



Independent Remuneration Panel for Wales

Annual Report

February 2024

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Foreword

Welcome to the Annual Report of the Independent Remuneration Panel for Wales, setting the decisions and determinations on pay, expenses, and benefits for elected members of Principal Councils, Community and Town Councils, National Park Authorities and Fire and Rescue Authorities for implementation from April 2024.

This has been a year of change for the Panel, with one longstanding member leaving us and the appointment of two new members. I would like to thank Helen Wilkinson for her contribution over the years to the Panel and wish her well for the future.

Earlier last year we were able to appoint two new members to bring our current complement up to five. I welcome Dianne Bevan and Kate Watkins to the Panel and thank Saz Willey, Vice Chair, and Bev Smith for their continued contribution throughout the year. You can find out more about our Panel members on our [website](#).

The Local Government (Wales) Measure 2011, Part 8 (The Measure), which gives the statutory authority for the Panel's work, allows the appointment of a minimum of 3 and up to 7 members.



Frances Duffy
Chair

Detailed information about the members, our Strategic Plan, our deliberations and supporting research and evidence can be found on the [Panel's website](#).

Executive Summary

Last year we published our first Strategic Plan. This covers the period from 2023 until 2025 and sets the framework for our deliberations and wider context for our decisions. The key elements are set out below under Roles and Responsibilities of the Panel.

With a strengthened Panel, we were able to focus on building our research and evidence plan to support our discussions on our remuneration framework. Our evidence plan is available on our [website](#) in line with our aim to be open and transparent in all our decision making.

Our goal continues to be to ensure that levels of remuneration are fair and reasonable. We agreed to continue to align levels of remuneration for elected members of Principal Councils, National Park and Fire and Rescue Authorities within the context of average Welsh earnings. This has meant using the Annual Survey of Hours and Earnings within Wales (ASHE) published by Office for National Statistics (ONS) as the main benchmark for setting remuneration.

The Measure states that “the Panel must take into account what it considers will be the likely financial impact on relevant authorities” of its decisions. The Panel considered evidence on public sector finances and the impact on Principal Authorities’ budgets. Whilst the total cost of remuneration for elected members is relatively low in terms of overall budgets, the Panel were mindful of the heightened economic and fiscal strain on Principal Councils.

In reaching our decision to continue the link between the remuneration of elected members of Principal Councils, National Parks Authorities and Fire and Rescue Authorities and the average earnings of their constituents (ASHE), the Panel remain of the view that a fair and reasonable remuneration package will continue to support elected members and not act as a barrier to participation. This is an important principle, underpinning our considerations on appropriate remuneration. This was widely supported in both our engagement meetings and the consultation feedback.

In line with our commitment to simplifying reporting and compliance, the Panel this year looked at the reporting requirements for Community and Town Councils. Currently each Community and Town Council must report annually to the Panel, and publish on its website, the details, and names of each councillor in receipt of any expenses. In previous years we agreed that in respect of costs of care and personal assistance allowances, it would be inappropriate to name individual councillors, and that it would be sufficient to simply list the total amounts paid and the total number of recipients.

The Panel feels that it would be appropriate to extend this to the mandatory payment for working from home, the flat rate consumables allowance and travel and subsistence claims. This will give the right balance between public accountability and individual privacy, and we hope will encourage all to accept the payments they are entitled to. This was positively received during our consultation and engagement.

We will provide a new template report for use from September 2024 and will continue to monitor the level of payments made.

We continue to receive queries regarding the PAYE treatment of the mandatory allowance for working from home (£156 per annum) and the option of a flat rate of £52 a year for consumables. We are updating our guidance on this issue which should help give clarity to local clerks.

We are also mindful of a continuing, albeit reducing, number of Community and Town councillors who decide to forego all or part of their entitlement. We strongly believe that councillors should be reimbursed for expenses they necessarily incur whilst carrying out their duties or receive a contribution to help defray these costs. We reiterate that the basic payments are mandatory and should be made available to all councillors who are entitled to receive them. Any decision to forego these payments must be a personal and individual choice.

