



Independent Remuneration Panel for Wales

Research Report 2025-2026

February 2025

Independent Remuneration Panel for Wales

Evidence and Data to inform Determinations for 2025 to 2026

Purpose

- This document provides data and research to inform the Panel's determinations on councillors' remuneration for 2025 to 2026 financial year.
- 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 allowances or not?
 - If the decision is to uprate the allowances, should ASHE be used, or an alternative comparator?

Current and Draft Remuneration Rates

- Annex 1 contains previous determinations on remuneration and draft proposals for 2025 to 2026 financial year for elected members of principal councils, fire and rescue authorities and national park authorities.
- 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, last year 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.

Supporting Evidence

- This section considers a range of evidence which can inform the Panel's decisions on determinations for the 2025 to 2026 financial year. These are:
 - ASHE
 - Public / Private Sector Pay Rises
 - Inflation
 - Councillors' Remuneration in Scotland
 - Councillors Workload
 - Councillor Awareness of and Attitudes to Remuneration
 - Contribution to Policy Aims (Diversity and Democratic Health)

ASHE

- 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.

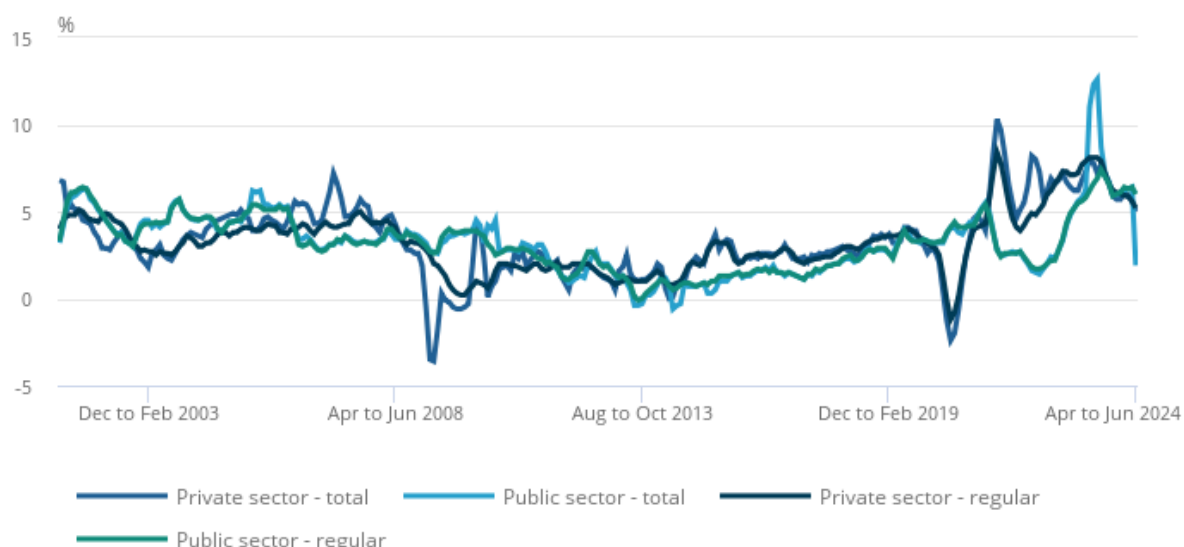
- ASHE provides information about the levels, distribution and make-up of earnings and hours paid for employees in all industries and occupations across the UK.
- While it is possible to conduct analysis of the distribution of earnings in the UK using the Labour Force Survey (LFS), ASHE is thought to be a more accurate source of information on earnings as the information is provided by employers rather than being self-reported by employees.
- 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.
- 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).¹

Public/Private Sector Pay trends

- For the period from April to June 2024, annual average regular earnings growth for the public sector remains strong at 6.0%, although down on the previous three-month period (6.4%). For the private sector this was 5.2%, with growth last lower than this in March to May 2022 (5.1%).

¹ [Welsh Government. 2023. *Annual survey of hours and earnings: 2023*.](#)

Figure 1. Average weekly earnings annual growth for total pay (including homes) and regular pay by public and private sector in Great Britain, seasonally adjusted. Jan to March 2001 to Apr to June 2024.

