

## MEMBERS' SCHEDULE OF REMUNERATION 2024 – 2025

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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.

### 1. Basic Salary

- 1.1 A Basic Salary shall be paid to each elected 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 & Civic 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 and Civic 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 or Civic Salary is payable to a Member of the Authority.
- 2.4 A Member of the Authority cannot be paid a Senior Salary and a Civic Salary.
- 2.5 All Senior and Civic Salaries are paid inclusive of Basic Salary.
- 2.6 A Senior Salary may not be paid to more than the number of members specified by the Independent Remuneration Panel for Wales in its Annual Report (the "senior salary cap") and cannot exceed fifty percent of the total membership of the authority, except to include a temporary Senior Salary office holder providing temporary cover for the family absence of the appointed office holder.
- 2.7 A Member of the Authority in receipt of a Senior Salary **cannot** receive a salary from any National Park Authority (NPA) or Fire and Rescue Authority (FRA) for which they have been nominated.
- 2.8 Where the term of Senior Salary or Civic 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.

## **2A. Job Sharing Arrangements**

- 2A.1 Where Job Sharing Arrangements for the Leader and or Cabinet Members are established under section 58 of the Local Government and Elections (Wales) Act 2021, each job sharer will be paid an appropriate proportion of the senior salary entitlement.
- 2A.2 For all job share arrangements, the senior salary cap shall be increased, subject to the statutory maximum of 50% of the Council's membership.

## **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 3 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 salaries, allowances or fees will be made by the Council's Payroll team by BACS transfer in instalments of one-twelfth of the Member's annual entitlement usually on the 15<sup>th</sup> of each month.
- 6.2 Where payment has resulted in a Member receiving more than his/her 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' council 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. Family Absence**

- 8.1 Members are entitled under the provisions of the Family Absence for Members of Local Authorities (Wales) Regulations 2013 to a period of family absence, during which if they satisfy the prescribed conditions they are entitled to be absent from authority meetings.
- 8.2 When taking family absence Members are entitled to retain a basic salary irrespective of their attendance record immediately preceding the commencement of the family absence.
- 8.3 Should a senior salary holder be eligible for family absence they will be able to continue to receive their senior salary for the duration of the absence.
- 8.4 If the authority agrees that it is necessary to make a substitute appointment to cover the family absence of a senior salary holder the Member substituting will be eligible if the authority so decides to be paid a senior salary.

8.5 If the paid substitution results in the authority exceeding its maximum number of senior salaries, an addition to the maximum will be allowed for the duration of the substitution.

## **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 Head of Democratic Services 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 Head of Democratic Services 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 daily and half day fee for the Chairpersons of the Standards Committee and Audit Committee, as determined by the Independent Remuneration Panel for Wales, is set out in **Schedule 1**.

9.8 The daily and half day fee 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**

10.2 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.

10.3 Where possible Members should share transport.

10.4 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.

- 10.5 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.
- 10.6 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.

## **11. Travel by Private Vehicle**

- 11.1 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.
- 11.2 The mileage rates for private vehicles as determined by the Independent Remuneration Panel for Wales are set out in **Schedule 3**.
- 11.3 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.

## **12. Travel by Public Transport**

### **12.1 Rail/Coach Travel**

Unless otherwise authorised rail tickets will be second-class.

Democratic Services/Cabinet Support Office will usually 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.

### **12.2 Taxi Fares**

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.

### **12.3 Air Fares**

Unless otherwise authorised flight tickets will be budget or economy class. Discounted flight tickets will be purchased well in advance wherever possible in order to reduce costs.

Travel by air is permissible if it is the most cost effective means of transport. Authorisation of the Head of Democratic Services is required and tickets will usually be purchased by Democratic Services or Cabinet Support Office, as applicable.

#### 12.4 Travel Abroad

Travel abroad on the Authority's business will only be permitted where authorised by the Head of Democratic Services. Democratic Services or Cabinet Support Office, as applicable, will usually arrange travel and accommodation.

#### 12.5 Other Travel Expenses

Members will be entitled to reimbursement of toll fees, parking fees, overnight garaging and other necessary travel associated expenses. Re-imbursement will be upon receipt only.

### 13. **Overnight Accommodation**

13.1 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 Head of Democratic Services.

13.2 Overnight accommodation will usually be booked by Democratic Services or Cabinet Office, as applicable. Wherever possible the overnight accommodation will be pre-paid or invoiced.

13.3 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**.

### 14. **Subsistence Allowance**

14.1 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)

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

### 15. **Claims and Payments**

15.1 A claim for travel and subsistence allowances must be made **in writing by the 1<sup>st</sup> day of each month** or the previous working day if falling on a Saturday or Sunday or Bank Holiday and **must be accompanied by the relevant receipts**. Claims **must be made within 3 months** of the event and within the relevant accounting year (i.e. by 4 April every year).

