

Paying councillors and other elected members in Wales

How much people get paid, and what for



This document was written by the **Independent Remuneration Panel for Wales**. It is an easier to read version of the **Independent Remuneration Panel for Wales Annual Report 2022**

April 2022

About this document

This is an easier to read version of the 2022 to 2023 annual report written by the **Independent Remuneration Panel for Wales**.

Where the document says **we**, this means the **Independent Remuneration Panel for Wales**.

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What is the Independent Remuneration Panel for Wales?

The **Independent Remuneration Panel for Wales** is an organisation that sets how much certain people get paid.



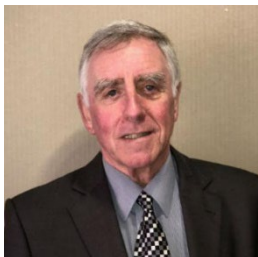
Remuneration is money someone gets paid. This includes things like wages, money towards a pension, travel expenses or care costs.

The **Independent Remuneration Panel for Wales** set out how much the following people are paid:



- Local Authority Councillors
- Community and Town Councillors
- Members of National Park Authorities
- Members of Fire and Rescue Authorities
- Co-opted members

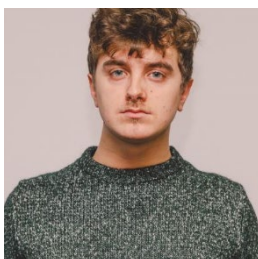
There are 5 people on the **Independent Remuneration Panel for Wales**.



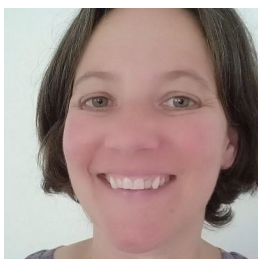
John Bader – Chair



Saz Willey – Vice chair



Joe Stockley



Ruth Glazzard



Helen Wilkinson

Local Authority Councillors

Local authority councillors are people in charge of local authorities.

These councillors make decisions on things like

- Schools
- Roads and traffic
- Social Services.

They are elected by the people who live in their local authority area.

There are 22 local authorities in Wales. These are:

Blaenau Gwent	Bridgend	Caerphilly
Cardiff	Carmarthenshire	Ceredigion
Conwy	Denbighshire	Flintshire
Gwynedd	Isle of Anglesey	Merthyr Tydfil
Monmouthshire	Neath Port Talbot	Newport
Pembrokeshire	Powys	Rhondda Cynon Taf
Swansea	Torfaen	Vale of Glamorgan
Wrexham		

Basic salary

We have decided that from **9 May 2022** local authority councillors should be paid **£16,800** a year.

This is called **basic salary**.

Senior and Civic salary

Some councillors have extra work to do and have more responsibility.

These councillors are paid more. This is called **senior salary** and **civic salary**.

Councillors get a senior salary or civic salary if they are a:

- **Leader of the council**

This person is in charge of making sure decisions are made and that money is spent wisely. They usually represent the political party or group that has the most councillors.

- **Deputy Leader of the council**

This person works with the Leader of the council and supports them in their job.

Local Authority Councillors

- **Executive member**

This person is in charge of a particular issue like social services, education or housing.

- **Committee chair**

This person is in charge of a committee that makes decisions about particular issues like social services, education or housing.

- **Leader of the largest political opposition group**

This person belongs to the political party or group that has the second largest number of councillors.

- **Leader of another political group**

- **Civic Head or Mayor**

This person goes to ceremonies and events on behalf of the local authority. They also run some meetings to make sure they are run properly.

Not all local authorities pay their Civic Head for this job.

- **Deputy Civic Head or Deputy Mayor**

This person works with the Civic Head.

Not all local authorities pay their Deputy Civic Head for this job.

- **Presiding Member**

This person makes sure that meetings of the local authority are run properly and follow certain rules.

We have decided that councillors who have these jobs in larger local authorities should get paid more than those in smaller local authorities.

Senior pay in larger local authorities

Larger local authorities are ones where over 200,000 people live. They are:

- **Cardiff**
- **Swansea**
- **Rhondda Cynon Taf**

From 9 May 2022 the senior salary in these local authorities will be as follows:

Leader of the council	£63,000
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Deputy Leader of the council	£44,100
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Executive members	£37,800
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Committee chair (if paid)	£25,593
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Leader of the largest political opposition group	£25,593
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Leader of another political group	£20,540
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Civic Head (if paid)	£25,593
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Deputy Civic Head (if paid)	£20,540
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Presiding Member (if paid)	£25,593
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Senior pay in medium local authorities

Medium local authorities are ones where between 100,000 and 200,000 people live. They are:

