors within the current remuneration framework.

Corporate Joint Committees (CJC)

13. CJCs are a relatively new type of body introduced by the Local Government and Elections (Wales) Act 2021[2]. Each of the four committees are made up the leaders of the principal councils within its area and the chair of any national park authority that lies wholly or partly within its boundary. These leaders are in receipt of remuneration for their role within their respective bodies.
14. Each committee has established a number of sub-committees to deal with specialist areas and in one instance a Joint Overview and Scrutiny Committee. These are made up of councillors and co-opted members.
15. The Commission consulted on whether any additional remuneration is appropriate to reflect the additional time commitment and responsibilities relating to CJCs, or whether the time and responsibilities of these roles forms part of their wider executive responsibilities. The responses lead us to the conclusion that we need to carry out more specific research in this area before making any determination, which it will carry out during the coming year, and include any determination in our 2028-29 annual report.

Co-opted and lay members

16. The IRPW last uprated the remuneration of co-opted members of principal councils, national park authorities (NPA) and fire and rescue authorities (FRA) in its 2022 annual report[3] and included lay members of corporate joint committees (CJC) in its 2024 supplementary report[4]. The rates had been linked to the public appointment rates paid by Welsh Government, which have not been uprated in some years.
17. The Welsh Government review of these rates has been completed. Rates for bodies in Band 2, with which the IRPW rates had been aligned, were increased to £205 per day for ordinary members.
18. The Commission considers that an increase to rates is appropriate at this time so that their value is not eroded by increases to the cost of living, and will apply the same 3% increase to co-opted and lay member rates as it does to elected members.

[2] Local Government and Elections (Wales) Act 2021
[3] Independent Remuneration Panel for Wales: annual report 2021 to 2022 | GOV.WALES
[4] Independent Remuneration Panel for Wales: review of remuneration for lay members of corporate joint committees | GOV.WALES

Fire and Rescue Authorities (FRAs)

19. Following the Order to reform the governance of Wales' FRAs[5], we published our Draft Supplementary Remuneration Report: Fire and Rescue Authorities[6] on 3 July 2026. We have proposed the following remuneration rates for FRA members.

	Daily rate	Up to 4 hours rate	Hourly rate
Chair	£348	£174	£43.50
Deputy or Committee Chair	£322	£161	£40.25
Board Member	£292	£146	£36.50

20. On 13 July 2026 the Welsh Government announced that intervention in South Wales Fire and Rescue Service would be extended until after the May 2027 local elections[7].
21. Council executive members have been nominated to join a transition committee for South Wales FRA, rather than the board membership role described in the Order. They will advise the Commissioners rather than having an executive role for the time being.
22. The Welsh Government intends to implement the new governance arrangements for all three FRAs after the 2027 local elections.
23. The Commission will take account of this temporary change in role and the timing of the introduction of the new governance arrangements when making its determinations for remuneration of FRA roles, which it intends to publish by 25 September 2026.

IRPW guidance

24. A number of IRPW determinations, many relating to the publication of councils' remuneration, had been moved from annual reports into guidance[8], published in February 2024.
25. The Commission has reviewed this guidance, and is making draft determinations which update it, including changes which reflect the legislative basis for our work now being included in the Democracy and Boundary Commission Cymru etc. Act 2013.

Engagement

26. We will continue the Panel's engagement with the Welsh Local Government Association, One Voice Wales, the Society of Local Council Clerks, and the North & Mid Wales Association of Local Councils as the representative bodies across the local government family, as well as individual authorities, and consider their views in reaching our determinations, whilst continuing to take account of the impact of our decisions on the budgets of authorities.

Resettlement

27. Section 69D of the Democracy and Boundary Commission Cymru etc. Act 2013 requires us to make determinations in relation to resettlement payments to members of local authorities who fail to get re-elected at the 2027 local elections. However, this requirement

[5] The Fire and Rescue Services (National Framework and Variation of Combination Schemes) (Wales) Order 2026
[6] Draft supplementary remuneration report: Fire and Rescue Authorities
[7] Written Statement: Intervention in South Wales Fire and Rescue Service: Next Steps (13 July 2026) | GOV.WALES
[8] Independent Remuneration Panel for Wales: remuneration guidance [HTML] | GOV.WALES

is dependent on Welsh Ministers making regulations to determine the relevant local authorities and it has now been indicated that these will not be made. For this reason, this report makes no proposals in relation to this matter.