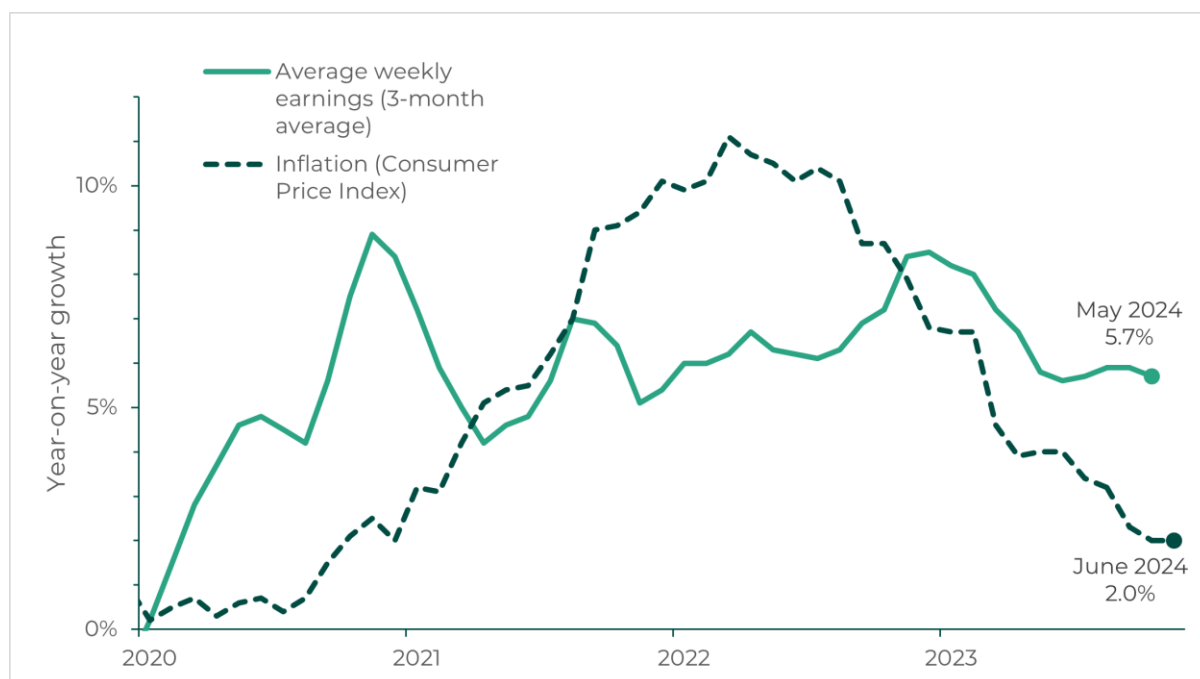


Source: ONS Analysis of Monthly Wages and Salaries Survey, 2024.²

- Annual average regular earnings growth for the public sector remains strong at 6.0% in April to June 2024, although down on the previous three-month period (6.4%). For the private sector, this was 5.2% and growth was last lower in March to May 2022 (5.1%).
- Annual average total earnings growth for the private sector was 5.0 per cent in April to June 2024, and 1.9 per cent for the public sector. This is affected by the NHS one-off bonus payments made in June 2023, when the largest annual total growth rate was seen since comparable records began in 2001. The single-month annual total earnings growth for the public sector saw a decrease on the year of 5.7% in June 2024. This was because of the Health and Social Work industry, which saw a decrease on the year of 11.8% in June 2024.
- 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.

² [ONS. 2024. Average weekly earnings in Great Britain: August 2024.](#)

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



Source: Senedd Cymru analysis of ONS data, 2024.³

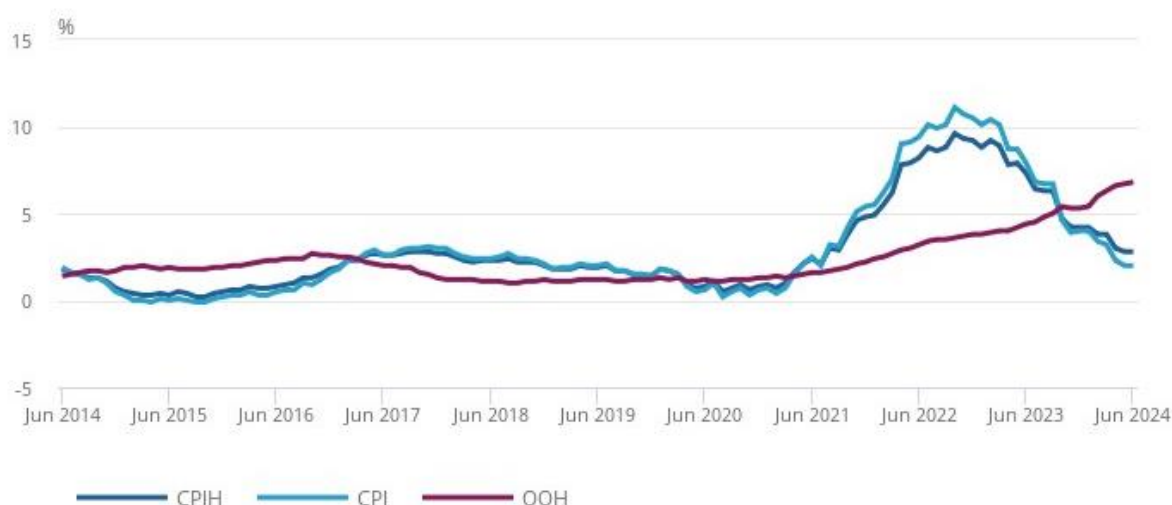
Inflation

- Key points relating to inflation rates are:
 - The Consumer Prices Index including owner occupiers' housing costs (CPIH) rose by 3.1 per cent in the 12 months to July 2024, up from 2.8 per cent in June 2024.⁴
 - On a monthly basis, the level of CPIH was little changed in July 2024, compared with a fall of 0.3 per cent in June 2024.
 - The Consumer Prices Index (CPI) rose by 2.2 per cent in the 12 months to July 2024, up from 2.0 per cent in June 2024.
 - On a monthly basis, CPI fell by 0.2 per cent in July 2024, compared with a fall of 0.4 per cent in July 2023.

³ [Senedd Cymru. 2024. Labour market July 2024 update.](#)

⁴ [ONS. 2024. Consumer price inflation, 2024.](#)

Figure 3. CPIH, OOH component and CPI annual inflation rates, UK, Jun 2014 to Jun 2024



Source: Office for National Statistics - Consumer price inflation, 2024.

Councillors' Remuneration in Scotland

- 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.⁵
- 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.⁶
- The basic annual pay for councillors in Scotland from 1 April 2023 is £21,345 (as per Scottish Government policy on councillors' roles, conduct and pay,⁷ as set out in The Local Governance (Scotland) Act 2004 (Remuneration) Amendment Regulations 2022).⁸
- 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. Leader of the Council.
 - b. Civic Head.
 - c. Senior Councillors; and

⁵ [Local Governance \(Scotland\) Act 2004 \(Remuneration\) Regulations 2007](#)

⁶ [People in work - Office for National Statistics \(ons.gov.uk\)](#)

⁷ [Councillors' roles, conduct and pay - Local government - gov.scot \(www.gov.scot\)](#)

⁸ [The Local Governance \(Scotland\) Act 2004 \(Remuneration\) Amendment Regulations 2022 \(legislation.gov.uk\)](#)

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 in Table 1 below:

Table 1. Council Leader and Civil Head Salary Rates for Scotland, 2023 to 2024

Council band	Salary of Leader	Salary of Civic Head
A	£35,580	£26,686
B	£42,698	£32,024
C	£49,810	£37,360
D	£64,043	£48,032

Source: Scottish Government - Councillors' roles, conduct and pay.

- The Regulations do not specify the pay for senior councillors but set the maximum amount (75 per cent 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.
- 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.

Councillor workload

- The latest information from the Welsh Government's 2022 Survey of Councillors suggests:⁹
 - 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 constituents could contact them.