- Bridgend
- Carmarthenshire
- Flintshire
- Newport
- Pembrokeshire
- Vale of Glamorgan
- Caerphilly
- Conwy
- Gwynedd
- Neath Port Talbot
- Powys
- Wrexham

From 9 May 2022 the senior salary in these local authorities will be as follows:

Leader of the council	£56,700
Deputy Leader of the council	£39,690
Executive members	£34,020
Committee chair (if paid)	£25,593
Leader of the largest political opposition group	£25,593
Leader of another political group	£20,540
Civic Head (if paid)	£25,593
Deputy Civic Head (if paid)	£20,540
Presiding Member (if paid)	£25,593

Senior pay in smaller local authorities

Smaller local authorities are ones where less than 100,000 people live. They are:

- Blaenau Gwent
- Denbighshire
- Monmouthshire
- Isle of Anglesey
- Ceredigion
- Merthyr Tydfil
- Torfaen

The senior salary each year in these local authorities should be as follows:

Leader of the council	£53,550
Deputy Leader of the council	£37,485
Executive members	£32,130
Committee chair (if paid)	£25,593
Leader of the largest political opposition group	£25,593
Leader of another political group	£20,540
Civic Head (if paid)	£25,593
Deputy Civic Head (if paid)	£20,540
Presiding Member (if paid)	£25,593

Other money paid to local authority councillors

Pensions

Local authority councillors can join the **Local Government Pension Scheme**.

This means that the local authority pays some money into a pension plan for the councillor.

The councillor also has to pay some money into their own pension plan.

Time off for family reasons

When a councillor takes time off work for certain family reasons they will still get paid.

Local authority councillors are allowed to take time off work if they have a new baby or adopt a child.

Paying for travel, food, and accommodation

Councillors can also get paid money for things like travelling to meetings and for food or hotel costs whilst working.

Turn to **page 35** for more information.

Local Authority Councillors

Paying for care and personal assistance

If a councillor cares for someone, they may need to pay someone to do this caring while they are working.

A councillor may need support to be able to do their job, for example if they are disabled. This is called **personal assistance**.

Councillors can be paid back money they have had to spend on care and personal assistance.

Turn to **page 33** for more information

National Park Authority Members

There are 3 National Parks in Wales:

- Brecon Beacons
- Pembrokeshire Coast
- Snowdonia

Every National Park has a **National Park Authority** to make sure the National Park is run well.

National Park Authorities are run by National Park Authority members.

Each National Park has 12 members who are councillors appointed by their Local Authority and 6 members who are appointed by the Welsh Government.

National Park Authority members make decision on things like:

- How the park spends its money
- How the park is run
- Planning permission

Basic salary

We have decided that from **1 April 2022** National Park Authority members should be paid **£4,738 a year**.

This is called **basic salary**.

Senior salary

Some National Park Authority members have more work to do and have more responsibility.

These National Park Authority members should be paid more. This is called **senior salary**.

National Park Authority members who have a senior salary are the:

- **Chair of the authority**

This is the person who runs the full meetings of the authority and makes sure they are run properly. They also represent the authority locally and across Wales.

- **Deputy Chair of the authority**

This person works with the chair and supports them in their job.

- **Committee Chair of the authority**

This person runs smaller meetings of the authority and makes sure they are run properly.

The senior salary for these National Park Authority members should be as follows:

Chair of the authority	£13,531
Deputy Chair of the authority	£8,478
Committee Chair of the authority (if paid)	£8,478

National Park Authority members who are local authority councillors

If a National Park Authority member is the Leader, Deputy Leader, or an executive member of a local authority they **cannot** be paid by the National Park Authority as well. **See page 7.**

Other money paid to National Park Authority members

Time off for family reasons

National Park Authority members are allowed to take time off work if they have a new baby or adopt a child.

If they are a National Park Authority member **and** a local authority councillor, they are paid while they are off work by their local authority.

If they are a National Park Authority member appointed by the Welsh Government, they are not paid while they are off work.

Paying for travel, food and accommodation

Authority members can also be paid for things like travelling to meetings and for food or hotel costs whilst working.

Turn to **page 35** for more information about this.

Paying for care and personal assistance

If an authority member cares for someone, they may need to pay someone to do this caring while they are working.

An authority member may need support to be able to do their job, for example if they are disabled. This is called **personal assistance**.

Authority members can be paid back money they have had to spend on care and personal assistance.

Go to **page 33** for more information about this.

Fire and Rescue Authority Members

There are 3 Fire and Rescue services in Wales

- Mid and West Wales
- North Wales
- South Wales

Fire and Rescue Authorities make sure the Fire and Rescue service is doing a good job.

Fire and Rescue Authorities are run by Fire and Rescue Authority members.

Fire and Rescue Authorities Members are local authority councillors appointed by local authorities.

