

Date of meeting :	3 November 2026
Subject	The Democracy and Boundary Commission Cymru (draft) report on Financial Remuneration to Councillors for 2027/28
Recommendation	The Democracy Services Committee is asked for comments on the proposed decisions in order to draw up a response to the Democracy and Boundary Commission Cymru consultation.
Contact Officer:	Vera Jones Democracy and Language Services Manager

What is the background and relevant considerations?

1. This is the second report by the Democracy and Boundary Commission Cymru (the Commission). This is the body responsible for setting the financial remuneration levels for all Welsh Councillors.
2. The draft changes, should they come into force, will be published by the end of February 2027 and will be effective for the 2027-28 financial year, namely 1 April 2027. The consultation will close on **17 December 2026** and therefore, we will need to respond by then.

The role of the Democracy and Boundary Commission Cymru

3. As noted above, this is the second report by the Democracy and Boundary Commission Cymru, with the draft produced, bearing in mind that the local government elections will be held in May 2027. The Commission has concluded that no major changes are required to the Framework prior to the election. This means that the report includes upgraded amounts, where appropriate, but the framework is left unchanged.

Main Decisions relevant to the Council

4. A full copy of the report in its draft form is available by clicking on the link below.

[Draft-annual-remuneration-report-2027-28-E.pdf](#) (English)

The Commission has also produced a supplementary report on the Financial Remuneration of the Fire and Rescue Service; see the full final report by clicking on the link below.

[20260925-supplementary-remuneration-report-FRA-E.pdf](#) (English)



Remuneration for Elected Members.

5. The basic salary, which is paid to every elected member, is remuneration for the responsibility of representing the community and participating in the scrutiny and regulatory work and the functions associated with local governance. It has been based on a sum equivalent to three full days per working week.
6. As noted in the report, the Annual Survey of Hours and Earnings (ASHE) was used as a basis for the remuneration of Elected Members in the past. However, the Commission has noted that the information from this survey is outdated (around two years old) by the time the decisions come into force - e.g. Financial Information dated April 2024 formed the basis for decisions on the financial remunerations to Councillors in 2026/27.
7. The Commission has decided that choosing a measure relating to the cost-of-living is appropriate and has used the Consumer Price Index, including the costs of owner-occupiers (CPIH) as a basis for the financial remuneration levels within its remit. The latest figure available when drawing up the report is the figure for May 2026; an increase of 3%.
8. The Commission seeks the views of authorities on the use of the Consumer Price Index as a basis to the annual increase as a part of the consultation. *The Committee's opinion is sought on whether you agree with this change to the basis of the decision?*
9. The basic salary will be **£21,676, for 27/28**, which is a 3% increase. The basic salary was £21,044 in 2026/27 and £19,771 in 2025/26.

Senior Salaries for Elected Members

10. There is no change in the cap on the number of senior salaries for Cyngor Gwynedd, and the figure remains at 18.
11. The table below shows the details of payments for senior roles, and every senior salary includes the basic salary payment. Note that the increase to the 'senior' element of the salaries is 3% for each role. The relevant figures for Cyngor Gwynedd (group B) are shown for 2027-28.



Financial remuneration

Role	Likely 27/28	2026/27	2025/26
Basic salary (payable to every elected member)	£21,676	£21,044	£19,771
Band 1: leader	£73,156	£71,025	£66,727
Band 1: deputy leader	£51,209	£49,717	£46,709
Band 2: executive members	£43,893	£42,615	£40,036
Band 3: committee chairs (if the role receives a remuneration)	£32,514	£31,567	£29,657
Band 4: the leader of the largest opposition party	£32,514	£31,567	£29,657
Band 5: leaders of other political groups	£26,011	£25,253	£23,726
Civic Head (Chair of the Council)	£32,514	£31,567	£29,657
Deputy Civic Head (Vice-chair of the Council)	£26,011	£25,253	£23,726

12. The Civic Head is a senior post in councils, which is different to political or executive leadership. As well as chairing important meetings, the civic head is the 'first citizen' and the authority's 'ambassador', who represents the Council in its dealings with all types of organisations and bodies.

13. Note that there are no details regarding whether the role of Civic Head and Deputy Civic Head (if paid), have been included within the cap or not. (In the past, it was clear that it was not within the cap). *It is recommended that committee members seek confirmation of the situation about the senior salaries for the Civic Head and Deputy Civic Head as part of the response to the consultation.*



Salaries/senior salaries when serving on other bodies

Corporate Joint Committee (CJC)

14. Each of the four Corporate Joint Committees (CJCs) include the leaders of the principal councils in their area and the chair of any National Park authority located wholly or in part within their boundaries. These leaders receive financial remuneration for their role within their appropriate bodies. The Commission has consulted on whether there is a need for any additional financial remuneration to reflect the time commitments and additional responsibilities. The Commission's decision at present is to conduct more research before making a final decision. The final decision is expected to be included in the 2028/29 report.