Chapter 2. Determinations for 2027-28

Principal councils

Determination 1/2027: Basic salary for elected members of principal councils

28. 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 equivalent of 3 days a week. The Commission has reviewed this time commitment, and no changes are proposed for 2026-27.
29. The Commission is fully aware of the current constraints on public funding and the impact its decisions will have on the budgets of principal councils. The Commission is also mindful of our aims and objectives to maintain levels of remuneration that are not devalued by increases to the cost of living, constitute a reasonable package to support elected members and to encourage diversity of representation.
30. The Commission has determined that for the financial year 1 April 2027 to 31 March 2028 it is appropriate to depart from ASHE[9] statistics and move to the Office for National Statistics Consumer Prices Index including owner occupiers' housing costs (CPIH)[10]. This is 3% for the year to May 2026, the latest figure available at the time of writing. The basic salary will be £21,676, an increase of 3% on 2026-27.

Determination 2/2027: Salaries paid to senior, civic and presiding members of principal councils

31. 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.
32. The basic pay element will be uplifted in line with CPIH, and the same uplift will also apply to the role element of Bands 1, 2, 3, 4 and 5, giving all roles a 3% increase.
33. The salary of a leader of the largest (Group A) council will therefore be £81,284. All other payments have been determined with reference to this and are set out in Tables 1 and 2 below.

[9] Annual survey of hours and earnings | GOV.WALES
[10] Inflation and price indices - Office for National Statistics

Table 1: Salaries payable to basic, senior, civic and presiding members of principal councils

Description	Amount
Group A	
Band 1 leader	£81,284
Band 1 deputy leader	£56,899
Band 2 executive member	£48,770
Group B	
Band 1 leader	£73,156
Band 1 deputy leader	£51,209
Band 2 executive member	£43,893
Group C	
Band 1 leader	£69,091
Band 1 deputy leader	£48,364
Band 2 executive member	£41,455
All principal councils	
Basic salary	£21,676
Band 3 committee chair (if paid)	£32,514
Band 4 leader of the largest opposition group	£32,514
Band 5 leader of other political groups (if paid) and deputy civic head	£26,011
Civic head (if paid)	£32,514
Deputy civic head (if paid)	£26,011
Presiding member (if paid)	£32,514
Deputy presiding member (basic only)	£21,676

Table 2: Council groups by population

Group A Population over 200,000	Group B Population 100,000 to 200,000	Group C Population up to 100,000
Cardiff	Bridgend	Blaenau Gwent
Rhondda Cynon Taf	Caerphilly	Ceredigion
Swansea	Carmarthenshire	Denbighshire
	Conwy	Isle of Anglesey
	Flintshire	Merthyr Tydfil
	Gwynedd	Monmouthshire
	Newport	Torfaen
	Neath Port Talbot	
	Pembrokeshire	
	Powys	
	Vale of Glamorgan	
	Wrexham	

There are no further changes to the payments and benefits paid to elected members.

Determination 3/2027: Limit on senior salaries payable to members of principal councils

34. The limit on the number of senior salaries payable, known as the cap, is unchanged. This is set out in Table 3 below.

Table 3: Maximum numbers of council membership eligible for payment of a senior salary

Council	Group	Number of councillors		Maximum senior salaries payable
		Prior to 2027 local elections	After 2027 local elections	
Cardiff	A	79		19
Rhondda Cynon Taf	A	75		19
Swansea	A	75		19
Bridgend	B	51		18
Caerphilly	B	69	68	18
Carmarthenshire	B	75	74	18
Conwy	B	55		18
Flintshire	B	67		18
Gwynedd	B	69		18
Neath Port Talbot	B	60		18
Newport	B	51		18
Pembrokeshire	B	60		18
Powys	B	68		18
Vale of Glamorgan	B	54	59	18
Wrexham	B	56		18
Blaenau Gwent	C	33		16
Ceredigion	C	38		17
Denbighshire	C	48		17
Isle of Anglesey	C	35		17
Merthyr Tydfil	C	30		15
Monmouthshire	C	46		17
Torfaen	C	40		17

Determination 4/2027: Family absence provisions for elected members of principal councils

35. In this determination, family absence refers to maternity, newborn, adoption and parental absences from official business.
36. These different categories are defined in The Family Absence for Members of Local Authorities (Wales) Regulations 2013. The Welsh Government has published guidance on the different kinds of absence at Absence from local authority meetings: family absence [HTML] | GOV.WALES.
37. An elected member is entitled to retain a basic salary when taking family absence under the original regulations or any amendment to the regulations irrespective of the attendance record immediately preceding the commencement of the family absence.
38. When a senior salary holder is eligible for family absence, they will continue to receive the salary for the duration of the absence.

