



Independent Remuneration Panel for Wales:

Research to support the annual report
2024 to 2025.

February 2024



Independent Remuneration Panel for Wales

Evidence and Data to Support 2024/25 Determinations

1. Purpose

1.1 This paper provides data and research to support the Panel's determinations on councillors' remuneration for 2024-25 financial year.

1.2. In making its determinations the Panel should ensure the outcomes are both affordable and acceptable for authorities and the public. The following are key questions:

- **Should the panel uprate basic allowance or not?**
- **If the decision is to uprate the basic allowance, should ASHE be used, or an alternative?**

2. Current and Draft Remuneration Rates

2.1 Annex 1 contains previous determinations on remuneration and draft proposals for 2024-25 financial year for elected members of principal councils, fire and rescue authorities and national park authorities.

2.2 The Annual Survey of Hours and Earnings (ASHE) is the current data source used by the Panel to uprate allowances. Other possible data sources are included in the Annex as benchmarks. However, the Panel agreed to remove RPI, NJC Point 20 and MP salaries which have been used previously but have agreed to add payments to Scottish local government elected members as an additional comparison.

3. Supporting Evidence

3.1 This section considers a range of evidence which can inform the Panel's decisions on determinations for the 2024-25 financial year. These are:

- a) ASHE
- b) Public/Private Sector Pay Rises
- c) Inflation
- d) Councillors' remuneration in Scotland
- e) Councillors Workload
- f) Councillor Awareness of and Attitudes to Remuneration
- g) Contribution to Policy Aims (Diversity and Democratic Health)

a) ASHE

3.2 ASHE statistics are published annually by the Office for National Statistics (ONS) and designated as National Statistics. To be designated as a National Statistic, a statistical product must be assessed against the Code of Practice for Statistics and be deemed compliant. Official statistics that are assessed as fully compliant with the Code (that is, they meet the highest standards of trustworthiness, quality and value) are designated as National Statistics.

3.3 ASHE provides information about the levels, distribution and make-up of earnings and hours paid for employees in all industries and occupations across the UK.

3.4 While it is possible to conduct analysis of the distribution of earnings in the UK using the Labour Force Survey (LFS), ASHE is thought to be a more accurate source of information on earnings as the information is provided by employers rather than being self-reported by employees.

3.5 ASHE also benefits from a large sample size, which, coupled with the array of individual and geographic characteristics that are also gathered, allows for more detailed analysis than other sources of earnings data.

3.6 One main limitation of the data is that it does not include the self-employed. ASHE is the principal source of data used for several estimates related to pay across ONS and Welsh Government (including the national indicator on the gender pay gap).

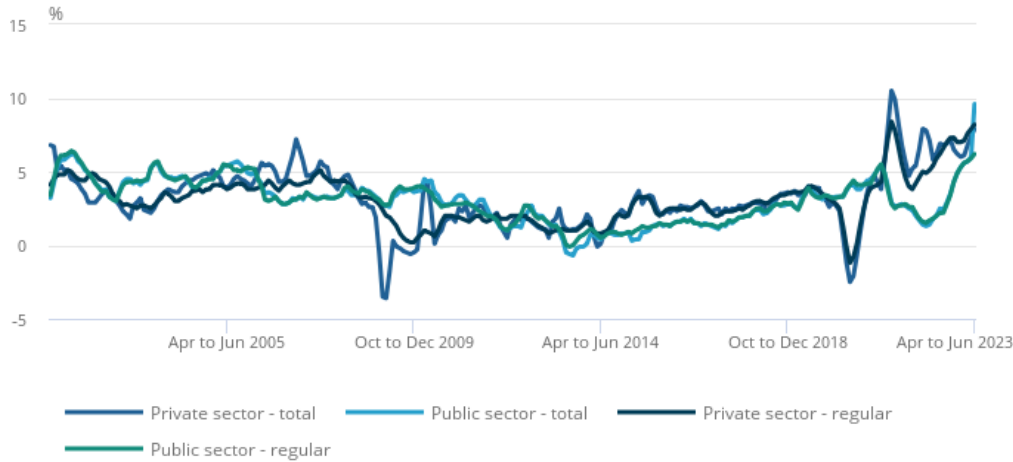
Source KAS Income and earnings statistics guide – Annual Survey of Hours and Earnings. Labour Market Statistics Team – August 2023.

b) Public /Private sector pay rises

3.7 For the quarter 2 period from April – June 2023 both the private and public sector has seen strong annual regular pay growth.

Figure 1: For the latest period, both the private and public sector has seen strong annual regular pay growth.

Average weekly earnings annual growth rates for total pay (including bonuses) and regular pay by public and private sector in Great Britain, seasonally adjusted, January to March 2001 to April to June 2023



Source: Monthly Wages and Salaries Survey from the Office for National Statistics

3.8 Annual average regular pay growth for the private sector was 8.2% in April to June 2023, and 6.2% for the public sector (Figure 1). For the private sector, this is the largest annual regular growth rate seen outside of the coronavirus pandemic period (when the growth rate peaked at 8.4% in April to June 2021 because the data were affected by [compositional and base effects](#)). For the public sector, a larger annual growth rate for regular pay was last seen in August to October 2001 when it was 6.3%.

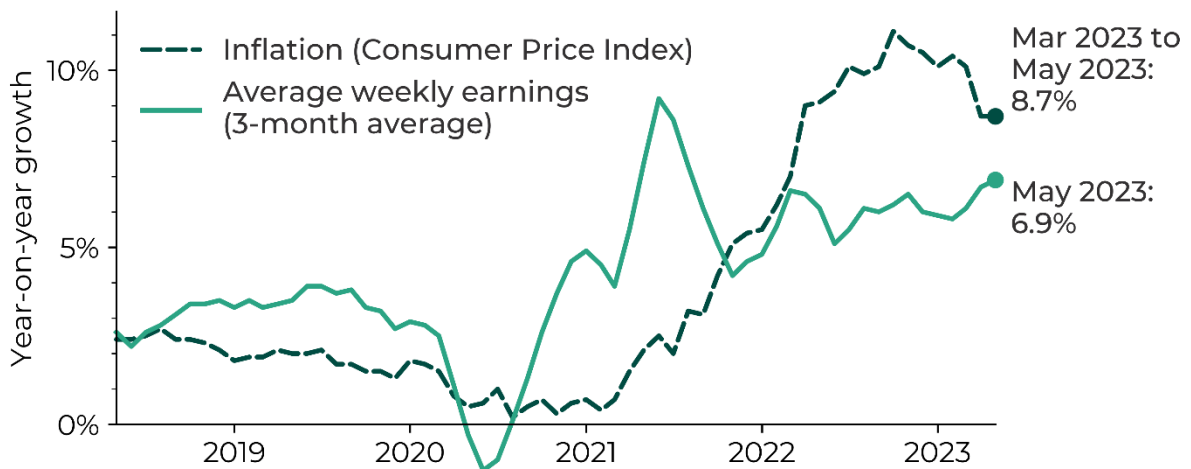
3.9 Annual average total pay growth for the private sector was 7.9% in April to June 2023, and 9.6% for the public sector. For the public sector, this is the largest annual total growth rate since comparable records began in 2001. However, this is affected by the NHS one-off bonus payments made in June 2023.

Average weekly earnings in Great Britain: August 2023 [Average weekly earnings in Great Britain - Office for National Statistics \(ons.gov.uk\)](#)

[Labour market July 2023 update \(senedd.wales\)](#)

3.10 Year-on-year increases in average weekly earnings across the UK are below the rate of inflation. Earnings data for Wales is published on an annual basis in ASHE, however the inflation rate is not available at a Wales level.