The final area that the Panel considered, was the method of calculating payments made to co opted members of Principal Councils, National Park and Fire and Rescue Authorities.

Following feedback on last year's Annual Report and queries raised through the year by some co opted members and by several Heads of Democratic Services, the Panel took evidence from the correspondents on the impact of both the increase in numbers of co opted members and the changing nature of working patterns. This showed that the current arrangement of either a half day rate for anything up to 4 hours and a full day rate for anything over, was insufficiently flexible to reflect the patterns of working now more normally in place, mainly due to more online or hybrid working.

In our draft Report, the Panel proposed that the relevant local officer should have the flexibility to decide when it will be appropriate to apply a day or a half day rate and when to use an hourly rate where it is sensible to aggregate a number of short meetings. There was quite a wide range of views on this during our engagement meetings, but the overall feedback is that this change would be supported. **Therefore, the Panel agreed that this flexibility should be given and that decisions on whether an hourly or daily rate might be appropriate are to be made locally.**

Finally, the Panel is aware of feedback that our website can be difficult to navigate and that finding the right Determination to deal with a specific issue is not always straightforward, especially for newly elected members or officials. We have therefore updated the links on our website and created a new link to a page setting out all the current Determinations that should be applied. It will be updated every year when the Final Annual Report is issued, and we hope this will be easier to navigate than having to refer to every year's Report.

This is supported in our newly updated [Guidance](#) (previously called the Regulations).

Role and responsibilities of the Panel

Our Role:

The Panel is responsible for setting the levels and arrangements for the remuneration of elected and coopted members of the following organisations:

- Principal Councils – County and County Borough Councils
- Community and Town Councils
- National Park Authorities
- Fire and Rescue Authorities
- Joint Overview Scrutiny Committees
- Corporate Joint Committees.

The Panel is an independent organisation and the organisations listed above are required, by law, to implement the decisions it makes.

We make determinations on:

- The salary structure within which members are remunerated
- The type and nature of allowances to be paid to members
- Whether payments are mandatory or allow a level of local flexibility
- Arrangements in respect of family absence
- Arrangements for monitoring compliance with the Panel's decisions

Our Aim:

- Supporting local democracy and giving communities their voice, through setting up an appropriate and fair remuneration framework, which encourages inclusion and participation.

Our Goals:

- Our Determinations should ensure that levels of remuneration are fair, reasonable, represent value for money for the taxpayer, and are set within the context of Welsh earnings and the wider financial circumstances of Wales.
- Our Determinations should support elected members from a diverse range of backgrounds, and levels of remuneration should not act as a barrier to participation.

Our Strategic Objectives:

- To make evidence based Determinations
- To use clear and accessible communications
- To proactively engage and consult
- To simplify compliance and reporting
- To work collaboratively

The Panel:

Frances Duffy (Chair)
Saz Willey (Vice Chair)
Dianne Bevan (Member)
Bev Smith (Member)
Kate Watkins (Member)

Further information on Panel members can be found on the [Panel's website](#).

Methodology

Deliberations and Determinations for 2024 to 2025

As set out in our strategic objectives the Panel has committed to making evidence based decisions.

This year we prepared an evidence and research paper to pull together the various sources of information that the Panel considered in making its Determinations. This provided a wide range of data, evidence, and contextual factors to inform the Panel's decision-making process in relation to its Determinations for the 2024 to 2025 financial year. This included:

- Data on average UK and Wales weekly earnings, including ASHE (Annual Survey of Hours and Earnings)
- Annual Consumer Price Index Housing (CPIH) and Consumer Price Index (CPI) inflation rates Benchmarks, including councillor remuneration in Scotland
- Research on councillor workload, views and attitudes to remuneration and diversity (Welsh Government)
- Findings of Senedd Cymru Equality, Local Government and Communities Committee (2019)
- Data collected on the take up of remuneration and benefits packages by councillors
- Data on local authority finances

The full set of evidence and research considered, is available on our [website](#).