39. It is a matter for the authority to decide whether to make a substitute appointment. The elected member substituting for a senior salary holder taking family absence will be eligible to be paid a senior salary if the authority so decides.
40. If the paid substitution results in the authority exceeding the maximum number of senior salaries which relates to it, as set out in the Commission's Annual Remuneration Report, an addition to the maximum will be allowed for the duration of the substitution unless this would result in the number of senior salaries exceeding fifty percent of the Council membership. Specific approval of Welsh Ministers is required in such circumstances.
41. When a council agrees a paid substitution for family absence the Commission must be informed within 14 days of the date of the decision, of the details including the particular post and the duration of the substitution.
42. The council's Schedule of Remuneration must be amended to reflect the implication of the family absence.

Determination 5/2027: Restrictions on senior post remuneration

43. An elected member must not be remunerated for more than 1 senior post within their authority.
44. An elected member must not be paid a senior salary and a civic salary.
45. All senior and civic salaries are paid inclusive of basic salary.
46. If a council chooses to have more than one remunerated deputy leader, the difference between the senior salary for the deputy leader and other executive members should be divided by the number of deputy leaders and added to the senior salary for other executive members in order to calculate the senior salary payable to each deputy leader.

Determination 6/2027: Restrictions on payment for posts outside the principal council

47. Members in receipt of a Band 1 or Band 2 senior salary cannot currently receive a salary from any NPA or FRA to which they have been appointed, or any community or town council of which they are a member. We are consulting separately on changes to payments to executive councillor members of FRAs, as detailed in our Draft Supplementary Remuneration Report: Fire and Rescue Authorities[11].
48. They remain eligible to claim travel and subsistence expenses and contribution towards costs of care and personal assistance from the NPA, FRA or CTC.
49. Where this situation applies, it is the responsibility of the individual member to comply.

Determination 7/2027: Support to elected members of principal councils

50. Each authority, through its Democratic Services Committee, must ensure that all its elected members are given as much support as is necessary to enable them to fulfil their duties effectively. All elected members should be provided with adequate telephone, email and internet facilities giving electronic access to appropriate information.
51. Such support should be without cost to the individual member. Deductions must not be made from members' salaries by the respective authority as a contribution towards the cost of support which the authority has decided necessary for the effectiveness and or efficiency of members.

[11] Draft supplementary remuneration report: Fire and Rescue Authorities | DBCC

Determination 8/2027: Specific or additional senior salaries and assistants to the executive

52. Principal councils can apply for specific or additional senior salaries that do not fall within the current framework.
53. The Commission will decide on a case-by-case basis the appropriate senior salary, if any, for assistants to the executive.
54. Guidance to local authorities on the application process was issued in April 2014[12]. The Commission will continue to apply this guidance in the event of any future applications.

Determination 9/2027: Local Government Pension Scheme

55. The eligibility to join the Local Government Pension Scheme shall continue to apply to all elected members of principal councils.

Determination 10/2027: Sickness absence payments for senior salary holders of principal councils

56. The framework provides arrangements for long term sickness absence for senior salary holders.
57. Long term sickness is defined as certified absences in excess of 4 weeks.
58. The maximum length of sickness absence is 26 weeks or until the individual's term of office ends, whichever is sooner (but if reappointed any remaining balance of the 26 weeks will be included).
59. Within these parameters a senior salary holder on long term sickness can, if the authority decides, continue to receive remuneration for the post held.
60. 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.
61. If the paid substitution results in the authority exceeding the maximum number of senior salaries payable for that authority, as set out in the Annual Remuneration Report, an addition will be allowed for the duration of the substitution, unless this would result in more than 50% of the membership receiving a senior salary. Permission would be required from Welsh Ministers for this limit to be exceeded. It would also not apply in respect of a council executive member if it would result in the cabinet exceeding 10 posts, the statutory maximum.
62. When an authority agrees a paid substitution, the Commission 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.
63. It does not apply to elected members of principal councils who are not senior post holders as they continue to receive basic salary for at least 6 months irrespective of attendance and any extension beyond this timescale is a matter for the authority.

