

Isle of Anglesey County Council

Committee:	Full Council
Date:	20 May 2025
Title of the report:	Independent Remuneration Panel for Wales – Annual Report 2025 to 2026
Report by:	Director of Function – Resources and Section 151 Officer / Head of Democratic Services
Purpose of the report:	To accept the Panel's determinations and confirm the number senior salaries in 2025-26

1. Background

The Independent Remuneration Panel for Wales is 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
- Joint corporate committees

The Panel is an independent body and can make decisions on:

- the salary structure that determines members' 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 level of local flexibility
- family absence arrangements
- arrangements for monitoring compliance with the Panel's determinations

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

The Panel's annual report came into effect on 1 April 2025. The report has been taken into account in the preparation of the 2025-26 budget and adequate funding has been set aside to fund members' payments.

The main changes relevant to the Council are outlined in this report.

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

2.1 Payments to elected members

The table below lists the postholders who were entitled to receive senior and civic salaries in 2024-25 (in line with the full Council's decision on 21 May 2024) and compares 2024-25 salaries with salaries payable since 1 April 2025:

Role / Post	2024-2025	2025-2026
Basic salary for all members, which is 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
Chairman 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.

2.3 Other payments

No other changes were made to the salaries and allowances paid. All current determinations will be published on the Panel's website.

3. Payments to co-opted members

Last year, the Panel introduced the option for co-opted members to be paid at an hourly rate rather than a day or half day rate and local flexibility was given to the 'relevant officer' to decide when it would be appropriate to do so.

Four of the Council's committees are made up of co-opted members, namely the Standards Committee, the Governance and Audit Committee and the two scrutiny committees. This Council has not implemented the hourly rate to date. Should that change, there will be a need to ensure consistency in terms of the criteria used by the appropriate officers of the four committees.

The Panel has stated its intention to offer guidance by providing examples of good practice in order to implement these rates, but no guidance has yet been issued.

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

This is the Panel's final annual report. In accordance with the Elections and Elected Bodies (Wales) Act 2024, the Panel's functions transferred to the Democracy and Boundary Commission Cymru on 1 April 2025.

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

5. Recommendations

The Council is asked to:

- 5.1 accept the determinations of the Independent Remuneration Panel for Wales for 2025-26
- 5.2 confirm that the same postholders as in 2024-25 will be entitled to receive senior salaries in 2025-26, namely:
 - Chair of the Council
 - Vice-Chair of the Council
 - Council Leader
 - Deputy Leader of the Council
 - Other Executive members (7)
 - Leader of the largest opposition group
 - Scrutiny Committee Chairs (2)
 - Chair of the Planning and Orders Committee
- 5.3 authorise officers to amend Part 6 of the Council's Constitution (Members' Schedule of Remuneration) to reflect the determinations made in the Annual Report for 2025-26.

Background paper: Independent Panel for Wales Annual Report on Financial Remuneration 2025-2026:

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