⁹ [Councillor remuneration and citizen engagement with councillors: survey of councillors \(summary\) \[HTML\] | GOV.WALES](#)

- Principal councillors emphasised that their day-to-day role and workload varied considerably each week, depending on the nature of the work they engaged 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 2. Hours worked per week by Local Councillors in Wales as of 2022, by type

Hours Worked	% of Community of Town Councillors	% of Principal Councillors	% of Dual hatters	% of All Respondents
10 or less	69	4	7	47
11-20	23	20	19	22
21-30	6	32	36	15
31-40	< 2	19	21	8
Over 40	< 2	25	17	8

Base: 1,282 respondents

Source: Welsh Government - Councillor remuneration and citizen engagement with councillors: Survey of councillors, 2022.

Councillor Awareness of and Attitudes to Remuneration

- Only around half of community and town 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.
- Overall, respondents opposed to idea of councillors receiving payment for their work, a smaller number defended current system.
- 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.

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

Received And Opted Out of Receiving ' £156 Allowance' Payment

- 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 "£156 payment".
- The below table shows how many Councillors received the £150 payment (2019 to 2022, the £156 payment (2023 onwards) and how many opted to decline this payment.
- To note: Some returns show a 'nil return' and does not show how many Councillors did not receive the £150 / £156 payment. The Secretariat visited each website to note down how many Councillors were present on the Council.

Table 3. Number of Community and Town Councils opted to forego allowance 2023 to 2024

Year	Opted out of receiving basic allowance	Increase or decrease
2019 – 2020	3,438	-
2020 – 2021	4,039	+601
2021 – 2022	3,830	-209
2022 – 2023	3,862	+32
2023 – 2024	3,415	-447

Source: IRP (25) 521 - Statement of Payments 2023 - 2024 - Community and Town Councils.

Table 4. Yearly changes in *£150 and **£156 allowance uptake

Year	Received £150 / £156 Allowance	Change from previous	Opted out of £150 / £156 Allowance	Change from previous
*2019 – 2020	921	-	3,438	-
*2020 – 2021	1,098	+177	4,039	+601
*2021 – 2022	1,249	+151	3,830	-209
*2022 - 2023	1,703	+454	3,862	+32
**2023 - 2024	1,975	+272	3,415	-447

*£150 allowance determined from April 2019 to March 2023

**£156 allowance from April 2023 to March 2024

Source: IRP (24) 426 - Statement of Payments 2022 - 2023 - Community and Town Councils and IRP (24) 521 - Statement of Payments 2023 - 2024 - Community and Town Council.

Data relating to county and county borough councils is as follows:

Table 5. Number of councillors opted to forgo salary increase

Financial Year	Total foregone	Senior Salary	Number of Authorities	Change from previous
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
2022 - 2023	28	15	7	-8
2023 - 2024	21	12	6	-7

Sources: IRP (24)427 - Statement of Payments to Principal Councils, National Parks Authorities and Fire and Rescue Authorities and IRP (24)502 - Statement of Payments to Principal Councils, National Parks Authorities and Fire and Rescue Authorities.

Contribution to Policy Aims

Diversity

- 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.
- 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:
- Findings from a 2019 report by Senedd Cymru's Equality, Local Government and Communities Committee 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.¹⁰
- 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.'

¹⁰ [Senedd Cymru's Equality, Local Government and Communities Committee \(2019\)](#)

Contribution towards costs of care and personal assistance – Town and Community Councils

- 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 6. Contribution towards costs of care and personal assistance – comparative figures from the last eight years – county and county borough 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
2022 - 2023	£7,475.39	6	+£1,380.30
2023 - 2024	£36,876.63	5	+£29,401.24

2022-2023 - *One authority (Conwy) declared one Member claimed for reimbursement of costs of care, but no total given on return.

Sources: IRP (24)427- Statement of Payments to Principal Councils, National Parks Authorities and Fire and Rescue Authorities and IRP (24) 502- Statement of Payments to Principal Councils, National Parks Authorities and Fire and Rescue Authorities

- Councils listed below have published payments (as a global figure) for the contribution towards costs of care and personal assistance.

Table 7. Individual town and community council contributions toward costs of care and personal assistance – financial year 2023- 2024

Council	Amount	Group
Caernarfon Royal Town Council	£107.85	3
Llanfairfechan Town Council	£228.99	4

Source: IRP (24)502- Statement of Payments to Principal Councils, National Parks Authorities and Fire and Rescue Authorities.

- These numbers remain small in comparison to the total numbers of councillors (1,234 county and county borough councillors and around 8,000 town and community councillors) and a small percentage of both the annual spend on councillor remuneration and councils' total revenue spend.¹¹

Democratic Health

- The following data was compiled by the Democracy and Boundary Commission Cymru (formerly 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.
- An overview of the town and community council results in the May 2022 local elections is below:

Table 8. Community council seats following the 2022 local government elections, by type

	2017		2018	
Seat Type	% Total	Number	% Total	Number
Elected – Uncontested	64	5,075	62	4,857
Elected – Contested	19	1,531	22	1,770
Unfilled	17	1,348	16	1,256
Total	100	7,954	100	7,883

- 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,

¹¹ IRP (24) 426 Statement of Payments to Community and Town Councils.

around 70 per cent of community councils met this. In 2017, around 85 per cent would have met this condition.

- Around 30 community councils (4 per cent) were *inquorate* 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.
- Turnout at the 2022 local government elections was 38 per cent, compared with 42 per cent in 2017. This suggests a low level of engagement in community councils, as well as low interest in serving on community councils.
- 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.
- The article noted that 9 of Wales’s 22 county and county borough 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.
- 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.

Affordability

- The following information is provided to aid the Panel's discussions around affordability.