Figure 2. Year-on-year change in UK average weekly earnings and inflation



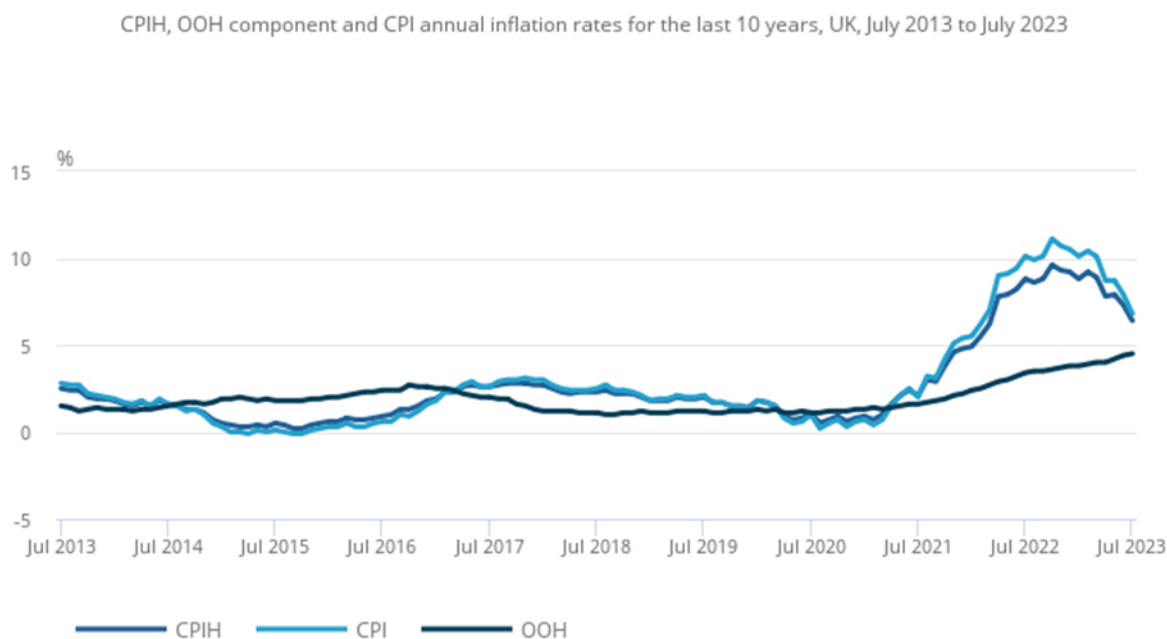
Source: [Earnings and working hours and inflation and price indices, ONS Labour market July 2023 update \(senedd.wales\)](#)

c) Inflation

3.11 Key points relating to inflation rates are:

- The Consumer Prices Index including owner occupiers' housing costs (CPIH) rose by 6.4% in the 12 months to July 2023, down from 7.3% in June.
- On a monthly basis, CPIH fell by 0.3% in July 2023, whereas it rose by 0.6% in July 2022.
- The Consumer Prices Index (CPI) rose by 6.8% in the 12 months to July 2023, down from 7.9% in June.
- On a monthly basis, CPI fell by 0.4% in July 2023, compared with a rise of 0.6% in July 2022

Figure 3: Annual CPIH and CPI inflation rates continued to ease between June and July 2023



Source: Consumer price inflation from the Office for National Statistics

Source: [Consumer price inflation, UK - Office for National Statistics](#)

d) Councillors' Remuneration in Scotland

3.12 Scottish Government determine the basic pay of councillors in Scotland and this cannot be varied by individual councils. The [Local Governance \(Scotland\) Act 2004 \(Remuneration\) Regulations 2007](#) set out the framework for paying a salary to councillors.

3.13 Since May 2017, the pay of councillors has been linked to the pay of Scottish public sector workers. This information is published annually by the [Office of National Statistics](#) in ASHE.

3.14 The basic annual pay for councillors in Scotland from 1 April 2023 is £20,099 (See [Councillors' roles, conduct and pay - Local government - gov.scot \(www.gov.scot\)](#) as set out in [The Local Governance \(Scotland\) Act 2004 \(Remuneration\) Amendment Regulations 2022](#)).

3.15 The Regulations band councils using a number of factors including the size of the council budget. The regulations also set out then four grades of councillor for the purposes of payment of remuneration;

- (a) the Leader of the Council;
- (b) the Civic Head;
- (c) Senior Councillors; and
- (d) Councillors.

The Leader of the Council and the Civic Head cannot be the same person, for the purposes of payment of remuneration.

The rates for 2023 to 2024 are set out below:

Council band	Councils	Salary of Leader	Salary of Civic Head
A	Clackmannanshire; East Lothian; East Renfrewshire; Eilean Siar; Inverclyde; Midlothian; Moray; Orkney Islands; Shetland Islands; Stirling	£33,503	£25,128
B	Angus; Argyll and Bute; Dumfries and Galloway; Dundee City; East Ayrshire; East Dunbartonshire; Falkirk; North Ayrshire; Perth and Kinross; Renfrewshire; Scottish Borders; South Ayrshire; West Dunbartonshire; West Lothian	£46,902	£35,179
C	Aberdeen City; Aberdeenshire; Fife; Highland; North Lanarkshire; South Lanarkshire	£46,902	£35,179
D	City of Edinburgh; Glasgow City	£60,304	£45,228

3.16 The Regulations do not specify the pay for senior councillors, but set the maximum amount (75% of the pay of the Leader of the Council) and the minimum amount (the basic pay of a councillor) that a senior councillor can be paid.

3.17 The Regulations also specify the maximum amount of money which can be spent on senior councillor salaries by each council. It is then up to individual councils to decide how much to pay its senior councillors, who may be paid different amounts.

Source: [Councillors' roles, conduct and pay - Local government - gov.scot \(www.gov.scot\)](http://www.gov.scot).

e) Councillor workload

3.18 The latest information from our [Survey of Councillors](#) suggests that:

- Almost half of all councillors (47 per cent) spent 10 hours or less each week carrying out the role. At the other end of the scale, 8 per cent spent more than 40 hours each week.
- Around two-thirds (69 per cent) of community or town councillors spent 10 hours or less carrying out their role, while around two-fifths of principal councillors (44 per cent) and dual-hatters (38 per cent) said they spent 31 hours or more per week undertaking council business. Of these figures, a quarter of principal councillors (25 per cent) and 17 per cent of dual hatters indicated that they worked more than 40 hours each week.
- Two-thirds of respondents (66 per cent) said they were available 24 hours a day, seven days a week. Only 4 per cent of respondents had set times during which they could be contacted by constituents.
- Principal councillors emphasised that their day-to-day role and workload varied considerably each week, depending on the nature of the work they were involved in (for example, attending formal council and committee meetings, dealing with casework and engaging with constituents) and the type of roles they held within the council.
- A particular concern across each category of councillors was the increasing workload and time commitments that the role demanded, with many finding it increasingly difficult to maintain a distinction between their council role and private life. Respondents also noted that it was becoming increasingly difficult for councillors to sustain their work commitments alongside full-time employment.
- Town and community councillors emphasised that their visibility and accessibility within the community helped them to manage their day-to-day work and time commitments.