In line with our updated Communications and Engagement Strategy, the Panel held a number of discussions with key stakeholders which provided an opportunity for the Panel to explore views about existing arrangements, the impact decisions are having on individuals, how the arrangements are operating in practice and any issues or concerns individuals wish to raise. It also provides an opportunity for discussion about emerging situations which the Panel may need to consider in respect of its decision making.

The Panel engaged directly with key stakeholder representative groups including the Welsh Local Government Association, Principal Council Leaders Group, Heads of Democratic Services committee, One Voice Wales, Society for Local Council Clerks and North and Mid Wales Association of Local Councils. The Panel also held an online seminar in November for Community and Town councillors and local Clerks. This was well attended, and we received good feedback on our work. In particular, the Panel noted the question of remuneration for Youth Representatives and agreed to review this in the future.

This year the Panel focused on three main issues – affordability, payments made to co opted members and reporting requirements for Community and Town Councils. The Panel would like to thank all those that contributed to our deliberations either directly or through feedback and Responses to the consultation on our Draft Report.

Consultation: Summary of responses

The Panel produced and issued a draft report on Friday 13 October 2023 for an eight week consultation, which closed on Friday 8th December 2023. The consultation period was extended to Wednesday 20 December 2023, to allow more time for all respondents to submit feedback.

In addition, as part of the consultation process, stakeholders were invited to answer six questions using an online survey or by return email. A total of 44 responses were received online, whilst 12 were submitted by email to the IRP Mailbox. The Panel engaged in a number of stakeholder meetings during the consultation period to gather important feedback. The Panel would like to thank everyone who contributed to the consultation. A summary of responses is included in the report below.

The website link and Pdf version of the draft report was sent to:

- One Voice Wales
- Welsh Local Government Association
- Society for Local Council Clerks
- Principal Councils
- Fire and Rescue Authorities
- National Parks Authorities and
- Community and Town Councils

Determination 1: Basic salary for elected members of principal councils

Determination 2: Salaries paid to Senior, Civic and Presiding members of principal councils

Determination 3: Salaries for Joint Overview and Scrutiny Committees

Determination 4: Payments to national parks authorities and fire and rescue authorities

Determination 7: Compensation for financial loss

No comments/responses were received directly, in respect of the above Determinations. However, during our engagement sessions, the Panel heard concerns about lack of payments to Youth Representatives on Community and Town Councils and disappointment that the Panel had not raised the remuneration levels for co opted members on National Parks Authorities. These are issues that the Panel may consider in future Reports.

Determination 5: Payments made to co opted members of Principal Councils, National Park Authorities and Fire and Rescue Authorities

There were only a small number of responses regarding this proposal; One response agreed with the proposal in respect of changing working practices and supporting the introduction of an hourly rate and another recommended that guidance issued in respect of the hourly payment is clear as to when it should be applied.

Another strongly supported the principle of authorities being able to be flexible to suit their own requirements.

Determination 6: Community and Town Councils Mandatory payments

Payment for extra costs of working from home and Set payment for consumables

Two Community Councils requested that the proposal to make the £156 payment to Councillors mandatory be changed to allow Councillors to opt out of the payment as in previous years.

Two Community councils fully supports inclusivity and appreciates that the payment may assist elected members but feels very strongly that it should not be mandatory.

The Panel reaffirms individuals are able to opt out of receiving mandatory payments. Any opt outs should be declared in writing.

Determination 8: Reporting requirements

It was agreed that the reporting of the mandatory payment for working from home, the flat rate consumables allowance and travel and subsistence claims as global sums, rather than individual listings, gives the right balance between public accountability and individual privacy.

In addition, as part of the consultation process, stakeholders were invited to answer six questions via an online survey or by return email. A total of 44 responses were received online, whilst 12 were submitted by email to the IRP Mailbox. The Panel attended stakeholder engagement meetings during the consultation process to gather and receive feedback.