15.2 Allowances will be paid by the Council's Payroll team by BACS transfer.

## **16. Pensions**

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

## **17 Supporting the work of Authority Members**

- 17.1 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 Democratic Services Committee is required to review the level of support provided to Members and should take proposals for reasonable support to the full council.
- 17.2 All elected Members and Co-opted Members should be provided with adequate telephone, email and internet facilities to give electronic access to appropriate information.
- 17.3 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.

## **18 Compliance**

- 18.1 In accordance with the Regulations, the Authority must comply with the requirements of 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 are reminded that expense claims are subject to both internal and external audit.**

## SCHEDULE 1

### SCHEDULE OF REMUNERATION 2024 – 2025

<b>MEMBERS ENTITLED TO BASIC SALARY</b>			<b>ANNUAL AMOUNT OF BASIC SALARY</b>
The following named Elected Members of the Authority receive the Basic Salary:			<b>£18,666</b>
Cllr Waheeda Abdul Sattar (from 25 April 2024)	Cllr Andrea Gibson	Cllr Neil McEvoy	
Cllr Ali Ahmed	Cllr Jamie Green	Cllr Mary McGarry	
Cllr Saleh Ahmed	Cllr Helen Gunter	Cllr Siân-Elin Melbourne	
Cllr Dilwar Ali	Cllr Graham Hinchey	Cllr Dan Naughton	
Cllr Mike Ash-Edwards	Cllr Robert Hopkins	Cllr Oliver Owen	
Cllr Claudia Boes	Cllr Irene Humphreys	Cllr Marc Palmer	
Cllr Bernie Bowen-Thomson	Cllr Garry Hunt	Cllr Jackie Parry	
Cllr Catriona Brown-Reckless	Cllr Peter Jenkins	Cllr Emma Reid-Jones	
Cllr Kate Carr	Cllr Jackie Jones	Cllr Sara Robinson	
Cllr Joe Carter	Cllr Keith Jones	Cllr Jon Shimmin	
Cllr Jasmin Chowdhury	Cllr Owen Jones	Cllr Elaine Simmons	
Cllr Jayne Cowan	Cllr Heather Joyce	Cllr Rhys Taylor	
Cllr Stephen Cunnah	Cllr Maliika Kaaba	Cllr Kanaya Singh	
Cllr Calum Davies	Cllr Imran Latif	Cllr Dan Waldron	
Cllr Bob Derbyshire	Cllr Chris Lay	Cllr Caro Wild	
Cllr Sean Driscoll	Cllr Sue Lent	Cllr Joel Williams	
Cllr Saeed Ebrahim	Cllr Margaret Lewis	Cllr Ashley Wood	
Cllr Susan Elsmore	Cllr Peter Littlechild		
Cllr Grace Ferguson-Thorne	Cllr Rhys Livesy		

	<b>SENIOR SALARY ENTITLEMENTS (includes Basic Salary)</b>		<b>ANNUAL AMOUNT OF SENIOR SALARY</b>
	<b>ROLE</b>	<b>MEMBER</b>	
1.	Leader	Cllr Huw Thomas	£69,998
2.	Deputy Leader & Cabinet Member for Education	Cllr Sarah Merry	£48,999
3.	Cabinet Member for Adult Services and Public Health & Equality	Cllr Leonora Thompson (Cabinet Member Job Share)	£30,332.50
4.	Cabinet Member for Adult Services and Public Health and Equality	Cllr Julie Sangani (Cabinet Member Job Share)	£30,332.50
5.	Cabinet Member for Childrens Services, Tackling Poverty and Supporting Young People	Cllr Ashley Lister (Cabinet Member Job Share)	£30,332.50
6.	Cabinet Member for Childrens Services, Tackling Poverty and Supporting Young People	Cllr Peter Bradbury (Cabinet Member Job Share)	£30,332.50



	<b>SENIOR SALARY ENTITLEMENTS (includes Basic Salary)</b>		<b>ANNUAL AMOUNT OF SENIOR SALARY</b>
	<b>ROLE</b>	<b>MEMBER</b>	
7.	Cabinet Member for Culture, Sports & Parks	Cllr Jen Burke	£41,999
8.	Cabinet Member for Finance, Modernisation & Performance	Cllr Chris Weaver	£41,999
9.	Cabinet Member for Housing & Communities	Cllr Lynda Thorne (Cabinet Member Job Share)	£30,332.50
10.	Cabinet Member for Housing & Communities	Cllr Lee Bridgeman (Cabinet Member Job Share)	£30,332.50
11.	Cabinet Member for Investment & Development	Cllr Russell Goodway	£41,999
12.	Cabinet Member for Climate Change, Strategic Planning & Transport	Cllr Dan De'Ath	£41,999
13.	Cabinet Member for Waste, Street Scene and Environmental Services	Cllr Norma Mackie	£41,999
14.	Chairperson of Children and Young People Scrutiny Committee	Cllr Jess Moultrie	£27,999
15.	Chairperson of Community and Adult Services Scrutiny Committee	Cllr Bablin Molik	£27,999
16.	Chairperson of Economy and Culture Scrutiny Committee	Cllr Peter Wong	£27,999
17.	Chairperson of Environmental Scrutiny Committee	Cllr Bethan Proctor	£27,999
18.	Chairperson of Policy Review and Performance Scrutiny Committee	Cllr Adrian Robson	£27,999
19.	Chairperson of Planning Committee	Cllr Ed Stubbs	£27,999
20.	Chairperson of Licensing & Public Protection Committees	Cllr Michael Michael	£27,999
21.	Leader of the Largest Opposition Group (Conservative Group)	Cllr John Lancaster	£27,999
22.	Leader of the Liberal Democrat Group	Cllr Rodney Berman	£22,406