Table 1: Councillor Work Hours

Nifer yr oriau / Number of hours	Canran / Percentage			
	Pob cynghorydd All councillors	Cynghorydd cymuned neu dref Community and town councillor	Prif gynghorydd Principal councillor	Cynghorwyr â 'dwy het' Dual-hatters
10 awr neu lai 10 hours or less	47	69	4	7
11-20 awr 11-20 hours	22	23	20	19
21-30 awr 21-30 hours	15	6	32	36
31-40 awr 31-40 hours	8	< 2	19	21
Mwy na 40 awr More than 40 hours	8	< 2	25	17
Total	100	100	100	100

Sylfaen: 1,282 o ymatebwyr
Base: 1,282 respondents

Source: Councillor remuneration and citizen engagement with councillors: Survey of councillors. **Research by KAS Welsh Government (Dr Nerys Owens)**

f) Councillor Awareness of and Attitudes to Remuneration

3.19 Only around half of town and Community councillors were aware they were entitled to a basic payment, around three-quarters had not claimed their basic and senior payment in full. The majority of principal councillors were aware they could claim for a basic salary and had claimed their salary in full.

3.20 Overall, respondents opposed to idea of councillors receiving payment for their work, a smaller number defended current system.

3.21 A large number of respondents were against the idea of councillors receiving payment for their work on more normative grounds, with community councillors in particular emphasising that this was incongruous with the nature their role. A

common argument for these councillors was that it was a voluntary role and councillors should not be paid for the 'privilege' of serving their community.

3.22 Across all categories of councillors, there was also a strong sense that any funds being made available for allowances and expenses would be better spent or reinvested in local communities...

3.23 Despite these views, a small number of community councillors defended the current councillor remuneration system and argued that the role of a community councillor in particular had now shifted from a traditional part-time, unpaid position to what they viewed as a full-time 'professionalised' role involving a range of activities and responsibilities.

Source: [Councillor remuneration and citizen engagement with councillors: Survey of councillors. Research by KAS Welsh Government \(Dr Nerys Owens\)](#)

3.24 Payments of allowances and expenses remain a source of contention among councillors and the public.

3.25 Below are some of news articles demonstrating views of the councillor pay increase:

[Councillors in Wales will get an £800 pay rise in April | South Wales Argus](#)

[Blaenau Gwent councillors 'uncomfortable' with pay rise - BBC News](#)

[MS criticises pay rise for councillors after council tax hike and cuts to services \(nation.cymru\)](#)

[Pay rise for Conwy councillors despite Wales' highest council tax rise | North Wales Pioneer](#)

3.26 Some further context on councillors' attitudes to remuneration is provided by information on the numbers of councillors who decide to forego all or some of their remuneration. The Panel provides that an individual may decline to receive part, or all, of the payments if they so wish. This must be done in writing and is an individual matter.

3.27 In respect of town and community councils, all councils must pay their members £156 a year (equivalent to £3 a week) towards the extra household expenses (including heating, lighting, power and broadband) of working from home. This is generally known as the "£150 payment".

3.28 The below table shows how many Councillors received the £150 payment and how many opted to decline this payment.

Please note – the figures below may not be 100% accurate due to some Councils not having a website. Some returns show a 'nil return' and does not show how many Councillors did not receive the £150 payment. The Secretariat visited each website to note down how many Councillors were present on the Council.

Table 2 number of Town and Community Councils received and opted to forego allowance and breakdown of each group.

- Please note: These groupings changes from Group A-C to Bands 1-5 from April 2021

Description	Councillors received £150 allowance	Councillors opted to forego allowance
Total	1,249	3,830
Group A	401	448
Group B	597	1,310
Group C	251	2,072

£150 allowance – received and opted out of receiving payment

Table 3 -Year trends

Year	Received £150	Increase or decrease	Opted out of £150	Increase or decrease
2019 – 2020	921	-	3,438	-
2020 – 2021	1,098	+ 177	4,039	+ 601
2021 – 2022	1,249	+ 151	3,830	- 209

Data relating to Principal councils is as follows:

Table 4 - Opted to forego salary increase – comparative figures from the last six years

Financial Year	Total foregone	Senior Salary	Number of Authorities	Increase or decrease
2016 – 2017	186	71	8	-
2017 – 2018	117	86	7	- 69
2018 – 2019	72	23	11	- 45
2019 – 2020	112	41	13	+ 40
2020 – 2021	111	37	12	- 1
2021 – 2022	36	14	10	- 75

g) Contribution to Policy Aims

Diversity

3.29 After reviewing evidence (including Councillor Exit surveys and reasoning), the Senedd's Local Government and Communities Committee concluded there was no direct evidence to suggest that remuneration rates affect diversity. That is not to say that remuneration is conclusively not an issue in this area, but more the Committee was unable to conclude that it is a factor based on current information.

3.30 The Committee did suggest that rates overall may be too low to attract a strong pool of candidates to the role of councillor, which may impact on diversity of candidates:

3.31 Findings from a report by [Senedd Cymru's Equality, Local Government and Communities Committee \(2019\)](#) suggest that compared to traditional paid employment, the basic annual salary of principal councillors in Wales is too low to attract either young people or encourage greater diversity.

3.32 The report also makes the connection between the need to attract younger councillors and the issue of financial recompense. Some relevant quotes from councillors exemplifying the messages are included below:

'Principal and community and town councillors, and dual-hatters all emphasised the need to improve the age, gender and social balance within the councillor population, as these quotes illustrate...

In making such a call however, some of the barriers that prevented potential candidates from putting themselves forward to stand were identified, including the demands of the role, the type of work involved and the financial aspects of the role'.

3.33 One area where the Panel has previously actively considered the impact of remuneration on diversity is in relation to support for councillors with caring responsibilities and needs for personal assistance. This has included consideration of how these payments are published following qualitative evidence collected by the Panel that publication of these payments was in some cases becoming a political issue to such an extent that individuals were discouraged from claiming them. The following tables provide data on the payments being claimed.

Table 5 - Contribution towards costs of care and personal assistance – comparative figures from the last six years – Principal councils

Financial Year	Total	Number of Authorities claiming	Increase or decrease
2016 – 2017	£13,849.42*	4	-
2017 – 2018	£15,289.00	9	+ £1,439.58
2018 – 2019	£13,231.00	12	- £2,058.00
2019 – 2020	£13,978.64	7	+ £747.64
2020 – 2021	£8,054.35	5	- £5,924.29
2021 – 2022	£6,095.09	3	- £1,959.26

*One authority (Conwy) declared one Member claimed for reimbursement of costs of care but no total given on return.

Contribution towards costs of care and personal assistance – town and community councils

One Council has published the payment for the contribution towards costs of care and personal assistance.

Council	Amount	Group
Mumbles Community Council	£673.00	A

Source: IRP (23)361 Statement of Payments to Principal Councils, Town and Community Councils, National Parks Authorities and Fire and Rescue Authorities

3.34 These numbers remain small in comparison to the total numbers of councillors (1234 Principal councillors and around 8000 town and community councillors) and a small percentage of both the annual spend on councillor remuneration (see annex 4) and councils' total revenue spend.

Source: IRP (23)362 Statement of Payments to Town and Community Councils

Democratic Health

3.35 The following data was compiled by the Local Democracy and Boundary Commission for Wales, who collated data from local authorities. The data is unvalidated but, as the figures are very granular, it is likely the margin of error is small.

3.36 An overview of the town and community council results in the May 2022 local elections is below:

Table 6 - Community council seats following the local government elections, by type

Type of council seat	2017		2022	
	%age	Number	%age	Number
Elected (uncontested)	64	5,075	62	4,857
Elected (contested)	19	1,531	22	1,770
Unfilled seats	17	1,348	16	1,256
Total	100	7,954	100	7,883

3.37 For a community council to declare itself eligible to exercise the general power of competence, one of the conditions it must meet is that at least two-thirds of seats were elected (whether opposed or unopposed). In 2022, around 70% of community councils met this. In 2017, around 85% would have met this condition.