[12] Application for a specific senior salary not within the panel's current framework

Determination 11/2027: Salaries for Joint Overview and Scrutiny Committee (JOSC) members

64. The salary of a chair of a JOSC will continue to be aligned to one third of Band 3, and will be set at £10,838.
65. The salary of a vice-chair is set at 50% of the Chair and will be £5,419.
66. There are no other changes in this area.

National Park Authorities (NPA)

Determination 12/2027: Payments to NPA members

67. The 3 national parks in Wales; Eryri, Pembrokeshire Coast and Bannau Brycheiniog, were formed to protect spectacular landscapes and provide recreation opportunities for the public. The Environment Act 1995 led to the creation of a NPA for each park. NPAs 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.
68. Elected members who are nominated by their council who are in receipt of a Band 1 or 2 salary are not permitted to receive any additional salary from their role in an NPA.
69. The remuneration for chairs will remain linked to a principal council Band 3 senior salary. Their role element will 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 is set out in Table 4.
70. In line with the Commission's decision to increase the basic salary of elected members of principal councils, the remuneration level for ordinary members of NPAs is also increased in line with CPIH.

Table 4: Payments to NPA members

Role	Amount
Basic salary for ordinary member	£6,114
Chair	£16,952
Deputy chair (where appointed)	£10,449
Committee chair or other senior post	£10,449

71. Members must not receive more than one NPA senior salary.
72. A NPA senior salary is paid inclusive of the NPA basic salary.
73. Members of a principal council in receipt of a Band 1 or Band 2 senior salary cannot receive a salary from any NPA to which they have been appointed. Where this situation applies, it is the responsibility of the individual member to comply.

Fire and Rescue Authorities (FRA)

Determination 13/2027: Payments to FRA members

74. This determination relates to the remuneration of FRAs prior to the reforms to the governance announced by the Welsh Government, which will be implemented following the 2027 local elections.
75. We will publish determinations for FRAs following these changes in a supplementary remuneration report by 25 September 2026.
76. These rates described here will be payable until the governance changes are implemented.
77. The three 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.
78. Welsh Government appointed and council nominated members are treated equally in relation to remuneration.
79. Elected members who are nominated by their council who are in receipt of a Band 1 or 2 salary are not permitted to receive any additional salary from their role in an FRA.
80. The remuneration for chairs will remain linked to a principal council Band 3 senior salary. Their role element will 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 FRAs is set out in Table 5.
81. In line with the Commission's decision to increase the basic salary of elected members of principal councils, the remuneration level for ordinary members of FRAs is also increased in line with CPIH.

Table 5: Payments to FRA members

Role	Amount
Basic salary for ordinary member	£3,057
Chair	£13,895
Deputy chair (where appointed)	£7,392
Committee chair or other senior post	£7,392

82. Members must not receive more than one FRA senior salary.
83. An FRA senior salary is paid inclusive of the FRA basic salary and must reflect significant and sustained responsibility.
84. Members of a principal council in receipt of a Band 1 or Band 2 senior salary cannot receive a salary from any FRA to which they have been nominated. Where this situation applies, it is the responsibility of the individual member to comply.

Community and Town Councils (CTCs)

Determination 14/2027: Payments to community and town council (CTC) members

85. Members in receipt of a Band 1 or Band 2 salary from a principal council cannot receive any payment from a community or town council of which they are a member. They remain eligible to claim travel and subsistence expenses and contribution towards costs of care

and personal assistance from the community or town council. Where this situation applies, it is the responsibility of the individual member to comply.

86. CTCs can opt to pay financial loss compensation to their members, where such loss has occurred for attending approved duties. The Commission has determined to increase the rates by CPIH, 3% as at May 2026, as follows:
    - Up to £69.47 for each period not exceeding 4 hours.
    - Up to £138.95 for each period exceeding 4 hours but not exceeding 24 hours.
87. Other than this change to the financial loss compensation, no changes are made to payments to CTC members. Remuneration is due as set out in Tables 6 and 7 below.