Summary of responses to online questionnaire

Question 1

Uplift of remuneration using the Annual Survey of Hours and Earnings (ASHE)

The Panel is fully aware of the current constraints on public funding and the impact its decisions will have on the budgets of Principal Authorities. The Panel is also mindful of our Aims and Objectives to provide a fair and reasonable remuneration package to support elected members and to encourage diversity of representation. We therefore propose to uplift their remuneration based on the average earnings of their constituents.

Do you think that the Panel has struck the right balance between affordability and adequate remuneration for representatives? If not, do you have other suggestions?

Responses

55% of those who answered this question agreed that the Panel have struck the right balance between affordability and adequate remuneration for representatives. 21% did not agree whilst 19% had no opinion on this question.

Some respondents highlighted that it was important to attract a diverse range of candidates to stand for election and that more needed to be done to increase diversity.

Another proposed that the report showed the recommended increase as a percentage uplift, similar to pay awards, so that the public understood in terms of transparency.

Question 2

Local flexibility for payments to co opted individuals

The Panel has received evidence that it would be more cost effective and fairer to provide for flexibility in paying those who are co opted to serve on committees of principle councils, National Park Authorities and Fire and Rescue Authorities.

The Panel has therefore proposed there should be flexibility for the relevant local officer to decide when it will be appropriate to apply a day or half day rate or to use an hourly rate where it is sensible to aggregate a few short meetings.

Do you agree with this proposal? If not, do you have any suggested alternatives?

Responses

64% of those who answered this question agreed. 11% did not agree whilst 19% had no opinion. An hourly rate was thought to be more cost effective and would provide flexibility to attend shorter meetings with officers when needed. The principle of authorities being able to be flexible to suit their own requirements was strongly supported by one individual.

Question 3

Encouraging sustainable travel

The Panel would like to ensure that we support environmental sustainability in our decisions about remuneration. We are aware that there are schemes in many bodies in Wales which encourage sustainable travel and we have advised that, if possible, elected members should be encouraged to participate in these schemes.

Do you have any examples of good practice or other ideas of ways in which we might use our powers to encourage more sustainable travel among members?

Responses

Of those who responded to this question, 34% provided examples of good practice to encourage more sustainable travel. Holding online meetings would be useful in achieving environmental sustainability, however it was also proposed to hold meetings in person as well as online.

Other suggestions included the provision of public service timetables in council buildings can help in terms of encouraging alternatives to private car use and encouraging vehicle sharing between members who are attending the same meeting. An example provided was an authority having an area map that showed where each NPA member was located, to encourage car sharing.

Question 4

Awareness of the entitlements of representatives

The Panel has seen evidence of a lack of awareness amongst local elected members of the payments to which they are entitled. We would like to find out if this is a significant issue, and if so, we will aim to raise awareness further, targeted at areas where this may be a problem.

What steps does your council or authority take to make its members and co optees aware of their entitlements?

Responses

The comments stated that members are informed of their entitlements by email from the Clerk on appointment, included in a briefing pack that newly elected members receive and discussed at the time of budget preparation and at the annual general meeting.

However, we also received examples of there being a culture of members not claiming entitlements and some members being pressured into completing an opt out form. 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. A community or town council member wishing to decline payments must themselves write to their proper officer to do so. Each community and town council principal authority must ensure that it does not create a climate which prevents persons accessing any monies to which they are entitled that may support them to participate in local democracy.

Question 5

Publication of consolidated sums

Community and Town Councils are required to submit an annual statement of payments to the Panel by 30 September each year, and also publish this on their website. The Panel have provided a template return for clerks to use. The Panel have discussed and considered changing the requirements for Community and Town Councils when submitting their statement of payment returns. The Panel's aim is to simplify administration and encourage Councils to ensure all mandatory payments are made to individual members.

The Panel proposes that from September 2024, the returns need only show the total amounts paid in respect of the mandatory payments mentioned above. That is the £156 contribution to the costs of working from home, the £52 set rate consumables allowance and the travel and subsistence expenses paid.

