



DEMOCRATIC SERVICES COMMITTEE – 13TH MARCH 2024

SUBJECT: INDEPENDENT REMUNERATION PANEL FOR WALES ANNUAL REPORT 2024 TO 2025

REPORT BY: CORPORATE DIRECTOR OF EDUCATION AND CORPORATE SERVICES

1. PURPOSE OF REPORT

- 1.1 To provide Members with the Independent Remuneration Panel for Wales Annual Report 2024 to 2025 for information purposes only.

2. SUMMARY

- 2.1 To provide members with the Independent Remuneration Panel for Wales Annual Report 2024 to 2025.

3. RECOMMENDATIONS

- 3.1 It is recommended that Members

3.1 (a) acknowledge and note the Independent Remuneration Panel for Wales' Annual Report 2024 to 2025 which is set out in the following link. **[Independent Remuneration Panel for Wales's Annual Report, 2024 to 2025.](#)**

3.1(b) Note that all other determinations set out in 2022 to 2023 and 2023 to 2024 remain valid and should be applied as set out in the following link. **[Determinations set out in 2022 to 2023 and 2023 to 2024.](#)**

4. REASONS FOR THE RECOMMENDATIONS

- 4.1 To ensure that members are aware of the contents of the annual report.

5. THE REPORT

- 5.1 Members will note that the Annual Report for 2024 to 2025 sets out a summary of the updated Determinations as follows:-

Determination 1:

The basic level of salary for elected members of principal councils will be set at £18,666.

Determination 2:

The salary of a leader of the largest (Group A) council will be £69,998. All other payments have been decided in reference to this. In terms of Caerphilly Council the salaries will be as follows

Basic salary £18,666

Band 1 leader £62,998

Band 1 deputy leader £44,099

Band 2 executive members £37,799

Band 3 committee chairs (if paid) £27,999

Band 4 Leader of the largest opposition group £27,999

Band 5 Leader of other political groups (if paid) £22,406

Civic Head (if paid) £27,999

Deputy Civic Head (if paid) £22,406

Presiding member (if paid) £27,999

Deputy Presiding Member (basic only) £18,666

Determination 3:

The salary of a chair of a Joint Overview and Scrutiny Committee will be £9,333. The salary of vice chair will be £4,667.

Determination 4:

The basic pay of members of National Park Authorities and Fire and Rescue Authorities has been increased. All current Determinations, including restrictions on receiving double allowances, will be published on the IRPW's website. Other than the above increases, there are no changes proposed this year.

Determination 5:

For co opted members of Principal Councils, National Park Authorities and Fire and Rescue Authorities, 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 2023 to 2024. The only change is the stipulation of hourly rates.

Determination 6:

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. Therefore, there is no change from last year.

Determination 7:

Compensation for financial loss is an optional payment. The amount for financial loss was not increased last year. The Panel determined that this payment should continue to be linked to the daily rate of ASHE. To maintain this link, the figures for 2024 are now set at £119.62 for a full day and £59.81 for a half day.

Determination 8:

The Panel has determined that from September 2024, the returns due from all

Community and Town Council 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 on their website remain valid and should be applied.

5.2 Conclusion

Members are asked to note the content of the Annual Report.

6. ASSUMPTIONS

- 6.1 The content of the report is based upon the Annual Report of the Independent Remuneration Panel of Wales and therefore no assumptions have been made.

7. SUMMARY OF INTEGRATED IMPACT ASSESSMENT

- 7.1 As the report is for information only there is no requirement to undertake an Integrated Impact Assessment

8. FINANCIAL IMPLICATIONS

- 8.1 The financial implications in respect of the salaries will be met from existing budgets.

9. PERSONNEL IMPLICATIONS

- 9.1 There are no personnel implications.

10. CONSULTATIONS

- 10.1 As the report is for information only no consultation has been undertaken.

11. STATUTORY POWER

- 11.1 Local Government Wales Measure 2011

Author: Lisa Lane Head of Democratic Services and Deputy Monitoring Officer

Consultee: Robert Tranter Head of Legal Services and Monitoring Officer