Table 6: Payments for members of CTCs

Type of payment	Group 1	Group 2 and 3	Group 4 and 5
Extra costs payment	Mandatory £156 for all members	Mandatory £156 for all members	Mandatory £156 for all members
Senior role	Mandatory £500 for 1 member; optional for up to 7	Mandatory £500 for 1 member; optional up to 5	Optional up to 3 members
Mayor or chair	Optional up to a maximum of £1,500	Optional up to a maximum of £1,500	Optional up to a maximum of £1,500
Deputy mayor or chair	Optional up to a maximum of £500	Optional up to a maximum of £500	Optional up to a maximum of £500
Attendance allowance	Optional up to a maximum of £30	Optional up to a maximum of £30	Optional up to a maximum of £30
Financial loss	Optional	Optional	Optional
Travel and subsistence	Optional	Optional	Optional
Costs of care or personal assistance	Mandatory	Mandatory	Mandatory
Office consumables	Mandatory £52 or full reimbursement for all members	Mandatory £52 or full reimbursement for all members	Mandatory £52 or full reimbursement for all members

Table 7: CTC groups by electorate

Group	Electorate
1	over 14,000
2	10,000 to 13,999
3	5,000 to 9,999
4	1,000 to 4,999
5	below 1,000

If the annual income or expenditure of a community or town council permanently exceeds £200,000, they will be moved to the next largest group.

Determinations applying to multiple types of authorities

Determination 15/2027: Fees for co-opted members of principal councils, National Park Authorities and Fire and Rescue Authorities and lay members of Corporate Joint Committees

88. Principal councils, NPAs, FRAs and CJCs must pay their co-opted and lay members who have voting rights fees at the rates in Table 8 below.

89. In line with the Commission's decision to increase the basic salary of elected members of principal councils, the remuneration level for co-opted and lay members with voting rights is also increased in line with CPIH.
90. The appropriate officer within the authority must set in advance whether a meeting is programmed for a full or half day. When the meeting is set for a full day, the fee will be paid on this basis even if the meeting finishes within 4 hours.
91. The Commission has determined there should be local flexibility for the appropriate 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.

Table 8: Fees for co-opted and lay members (with voting rights)

Role	Hourly rate payment	Up to 4 hours payment rate	4 hours and over payment rate
Chairs of standards, and audit committees	£34.50	£138	£276
Lay chairs of CJCs	£34.50	£138	£276
Ordinary Members of Standards Committees who also chair Standards Committees for Community and Town Councils	£30.50	£122.50	£245
Ordinary lay members of CJCs	£30.50	£122.50	£245
Ordinary Members of Standards Committees; Education Scrutiny Committee; Crime and Disorder Scrutiny Committee and Audit Committee	£27	£108	£216
Community and Town Councillors sitting on Principal Council Standards Committees	£27	£108	£216

92. Travelling time to and from the place of the meeting is to be included in the claims for payments made by co-opted members (up to the maximum of the daily rate).
93. Fees must be paid for meetings and other activities including other committees and working groups (including task and finish groups), pre meetings with officers, training and attendance at conferences or any other formal meeting to which co-opted members are requested to attend.
94. Reasonable time for pre meeting preparation is to be included in claims made by co-opted members the extent of which can be determined by the appropriate officer in advance of the meeting.
95. Each authority, through its Democratic Services Committee or other appropriate committee, must ensure that all voting co-opted members are given as much support as is necessary to enable them to fulfil their duties effectively. Such support should be without cost to the individual member.
96. Co-opted and lay members of relevant authorities with voting rights are also able to claim travel, subsistence, care and personal assistance payments as set out in the sections below.

Determination 16/2027: Travel, subsistence, costs of care, and personal assistance expenses for all relevant authorities

97. The rates of reimbursement of mileage, other travel costs and subsistence costs that can be claimed by members of principal councils, NPAs, FRAs, and their co-opted members, and to members of CJCs and their lay members is set out below.
98. Community and Town Councils can opt to reimburse travel and/or subsistence costs. Where the option to reimburse has been made, this must be as specified in this determination.

Mileage costs

99. Reimbursement must be at the current HM Revenue and Customs (HMRC) rates.[13]

Other travel costs

100. All other claims for travel, including by taxi if this is the only or most appropriate method of transport, must only be reimbursed on actual cost as shown on receipts.

Subsistence costs

101. The maximum rates for subsistence payments are set out below:
- £28 per 24-hour period allowance for meals, including breakfast where not provided
- £200 London overnight
- £95 elsewhere overnight
- £30 staying with friends and or family overnight

Costs of Care and Personal Assistance Payments

102. All relevant authorities must provide a payment towards necessary costs for the care of dependent children and adults (provided by informal or formal carers) and for personal assistance needs as follows.
- Formal (registered with Care Inspectorate Wales or equivalent) 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[14] at the time the costs are incurred.