This brings these in line with the reporting of the costs of care and personal assistance allowances.

*Do you agree that these figures may be published as a global total rather than individually?
What are the reasons for your view?*

Responses

There was overwhelming agreement to the proposal of the statement of payments being published as a global sum. 11% did not agree and 2% had no opinion on the question. Respondents agreed that publishing a global sum would be administratively easier and provides confidentiality of members. It also reducing any embarrassment should a member wish to claim. However, it was highlighted that Councillors should be seen to have received the payments, so that residents can see where the money has been spent.

Question 6

In future reports, we are thinking of allowing consolidation of the travel and subsistence expenses of members of principal councils, National Park Authorities and Fire and Rescue Authorities and would be interested in your views.

*Do you agree that these figures may be published as a global total rather than individually?
What are the reasons for your view?*

Responses

Just under half of the respondents agreed that the payments for travel and subsistence should be published as a global sum. 13% did not agree and 28% had no opinion on the question. This proposal would help to avoid individual identification and or potential prejudice for those who need to claim. However, those who disagreed stated that a breakdown of all expenses allows transparency into councillor activity and allows resident scrutiny and transparency that all activities are justified.

Panel's determinations for 2024 to 2025

Following consideration of the views received in response to its consultation the Panel now makes its final determinations.

Basic salary for elected members of principal councils: Determination 1

The basic salary, paid to all elected members, is remuneration for the responsibility of community representation and participation in the scrutiny, regulatory and related functions of local governance. It is based on a full time equivalent of three days a week. The Panel regularly reviews this time commitment, and no changes are proposed for 2024 to 2025.

The Panel is fully aware of the current constraints on public funding and the impact its decisions will have on the budgets of Principal Authorities. The Panel is also mindful of our Aims and Objectives to provide a fair and reasonable remuneration package to support elected members and to encourage diversity of representation.

The Panel also noted that in previous electoral cycles, the remuneration of councillors fell far behind the key benchmark of Average Hourly Earnings in Wales (ASHE) and a significant uplift was therefore required in 2022.

The Panel has therefore determined that for the financial year 1 April 2024 to 31 March 2025 it is right to retain the link between the basic salary of councillors and the average salaries of their constituents. **The basic salary will be aligned with three fifths of all Wales 2022 ASHE. This will be £18,666 as set out on Table 1.**

Salaries paid to Senior, Civic and Presiding members of principal councils: Determination 2

The limit on the number of senior salaries payable ("the cap") will remain in place.

All senior salaries include the basic salary payment. The different levels of additional responsibility of and between each role is recognised in a banded framework. No changes to banding are proposed this year.

The basic pay element will be uplifted in line with ASHE and this uplift will also apply to the role element of Bands 1, 2, 3 and 4. Where a Band 5 is paid, there is no increase to the role element as this remains temporarily frozen. The increase in the basic salary will apply.

The salary of a leader of the largest (Group A) council will therefore be £69,998. All other payments have been decided in reference to this and are set out on Table 1.

Group A

- Cardiff
- Rhondda Cynon Taf
- Swansea

Table 1 – Salaries payable to Basic, Senior, Civic and Presiding members of principal councils (Group A)

Description	Amount
Basic salary	£18,666
Band 1 leader	£69,998
Band 1 deputy leader	£48,999
Band 2 executive members	£41,999
Band 3 committee chairs (if paid)	£27,999
Band 4 Leader of the largest opposition group	£27,999
Band 5 Leader of other political groups (if paid) and deputy civic head	£22,406
Civic Head (if paid)	£27,999
Deputy Civic Head (if paid)	£22,406
Presiding member (if paid)	£27,999
Deputy Presiding Member (basic only)	£18,666

Group B

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

Table 1 – Salaries payable to Basic, Senior, Civic and Presiding members of principal councils (Group B)