Basic salary

We have decided that from **1 April 2022** Fire and Rescue Authority members should be paid **£2,369 a year**.

This is called **basic salary**.

Senior salary

Some Fire and Rescue Authority members have more work to do and have more responsibility.

These Fire and Rescue Authority members should be paid more. This is called **senior salary**.

Fire and Rescue Authority members who have a senior salary are:

- **Chair of the authority**

This is the person who runs the full meetings of the authority and makes sure they are run properly. They also represent the authority locally and across Wales.

- **Deputy Chair of the authority**

This person works with the chair and supports them in their job.

- **Committee Chair of the authority**

This person runs smaller meetings of the authority and makes sure they are run properly.

The senior salary for these Fire and Rescue Authorities members should be as follows:

Chair of the authority	£11,162
Deputy Chair of the authority	£6,109
Committee Chair of the authority (if paid)	£6,109

Fire and Rescue Authority members who are local authority councillors

If a Fire and Rescue Authority member is the Leader, Deputy Leader, or an executive member of a local authority they should not be paid by Fire and Rescue Authority as well. **See page 7.**

Other money paid to Fire and Rescue Authority members

Paying for travel, food and accommodation

Authority members can also be paid money for things like travelling to meetings and food or hotel costs whilst working.

Turn to **page 35** for more information about this.

Paying for care and personal assistance

If an authority member cares for someone, they may need to pay someone to do this caring while they are working.

An authority member may need support to be able to do their job, for example if they are disabled. This is called **personal assistance**.

Authority members can be paid back money they have had to spend on care and personal assistance.

Turn to **page 33** for more information about this.

Co-opted Members

Local authorities, National Park Authorities and Fire and Rescue Authorities can have co-opted members.

Co-opted members are people the authority ask to join them because they have a special skill or interest.

Co-opted members are paid for each day they work.

If a co-opted member works for less than 4 hours in a day, they are paid between £105 and £134 depending on their role.

If a co-opted member works for 4 hours or more in a day, they are paid between £210 and £268 depending on their role.

They are also paid travel food and hotel costs where these are needed to do their work. Turn to **page 35** for more information about this.

Community and Town Councillors

There are over 735 Community and Town councils in Wales.

Not every community or town has a Community or Town Council though.

Community or Town Councillors are in charge of Town and Community Councils.

They are elected by the people that live in their town or community.

Community or Town Councillors make decisions on things like:

- Community halls
- Bus stops
- Parks and playgrounds

In the past Community or Town Councillors were paid more if the council had more money to spend.

We have decided that from **9 May 2022** Community and Town Councillors should be paid differently where there are more voters in their area.

Council type	Number of voters
Group 1	14,000 or more
Group 2	10,000 to 13,999
Group 3	5,000 to 9,999
Group 4	1,000 to 4,999
Group 5	Under 1,000

There are different types of pay that Town and Community councillors can get paid.

Basic pay of £150 a year is paid to all councillors.

Senior pay of £500 a year is paid to people who are chair of a committee. A councillor can only get paid this once, even if they are the chair of more than one committee.

Group 1

If a Community or Town Council has 14,000 or more voters, these payments are made.

Basic pay of £150 a year must be paid to all councillors.

Senior pay of £500 a year must be paid to 1 councillor. Up to 7 more for councillors can be paid but the council does not have to pay them.

Group 2

If a Community or Town Council has 10,000 to 13,999 voters, these payments are made.

Basic pay of £150 a year must be paid to all councillors.

Senior pay of £500 a year must be paid to 1 councillor. Up to 5 more for councillors can be paid but the council does not have to pay them.

Group 3

If a Community or Town Council has 5,000 to 9,999 voters, these payments are made.

Basic pay of £150 a year must be paid to all councillors.

Senior pay of £500 a year can be paid to up to 3 councillors, but the council does not have to pay them.

Group 4

If a Community or Town Council has 1,000 to 4,999 voters, these payments are made.

Basic pay of £150 a year must be paid to all councillors.

Senior pay of £500 a year can be paid to up to 3 councillors, but the council does not have to pay them.

Group 5

If a Community or Town Council has fewer than 1,000 voters, these payments are made.

Basic pay of £150 a year must be paid to all councillors.

Senior pay of £500 a year can be paid to up to 3 councillors, but the council does not have to pay them.

Being a councillor on more than 1 Town or Community Council

Someone can be a councillor on more than 1 Town or Community Council.

They can be paid by each Town or Community Council.

Councillors can turn down all or part of any payment that they are entitled to but they must do this by writing to the clerk of the council.

Mayors and Leaders of Community and Town Councils

Community or Town Councils may have a Mayor or Leader.

A Mayor or Leader is someone who represents the council in the community.

Community and Town councils can pay 1 person to be a Mayor or Leader up to £1,500 extra a year.