3.38 Around 30 community councils (4%) were *inquate* following the local government elections. This means that they failed to elect three councillors, or less than one-third of the total number of members – whichever is greater.

3.39 Turnout at the 2022 local government elections was 38%, compared with 42% in 2017. This suggests a low level of engagement in community councils, as well as low interest in serving on community councils.

3.40 On 13 April 2022, the Electoral Reform Society Cymru published an article entitled: “*Elections Cancelled: Over 100,000 Welsh voters to be denied a vote*”. The article stated that new analysis by ERS Cymru estimated that 106,920 Welsh voters would be denied a say across Wales due to uncontested elections.

3.41 The article noted that 9 of Wales’s 22 Principal councils would see at least one uncontested election with the worst-affected council area, Gwynedd, having 28. ERS estimated that 30,722 voters in Gwynedd would be denied a choice due to lack of competition.

3.42 Of the 9 local authorities listed within the article as having an uncontested election, 4 are North Wales authorities:

- Denbighshire – 1 uncontested seat in 1 ward
- Flintshire – 2 uncontested seats across 2 wards
- Gwynedd – 28 uncontested seats across 27 wards
- Wrexham – 8 uncontested seats across 8 wards

The 5 remaining local authorities listed within the article are:

- Carmarthenshire – 1 uncontested seat in 1 ward
- Ceredigion – 5 uncontested seats across 5 wards
- Neath Port Talbot – 3 uncontested seats in 2 wards
- Pembrokeshire – 19 uncontested seats in 19 wards
- Powys – 7 uncontested seats in 7 wards

In total, there were 74 uncontested seats across 72 wards in Wales.

4. Affordability

4.1 The following information is provided to aid the Panel’s discussions around affordability.

Recent News articles

4.2 Recently (week commencing 21 August) the BBC published two news articles relating to the discussion of affordability of local authorities. Links to these articles are included below:

- Welsh Council facing significant cuts in services - [Cuts warning as Welsh councils face £395m shortfall - BBC News](#).
- UK-focussed not Wales-specific budget cuts [Black hole in town hall budgets rises to £5bn - BBC News](#)

Local Authority Finances

4.3 The most recent published statistics relating to Principal council total revenue expenditure are for the 2021-22 financial year. In 2021-22 total revenue expenditure increased by 4.3 per cent to £9.5 billion. Revenue expenditure per head was £2,996 or £124 higher than the previous year.

4.4 Prior to the 2008-09 recession and the subsequent austerity measures, annual increases of 5 per cent or 6 per cent were regularly reported but since 2010-11 only four years have seen growth exceeding 2 per cent.

4.5 This has had a varying impact depending on the service areas, although changes in classification means analysis over time should be taken with caution. In general, statutory services such as education and social services have been protected (with social services having seen the biggest increase in expenditure) but other services such as libraries, roads and transport and planning have seen overall reductions since 2010-11. Education and social services now account for 67 per cent of overall unitary authority expenditure compared with 59 per cent in 2010-11 and 60 per cent in 1999-2000.

[Local authority revenue and capital outturn expenditure: April 2021 to March 2022 | GOV.WALES](#)

[Revenue outturn expenditure, by authority \(gov.wales\)](#)

4.6 The latest published information on forecast revenue expenditure relates to the 2023-24 financial year. Total budgeted revenue expenditure as reported by local authorities for 2023-24 is £10.4 billion, an increase of 7.6% on the previous year.

4.7 Principal councils reported increases of 7.9% or £670 million in their budgeted revenue expenditure whilst police reported an increase of 4.6%. Fire authorities reported an increase of 11.9% and national park authorities reported an increase of 0.5%.

4.8 Gwynedd shows the largest county increase in revenue expenditure at 13.2% due to their role as lead authority for a large UK Shared Prosperity Fund grant. Swansea shows the smallest increase at 3.8%.

Links to full documents below:

[Local authority revenue budget and capital forecast: April 2023 to March 2024 \(gov.wales\)](#)

[Budgeted revenue expenditure by service detail \(gov.wales\)](#)

4.9 The Welsh Government Statistical Team requested information on gross expenditure for 2022-23 for each local authority in July of this year, with the data expected to be published this October.

Local Authority Finance Settlement figures for 2023-24

4.10 This information is available via the following links:

[Final settlement figures were announced by the Minister - Local government revenue and capital settlement: final 2023 to 2024 | GOV.WALES.](#)

4.11 A letter sent to Leaders of Principal Councils in Wales (dated 28 February) from the Minister for Local Government confirmed the settlements:

[Final settlements confirmed on 28 February 2023.- 2022-23 - LGS - Letter \(gov.wales\)](#)

4.12 Core funding for local government 2023-24 increased by 7.9% on a like-for-like basis compared to 2022-23. No authority had an increase below 6.5%. This was a significant increase over the indicative figure provided in the previous budget.

For 2024-25 the indicative increase is 3.06% ((to £5.69bn from £5.521bn)

4.13 The date when the next local authority settlement will be announced will depend on the publication of the 24-25 Welsh Government budget. A draft budget in December (as was the case last year) will mean provisional local government settlement allocations are published in December and final allocations in Feb/early March. However, there have been no announcements yet on the date of the Welsh Government draft or final budgets. It is possible that the final budget may not be set until after Christmas recess.

Annex 2 contains the Panel's previous analysis of the total remuneration paid by Councils in Wales. This remains a small percentage of councils' overall revenue expenditure.

5. Summary

5.1 This Paper has provided a range of data, evidence and contextual factors to inform the Panel's decision-making process in relation to its determinations for the 2024-25 financial year.

Annex 1

An explanation to support is explained in Table 7 below.

The table that is used is the average (median) gross weekly earnings by local Welsh area and year. This table can be found here:

[Average \(median\) gross weekly earnings by Welsh local areas and year \(£\) \(gov.wales\)](#)

The Panel concluded that backbench members continue to work the equivalent of three days a week and that Leaders, Deputy Leaders and Executive members work the equivalent of five days a week.

There are 260 working days in a year (5 days x 52.0152 weeks in a year). The basic salary is for 156 days (3/5 x 260 or 3 x 52).

The figure we need to use for the 2024 report will be £598.10 then multiplied by 52.0152 (for how many weeks in a year). This figure will then need to be converted to three days per week.

Calculation of the basic salary

$598.10 \times 52.0152 = 31,110.29$.

$31,110.29$ divided by 5 and then multiplied by 3 (to give 3/5) = 18,666

The table below outlines the position in each local authority and how much each position is currently paid. The table also shows the proposed payment for the 2024 – 2025 financial year, how much the increase is in pounds and percentage followed by how the figure is calculated.