103. This must be for the additional costs incurred by members to enable them to carry out official business or approved duties. Each authority must ensure that any payments made are appropriately linked to official business or approved duty.

Determination 17/2027: Schedule of Remuneration for principal councils, NPAs and FRAs

104. Principal councils, NPAs and FRAs must maintain an annual Schedule of Member Remuneration (the 'Schedule') in accordance with the Commission's determinations on member salary and co-opted member payments.
105. The Schedule must contain the following information:
a) Named members who are to receive only the basic salary and the amount to be paid.

[13] Travel — mileage and fuel rates and allowances - GOV.UK
[14] What is the real Living Wage? | Living Wage Foundation

b) Named members who are to receive a senior salary, detailing the office, the band, the portfolio held and the amount to be paid.
c) Named members who are to receive a civic salary and the amount to be paid.
d) Named members who are to receive the co-opted member fee and whether chair or ordinary member and the amount to be paid.
e) Named members who are to receive a senior salary as a chair of a Joint Overview and Scrutiny Committee or Sub Committee and the amount to be paid.
f) Named members in receipt of a specific or additional senior salary approved by the Panel and the amount to be paid.

106. Principal councils must also confirm in their annual Schedule that the maximum limit of senior salaries set for the council has not been exceeded.

107. Principal councils, NPAs and FRAs must include a statement of allowable expenses in their annual Schedule in accordance with the Panel's determinations.

108. The Schedule must set out the arrangements for the payment of salaries, allowances and fees to all members and co-opted members for making claims for care and personal assistance, travel and subsistence expenses, arrangements for the avoidance of duplication and arrangements for re-payment of salaries, allowances and fees.

109. The Schedule includes the duties for which members and co-opted members are able to claim reimbursement towards travel, subsistence and care and personal assistance costs.

110. Principal councils must declare in the Schedule whether:

- A statement of the basic responsibility of a councillor is in place.
- Role descriptors of senior salary office holders are in place.
- Records are kept of councillor attendance.

111. Principal councils, NPAs and FRAs must publish the Schedule of Remuneration as soon as practicable and no later than 31 July of the year to which it applies. The Schedule should be published in a form and location that is easily accessible to members of the public.

112. The Schedule must also be sent to the Commission via email to remuneration@dbcc.gov.wales to be received no later than 31 July.

113. Any changes to the schedule during the year must be promptly publicised in the above manner and all changes notified to the Commission promptly.

Determination 18/2027: Statement of Payments for principal councils, NPAs, FRAs and CTCs

114. Relevant authorities must publish a Statement of Payments which have been made to its members for each financial year.

115. This information must be published in a form and location that is easily accessible to members of the public no later than 30 September following the end of the previous financial year.

116. The same information must be provided to the Commission by email to remuneration@dbcc.gov.wales within the same timescale.

117. The following information must be provided:

- The amount of basic salary, senior salary, civic salary and co-opted member fee paid to each named member or co-opted member of the relevant authority, including where the member had chosen to forego all or part of the salary, or fee for the municipal year in question. Where a senior salary has been paid, the title of the senior office held is to be provided.

- It is important to consider the potential impact on members' privacy and safety when publishing elements of members' remuneration.
- Many of the payments made to member are a matter of public record for example, basic salaries and senior salaries. These should continue to be published on an individual member basis.
- Expenses relating to costs of care payments and personal assistance are considered to be different in nature. Principal councils must publish this information on the basis of the total amount paid for all members.

118. The following applies to community and town councils only. The payments made by community and town councils to named members as:
- Mandatory payments towards the additional household expenses of working from home on council business. These figures should be reported globally on the Statement of Payments.
- Mandatory payments towards office consumables resulting from working from home. These figures should be reported globally on the Statement of Payments.
- Responsibility payments
- Allowances made to a mayor or chair and deputy mayor or deputy chair
- Compensation for Financial Loss
- Costs incurred in respect of travel and subsistence. These figures should be reported globally on the Statement of Payments.
- Any payments made for attendance on official business or approved duty

119. All travel and subsistence expenses and other payments received by each named member and co-opted member of the relevant authority, with each category identified separately.

120. The amount of any further payments received by any named member nominated to, or appointed by, another relevant authority or other public body as defined by Section 69K of the Democracy and Boundary Commission Cymru etc. Act 2013[15], namely:
- a local health board
- a police and crime Panel
- a relevant authority
- a body designated as a public body in an order made by the Welsh Ministers.

