

## Report of Democratic Services Manager

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### **Subject:** **Member Remuneration 2024/25**

#### Purpose of Report

To inform 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 2024/25.

#### Introduction/Background

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.

The Panel published a draft Annual Report last autumn, which was considered by the Authority at its meeting held on 15 November 2023. The [final Annual Report](#) was published on 28 February 2024.

#### Panel determinations

In summary, the main changes to Members' remuneration for the financial year 2024/25 are:

- (i) that the Basic Salary for "ordinary Members" is increased by £301 to £5,265 per annum;
- (ii) the Senior Salary for the Chair of the Authority will increase by £834 to £14,598 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 £301 to £9,005 per annum

In respect of payments to co-opted members of relevant bodies (in the Authority's case this applies to Independent Members of the Standards Committee), as proposed in the Autumn, local flexibility has been granted to the relevant officer to decide when it will be appropriate to apply a day or a half day rate or to use an hourly rate where it is sensible to aggregate a number of short meetings. It is noted that guidance of good practice examples would be provided. Rates are outlined in the following table, however the full and half day rates remain unchanged from 2023/24.

<b>Role</b>	<b>Hourly rate payment</b>	<b>Up to 4 hours payment rate</b>	<b>4 hours and over payment rate</b>
Chairs of Standards Committees	£33.50	£134	£268
Ordinary Members of Standards Committees	£26.25	£105	£210

All other Panel Determinations for 2022/23 will apply in 2024/25, e.g contributions towards costs of care and personal assistance, travel and subsistence costs, etc.

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.

The new salary framework will come into effect on 01 April 2024.

#### Senior Salary remuneration

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.

#### Financial considerations

Member Salaries have been provided for in the budget.

#### Compliance

The Independent Remuneration Panel for Wales has prescribed the levels of Basic and Senior Salaries referred to in the report; the Authority cannot vary these levels.

### **RECOMMENDATIONS:**

#### **Members are requested:**

- 1. To note the Independent Remuneration Panel for Wales' Annual Report for 2024/25, and**
- 2. To determine which post(s) should be remunerated with a Senior Salary.**

#### Background Documents

Independent Remuneration Panel for Wales Annual Report: February 2024  
Report to National Park Authority: [15 November 2023](#)

*Author: Caroline Llewellyn, Democratic Services Manager*

*Consultees: Tegryn Jones, Chief Executive, Catrin Evans, Head of Finance and Richard Griffiths, Section 151 Officer*

*(For further information, please contact Caroline Llewellyn, Democratic Services Manager on 01646 624804, or by e-mailing [carolinel@pembrokeshirecoast.org.uk](mailto:carolinel@pembrokeshirecoast.org.uk))*