

## Report of: Democratic Services Manager

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Subject: **Member Remuneration 2026/27**

**Decision Required: Yes**

### **Recommendation:**

Members are requested to:

- a) To note the Democracy and Boundary Commission Cymru's Annual Remuneration Report 2026-27, and
- b) To determine which post(s) should be remunerated with a Senior Salary.

### **1. Key Messages**

- 1.1 The report informs Members of the Democracy and Boundary Commission Cymru's decisions in relation to the Basic and Senior Salaries payable to National Park Authority Members for the financial year 2026/27.

### **2. Background**

- 2.1 The Democracy and Boundary Commission Cymru is an independent Welsh Government Sponsored Body with the main purpose of publishing a programme of work which keeps under review the electoral arrangements for the 22 principal councils, as well as reviewing the constituency boundaries of the Senedd. The Commission is also responsible for decisions relating to remuneration of specified roles in Wales, following the transferring of functions over remuneration to the Commission from the former Independent Remuneration Panel for Wales (IRPW).
- 2.2 This report sets out the Commission's decisions regarding the remuneration, expenses, and benefits applicable to elected and co-opted members across Wales' principal councils, community and town councils, fire and rescue authorities, and National Park Authorities. This is the first report since the Commission took over this responsibility from the IRPW.

### **3. Consultation**

- 3.1 The Commission published a draft Annual Report last autumn, which was circulated to Members for comment. The [final Annual Report](#) was published on 19 February 2026

### **4. Strategic Policy Context**

- 4.1 The information and recommendation(s) contained in this report are consistent with the Authority's statutory purposes and its approved strategic policy context.

4.2 Equality Objective 8 of the Authority Equality Plan states that we will create opportunities for underrepresented groups within our governance and wider structures to influence decisions about the Park and work of the Authority and improve Members’ equality governance skills.

4.3 In reaching its determinations, the Commission consider that a fair and reasonable remuneration package will continue to support elected and appointed members and not act as a barrier to participation.

## 5. Financial Considerations

5.1 The Commission has agreed that the basic salary for elected members will rise by 6.4%, reflecting the increase in average earnings.

5.2 In summary, the main changes to Members’ remuneration for the financial year 2026/27 are:

(i) that the Basic Salary for “ordinary Members” is increased by £360 to £5,936 per annum;

(ii) the Senior Salary for the Chair of the Authority will increase by £996 to £16,458 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 £613 to £10,144 per annum

5.3 No changes are made in respect of payments to co-opted members of the relevant bodies (in the Authority’s case this applies to Independent Members of the Standards Committee). Rates are outlined in the following table; however these remain unchanged from 2024/25.

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

5.4 Other than the above increases, there are no changes proposed this year to, e.g. contributions towards costs of care and personal assistance, travel and subsistence costs, etc.

5.5 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.

5.6 The new salary framework will come into effect on 01 April 2026.

5.7 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, however payment of additional Senior Salaries will incur additional costs.

## **6. Risk and Compliance Considerations**

6.1 Rates of payment to Members are prescribed in accordance with the remit now given to the Democracy and Boundary Commission Cymru.

## **7. Impact on our Public Sector Duties**

### **7.1 Integrated Assessment Completed: No**

### **7.2 Equality, Socio-Economic, Health and Human Rights Impacts**

7.2.1 The Democracy and Boundary Commission have advised that an important principle underpinning its considerations on appropriate remuneration is that a fair and reasonable remuneration package will continue to support elected and appointed members and not act as a barrier to participation.

### **7.3 Welsh Language Impacts**

7.3.1 Remuneration of Members has no negative or positive impact on the use or promotion of the Welsh Language.

### **7.4 Section 6 Biodiversity Duty and Carbon Emission Impacts**

7.4.1 Remuneration of Members has no impact on Biodiversity or Carbon Emissions.

### **7.5 Well-being Goals for Wales and 5 Ways of Working (Sustainable Development Principles) Impacts**

7.5.1 Effective governance supports the Authority's compliance with the Well-being Goals for Wales and the Sustainable Development Principles.

## **8. Conclusion**

8.1 Members are asked to note the report, and to consider carefully the financial implications of any proposal for additional posts to be remunerated with a Senior Salary.

## **9. List Background Documentation:**

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

(For further information please contact Caroline Llewellyn,  
carolinel@pembrokeshirecoast.org.uk)