Local Authority Finances

- The most recent published statistics relating to county and county borough council total revenue expenditure are for the 2022 to 2023 financial year. In 2022 to 2023 total revenue expenditure increased by 5.3 per cent to £10.0 billion. Revenue expenditure per head was £3,219 or £223 higher than the previous year.¹²
- Prior to the 2008 to 2009 recession and the subsequent austerity measures, annual increases of 5 per cent or 6 per cent were regularly reported but since 2010 to 2011 only four years have seen growth exceeding 2 per cent, three of which have been in the last three years.
- 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 to 2011. Education and social services now account for 67 per cent of overall unitary authority expenditure compared with 59 per cent in 2010 to 2011 and 60 per cent in 1999 to 2000.
- The latest published information on forecast revenue expenditure relates to the 2024 to 2025 financial year. Total budgeted revenue expenditure as reported by local authorities for 2024 to 2025 is £10.9 billion, an increase of 5.4 per cent on the previous year.¹³
- County and county borough councils reported increases of 5.1 per cent or £467 million in their budgeted revenue expenditure whilst police reported an increase of 8.6 per cent. Fire authorities reported an increase of 7.8 per cent and national park authorities reported a decrease of 2.1 per cent.
- Gwynedd shows the largest county increase in revenue expenditure at 10.1 per cent due to their role as lead authority for a large UK Shared Prosperity Fund grant. Neath Port Talbot shows the smallest increase at 0.6 per cent.
- In October 2024, the Welsh Government published details of the [local government revenue and capital settlement 2023 to 2024](#) for each local authority in Wales.

¹² [Budgeted revenue expenditure by service detail \(gov.wales\)](#)

¹³ [Local authority revenue budget and capital forecast: April 2024 to March 2025 \(gov.wales\)](#)

Local Authority Finance Settlement figures for 2024 to 2025

- [Final settlement figures for 2024 to 2025](#) were announced by the Minister for Local Government and Finance in a [written statement issued on 27th February 2024](#).¹⁴ These were confirmed to Leaders of County and County Borough Councils in Wales in a letter from the Minister for Local Government on the same day.¹⁵
- Core funding for local government 2024 to 2025 increased by 3.3 per cent on a like-for-like basis compared to 2023 to 2024. No authority had an increase below 2.3 per cent.
- The date when the next local authority settlement will be announced will depend on the publication of the 2025-2026 Welsh Government budget. A draft budget in December will mean provisional local government settlement allocations are published in December and final allocations in February / 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.

Summary

- This document 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 2025 to 2026 financial year.

¹⁴ [Written Statement: Final Local Government Settlement 2024-25 \(27 February 2024\) | GOV.WALES](#)

¹⁵ [2022-23 - LGS - Letter \(gov.wales\)](#)

Annex 1. Draft proposals for 2025 to 2026 financial year for elected members of principal councils, fire and rescue authorities and national park authorities

Table 9. Proposed 2025 to 2026 Allowances for Principal Council Members

Organisation	Role	2024 to 2025 Salary	Draft 2025 to 2026 Salary	Difference (£)	Difference (%)
Principal Councils (Group A)	Band 1 – Leader	£69,998	£74,141	£4,143	5.95
	Band 1 – Deputy Leader	£48,999	£51,899	£2,900	5.95
	Band 2 – Executive / Cabinet Member	£41,999	£44,485	£2,486	5.95
Principal Councils (Group B)	Band 1 - Leader	£62,998	£66,727	£3,729	5.95
	Band 1 – Deputy Leader	£44,099	£46,709	£2,610	5.95
	Band 2 – Executive / Cabinet Member	£37,799	£40,036	£2,465	5.95
Principal Councils (Group C)	Band 1 - Leader	£59,498	£63,020	£3,522	5.95
	Band 1 – Deputy Leader	£41,649	£44,114	£2,465	5.95

	Band 2 – Executive / Cabinet Member	£35,699	£37,812	£2,113	5.95
Principal Councils (All)	Basic Salary - Councillor	£18,666	£19,771	£1,105	5.95
	Band 3 – Committee Chair*	£27,999	£29,657	£1,658	5.95
	Band 3 – Civic Head	£27,999	£29,657	£1,658	5.95
	Band 3 – Presiding Officer*	£27,999	£29,657	£1,658	5.95
	Band 4 – Leader of Opposition (Largest)	£27,999	£29,657	£1,658	5.95
	Band 5 – Leader of Opposition (Other)*	£22,406	£23,511	£1,105	4.96
	Band 5 – Deputy Civic Head	£22,406	£23,511	£1,105	4.96
Joint Overview & Scrutiny Committees	Chair	£9,333	£9,889	£556	5.95
	Member	£4,666	£4,944	£328	5.95

* If paid. Decision to pay role is made at discretion of the local authority.

Table 10. Proposed 2025 to 2026 Allowances for National Parks Authorities and Fire & Rescue Authorities

Organisation	Role	2024 to 2025 Salary	Draft 2025 to 2026 Salary	Difference (£)	Difference (%)
National Park Authorities	Chair	£14,598	£15,465	£868	5.95
	Deputy Chair	£9,005	£9,316	£311	3.48
	Committee Chair	£9,005	£9,316	£311	3.48
	Member	£5,265	£5,576	£311	5.95
Fire and Rescue Authorities	Chair	£11,965	£12,677	£712	5.95
	Deputy Chair	£6,372	£6,528	£156	2.46
	Committee Chair	£6,372	£6,528	£156	2.46
	Member	£2,632	£2,788	£156	5.95

Allowance Calculations

Basic Councillor Salary

- The Basic Councillor Salary is currently calculated as follows:

$$\text{Basic Salary} = \text{Average Weekly Earnings} \times \text{Estimated Weeks Worked}$$

- Average Weekly Earnings is the latest median gross weekly earnings for full-time employees on adult rates in Wales, as reported by the Annual Survey for Hours and Earnings (ASHE). Provisional figures indicate the average weekly earnings for 2023 to be £633.70.¹⁶
- Estimated Weeks Worked is the assumed time commitment of Principal Councillors based on the latest Councillor Survey for Wales. Based on results from the 2022 survey (see Section 3 above), the Panel previously concluded that this figure was 3 days a week (31.2091 weeks per year equivalent).
- The calculation for the proposed 2025 to 2026 Basic Councillor Salary is as follows:

$$£633.70 \times 52 = £32,952.40$$

$$3/5 \times £32,952.40 = £19,771$$

Principal Council Calculations

- Backbench members for all local authorities are paid the Basic Councillor Salary, as calculated above. Additional allowances are provided to members holding senior roles, with the exact amount dependent on both position held and local authority group.
- Local authority groups are determined by the population, with the following four categories:
 1. Group A: Population greater than 200,000
 2. Group B: Population greater than 100,000 but less than 200,000.
 3. Group C: Population less than 100,000.
- Allowances for Band 1 and 2 positions are outlined in Table 11 below. Group A members receive the maximum allowance. Positions in Group B and Group C local authorities are set at 90% and 85% of Group A equivalents, respectively.