Table 7– Explanation of the calculation of allowances

Councillor position	Payment for 2023-2024	Proposed payment for 2024-2025	Increase £	Increase %	How the figure is calculated
Basic salary for all Councillors	£17,600	£18,666	£1,066	6.06 %	598.10 x 52.0152 = 31,110.29. 31,110.29 divided by 5 and then multiplied by 3 (to give 3/5) = £18,666

Group A – local authorities with a population of over 200,000

Councillor position	Payment for 2023-2024	Proposed payment for 2024-2025	Increase £	Increase %	How the figure is calculated
Band 1 – Leader	£66,000	£69,998	£3,998.	6.06 %	Group A Leader = Basic Salary is multiplied by 3.75 £18,666 x 3.75 = £69,998
Band 1 – Deputy Leader	£46,200	£48,999	£2,799	6.06 %	Deputy leader paid 70% of their leader's salary. 70% of £69,998 = £48,999
Band 2 – Executive Member / Cabinet Member	£39,600	£41,999	£2,399	6.06 %	Executive member paid at 60% of their leader's salary. 60% of £69,998 = £41,999

Group B – local authorities with populations from 100,000 to 200,000

Councillor position	Payment for 2023-2024	Proposed payment for 2024-2025	Increase £	Increase %	How the figure is calculated
Band 1 – Leader	£59,400	£62,998	£3,598.32	6.06 %	Group B leader set at 90% of Group A leader salary. 90% of £69,998.14 = £62,998
Band 1 – Deputy Leader	£41,580	£44,099	£2,518.83	6.06 %	Deputy leader paid 70% of their leader's salary. 70% of £62,998.32 = £44,099 .
Band 2 – Executive Member / Cabinet Member	£35,640	£37,799	£2,158.99	6.06 %	Executive member paid at 60% of their leader's salary. 60% of £62,998 = £37,799

Group C – local authorities with population of up to 100,000

Councillor position	Payment for 2023-2024	Proposed payment for 2024-2025	Increase £	Increase %	How the figure is calculated
Band 1 – Leader	£56,100	£59,498	£3,398.42	6.06 %	Group C leader set at 85% of Group A leader salary. 85% of £69,998.14 = £59,498
Band 1 – Deputy Leader	£39,270	£41,649	£2,378.89	6.06 %	Deputy leader paid 70% of Group C leader's salary. 70% of £59,498.42 = £41,649
Band 2 – Executive Member / Cabinet Member	£33,660	£35,699	£2,039.05	6.06 %	Executive member paid at 60% of their leader's salary. 60% of £59,498.42 = £35,699

Band 3 posts – Committee Chair, Civic Head and Presiding Officer

Councillor position	Payment for 2023-2024	Proposed payment for 2024-2025	Increase £	Increase %	How the figure is calculated
Committee Chair (if paid) – up to local authority whether the role is paid.	£26,400	£27,999	£1,599	6.06%	Basic salary plus 2023 Band 3 role element. $£18,666 + £9,333.09 = £27,999$
Civic Head	£26,400	£27,999	£1,599	6.06%	Basic salary plus 2023 Band 3 role element. $£18,666 + £9,333.09 = £27,999$
Presiding Officer (if paid) – up to local authority whether the role is paid.	£26,400	£27,999	£1,599	6.06%	Basic salary plus 2023 Band 3 role element. $£18,666 + £9,333.09 = £27,999$

Band 4 post

Councillor position	Payment for 2023-2024	Proposed payment for 2024-2025	Increase £	Increase %	How the figure is calculated
Leader of largest opposition group – must be paid	£26,400	£27,999	£1,599	6.06%	Basic salary plus 2023 Band 4 role element. $£18,666 + £9,333.09 = \mathbf{£27,999}$

Band 5 posts – Leader of other political groups (may be paid) and Deputy Civic Head

Councillor position	Payment for 2023-2024	Proposed payment for 2024-2025	Increase £	Increase %	How the figure is calculated
Leader of other political groups (may be paid)	£21,340	£22,406	£1,066	5.00%	Basic salary plus 2023 Band 5 role element. £18,666 + £3,740 = £22,406
Deputy Civic Head	£21,340	£22,406	£1,066	5.00%	Basic salary plus 2023 Band 5 role element. £18,666 + £3,740 = £22,406

Joint Overview and Scrutiny Committees

Councillor position	Payment for 2023-2024	Proposed payment for 2024-2025	Increase £	Increase %	How the figure is calculated
Chair	£8,800	£9,333	£533	6.05%	Paid role element of Band 3 salary
Member	£4,400	£4,667	£267	6.06%	Paid 50% of JOSOC chair

National Parks Authorities – Brecon Beacons, Pembrokeshire Coast and Snowdonia

Councillor position	Payment for 2023-2024	Proposed payment for 2024-2025	Increase £	Increase %	How the figure is calculated
Chair	£13,764	£14,598	£834	6.06%	NPA member salary plus 2023 Band 3 role element. £5,264.32 + £9,333 = £14,598
Deputy Chair	£8,704	£9,005	£300.82	3.45%	NPA member salary plus 2023 Band 5 role element. £5,264.32 + £3,740 = £9,005
Member	£4,964	£5,264.82	£300.82	6.06%	NPA member salary is for a time commitment of 44 days a year. This is paid at the councillor basic salary day rate. There are 260 working days a year (5 days x 52.0152 weeks). A councillor works three days a week. They therefore work 156 days a year (3/5 x 260 or 3 x 52). Councillor day rate is basic salary (£18,666.17) divided by their working days a year (156) = £119.65.

Councillor position	Payment for 2023-2024	Proposed payment for 2024-2025	Increase £	Increase %	How the figure is calculated
Chair	£13,764	£14,598	£834	6.06%	NPA member salary plus 2023 Band 3 role element. £5,264.32 + £9,333 = £14,598
					NPA member salary is 44 days (NPA time commitment) multiplied by £119.65 (councillor day rate) = £5,265 . Note: In 2020 NPA time commitment was increase from 42 to 44 days.
Committee Chair	£8,704	£9,004.32	£300.82	3.45%	NPA member salary plus 2023 Band 5 role element. £5,264.32 + £3,740 = £9,005

Fire and Rescue Authorities – South Wales, Mid and West Wales and North Wales

Councillor position	Payment for 2023-2024	Proposed payment for 2024-2025	Increase £	Increase %	How the figure is calculated
Chair	£11,282	£11,965	£683.49	6.06%	FRA member salary plus 2023 Band 3 role element. £2,632.41 + £9,333= £11,965.
Deputy Chair	£6,222	£6,372	£150.41	2.42%	FRA member salary plus 2023 Band 5 role element. £2,632.41 + £3,740 = £6,372
Member	£2,482	£2,632.41	£150.41	6.06%	FRA member salary is for a time commitment of 22 days a year. This is paid at the councillor basic salary day rate. There are 260 working days a year (5 days x 52.0152 weeks). A councillor works three days a week. They therefore work 156 days a year (3/5 x 260 or 3 x 52). Councillor day rate is basic salary (£18,666) divided by their working days a year (156) = £119.65

Councillor position	Payment for 2023-2024	Proposed payment for 2024-2025	Increase £	Increase %	How the figure is calculated
Chair	£11,282	£11,965	£683.49	6.06%	FRA member salary plus 2023 Band 3 role element. £2,632.41 + £9,333= £11,965.
					FRA member salary is 22 days (FRA time commitment) multiplied by £119.65 (councillor day rate) = £2,632. Note: In 2020 FRA time commitment was increase from 20 to 22 days.
Committee Chair	£6,222	£6,372.41	£150.41	2.42%	FRA member salary plus 2023 Band 5 role element. £2,632.41 + £3,740 = £6,372.

Included in the excel spreadsheet is a table below provide information and comparators of Wales Median, UK living wage and MP / MS is paid v's a Councillor salary.

