

Isle of Anglesey County Council

Committee:	Democratic Services Committee
Date:	12 March 2026
Report title:	Democracy and Boundary Commission Cymru – Annual Remuneration Report 2026-27
Report by:	Dyfan Sion Head of Democratic Services
Purpose of the report:	To inform the Committee of the Commission's final determinations for 2026-27

1.0 Background

The Independent Remuneration Panel for Wales (IRPW) 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 is the first annual remuneration report since the Commission took over this responsibility from the Independent Remuneration Panel for Wales. It considers upgrading amounts where appropriate but leaves the framework unchanged during 2026-27.

The Commission intends to make significant changes to the remuneration framework only once per election cycle, in the report before local government elections. The next report (2027-28) will therefore update the framework for those members who will be elected at the May 2027 local elections.

2.0 Consultation on the draft remuneration report

The Commission consulted on its draft report between 23 September and 18 November 2025. It considered the feedback received and concluded that the draft determinations would be adopted for 2026-27.

The remainder of this report summarises the determinations relevant to this Council.

3.0 The Commission's final determinations for 2026-27

The following determinations will take effect from 1 April 2026. Members retain the right to opt out of any payment, either in full or in part. That is an individual decision for members. Authorities are not permitted to make a collective decision to opt out of mandatory payments.

3.1 Salaries paid 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 determined 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 determinations for 2026-27:

Role / Post	2025-2026	2026-2027
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
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.

A total of £1.038m will need to be set aside for member remuneration in the 2026-27 budget. The above changes equate to an increase of £63k.

3.2 Fees paid to co-opted members with voting rights

Co-opted members with voting rights must be paid at the rates noted below, which are unchanged for 2026-27:

Role	Hourly rate	Up to 4 hours	4 hours and over
Chairs of standards and audit committees	£33.50	£134	£268
Ordinary members of standards committees who also chair standards committees for town and community councils	£29.75	£119	£238
Ordinary members of standards committees (including town and community councillors), education scrutiny committees, crime and disorder scrutiny committees and audit committees	£26.25	£105	£210

All remaining determinations are unchanged from previous years but are included in the 2026-27 remuneration report for completeness.

4.0 The Commission's priorities for the year ahead

The Welsh Government has given the Commission several key objectives regarding remuneration:

4.1 Resettlement payments

The Commission have been asked to consider what payments, if any, principal councils should make to councillors who stand for re-election but are unsuccessful. The Commission has determined that a resettlement payment scheme should be established. They have written to the Cabinet Secretary to ask if they are minded to draft regulations to implement this for the 2027 local elections. If in agreement, the Commission will then consult on what the scheme should look like, as part of its work for next year's report,

4.2 Senior roles

The Commission will be surveying authorities, their members and representative bodies, to ascertain whether the current remuneration framework appropriately recognises the time commitment and responsibilities of senior roles. Any determination to follow from this work will be included in the remuneration report for 2027-28.

4.3 Corporate Joint Committees (CJC)

The Commission will consult on whether any additional remuneration is appropriate to reflect the additional commitment and responsibilities relating to CJsCs. Any determination will be included in the 2027-28 annual report.

4.4 Co-opted and lay members

The IRPW last updated the remuneration of co-opted members in its 2022 annual report and included lay members of CJsCs in its 2024 supplementary report. The rates were linked to the public appointment rates paid by the Welsh Government, which have not been updated 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.

4.5 Link to the Annual Survey of Hours and Earnings (ASHE)

A number of responses to this year's consultation expressed concern with linking member remuneration with ASHE data. For its next annual report, the Commission will consider whether its continued application remains appropriate.

5.0 Recommendation

The Committee is requested to note the final determinations within the Democracy and Boundary Commission Cymru's annual remuneration report for 2026-27.

Background paper: Annual Remuneration Report 2026-27; Democracy and Boundary Commission Cymru; 19/02/2026

[Annual Remuneration Report 2026-27 | DBCC](#)