*There are a total of 22 senior salary holders, which includes 3 posts which are the subject of job sharing arrangements, and the senior salary cap of 19 is increased accordingly.*

<b>ENTITLEMENT TO CIVIC SALARIES (includes Basic Salary)</b>		<b>ANNUAL AMOUNT OF CIVIC SALARY</b>
<b>ROLE</b>	<b>MEMBER</b>	
Civic Head (Mayor / Chair)	Cllr Jane Henshaw	£27,999
Deputy Civic Head (Deputy Mayor / Chair)	Cllr Helen Lloyd Jones	£22,406

ENTITLEMENT AS STATUTORY CO-OPTees		AMOUNT OF CO-OPTees ALLOWANCES
ROLE	MEMBER	
Chairperson of Standards & Ethics Committee	Jason Bartlett	£268 Daily Fee (4 hours and over) £134 ½ Day Fee (up to 4 hours)
Chairperson of Governance & Audit Committee	Gavin McArthur	£268 Daily Fee (4 hours and over) £134 ½ Day Fee (up to 4 hours)
Statutory Co-optees – ordinary members:		£210 Daily Fee (4 hours and over) £105 ½ Day Fee (up to 4 hour)
Children & Young People Scrutiny Committee	<ul style="list-style-type: none"> <li>• Patricia Arlotte</li> <li>• Carol Cobert</li> <li>• Bridgid Corr</li> <li>• Celeste Lewis</li> </ul>	
Governance & Audit Committee	<ul style="list-style-type: none"> <li>• David Price</li> <li>• Dr Janet Wademan</li> <li>• Chris Burns</li> </ul>	
Standards & Ethics Committee	<ul style="list-style-type: none"> <li>• David Mills</li> <li>• Chrissie Nicholls</li> <li>• Rashpal Singh</li> <li>• Community Councillor Julia Charles</li> <li>• Community Councillor Mike Jones-Pritchard (Substitute)<sup>1</sup></li> </ul>	

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

<sup>1</sup> The Substitute Community Councillor would sit on any Sub-Committee Hearings Panel which may be convened in a case in which the Community Committee Member may be unable to act due to a conflict of interests.

<b>Members Support – what is provided in terms of telephone, internet or email (see Determination 9)</b>	
Telephone Support for Executive Members	Yes
Telephone Support for Chairs of Committees	Yes other than Chairs of Governance and Audit Committee and Standards and Ethics Committee
Telephone Support for all other Members	Yes Other than Co-optees and Independent Members of the Standards & Ethics, CYP Scrutiny and Governance and Audit Committee
Access to Email for Executive Members	Yes-
Access to Email for Chairs of Committees	Yes
Access to Email for all other Members	Yes Other than co-optees and Independent Members of the Standards & Ethics, CYP Scrutiny and Governance and Audit Committee,
Internet Support for Executive Members	Yes (as necessary)
Internet Support for Chairs of Committees	Yes (as necessary)
Internet Support for all other Members	Yes (as necessary)

## **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 or by a joint committee of the Authority and one or more other Authorities;
- a duty undertaken for the purpose of or in connection with the discharge of the functions of Cabinet;
- 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, Cabinet or Democratic Services Committee
- the following duties which have been approved by Council:
  - Attendance at any non-political personal development event or activity relevant to the role of the individual member with the advance agreement of the Head of Democratic Services.
  - Attendance at meetings relating to the personal safety and security of an individual Member.
  - A duty undertaken for the purpose of or in connection with the discharge of the roles to which a Member has been appointed by Council, for example, Committee Chairs.

### **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	5 pence per passenger 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 the council's website of 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 elected Members.
- The Authority will publish on the council's website a statement of the basic responsibility of a councillor and role descriptors for senior salary office holders, which clearly identify the duties expected.
- The Authority will publish on the council's 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 Member or Co-opted Members attendance at meetings of council, cabinet and committees and other approved duties for which a Member or Co-opted Member submits a claim for reimbursement.
- The Authority will arrange for the publication on the council's website of annual reports prepared by Members.
- When the Authority agrees a paid substitution for family absence it will notify the Independent Remuneration Panel for Wales within 14 days of the date of the decision of the details including the particular post and the duration of the substitution.