Table 8 - Comparator Table - Actual Basic salary and actual and 3 day (60%) equivalents of comparators 2013 to 2023

Year	IRPW basic salary 3 days	Wales Median		NJC SP 20		UK Living Wage Foundation		MSs		MPs		Living Wage full time
		full time	3 days	full time	3 days	full time	3 days	full time	if 3 day	full time	if 3 day	
2013	13,175	24,499	14,699	23,188	13,913	13,927	8,356	53,852	32,311	66,396	39,838	11,488
2014	13,175	24,655	14,793	23,288	13,973	14,291	8,575	53,852	32,311	67,060	40,236	11,833
2015	13,300	24,915	14,949	23,698	14,219	15,019	9,012	53,852	32,311	74,000	44,400	12,198
2016	13,300	25,643	15,386	23,935	14,361	15,383	9,230	54,391	32,635	74,962	44,977	13,108
2017	13,300	25,904	15,542	24,174	14,504	15,930	9,558	64,000	38,400	76,011	45,607	13,654
2018	13,400	26,476	15,886	24,657	14,794	16,385	9,831	65,344	39,206	77,379	46,427	14,255
2019	13,868	27,828	16,697	25,295	15,177	16,931	10,159	67,649	40,589	79,468	47,681	14,947
2020r	14,218	28,166	16,900	25,991	15,594	17,295	10,377	67,649	40,589	81,932	49,159	15,875
2021p	14,368	29,274	17,564	26,446	15,868	18,023	10,814	67,649	40,589	81,932	49,159	16,221
2022	16,800	31,110	18,666	28,371	17,023	19,843	11,906	67,920	40,752	84,144	50,486	17,295
2023	17,600	November	N/A	TBC	N/A	TBC	N/A	69,958	41,975	86,584	51,950	18989
2024	18,666											

*The hourly figures have been multiplied by 35 hours and 52 weeks to produce full time figures.

An explanation to support outlined below

How are the figures calculated?

Basic salary

The basic salary for Councillors in 2023-2024 is £17,600.

Using the [ASHE comparator](#), the proposed figure for the basic salary of Councillors in 2024-2025 is £18,666.

This would represent an increase of £1,066. for a Councillor salary in 2024-2025.

Using Cardiff Council as an example authority, the proposed figure of the basic salary for Councils would result in an increase of £84,227.43 to their budget.

Calculation

Basic salary increase - £1,066.17
Multiplied by the number of Councillors at Cardiff Council – 79
= £84,227.43.

Senior salaries

The twenty two local authorities are split into three Groups – A, B and C – according to population.

Group A – population of over 200,000

Cardiff

Rhondda Cynon Taf

Swansea

Group B – population of 100,000 to 200,000

Bridgend
Caerphilly
Carmarthenshire
Conwy
Flintshire
Gwynedd

Newport
Neath Port Talbot
Pembrokeshire
Powys
Vale of Glamorgan
Wrexham

Group C – population of up to 200,000

Blaenau Gwent
Ceredigion
Denbighshire
Merthyr Tydfil
Monmouthshire
Torfaen
Isle of Anglesey

Senior salaries are paid according to each Group, as follows. The figures for the financial year 2024-25 are the proposed figures to be paid to those Councillors in senior roles.

	Group A 2023-2024	Group A 2024-2025	Group B 2023-2024	Group B 2024-2025	Group C 2023-2024	Group C 2024-2025
Leader	£66,000	£69,998	£59,400	£62,998	£56,100	£59,498
Deputy Leader	£46,200	£48,999	£41,580	£44,099	£39,270	£41,649
Executive	£39,600	£41,999	£35,640	£37,799	£33,660	£35,699
Committee Chair	£25,593	£27,999	£25,593	£27,999	£25,593	£27,999
Civic Head						
Presiding Officer						
Leader of largest Opposition Group	£25,593	£27,999	£25,593	£27,999	£25,593	£27,999
Leader of Other Political Groups	£20,540	£22,406	£20,540	£22,406	£20,540	£22,406
Deputy Civic Head						

The proposed increase in senior salaries for Groups A, B and C for the 2024 – 2025 financial year are:

Group A	£19,590.90
Group B	£15,899.27
Group C	£14,196.97

Calculation

Using a Group A authority as an example in how this total figure was calculated, the basic salary was subtracted from each overall salary which gave a figure for each role payment.

For example, £18,666 (basic salary) was subtracted from the Group A Leader salary which is £69,998. This gives a figure of £51,331.97 which is the role payment.

This process was repeated for all senior salaries as shown below.

Group A

The maximum number of senior salaries allowed at a Group A authority – 19.

The breakdown of senior salaries for a Group A authority:

Leader x 1

Deputy Leader x 1

Executive / Cabinet member x 8

Committee Chair x 6

Civic Head x 1

Leader of the largest opposition party x 1

Other political party x 1

Note: this is on the assumption that a Group A authority appoints 8 members to their executive / cabinet and 6 committee chairs. An authority may decide to not use all senior posts.

2023 – 2024 - actual

Position	Band	Amount	Less Basic	Role Payment	Total
Leader	1	£66,000.00	£17,600.00	£48,400.00	£48,400.00
Deputy Leader	1	£46,200.00	£17,600.00	£28,600.00	£28,600.00
Executive / Cabinet Member	2	£39,600.00	£17,600.00	£22,000.00	*£176,000.00
Committee Chair	3	£26,400.00	£17,600.00	£8,800.00	**£52,800.00
Civic Head	3	£26,400.00	£17,600.00	£8,800.00	£8,800.00
Leader - Largest Opposition Party	4	£26,400.00	£17,600.00	£8,800.00	£8,800.00
Other Political Party	5	£21,340.00	£17,600.00	£3,740.00	£3,740.00
Total figure for senior salaries					£327,140.00

*This figure is calculated by a Group A authority appointing 8 executive / cabinet members. £22,000.00 x 8 = £176,000.00.

**This figure is calculated by a Group A authority appointing 6 Committee Chairs. £8,800.00 x 6 = £52,800.000.

The total figure for senior salaries for 2023 – 2024 is **£327,140.00**.

2024 / 2025 - proposed

Position	Band	Amount	Less Basic	Role Payment	Total
Leader	1	£69,998	£18,666	£51,331.97	£51,331.97
Deputy Leader	1	£48,999	£18,666	£30,332.53	£30,332.53
Executive / Cabinet Member	2	£41,999	£18,666	£23,332.71	*£186,661.68
Committee Chair	3	£27,999	£18,666	£9,333.09	**£55,998.54
Civic Head	3	£27,999	£18,666	£9,333.09	£9,333.09
Leader - Largest Opposition Party	4	£27,999	£18,666	£9,333.09	£9,333.09
Other Political Party	5	£22,406	£18,666	£3,740.00	£3,740.00

Total figure for senior salaries					£346,730.90
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*This figure is calculated by a Group A authority appointing 8 executive / cabinet members. $£23,332.71 \times 8 = £186,661.68$.

**This figure is calculated by a Group A authority appointing 6 Committee Chairs. $£9,333.09 \times 6 = £55,998.54$.

The total figure for senior salaries for 2024 – 2025 would be **£346,730.90**.

This would represent an increase in the senior salaries for a Group A authority:

2024-2025 senior salaries: £346,730.90

Subtracted by the 2023-2024 senior salaries: £327,140.00 =

£19,590.90

The same calculation method is used for Groups B and C.

Group B

The maximum number of senior salaries allowed at a Group B authority – 18.

The breakdown of senior salaries for a Group B authority:

Leader x 1

Deputy Leader x 1

Executive / Cabinet member x 7

Committee Chair x 6

Civic Head x 1

Leader of the largest opposition party x 1

Other political party x 1

Note: this is on the assumption that a Group B authority appoints 7 members to their executive / cabinet and 6 committee chairs. An authority may decide to not use all senior posts.