¹⁶ [Average \(median\) gross weekly earnings by Welsh local areas and year \(£\) \(gov.wales\)](https://gov.wales/government/employment/average-weekly-earnings)

Salary – Basic Councillor Salary (see Tables 11, 12)

Table 11. Band 1 and 2 allowance calculations for Group A local authorities

Role	Calculation	Draft 2025 to 2026 Allowance
Band 1 – Leader	3.75 x Basic Councillor Salary (rounded)	£74,141
Band 1 – Deputy Leader	0.70 x Group Leader Salary (rounded)	£51,899
Band 2 – Executive and Cabinet Members	0.60 x Group Leader Salary (rounded)	£44,485

- Allowances for Band 3,4 and 5 roles are not dependent on local authority group and calculated as shown in Table 12 below.

Table 12. Band 3, 4, and 5 allowance calculations

Role	Calculation	Draft 2025 to 2026 Allowance
Band 3 roles	0.4 x Group A Leader Salary (rounded)	£29,657
Band 4 roles	0.4 x Group A Leader Salary (rounded)	£29,657
Band 5 roles	0.4 x Group A Leader Salary	£23,511

- Further allowances are given for roles within Joint Overview and Scrutiny Committees. These are calculated as additional payments, rather than adjustments, as demonstrated in Table 13 below.

Table 13. Joint Overview and Scrutiny Committee allowance calculations

Role	Calculation	Draft 2025 to 2026 Allowance
Committee Chair	Band 3 Role Element*	£9,889
Committee Member	0.5 x Committee Chair Salary	£4,944

**Band 3 Role Element = (Band 3 Salary – Basic Councillor Salary)*

National Parks Authority Calculations

- The basic salary for National Park Authority members is currently calculated as follows:

NPA Member Basic Salary =

Basic Councillor Day Rate x Number of Working Days

- Basic Councillor Day Rate is calculated as Basic Councillor Salary divided by the number Councillor Days Worked per Year. The Number of Working Days per Year for an NPA member is currently 44. Therefore, the calculation for the proposed 2025 to 2026 basic NPA Member Salary is as follows:
- $£19,771 \times 44 / 156 = £5,576$ Additional allowances are provided for NPA members holding senior positions within the Authority. These are determined using Band Role Elements, calculated as Band 5.

Table 14. National Park Authority member allowance calculations

Role	Calculation	Draft 2025 to 2026 Allowance
Chair	NPA Basic Salary + (Band 3 Element)	£15,465
Deputy Chair	NPA Basic Salary + (Band 5 Element)	£9,316
Committee Chair	NPA Basic Salary + (Band 5 Element)	£9,316
Member	NPA Basic Salary	£5,576

Fire & Rescue Authority Calculations

- The basic salary for Fire & Rescue Authority members is currently calculated as follows:

FRA Member Basic Salary = Basic Councillor Day Rate x Number of Working Days

- Basic Councillor Day Rate is calculated as outlined above. The Number of Working Days per Year for an FRA member is currently 22. Therefore, the calculation for the proposed 2025 to 2026 basic FRA Member Salary is as follows:

$£19,771 \times 22 / 156 = £2,788$

- Additional allowances are again provided for FRA members holding senior positions within the Authority, using Basic Role Elements as shown above. Table 15 (below) demonstrates allowance calculations for FRA member roles.

Table 15. Fire & Rescue Authority member allowance calculations

Role	Calculation	Draft 2025 to 2026 Allowance
Chair	FRA Basic Salary + (Band 3 Element)	£12,677
Deputy Chair	FRA Basic Salary + (Band 5 Element)	£6,528
Committee Chair	FRA Basic Salary + (Band 5 Element)	£6,528
Member	FRA Basic Salary	£2,788

- 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 Councillor salary.

Table 16. Comparator Table - Actual Basic salary and actual and 3 day (60 per cent) equivalents of comparators 2013 to 2024

Year	IRPW basic salary 3 days	Wales Median		NJC SP 20		UK Living Wage Foundation		MSs		MPs		Living Wage
		full time	3 days	full time	3 days	full time	3 days	full time	if 3 day	full time	if 3 day	full time
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
2020	£14,218	£28,166	£16,900	£25,991	£15,594	£17,295	£10,377	£67,649	£40,589	£81,932	£49,159	£15,875
2021	£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	£32,371	£19,423	£30,296	£18,178	£20,139	£12,083	£69,273	£41, 564	£86,584	£51,950	£18,989
2024	£18,666	£34,303	£20,581	£31,586	£18,952	£23,400	£14,040	£72,057	£43,234	£91,346	£54,808	£21,000

Annex 2. Affordability

Table 17. Local authorities' levels of remuneration against draft expenditure for 2025 to 2026, in relation to the Affordability section