121. Names of members who did not receive basic or senior salary because they were suspended for all or part of the annual period to which the Schedule applies.

122. In respect of the publication of the contribution towards costs of care and personal assistance, relevant authorities are only required to publish the total amount reimbursed during the year and total number of recipients.

123. It is a matter for each authority to determine its response to any Freedom of Information requests it receives. However, it is not intended that details of individual claims should be disclosed.

124. Nil returns are required to be published and provided to the Panel by 30 September.

[15] Democracy and Boundary Commission Cymru etc. Act 2013

Chapter 3. Summary of draft determinations for 2027-28

1/2027

125. The basic salary for elected members of principal councils is set at £21,676.

2/2027

126. The salary of a leader of the largest (Group A) council will be £81,284. All other payments have been determined with reference to this and are set out in Table 1.

3/2027

127. The limit on the number of senior salaries payable, known as the cap, is unchanged. This is set out in Table 3.

4/2027

128. The basic pay of NPA and FRA members has been increased as set out in Table 3.

5/2027

129. Restrictions on senior or civic role remuneration to one role per member continue to apply, as does the inclusion of the basic salary in all senior and civic salaries, and the calculation for multiple remunerated deputy leaders.

6/2027

130. Restrictions on payment for posts outside the principal council continue to apply to elected members in receipt of Band 1 or 2 salaries.

7/2027

131. Principal councils must ensure that all its elected members are given as much support as is necessary to enable them to fulfil their duties effectively.

8/2027

132. Principal councils can continue to apply for specific or additional senior salaries that do not fall within the current framework.

9/2027

133. The eligibility to join the Local Government Pension Scheme shall continue to apply to all elected members of principal councils.

10/2027

134. Sickness absence payments for senior salary holders of principal councils are unchanged.

11/2027

135. The salary of a chair of a JOSC will be set at £10,838. The salary of a vice-chair is set at 50% of the Chair and will be £5,419.

12/2027

136. The pay of NPA members has been increased as set out in Table 4.

13/2027

137. The pay of FRA members has been increased as set out in Table 5.

14/2027

138. The optional financial loss compensation for CTC members is increased to:
- up to £69.47 for each period not exceeding 4 hours
- up to £138.95 for each period exceeding 4 hours but not exceeding 24 hours

139. All other payments to members of CTCs are unchanged.

15/2027

140. Principal councils, NPAs, FRAs and CJCs must pay their co-opted and lay members who have voting rights fees increased to the rates in Table 8.

16/2027

141. Travel, subsistence, costs of care, and personal assistance expenses for all relevant authorities. The payment of travel and subsistence expenses by community and town councils is optional.

17/2027

142. Principal councils, NPAs and FRAs must publish and provide a Schedule of Remuneration to the Commission by 31 July each year.

18/2027

143. Principal councils, NPAs, FRAs and CTCs must publish and provide a Statement of Payments to the Commission by 30 September each year.

What happens next

144. While we would like to hear form as many of you as possible about any and all of our draft determinations, we have these specific questions to put to you.

145. Is the use of the Consumer Prices Index including owner occupier costs (3% in May 2026) appropriate for increases to most salaries and allowances? If not, how much should they be increased by? What measure or measures should we be applying instead?

146. We are committed to meeting our obligations under the Equality Act 2010 and the Public Sector Equality Duty, as well as considering the impacts of our proposals on the Welsh language. Your views will help inform our assessment of these impacts.

147. What potential positive, negative, or unintended impacts might our draft determinations have for people who share any of the following protected characteristics?

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

Please tell us why you think these impacts may arise. We welcome any relevant examples from your own experience or observations. We also welcome suggestions on how any negative impacts could be mitigated.

148. In regard to Welsh Language, what impact, if any, do our draft determinations have on:

- opportunities for people to use the Welsh language; and
- treating the Welsh language no less favourably than the English language?

Please tell us about any positive or negative impacts you foresee, and any changes that could be made to increase positive impacts or reduce negative impacts.

149. All observations on these draft determinations should be sent to:

Democracy and Boundary Commission Cymru
4th Floor
Welsh Government Building
Cathays Park
Cardiff
CF10 3NQ

Or by email to: remuneration@dbcc.gov.wales

no later than 17 December 2026.

150. For further information on remuneration and the determination process please refer to the Commission webpage: www.dbcc.gov.wales