Description	Remuneration
Basic salary	£18,666
Band 1 leader	£62,998
Band 1 deputy leader	£44,099
Band 2 executive members	£37,799
Band 3 committee chairs (if paid)	£27,999
Band 4 Leader of the largest opposition group	£27,999

Band 5 Leader of other political groups (if paid) and deputy civic head	£22,406
Civic Head (if paid)	£27,999
Deputy Civic Head (if paid)	£22,406
Presiding member (if paid)	£27,999
Deputy Presiding Member (basic only)	£18,666

Group C

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

Table 1 – Salaries payable to Basic, Senior, Civic and Presiding members of principal councils (Group C)

Description	Remuneration
Basic salary	£18,666
Band 1 leader	£59,498
Band 1 deputy leader	£41,649
Band 2 executive members	£35,699
Band 3 committee chairs (if paid)	£27,999
Band 4 Leader of the largest opposition group	£27,999
Band 5 Leader of other political groups (if paid) and deputy civic head	£22,406
Civic Head (if paid)	£27,999
Deputy Civic Head (if paid)	£22,406
Presiding member (if paid)	£27,999
Deputy Presiding Member (basic only)	£18,666

There are no further changes to the payments and benefits paid to elected members. All current Determinations are published on our [website](#).

Salaries for Joint Overview and Scrutiny Committee: Determination 3

The salary of a chair of a Joint Overview and Scrutiny Committee will continue to be aligned to Band 3 and will be set at £9,333.

The salary of a vice chair is set at 50% of the Chair and will be £4,667.

There are no other changes.

Payments to National Parks Authorities and Fire and Rescue Authorities: Determination 4

The three national parks in Wales: Eryri (Snowdonia), Pembrokeshire Coast and Bannau Brycheiniog (Brecon Beacons), were formed to protect spectacular landscapes and provide recreation opportunities for the public. National Park authorities comprise members who are either elected members nominated by the principal councils within the national park area or are members appointed by the Welsh Government through the Public Appointments process. Welsh Government appointed and council nominated members are treated equally in relation to remuneration.

The three fire and rescue services (FRAs) in Wales: Mid and West Wales, North Wales and South Wales were formed as part of Local Government reorganisation in 1996. FRAs comprise elected members who are nominated by the Principal Councils within each fire and rescue service area.

In line with the Panel's decision to increase the basic salary of elected members of principal councils, the remuneration level for ordinary members of both NPAs and FRAs is also increased in line with ASHE. The remuneration for Chairs will remain linked to a principal council Band 3 senior salary. Their role element will therefore increase accordingly. Deputy chairs, Committee chairs and other paid senior posts will remain linked to a Band 5. This means the role element of their pay will continue to be temporarily frozen. Full details of the levels of remuneration for members of NPAs and FRAs is set out on Table 2.

Table 2 – Payments to National Parks Authorities

National Parks Authorities	Amount
Basic salary for ordinary member	£5,265
Chair	£14,598
Deputy Chair (where appointed)	£9,005
Committee Chair or other senior post	£9,005

Table 2 – Payments to Fire and Rescue Authorities

Fire and rescue authorities	Amount
Basic salary for ordinary member	£2,632
Chair	£11,965
Deputy Chair (where appointed)	£6,372
Committee Chair or other senior post	£6,372

All current Determinations, including restrictions on receiving double allowances, are available on our [website](#). Other than the above increases, there are no changes proposed this year.

Payments made to co opted members of Principal Councils, National Park Authorities and Fire and Rescue Authorities: Determination 5

The current Determination (made in the 2022 to 2023 Annual Report) states that co opted members of the relevant bodies should be remunerated on a day or half day basis. In addition, the relevant officer may decide on the total number of days remunerated in a year and set a reasonable time for meeting preparation.

The Panel has noted the changes to working practices, put in place during Covid and now becoming more routine, that has meant a move towards more frequent use of online meetings and or training courses, often short, as well as more regular committee meetings. The panel also received feedback from Heads of Democratic Services raising this issue.