2023 – 2024 - actual

Position	Band	Amount	Less Basic	Role Payment	Total
Leader	1	£59,400.00	£17,600.00	£41,800.00	£41,800.00
Deputy Leader	1	£41,580.00	£17,600.00	£23,980.00	£23,980.00
Executive / Cabinet Member	2	£35,640.00	£17,600.00	£18,040.00	*£126,280.00
Committee Chair	3	£26,400.00	£17,600.00	£8,800.00	**£52,800.00
Civic Head	3	£26,400.00	£17,600.00	£8,800.00	£8,800.00
Leader - Largest Opposition Party	4	£26,400.00	£17,600.00	£8,800.00	£8,800.00

Position	Band	Amount	Less Basic	Role Payment	Total
Other Political Party	5	£21,340.00	£17,600.00	£3,740.00	£3,740.00

Total figure for senior salaries					£266,200.00
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*This figure is calculated by a Group B authority appointing 7 executive / cabinet members. £18,040.00 x 7 = £126,280.00.

**This figure is calculated by a Group B authority appointing 6 Committee Chairs. £8,800.00 x 6 = £52,800.000.

The total figure for senior salaries for 2023 – 2024 is **£266,200.00**.

2024 / 2025 - proposed

Position	Band	Amount	Less Basic	Role Payment	Total
Leader	1	£62,998	£18,666	£44,332.15	£44,332.15
Deputy Leader	1	£44,099	£18,666	£25,432.66	£25,432.66
Executive / Cabinet Member	2	£37,799	£18,666	£19,132.82	*£133,929.74
Committee Chair	3	£27,999	£18,666	£9,333.09	**£55,998.54
Civic Head	3	£27,999	£18,666	£9,333.09	£9,333.09
Leader - Largest Opposition Party	4	£27,999	£18,666	£9,333.09	£9,333.09
Other Political Party	5	£22,406	£18,666	£3,740.00	£3,740.00

Total figure for senior salaries					£282,099.27
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*This figure is calculated by a Group B authority appointing 7 executive / cabinet members. $£19,132.82 \times 7 = £133,929.74$.

**This figure is calculated by a Group B authority appointing 6 Committee Chairs. $£9,333.09 \times 6 = £55,998.54$.

The total figure for senior salaries for 2024 – 2025 would be **£282,099.27**.

This would represent an increase in the senior salaries for a Group B authority:

2024-2025 senior salaries: £282,099.27

Subtracted by the 2023-2024 senior salaries: £266,200.00 =

£15,899.27

Group C

The maximum number of senior salaries allowed at a Group C authority – 17 (Blaenau Gwent is 16 and Merthyr Tydfil is 15).

The breakdown of senior salaries for a Group C authority:

Leader x 1

Deputy Leader x 1

Executive / Cabinet member x 6

Committee Chair x 6

Civic Head x 1

Leader of the largest opposition party x 1

Other political party x 1

Note: this is on the assumption that a Group C authority appoints 6 members to their executive / cabinet and 6 committee chairs. An authority may decide to not use all senior posts.

2023 – 2024 - actual

Position	Band	Amount	Less Basic	Role Payment	Total
Leader	1	£56,100.00	£17,600.00	£38,500.00	£38,500.00
Deputy Leader	1	£39,270.00	£17,600.00	£21,670.00	£21,670.00
Executive / Cabinet Member	2	£33,660.00	£17,600.00	£16,060.00	*£96,360.00
Committee Chair	3	£26,400.00	£17,600.00	£8,800.00	**£52,800.00
Civic Head	3	£26,400.00	£17,600.00	£8,800.00	£8,800.00
Leader - Largest Opposition Party	4	£26,400.00	£17,600.00	£8,800.00	£8,800.00
Other Political Party	5	£21,340.00	£17,600.00	£3,740.00	£3,740.00

Total figure for senior salaries					£230,670.00
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*This figure is calculated by a Group C authority appointing 6 executive / cabinet members. £16,060.00 x 6 = £96,360.00.

**This figure is calculated by a Group C authority appointing 6 Committee Chairs. £8,800.00 x 6 = £52,800.00.

The total figure for senior salaries for 2023 – 2024 is **£230,670.00**.

2024 / 2025 - proposed

Position	Band	Amount	Less Basic	Role Payment	Total
Leader	1	£59,498.42	£18,666	£40,832.25	£40,832.25
Deputy Leader	1	£41,648.89	£18,666	£22,982.72	£22,982.72
Executive / Cabinet Member	2	£35,699.05	£18,666	£17,032.88	*£102,197.28
Committee Chair	3	£27,999.26	£18,666	£9,333.09	**£55,998.54
Civic Head	3	£27,999.26	£18,666	£9,333.09	£9,333.09
Leader - Largest Opposition Party	4	£27,999.26	£18,666	£9,333.09	£9,333.09
Other Political Party	5	£22,406.17	£18,666	£3,740.00	£3,740.00

Total figure for senior salaries					£244,416.97
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*This figure is calculated by a Group C authority appointing 6 executive / cabinet members. £17,032.88 x 6 = £102,197.28.

**This figure is calculated by a Group C authority appointing 6 Committee Chairs. £9,333.09 x 6 = £55,998.54.

The total figure for senior salaries for 2024 – 2025 would be **£244,416.97**.

This would represent an increase in the senior salaries for a Group C authority:

2024-2025 senior salaries: £244,416.97

Subtracted by the 2023-2024 senior salaries: £230,670.00 =

£13,746.97

Annex 3

The following provides breakdown of allowances paid. (Care and personal assistance and payments forgone are included in the main paper in the relevant sections).

Breakdown of allowances paid

Principal Councils

Allowance	Elected Members	Co-opted Members	Total
Basic salary	£12,920,474.78	£168,546.00	£13,089,020.78
Senior salary	£7,842,022.64	£ -	£7,842,022.64
Civic salary	£449,099.66	£ -	£449,099.66
Travel and Subsistence	£15,140.71	£1,149.61	£16,290.32
Contribution towards costs of care and personal assistance	£6,095.09	£0.00	£6,095.09
ICT allowance *	£6,477.52	£42.60	£6,520.12
Broadband and Telephone allowance #	£32,573.81	£180.00	£32,753.81
Mobile telephone allowance \$	£7,757.83	£0.00	£7,757.83
Pension contributions	£1,423,278.00	-	£1,423,278.00
Payments from other Public Bodies	£325,289.66	-	£325,289.66
Total	£23,028,209.70	£169,918.21	£23,198,127.91

*ICT allowance – Swansea only.

#Broadband and Telephone allowance – Flintshire, Rhondda Cynon Taf and Swansea.

\$Mobile telephone allowance – Rhondda Cynon Taf and Swansea.

