

Isle of Anglesey County Council

Committee:	Democratic Services Committee
Date:	19 March 2025
Report title:	Independent Remuneration Panel for Wales – Annual Report for 2025 to 2026
Report by:	Dyfan Sion Head of Democratic Services
Purpose of the report:	To inform the Committee of the Panel's final determinations for 2025 to 2026

1. Background

The Independent Remuneration Panel for Wales (IRPW) is responsible for setting the levels and arrangements for the remuneration of members of the following organisations:

- Principal councils – county and county borough councils
- Town and community councils
- National park authorities
- Fire and rescue authorities
- Corporate joint committees

The Panel is an independent body and is able to make decisions about:

- 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

The organisations listed above are required, by law, to implement the decisions it makes.

1.1 Consultation on the draft annual report

The Panel consulted on its draft annual report between 4 October and 29 November 2024. This Committee discussed the draft report at its meeting on 27 November 2024.

No changes have been made to the final determinations that will be effective from April 2025.

2. The Panel's final determinations for 2025 to 2026 - changes

2.1 Payments to elected members

The table below lists the posts entitled to receive a senior salary in 2024 to 2025 and compares current salaries with the salaries payable from April 2025:

Role / Position	2024-2025	2025-2026
Basic salary for all members, included in all senior salaries and civic salaries below	£18,666	£19,771
Band 1:		
Leader	£59,498	£63,020
Deputy Leader	£41,649	£44,114
Band 2:		
Executive members	£35,699	£37,812
Band 3:		
Chair of the Corporate Scrutiny Committee	£27,999	£29,657
Chair of the Partnership and Regeneration Scrutiny Committee	£27,999	£29,657
Chair of the Planning and Orders Committee	£27,999	£29,657
Chair of the Council	£27,999	£29,657
Band 4:		
Leader of the largest opposition group	£27,999	£29,657
Band 5:		
Vice Chair of the Council	£22,406	£23,726

The limit on the number of senior salaries payable ('the cap') remains at 17, including civic salaries.

The full Council will need to confirm the number of senior salaries payable in 2025 to 2026 at its meeting on 20 May 2025.

2.3 Other charges

No other changes have been made to the salaries and allowances paid. All current decisions are published on the Panel's website.

3. Transfer of functions to the Democracy and Boundary Commission Cymru

This is the Panel's last annual report. In accordance with the Elections and Elected Bodies (Wales) Act 2024, the Panel's inductions will transfer to the Democracy and Boundaries Commission Cymru (DBCC) from 1 April 2025.

The Panel has produced a [legacy report](#) to facilitate the transfer of functions to the Commission.

4. Recommendation

The Committee is requested to note the determinations within the Independent Remuneration Panel for Wales' annual report for 2025 to 2026 (February 2025).

Background paper: Annual Report of the Independent Remuneration Panel for Wales 2025-2026:

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