National Park Authority

15. National Park Authorities include members who are either elected members nominated by the principal councils within the national park area or members appointed by the Welsh Government through the public appointments' process. The members appointed by the Welsh Government and members nominated by the Council are treated equally in relation to financial remuneration.
16. Elected Members nominated by the Council who receive a Band 1 Salary (Leader and Deputy Leader) or Band 2 (Cabinet Members) are not permitted to receive any additional salary for a role in a National Park Authority. The remuneration for the roles within the National Park Authority are also increasing by 3% in 2027/28, i.e.,

Basic Salary	£6,114
Chair	£16,952
Vice-chair	£10,449 (if appointed)
Committee chair	£10,449

Fire and Rescue Authority

17. The Commission on Financial Remuneration for Fire and Rescue Authorities in Wales published a final report as those bodies move towards new governance arrangements. The final report was published in September 2026, and a link has been included above. The changes were introduced by the Welsh Government, establishing smaller-sized boards, similar to an executive, which include one executive councillor from every constituent local authority, as well as a minority of independent members appointed through public competition. The new model will come into force following the local government elections in May 2027.

Overview and Scrutiny Joint Committee Members

18. The salary for the chair of the overview and scrutiny joint committee will be set at £10,838, an increase from £10,522 last year, and the salary of the vice-chair will be set as half of that, namely £5,419, compared with £5,261 last year. This decision has existed for some years and refers to Scrutiny joint committees from local authorities, not the Scrutiny joint committee for the North Wales Corporate Joint Committee.

Co-opted members and lay members

19. This year, for the first time, there is a recommendation to increase fees for Lay Members and Co-opted Members who serve on various committees. *As committee members have drawn attention to this injustice in the past, it is recommended that the members of the committee welcome the 3% increase, which is in line with the increase for Elected Members, as recognition for the work done by these individuals.*
20. There is continued emphasis in the report on an 'appropriate officer' within the authority to determine beforehand whether a meeting has been programmed for a full day or half a day, and to determine when it would be appropriate to qualify a full or half day or to use the hourly rate where it is sensible to combine several meetings. *Considering that the hourly rate was originally introduced to reflect the new way of working (e.g. a 45-minute Briefing Meeting), it is recommended that Committee Members ask the Commission once again to emphasise the need to use the hourly rate to show that County Councils are financially prudent and give fair pay for the work done.*
21. Please note the below fees for Co-opted and Lay Members with voting rights.

Role	Hourly rate payment	Payment rate up to 4 hours	Payment rate 4 hours and above
Standards Committee Chairs, and Audit Committees	£34.50 £33.50 (26/7)	£138 £134 (26/27)	£276 £268 (26/7)
CJC Lay Chairpersons - a new category to highlight the payment to the CJC	£34.50	£138	£276
Ordinary members of Standards committees who also chair Standards Committees for Town and Community Councils	£30.50 £29.75 (26/7)	£122.50 £119 (26/27)	£245 £238 (26/7)
CJC Ordinary Lay Members - a new category to highlight the payment to the CJC	£30.50	£122.50	£245
Ordinary members of Standards Committees, Education Scrutiny	£27 £26.25 (26/7)	£108 £105 (26/7)	£216 £210 (26/7)



Committee, Crime and Disorder Scrutiny Committee and Audit Committee			
Town and Community Councillors who are Members of Principal Councils' Standards Committees	£27 £26.25 (26/7)	£108 £105 (26/7)	£216 £210 (26/7)

Payments for Town and Community Council Members

22. Please note that the report states the terms for Community and Town Council Members for 'compensation for financial loss' - and the rates are increased in line with the 3% increase. As this element is outside the Council's remitt, it is recommended that members discuss relevant matters at their respective Town/Community Councils.

Other costs

23. In paragraph 99, the report states that "Reimbursement must be at the current HM Revenue and Customs (HMRC) rates", in relation to travelling costs.

24. Since the beginning of 2026/27, the rates have increased for Members and Staff, with the current rates as follows:

- 55p a mile for the first 10,000 miles
- 25p a mile for every mile exceeding 10,000 miles.

Recommendation

25. The Democracy Services Committee is asked for:

- comments on the proposed decisions to draw up a response to the Democracy and Boundary Commission Cymru consultation.