National Parks Authorities

Allowance	Members	Co-opted Members	Total
Basic salary	£192,415.06	£2,325.75	£194,740.81
Senior salary	£68,306.09	-	£68,306.09
Civic salary	-	-	-
Travel and Subsistence	£1,761.90	£0.00	£1,761.90
Contribution towards costs of care and personal assistance	£0.00	£0.00	£0.00
ICT allowance	-	-	-
Broadband and Telephone allowance	-	-	-
Mobile Telephone allowance	-	-	-
Pension contributions	-	-	-
Payments from other Public Bodies	£0.00	-	£0.00
Total	£262,483.05	£2,325.75	£264,808.80

No payments were made to the co-opted members of Brecon Beacons

Fire and Rescue Authorities

Allowance	Members	Co-opted Members	Total
Basic salary	£144,921.94	£3,398.00	£148,319.94
Senior salary	£54,707.34	-	£54,707.34
Civic salary	-	-	-
Travel and Subsistence	£461.35	£166.50	£627.85
Contribution towards costs of care and personal assistance	£0.00	£0.00	£0.00
ICT allowance	-	-	-
Broadband and Telephone allowance	-	-	-
Mobile Telephone allowance	-	-	-
Pension contributions	-	-	-
Payments from other Public Bodies	£0.00	-	£0.00
Total	£200,090.63	£3,564.50	£203,655.13

Yearly Trends / comparative figures of last three years

Total allowances paid to all members – Principal Councils, National Park Authorities and Fire and Rescue Authorities

Year	Total	Increase or decrease
2019 – 2020	£24,751,105.08	-
2020 – 2021	£25,345,125.29	+ £594,020.21
2021 – 2022	£23,490,783.38	- £1,854,341.91

Principal Councils

Year	Total	Increase or decrease
2019 – 2020	£24,104,302.35	-
2020 – 2021	£24,977,456.69	+ £873,154.34
2021 – 2022	£23,198,127.91	- £1,779,328.78

National Parks Authorities

Year	Total	Increase or decrease
2019 – 2020	£442,012.09	-
2020 – 2021	£294,700.37	- £147,311.72
2021 – 2022	£264,808.80	- £29,891.57

Fire and Rescue Authorities

Year	Total	Increase or decrease
2019 – 2020	£204,971.99	-
2020 – 2021	£198,279.03	- £6,692.96
2021 – 2022	£203,655.13	+ £ 5,376.1

Town and Community Councils – Allowances

The below table is a breakdown of all allowances that were paid to Councillors in all Town and Community Councils in Wales, followed by a breakdown by each of the three Groups.

Total allowances for 2021 – 2022

Allowance	Total
Basic payment	£183,997.53
Chair / Mayor of the Council	£109,366.32
Vice Chair / Deputy Mayor of the Council	£15,298.00
Responsibility payment	£50,133.34
Financial Loss Allowance	£110.00
Travel and Subsistence	£1,426.88
Contribution towards costs of care and personal assistance	£673.00
Other	£6,164.21
Total	£367,169.28

Group A

Allowance	Total
Basic payment	£59,958.33
Chair / Mayor of the Council	£42,661.67
Vice Chair / Deputy Mayor of the Council	£8,488.00
Responsibility payment	£30,783.84
Financial Loss Allowance	£110.00
Travel and Subsistence	£682.15
Contribution towards costs of care and personal assistance	£673.00
Other	£661.26
Total	£143,977.50

Group B

Allowance	Total
Basic payment	£88,311.60
Chair / Mayor of the Council	£54,538.58
Vice Chair / Deputy Mayor of the Council	£6,550.00
Responsibility payment	£15,400.00
Financial Loss Allowance	£0.00
Travel and Subsistence	£540.70
Contribution towards costs of care and personal assistance	£0.00
Other	£1,712.80
Total	£167,053.68

Group C

Allowance	Total
Basic payment	£35,727.60
Chair / Mayor of the Council	£12,166.07
Vice Chair / Deputy Mayor of the Council	£300.00
Responsibility payment	£3,950.00
Financial Loss Allowance	£0.00
Travel and Subsistence	£204.03
Contribution towards costs of care and personal assistance	£0.00
Other	£3,790.15
Total	£56,137.85

Yearly Trends

Total number of returns received

Financial Year	Number of returns	Increase or decrease	% of returns	Of which were Nil	% of nil returns
2015 – 2016	186	-	25%	24	13%
2016 – 2017	140	+ 46	19%	Not recorded	n/a
2017 – 2018	556	+ 416	77%	312	56%
2018 – 2019	538	- 19	73%	275	51%
2019 – 2020	517	- 21	70%	247	48%
2020 – 2021	480	- 37	65%	228	48%
2021 – 2022	498	+ 18	68%	255	51%

Total allowances

Year	Total	Increase or decrease
2019 – 2020	£334,966.37	-
2020 – 2021	£338,346.30	- £3,379.93
2021 – 2022	£367,169.28	+ £28,822.98

Group A

Year	Total	Increase or decrease
2019 – 2020	£130,539.92	-
2020 – 2021	£113,261.19	- £17,278.73
2021 – 2022	£143,977.50	+ £30,716.31

Group B

Year	Total	Increase or decrease
2019 – 2020	£156,216.07	-
2020 – 2021	£177,876.94	+ £21,660.87
2021 – 2022	£167,053.68	- £10,823.26

Group C

Year	Total	Increase or decrease
2019 – 2020	£48,210.38	-
2020 – 2021	£47,208.17	- £1,002.21
2021 – 2022	£56,137.85	+ £8,929.68

Mayor or Chair of Council – total allowances

Year	Total	Increase or decrease
2019 – 2020	£112,842.50	-
2020 – 2021	£99,857.23	- £12,985.27
2021 – 2022	£109,366.32	+ £9,509.09

Group A

Year	Total	Increase or decrease
2019 – 2020	£41,145.00	-
2020 – 2021	£28,211.33	- £12,933.67
2021 – 2022	£42,661.67	+ £14,450.34

Group B

Year	Total	Increase or decrease
2019 – 2020	£55,397.50	-
2020 – 2021	£62,239.88	+ £6,842.38
2021 – 2022	£54,538.58	- £7,701.30

Group C

Year	Total	Increase or decrease
2019 – 2020	£16,300.00	-
2020 – 2021	£9,406.02	- £6,893.98
2021 – 2022	£12,166.07	+ £2,760.05

Deputy Mayor or Vice Chair of Council – total allowances

Year	Total	Increase or decrease
2019 – 2020	£18,011.66	-
2020 – 2021	£17,008.67	- £1,002.99
2021 – 2022	£15,298.00	- £1,710.67

Group A

Year	Total	Increase or decrease
2019 – 2020	£7,500.00	-
2020 – 2021	£8,533.67	+ £1,033.67
2021 – 2022	£8,488.00	- £45.67

Group B

Year	Total	Increase or decrease
2019 – 2020	£8,941.66	-
2020 – 2021	£8,225.00	- £716.66
2021 – 2022	£6,550.00	- £1,675.00

Group C

Year	Total	Increase or decrease
2019 – 2020	£1,570.00	-
2020 – 2021	£250.00	- £1,320.00
2021 – 2022	£300.00	+ £50.00

Responsibility payment – total allowances

A responsibility payment would be paid to a Councillor who has been appointed to a committee chair role.

Year	Total	Increase or decrease
2019 – 2020	£38,220.00	-
2020 – 2021	£45,633.33	+ £7,413.33
2021 – 2022	£50,133.34	+ £4,500.01

Group A

Year	Total	Increase or decrease
2019 – 2020	£22,292.00	-
2020 – 2021	£24,493.33	+ £2,201.33
2021 – 2022	£30,783.84	+ £6,290.51

Group B

Year	Total	Increase or decrease
2019 – 2020	£11,518.00	-
2020 – 2021	£16,250.00	+ £4,732
2021 – 2022	£15,400.00	- £850.00

Group C

Year	Total	Increase or decrease
2019 – 2020	£4,410.00	-
2020 – 2021	£4,890.00	+ £480.00
2021 – 2022	£3,950.00	- £940.00

Contribution towards costs of care and personal assistance

Year	Number of Councils	Total	Increase or decrease
2019 – 2020	6	£617.90	-
2020 – 2021	1	£1,000.00	+ £382.10
202 – 2022	1	£673.00	- £327.00