The Panel considered moving to an hourly rate instead. This would better reflect new ways of working and hours actually worked. However, the Panel recognised that this may not always be appropriate, especially to cover in person meetings scheduled to last several hours.

The Panel therefore determines there should be local flexibility for the relevant officer to decide when it will be appropriate to apply a day or a half day rate or to use an hourly rate where it is sensible to aggregate a number of short meetings. The Panel will also provide guidance of good practice examples. The amounts are set out in Table 3.

Table 3: Payments made to co-opted members of Principal Councils, National Park Authorities and Fire and Rescue Authorities

	Hourly rate payment	Up to 4 hours payment rate	4 hours and over payment rate
Chairs of standards, and audit committees	£33.50	£134	£268
Ordinary Members of Standards Committees who also chair Standards Committees for Community and Town Councils	£29.75	£119	£238
Ordinary Members of Standards Committees; Education Scrutiny Committee; Crime and Disorder Scrutiny Committee and Audit Committee	£26.25	£105	£210

Community and Town Councils

The Panel continues to mandate payments for the extra costs of working from home and payments for office consumables. There is no change to the Determination made last year.

Mandatory Payments: Determination 6

Payment for extra costs of working from home

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.

Set payment for consumables

Councils must either pay their members £52 a year for the cost of office consumables required to carry out their role, or alternatively councils must enable members to claim full reimbursement for the cost of their office consumables.

It is a matter for each council to make and record a policy decision in respect of when and how the payments are made and whether they are paid monthly, yearly, or otherwise. The policy should also state whether and how to recover any payments made to a member who leaves or changes their role during the financial year.

Compensation for Financial Loss; Determination 7

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

Reporting Requirements; Determination 8

Community and Town Councils are required to submit an annual statement of payments to the Panel by the 30 September each year, and also publish this on their website. The Panel have provided a template return for clerks to use.

The Panel have discussed and considered changing the requirements for Community and Town Councils when submitting their statement of payment returns. The Panel's aim is to simplify administration and encourage Councils to ensure all mandatory payments are made to individual members.

The Panel proposes that from September 2024, the returns need only show the total amounts paid in respect of the mandatory payments mentioned above. That is the £156 contribution to the costs of working from home and the £52 set rate consumables allowance and the travel and subsistence expenses paid.

This brings these in line with the reporting of the costs of care and personal assistance allowances.

Payments to Community and Town Councils

Type of Payment	Group	Requirement
Extra costs payment	1 (Electorate over 14,000)	Mandatory for all members
Senior role	1 (Electorate over 14,000)	Mandatory £500 for 1 member; optional for up to 7
Mayor or chair	1 (Electorate over 14,000)	Optional: up to a maximum of £1,500
Deputy mayor or deputy chair	1 (Electorate over 14,000)	Optional: up to a maximum of £500
Attendance allowance	1 (Electorate over 14,000)	Optional
Financial loss	1 (Electorate over 14,000)	Optional
Travel and subsistence	1 (Electorate over 14,000)	Optional
Costs of care or personal assistance	1 (Electorate over 14,000)	Mandatory
Extra costs payment	2 (Electorate over 10,000 to 13,999)	Mandatory for all members
Senior role	2 (Electorate over 10,000 to 13,999)	Mandatory for 1 member; optional up to 5
Mayor or chair	2 (Electorate over 10,000 to 13,999)	Optional: up to a maximum of £1,500
Deputy mayor or deputy chair	2 (Electorate over 10,000 to 13,999)	Optional: up to a maximum of £500
Attendance allowance	2 (Electorate over 10,000 to 13,999)	Optional
Financial loss	2 (Electorate over 10,000 to 13,999)	Optional
Travel and subsistence	2 (Electorate over 10,000 to 13,999)	Optional
Costs of care or personal assistance	2 (Electorate over 10,000 to 13,999)	Mandatory
Extra costs payment	3 (Electorate over 5,000 to 9,999)	Mandatory for all members
Senior role	3 (Electorate over 5,000 to 9,999)	Optional up to 3 members
Mayor or chair	3 (Electorate over 5,000 to 9,999)	Optional - Up to a maximum of £1,500
Deputy mayor or deputy chair	3 (Electorate over 5,000 to 9,999)	Optional - Up to a maximum of £500
Attendance allowance	3 (Electorate over 5,000 to 9,999)	Optional
Financial loss	3 (Electorate over 5,000 to 9,999)	Optional
Travel and subsistence	3 (Electorate over 5,000 to 9,999)	Optional
Costs of care or personal assistance	3 (Electorate over 5,000 to 9,999)	Mandatory
Extra Costs Payment	4 (Electorate over 1,000 to 4,999)	Mandatory for all members

