

Isle of Anglesey County Council

Committee:	Democratic Services Committee
Date:	4 November 2025
Report title:	Democracy and Boundary Commission Cymru – Draft Annual Remuneration Report 2026 - 2027
Report by:	Dyfan Sion Head of Democratic Services
Purpose of the Report:	To consider the Commission's draft proposals for 2026 - 2027 and respond to the consultation

1.0 Background

The Independent Remuneration Panel for Wales was previously responsible for determining the levels and arrangements for the remuneration of members of the following organisations:

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

In accordance with the Elections and Elected Bodies (Wales) Act 2024, the Panel was dissolved on 31 March 2025, and its functions were transferred to the Democracy and Boundary Commission Cymru on 1 April 2025. The Commission is an independent body sponsored by the Welsh Government. In terms of remuneration, the Commission can make decisions on:

- the pay structure that determines member remuneration
- the type of allowances and the nature of those allowances to be paid to members
- whether the payments are mandatory or allow for a local level of flexibility
- Family absence arrangements
- arrangements for monitoring compliance with the Commission's determinations

The organisations listed above are required by law to implement the determinations the Commission makes.

This first draft annual report of the Democracy and Boundary Commission Cymru is open for consultation until 18 November 2025. The Commission intends to publish its final report by the end of the year.

The draft report for 2026-27 considers upgrading amounts where appropriate but leaves the framework unchanged. The Commission's intention is to make significant changes to the remuneration framework only once per election cycle, in the report before local government elections. This will therefore happen in time for next year's annual report (2027 to 2028).

The remainder of this report summarises the draft decisions relevant to this Council.

2.0 Payments to elected members

The basic salary, paid to all elected members, is financial recognition for the responsibility of community representation and participation in the scrutiny, regulation and related functions of local government. It is based on a full-time equivalent of 3 days a week. The Commission has reviewed this time commitment, and no changes are proposed for 2026-27.

The Commission has decided that it is right to maintain the link between the basic salary of councillors and the average salaries of their constituents. This represents an increase of 6.4%.

All senior salaries include the basic salary. No changes to the higher salary banding framework will be proposed this year. The basic salary element will be raised in line with the Annual Survey of Hours and Earnings (ASHE) and the same increase will also apply to the role element of Bands 1, 2, 3, 4 and 5, giving each role an increase of 6.4%.

The table below lists the posts entitled to a senior or civic salary in 2025-26 and compares all current salaries with the draft proposals for 2026-27:

Role / Post	2025-2026	2026-2027 (draft)
Basic salary for all members, which is included in all the senior and civic salaries below	£19,771	£21,044
Band 1:		
Leader	£63,020	£67,079
Deputy Leader	£44,114	£46,955
Band 2:		
Executive members	£37,812	£40,247

Role / Post	2025-2026	2026-2027 (draft)
Band 3		
Chair of the Corporate Scrutiny Committee	£29,657	£31,567
Chair of the Partnership and Regeneration Scrutiny Committee	£29,657	£31,567
Chair of the Planning and Orders Committee	£29,657	£31,567
Chair of the Council (civic salary)	£29,657	£31,567
Band 4:		
Leader of the largest opposition group	£29,657	£31,567
Band 5:		
Vice-Chair of the Council (civic salary)	£23,726	£25,253

The limit on the number of senior salaries payable ('the cap') will remain at 17.

3.0 The Commission's priorities for the year ahead

- **Resettlement payments:** the Commission intends to consider what payments, if any, principal councils should make to councillors who stand for re-election but are unsuccessful. If the Commission decides that a resettlement payment scheme should be established, it is envisaged that the Welsh Government would set regulations for this to be in place for the 2027 local elections.
- **Senior roles:** the Commission intends to consider whether the current remuneration framework appropriately recognises the time commitment and responsibilities of the senior roles. Any determination to follow from this work will be included in the annual report for 2027-28.
- **Corporate Joint Committees (CJC):** the Commission intends to consult on whether any additional financial consideration is appropriate to reflect the additional commitment and responsibilities. Any determination will be included in the annual report for 2027-28.
- **Co-opted and lay members:** Remuneration rates for co-opted members are linked to the public appointment rates paid by the Welsh Government and have not been uprated for some years. The Welsh Government has begun a review of these rates and the Commission will consider the outcome of that review before making any determination in respect of co-opted and lay members.

- **Link to the Annual Survey of Hours and Earnings (ASHE):** the Commission will consider whether it remains appropriate for remuneration to be linked to this survey

4.0 Recommendation

The Committee is requested to consider the Commission's draft determinations for 2026 to 2027 and authorise officers to respond to the consultation in line with the Committee's deliberations.

Background paper: Draft Annual Remuneration Report 2026 - 2027; Democracy and Boundaries Commission Cymru

[Draft Annual Report on Remuneration 2026-2027 | CDFfC](#)