Council	Cllrs	Basic	Executive <ul style="list-style-type: none"> • Leader • Deputy Leader • Executive / Cabinet member 	Total	Draft Gross Revenue Expenditure	Percentage cost of councillors' remuneration v Draft Gross Revenue Expenditure	2024 20 2025 Settlement	Percentage cost of councillors v Settlement
Group A					£ million			
Cardiff	79	£87,295	£20,048	£107,343	£1,068,400,000	0.010%	£593,605,016	0.018%
RCT	75	£82,875	£13,133	£96,008	£801,900,000	0.013%	£471,317,290	0.020%
Swansea	75	£82,875	£15,899	£98,774	£741,300,000	0.014%	£418,282,475	0.024%
Total	229	£253,098	£49,080	£302,125	£2,611,600,000		£1,483,204,781	
Group B								
Bridgend	51	£56,355	£10,929	£67,284	£457,800,000	0.015%	£250,181,932	0.027%
Caerphilly	69	£76,245	£12,062	£88,307	£563,100,000	0.016%	£339,960,287	0.026%
Carmarthenshire	75	£82,875	£13,133	£96,070	£595,800,000	0.016%	£338,410,457	0.029%
Conwy	55	£60,775	£13,133	£73,970	£348,600,000	0.021%	£198,598,160	0.037%
Flintshire	67	£74,035	£10,929	£84,964	£420,700,000	0.020%	£251,994,789	0.034%
Gwynedd	69	£76,245	£13,133	£89,440	£471,100,000	0.019%	£228,035,972	0.039%
Neath PT	60	£66,300	£13,133	£79,495	£451,600,000	0.018%	£276,695,989	0.029%
Newport	51	£56,355	£12,062	£68,417	£503,500,000	0.014%	£289,522,464	0.024%
Pembrokeshire	60	£66,300	£12,062	£78,362	£367,200,000	0.021%	£212,675,033	0.037%

Council	Cllrs	Basic	Executive <ul style="list-style-type: none"> • Leader • Deputy Leader • Executive / Cabinet member 	Total	Draft Gross Revenue Expenditure	Percentage cost of councillors' remuneration v Draft Gross Revenue Expenditure	2024 20 2025 Settlement	Percentage cost of councillors v Settlement
Powys	68	£75,140	£13,133	£88,335	£391,000,000	0.023%	£228,664,604	0.039%
Vale of Glam	54	£59,670	£10,929	£70,599	£382,700,000	0.019%	£202,796,977	0.035%
Wrexham	56	£61,880	£13,133	£75,075	£371,800,000	0.020%	£224,836,439	0.034%
Total	735	£812,334	£148,143	£969,318	£5,324,900,000		£3,140,824,884	
Group C								
Blaenau Gwent	33	£36,465	£6,806	£43,271	£221,100,000	0.020%	£139,730,490	0.031%
Ceredigion	38	£41,990	£9,833	£51,823	£235,800,000	0.022%	£129,197,594	0.040%
Denbighshire	48	£53,040	£10,842	£63,882	£320,100,000	0.020%	£198,598,160	0.034%
Isle of Anglesey	35	£38,675	£9,833	£48,508	£221,200,000	0.022%	£123,664,913	0.039%
Merthyr Tydfil	30	£33,150	£7,815	£40,965	£204,300,000	0.020%	£118,614,197	0.035%
Monmouthshire	46	£50,830	£8,824	£59,654	£245,900,000	0.024%	£122,674,505	0.049%
Torfaen	40	£44,200	£9,833	£54,033	£288,700,000	0.019%	£172,405,428	0.032%
Total	270	£298,350	£63,786	£362,136	£1,737,100,00		£994,310,784	
Grand total	1234	£1,363,792	£261,009	£1,624,579	£9,673,600,000		£5,519,888,668	

An explanation to support **Annex 2** is outlined below:

Cost Calculations

Basic Salary Costs

- The cost of the proposed increases to basic councillor salaries on local authorities can be calculated as follows:
- *Cost to Local Authority = Increase in Basic Salary x Number of Councillors*
- Increase in Basic Salary can be calculated as Proposed Basic Councillor Salary less the Current Basic Councillor Salary. For 2025 to 2026, this figure is £1,105 (£19,771 - £18,666).
- The value for Number of Councillors will vary by local authority and final calculations should account for any change in the number of Principal Councillors. A comprehensive list of figures is provided in Table 17 (above).

Senior Salary Costs

- The cost of the proposed increases to senior councillor salaries on local authorities will depend on both the number of senior positions occupied and the local authority group.

Band 3 – Committee Chair / Presiding Officer / Civic Head

Band 4 – Leader of Opposition (Largest)

Band 5 – Band 5 – Leader of Opposition (Other) / Deputy Civic Head

Table 18. (below) details *Costs to Local Authority = Increase in Basic Salary x Number of Councillors – 2025 to 2026*

Local Authority	Band 3 increase (2024-2025 v 2025-2026)	Number of Band 3 Councillors	Band 3 increase – total	Band 4 increase (2024-2025 v 2025-2026)	Number of Band 4 Councillors	Band 4 increase – total	Band 5 increase (2024-2025 v 2025-2026)	Number of Band 5 Councillors	Band 5 increase – total	Total
Group A										
Cardiff	£1,658	8	£13,264	£1,658	1	£1,658	£1,105	2	£2,210	£51,535
RCT	£1,658	10	£16,580	£1,658	1	£1,658	£1,105	0	0	£40,206
Swansea	£1,658	9	£14,922	£1,658	1	£1,658	£1,105	1	£2,210	£44,627
Group B										
Bridgend	£1,658	7	£11,606	£1,658	1	£1,658	£1,105	2	£2,210	£35,243
Caerphilly	£1,658	7	£11,606	£1,658	1	£1,658	£1,105	0	£0.00	£35,271
Carmarthenshire	£1,658	8	£13,264	£1,658	1	£1,658	£1,105	1	£1,105	£40,272
Conwy	£1,658	7	£11,606	£1,658	1	£1,658	£1,105	0	£0.00	£37,509
Flintshire	£1,658	9	£14,922	£1,658	1	£1,658	£1,105	1	£1,105	£37,454
Gwynedd	£1,658	7	£11,606	£1,658	1	£1,658	£1,105	1	£1,105	£38,614
Neath PT	£1,658	7	£11,606	£1,658	1	£1,658	£1,105	1	£1,105	£38,614
Newport	£1,658	9	£14,022	£1,658	1	£1,658	£1,105	1	£1,105	£39,692
Pembrokeshire	£1,658	7	£11,606	£1,658	1	£1,658	£1,105	1	£1,105	£36,376
Powys	£1,658	4	£6,632	£1,658	2	£1,658	£1,105	0	£0.00	£34,193
Vale of Glam	£1,658	8	£13,264	£1,658	1	£1,658	£1,105	2	£2,210	£36,901
Wrexham	£1,658	8	£13,264	£1,658	1	£1,658	£1,105	1	£1,105	£40,272
Group C										
Blaenau Gwent	£1,658	5	£8,290	£1,658	1	£1,658	£1,105	0	£0.00	£22,279
Ceredigion	£1,658	9	£14,922	£1,658	1	£1,658	£1,105	1	£1,105	£36,358