Senior Role	4 (Electorate over 1,000 to 4,999)	Optional up to 3 members
Mayor or Chair	4 (Electorate over 1,000 to 4,999)	Optional - Up to a maximum of £1,500
Deputy Mayor or Deputy Chair	4 (Electorate over 1,000 to 4,999)	Optional - Up to a maximum of £500
Attendance Allowance	4 (Electorate over 1,000 to 4,999)	Optional
Financial Loss	4 (Electorate over 1,000 to 4,999)	Optional
Travel and Subsistence	4 (Electorate over 1,000 to 4,999)	Optional
Costs of Care or Personal Assistance	4 (Electorate over 1,000 to 4,999)	Mandatory
Extra Costs Payment	5 (Electorate less than 1,000)	Mandatory for all members
Senior Role	5 (Electorate less than 1,000)	Optional up to 3 members
Mayor or Chair	5 (Electorate less than 1,000)	Optional - Up to a maximum of £1,500
Deputy Mayor or Deputy Chair	5 (Electorate less than 1,000)	Optional - Up to a maximum of £500
Attendance Allowance	5 (Electorate less than 1,000)	Optional
Financial Loss	5 (Electorate less than 1,000)	Optional
Travel and Subsistence	5 (Electorate less than 1,000)	Optional
Cost of Care or Personal Assistance	5 (Electorate less than 1,000)	Mandatory

There have been no changes made to payments for undertaking senior roles; allowances for Travel and subsistence; Care and Personal Assistance or Attendance allowance. All current Determinations are published on our website.

Summary of Determinations for 2024 to 2025

Determination 1:

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

Determination 2:

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

Determination 3:

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

The salary of vice chair will be £4,667.

Determination 4:

The basic pay of members of National Park Authorities and Fire and Rescue Authorities has been increased.

All current Determinations, including restrictions on receiving double allowances, will be published on our website. Other than the above increases, there are no changes proposed this year.

Determination 5:

For co opted members of Principal Councils, National Park Authorities and Fire and Rescue Authorities, payments, the Panel proposes there should be local flexibility for the relevant officer to decide when it will be appropriate to apply a day or a half day rate or to use an hourly rate where it is sensible to aggregate a number of short meetings.

The full and half day rates remain unchanged from 2023 to 2024. The only change is the stipulation of hourly rates.

Determination 6:

Members of Community and Town Councils will be paid £156 a year (equivalent to £3 a week) towards the extra household expenses (including heating, lighting, power, and broadband) of working from home. And Councils must either pay their members £52 a year for the cost of office consumables required to carry out their role, or alternatively councils must enable members to claim full reimbursement for the cost of their office consumables. Therefore, there is no change from last year.

Determination 7

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

Determination 8:

The Panel has determined that from September 2024, the returns due from all Community and Town Council need only show the total amounts paid in respect of the mandatory payments mentioned above. That is the £156 contribution to the costs of working from home and the £52 set rate consumables allowance and the travel and subsistence expenses paid.

This brings these in line with the reporting of the costs of care and personal assistance allowances.

All other Determinations set out on our [website](#) remain valid and should be applied.

Contact details

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This Annual Report and other information about the Panel and its work are available on our [website](#).