Community and Town councils can pay 1 person to be a Deputy Mayor or Deputy Leader up to £500 extra a year.

Community and Town Councillors who are also senior Local Authority councillors

Community and Town Councillors who are **also** senior local authority councillors cannot be paid any money apart from money for:

- care and personal assistance
- travel
- food
- accommodation

Other money paid to Community and Town Councillors

Paying for financial loss

Community and Town Councils can, but do not have to pay this.

Financial loss is where someone missed out on getting money because they were doing their job as a Community or Town Councillor.

This could be because they could not do their normal job while they went to a council meeting so did not get paid.

If a Community or Town Councillor has financial loss, they can be paid:

- Up to £57.20 if they spent up to 4 hours working for the Community or Town Council
- Up to £114.40 if they spent over 4 hours working for the Community or Town Council.

Councillors must prove they have had financial loss.

Attendance allowance

Community and Town Councils can, but do not have to pay this.

Attendance allowance is when a Community or Town Councillor is paid to go to a meeting.

Attendance allowance is up to £30 a meeting.

Paying for travel, food and accommodation

Community and Town Councils can, but do not have to, pay for councillors travel, food and accommodation.

If the Community or Town Council does pay for things like travelling to meetings, food or hotel costs they must follow some rules.

Turn to **page 35** for more information about this.

Paying for care and personal assistance

If a Community or Town Councillor cares for someone they may need to pay someone to do this caring while they are working.

Community or Town Councillors may need support to be able to do their job, for example if they are disabled. This is called personal assistance.

Community and Town Councillors can be paid back money they have had to spend on care and personal assistance.

Turn to **page 33** for more information about this.

Care and Personal Assistance

Some people have to care for someone else. They may care for a child, an older person or someone who is sick or disabled.

Some people need personal assistance to do their job, this may be because they are disabled.

We do not want the cost of this care or assistance to stop people from becoming councillors, authority members or co-opted members. So we have decided that the costs of care or assistance that is needed to do this work can be repaid.

Councils and authorities can decide how claims are made but they must follow rules to make claiming fair and easy.

There is now no maximum that can be paid for Care and Personal Assistance.

- The actual costs of **formal care or assistance** can be paid back in full. Formal care or assistance is provided by someone registered with Care Inspectorate Wales.
- If the care or support is provided by someone **not** registered with Care Inspectorate Wales this is **informal**

care. The actual costs of informal care can be paid back up to the hourly rate of the UK Real Living Wage.

We have set some other rules for paying for care and assistance.

- Care and personal assistance can only be paid for if it is not paid for by other things like welfare benefits or access to work payments.
- Councils and authorities should make sure that councillors and members know they can get paid this money if they need it.
- Care and Personal Support can be paid to go to meetings, time taken to prepare for and travel to meetings.

Councils and authorities should be helpful and make it simple for people to get paid money for care and personal assistance.

Travel, food and accommodation

Sometimes people spend money on things so that they can do official business.

Official business includes things like going to official meetings or going on a training course.

They may spend money on:

- **Travel**

This includes things like bus or train tickets and the cost of running a car if they drive.

- **Food**

This includes buying a meal if they are away from home while they are working.

- **Accommodation**

This includes staying in a hotel if they have to travel a long way from home to work.

If someone spends their own money on these things, they can ask to be paid back.

Travel costs

If someone drives a car for work, they must be paid:

- 45 pence a mile, for the first 10,000 miles they drive a car in a year.
- 25 pence a mile, for every mile they drive a car over 10,000 in a year.
- 5 pence a mile, for every passenger in their car who also doing official business.
- 24 pence a mile, for every mile they drive a motorcycle.
- 20 pence a mile, for every mile they ride a bicycle.

If they travel on a bus, train or taxi they must be paid back the amount they have spent on their ticket.

They must prove how much they have spent.

They must choose a sensible and cheap way to travel.

Food and accommodation costs

If someone is doing official business, they may need to buy food while they are working.

If someone has travelled a long way from home to do official business, they may need to stay away overnight.

This is called **accommodation**.

They must be paid back money they spend on food, drinks, and accommodation.

They must prove how much they have spent.

They can be paid up to £28 pounds a day for food and drink.

If they are staying away overnight, they must not be paid more than:

- £200 if they are staying in London
- £95 if they are staying anywhere not in London
- £30 if they are staying at a friend's or family member's house

Sick pay

Basic pay

Local Authority councillors and authority members must still get paid if they are off work because they are sick.

They must be paid for up to 6 months if they are off work sick.

This is not the case for co-opted members.

Senior pay

Councillors and authority members who have a senior salary can be paid their senior salary if they are off work sick for a long time.

Each authority will decide if they want to do this.

They can be paid this for up to 6 months.