Local Authority	Band 3 increase (2024-2025 v 2025-2026)	Number of Band 3 Councillors	Band 3 increase – total	Band 4 increase (2024-2025 v 2025-2026)	Number of Band 4 Councillors	Band 4 increase – total	Band 5 increase (2024-2025 v 2025-2026)	Number of Band 5 Councillors	Band 5 increase – total	Total
Denbighshire	£1,658	6	£9,948	£1,658	1	£1,658	£1,105	1	£1,105	£33,498
Isle of Anglesey	£1,658	4	£6,632	£1,658	1	£1,658	£1,105	1	£1,105	£28,068
Merthyr Tydfil	£1,658	7	£11,606	£1,658	1	£1,658	£1,105	1	£1,105	£28,814
Monmouthshire	£1,658	8	£13,264	£1,658	1	£1,658	£1,105	1	£1,105	£32,586
Torfaen	£1,658	9	£14,922	£1,658	1	£1,658	£1,105	0	£0.00	£35,253

Source: schedule of remuneration for 2024-2025 except Merthyr Tydfil (information taken from 2023-2024 schedule of remuneration)

Breakdown of allowances paid

Breakdown Of Allowances Paid in the 2023 to 2024 Financial Year

- The following provides breakdown of allowances paid.

Table 19. Allowances paid by Principal Councils 2023 to 2024

Allowance	Elected Members	Coopted Members	Total
Basic salary	£14,256,985.25	£295,115.06	£14,552,100.31
Senior salary	£8,946,003.70	£0.00	£8,946,003.70
Civic salary	£639,754.80	£0.00	£639,754.80
Travel and Subsistence	£97,101.07	£6,357.78	£103,458.85
Contribution towards costs of care and personal assistance	£36,555.85	£320.78	£36,876.63
ICT allowance *	£15,754.53	£979.81	£16,734.34
Broadband and Telephone allowance #	£37,427.00	£413.57	£37,840.57
Mobile telephone allowance \$	£3,300.00	£0.00	£3,300.00
Other	£43,958.71	£0.00	£43,958.71
Pension contributions	£1,580,066.48	£0.00	£1,580,066.48
Payments from other Public Bodies	£390,237.44	£0.00	£390,237.44
Total	£26,047,144.83	£303,187.00	£26,350,331.83

*ICT allowance – Swansea.

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

\$Mobile telephone allowance – Swansea.

Table 20. Allowances paid by National Parks Authorities 2023 to 2024

Allowance	Elected Members	Coopted Members	Total
Basic salary	£173,437.02	£420.00	£173,857.02
Senior salary	£36,934.32	£0.00	£36,934.32
Travel and Subsistence	£36,934.32	£0.00	£2,895.12
Contribution towards costs of care and personal assistance	£2,847.52	£47.60	£0.00
Other	£0.00	£0.00	£0.00
Total	£213,218.86	£ 467.60	£ 213,686.46

* Pembrokeshire National Park Authority have not submitted a return for 2023 to

2024. The statement of payments document cannot be found on the Authority website.

#No payments were made to the coopted members of Brecon Beacons.

Table 21. Allowances paid by Fire and Resue Authorities 2023 to 2024

Allowance	Elected Members	Coopted Members	Total
Basic salary	£187,794.85	£7,601.93	£195,396.78
Senior salary	£63,947.27	£0.00	£63,947.27
Travel and Subsistence	£5,253.37	£416.70	£5,670.07
Contribution towards costs of care and personal assistance	£0.00	£0.00	£0.00
Other	£0.00	£1,662.00	£1,662.00
Total	£256,995.49	£9,680.63	£266,676.12

Changes in Total Allowances Paid: 2019 to 2024

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

Year	Total	Change from previous (£)
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
2022 – 2023	£25,622,845.81	+ £2,132,062.43
2023 - 2024	£26,830,226.81	+ £1,207,381.00

Principal Councils

Year	Total	Change from previous (£)
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
2022 – 2023	£25,475,120.05	+ £2,276,992.14
2023 - 2024	£26,350,331.83	+ £875,211.78

National Parks Authorities

Year	Total	Change from previous (£)
2019 – 2020	£442,012.09	-
2020 – 2021	£294,700.37	- £147,311.72
2021 – 2022	£264,808.80	- £29,891.57
2022 – 2023	£190,726.94	- £74,081.86
2023 - 2024	£213,686.46	+ £22,959.52

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
2022 – 2023	£169,773.20	- £33,881.93
2023 - 2024	£266,676.12	+ £48,569.40

Coopted members of principal councils

Year	Total	Increase or decrease
2019 – 2020	£191,520.06	-
2020 – 2021	£122,260.80	- £ 69,259.26
2021 – 2022	£169,918.21	+ £ 47,657.41
2022 – 2023	£241,959.86	+ £ 72,041.65
2023 - 2024	£303,187.00	+ £ 61,227.14

Community and Town Councils – Allowances

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

Total allowances for 2023 to 2024

Allowance	Total
Basic payment	£304,775.39
Payments for costs incurred in respect of telephone, broadband etc.	£64,012.28
Chair / Mayor of the Council	£129,177.42
Vice Chair / Deputy Mayor of the Council	£23,133.97
Responsibility payment	£62,250.32
Financial Loss Allowance	£795.40
Travel and Subsistence	£7,627.74
Contribution towards costs of care and personal assistance	£336.84
Attendance Allowance	£82,456.00
Other	£8,033.69
Total	£682,599.05

