

Report of: Democratic Services Manager

Subject: **Member Remuneration 2025/26**

Decision Required: Yes

Recommendation:

Members are requested to:

- a) To note the Independent Remuneration Panel for Wales' Annual Report for 2025/26, and
- b) To determine which post(s) should be remunerated with a Senior Salary.

1. Key Messages

- 1.1 The report informs Members of the Independent Remuneration Panel for Wales' decisions in relation to the Basic and Senior Salaries payable to National Park Authority Members for the financial year 2025/26.

2. Background

- 2.1 The Independent Remuneration Panel for Wales (the Panel) was appointed in January 2008 by the (then) Welsh Assembly Government Minister for Social Justice and Local Government under the provisions of *The Local Authorities (Allowances for Members) (Wales) Regulations 2007*. Following the passing of the Local Government (Wales) Measure on 10 May 2011, the Panel's remit and powers were extended to include National Park Authorities, Fire and Rescue Authorities and 'civic heads' in local authorities. Not only that, the Measure extended the Panel's powers to enable it to prescribe payments rather than determine the maxima as it had done in the past.

3. Consultation

- 3.1 The Panel published a draft Annual Report last autumn, which was considered by the Authority at its meeting held on 23 October 2024. The [final Annual Report](#) was published on 24 February 2025

4. Strategic Policy Context

- 4.1 The information and recommendation(s) contained in this report are consistent with the Authority's statutory purposes and its approved strategic policy context.
- 4.2 Equality Objective 8 of the Authority Equality Plan states that we will create opportunities for underrepresented groups within our governance and wider

structures to influence decisions about the Park and work of the Authority and improve Members' equality governance skills.

- 4.3 In reaching its determinations, the Panel consider that a fair and reasonable remuneration package will continue to support elected members and not act as a barrier to participation.

5. Financial Considerations

- 5.1 In summary, the main changes to Members' remuneration for the financial year 2025/26 are:

- (i) that the Basic Salary for "ordinary Members" is increased by £311 to £5,576 per annum;
- (ii) the Senior Salary for the Chair of the Authority will increase by £864 to £15,462 per annum, and
- (iii) the Senior Salary for the Deputy Chair of the Authority and any other Committee Chairs or other senior posts will increase by £526 to £9,531 per annum

- 5.2 No changes are made in respect of payments to co-opted members of the relevant bodies (in the Authority's case this applies to Independent Members of the Standards Committee). Rates are outlined in the following table; however these remain unchanged from 2024/25.

| Role | Hourly rate payment | Up to 4 hours payment rate | 4 hours and over payment rate |
|--|---------------------|----------------------------|-------------------------------|
| Chairs of Standards Committees | £33.50 | £134 | £268 |
| Ordinary Members of Standards Committees | £26.25 | £105 | £210 |

- 5.3 All other Panel Determinations set out in 2022/23, 2023/24 and 2024/25 will apply in 2025/26, e.g. contributions towards costs of care and personal assistance, travel and subsistence costs, etc.

- 5.4 The Annual Report also reiterates the following facts:

- (i) that a Senior Salary is paid **inclusive** of the Basic Salary;
- (ii) that there is a restriction on receiving double remuneration where a Member holds more than one post.

- 5.5 The new salary framework will come into effect on 01 April 2025.

- 5.6 Three Senior Salaries are currently paid by the Authority; to the posts of Chair and Deputy Chair of the Authority, together with the Chair of the Development Management Committee. As reported in previous years, the restriction on the number of Senior Salaries that could be paid has now been removed, however payment of additional Senior Salaries will incur additional costs.

6. Risk and Compliance Considerations

- 6.1 Rates of payment to Members are prescribed in accordance with the remit given to the Independent Remuneration Panel for Wales under the Local Government (Wales) Measure.

7. Impact on our Public Sector Duties

7.1 Integrated Assessment Completed: No

7.2 Equality, Socio-Economic, Health and Human Rights Impacts

- 7.2.1 The Independent Remuneration Panel have advised that an important principle underpinning its considerations on appropriate remuneration is that a fair and reasonable remuneration package will continue to support elected members and not act as a barrier to participation.

7.3 Welsh Language Impacts

- 7.3.1 Remuneration of Members has no negative or positive impact on the use or promotion of the Welsh Language.

7.4 Section 6 Biodiversity Duty and Carbon Emission Impacts

- 7.4.1 Remuneration of Members has no impact on Biodiversity or Carbon Emissions.

7.5 Well-being Goals for Wales and 5 Ways of Working (Sustainable Development Principles) Impacts

- 7.5.1 Effective governance supports the Authority's compliance with the Well-being Goals for Wales and the Sustainable Development Principles.

8. Conclusion

- 8.1 Members are asked to note the report, and to consider carefully the financial implications of any proposal for additional posts to be remunerated with a Senior Salary.

9. List Background Documentation:

[Independent Remuneration Panel for Wales: draft annual report 2025 to 2026 \[HTML\] | GOV.WALES](#)

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