Group 1

Allowance	Total
Basic payment	£19,390.90
Payments for costs incurred in respect of telephone, broadband etc.	£5,108.00
Chair / Mayor of the Council	£9,850.00
Vice Chair / Deputy Mayor of the Council	£3,200.00
Responsibility payment	£8,500.00
Financial Loss Allowance	£343.20
Travel and Subsistence	£1,026.60
Contribution towards costs of care and personal assistance	£0.00
Attendance Allowance	£18,465.00
Other	£835.63
Total	£66,719.33

Group 2

Allowance	Total
Basic payment	£28,712.46
Payments for costs incurred in respect of telephone, broadband etc.	£6,417.67
Chair / Mayor of the Council	£19,787.19
Vice Chair / Deputy Mayor of the Council	£2,658.00
Responsibility payment	£8,500.00
Financial Loss Allowance	£0.00
Travel and Subsistence	£1,957.69
Contribution towards costs of care and personal assistance	£0.00
Attendance Allowance	£8,670.00
Other	£293.95
Total	£76,996.96

Group 3

Allowance	Total
Basic payment	£73,571.26
Payments for costs incurred in respect of telephone, broadband etc.	£16,191.02
Chair / Mayor of the Council	£36,158.00
Vice Chair / Deputy Mayor of the Council	£8,217.97
Responsibility payment	£26,633.35
Financial Loss Allowance	£452.20
Travel and Subsistence	£3,035.46
Contribution towards costs of care and personal assistance	£107.85
Attendance Allowance	£46,350.00
Other	£1,800.00
Total	£212,517.11

Group 4

Allowance	Total
Basic payment	£119,082.14
Payments for costs incurred in respect of telephone, broadband etc.	£21,557.44
Chair / Mayor of the Council	£41,466.32
Vice Chair / Deputy Mayor of the Council	£6,058.00
Responsibility payment	£13,616.97
Financial Loss Allowance	£0.00
Travel and Subsistence	£1,209.67
Contribution towards costs of care and personal assistance	£228.99
Attendance Allowance	£4,756.00
Other	£1,939.87
Total	£209,915.40

Group 5

Allowance	Total
Basic payment	£64,018.63
Payments for costs incurred in respect of telephone, broadband etc.	£14,738.15
Chair / Mayor of the Council	£21,915.91
Vice Chair / Deputy Mayor of the Council	£3,000.00
Responsibility payment	£5,000.00
Financial Loss Allowance	£0.00
Travel and Subsistence	£398.32
Contribution towards costs of care and personal assistance	£0.00
Attendance Allowance	£4,215.00
Other	£3,164.24
Total	£116,450.25

Yearly Trends

Total number of returns received

Financial Year	Number of returns	Increase or decrease	per cent of returns	Of which were Nil	per cent 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%
2022 – 2023	534	+38	72%	247	46%
2023 – 2024	535	+1	72%	222	41%

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
2022 – 2023	£498,686.10	+£131,489.92
2023 – 2024	£682,599.05	+£183,912.95

- [Research to support the annual report 2024 to 2025](#) paper included comparisons of allowances within Groups A-C. As the classification of Community and Town Councils has been amended to reflect groups 1-5, comparisons of figures before 2023 to 2024 are not included in this paper. Below are details of allowances paid for 2022 to 2023 compared with 2023 to 2024.

Group 1

Year	Total	Increase or decrease
2022 – 2023	£42,008.26	-
2023 – 2024	£66,719.33	+£24,711.07

Group 2

Year	Total	Increase or decrease
2022 – 2023	£60,885.79	-
2023 – 2024	£76,996.96	+£16,111.17

Group 3

Year	Total	Increase or decrease
2022 – 2023	£154,594.33	-
2023 – 2024	£212,517.11	+£57,922.78

Group 4

Year	Total	Increase or decrease
2022 – 2023	£165,197.08	-
2023 – 2024	£209,915.40	+£44,718.32

Group 5

Year	Total	Increase or decrease
2022 – 2023	£76,030.64	-
2023 – 2024	£116,450.25	+£40,419.61

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
2022 – 2023	£121,021.84	+£11,655.52
2023 – 2024	£129,177.42	+£8,155.58

Mayor or Chair of Council – total allowances – breakdown by Group**Group 1**

Year	Total	Increase or decrease
2022 – 2023	£8,950.00	-
2023 – 2024	£9,850.00	+£900

Group 2

Year	Total	Increase or decrease
2022 – 2023	£15,750.00	-
2023 – 2024	£19,787.19	+£4,037.19

Group 3

Year	Total	Increase or decrease
2022 – 2023	£38,897.96	-
2023 – 2024	£36,158.00	-£2,739.96

Group 4

Year	Total	Increase or decrease
2022 – 2023	£39,409.36	-
2023 – 2024	£36,158.00	-£3,251.36

Group 5

Year	Total	Increase or decrease
2022 – 2023	£19,014.52	-
2023 – 2024	£21,915.91	+£2,901.39

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
2022 – 2023	£54,550.03	+£4,416.69
2023 – 2024	£62,250.32	+£7,700.29

Group 1

Year	Total	Increase or decrease
2022 – 2023	£3,500.00	-
2023 – 2024	£8,500.00	£5,00.00

Group 2

Year	Total	Increase or decrease
2022 – 2023	£8,250.00	-
2023 – 2024	£8,500.00	+£250.00

Group 3

Year	Total	Increase or decrease
2022 – 2023	£24,116.65	-
2023 – 2024	£26,633.35	+£2,2516.70

Group 4

Year	Total	Increase or decrease
2022 – 2023	£12,136.00	-
2023 – 2024	£13,616.97	+£1,480.97

Group 5

Year	Total	Increase or decrease
2022 – 2023	£6,547.38	-
2023 – 2024	£5,000.00	-£1,547.38

Total 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
2021 – 2022	1	£673.00	-£327.00
2022 – 2023	5	£1023.50	+£350.50
2023 – 2024	2	£336.84	-£687.00

Acronyms & Explanations

ONS	Office for National Statistics
ASHE	Annual Survey of Hours and Earnings
CPIH	Consumer Prices Index including owner occupiers' housing costs
OOH	Owner Occupiers' Housing
CPI	Consumer Price Index
Dual Hatters	Dual hatters refers to councillors holding a role as a councillor on a principal council and on a community and town council.