



Comisiwn
Democratiaeth a
Ffiniau Cymru

Democracy
and Boundary
Commission Cymru

EXTRACT FROM:-

Draft annual remuneration report

2027 - 2028

AS IT RELATES TO
TOWN & COMMUNITY
COUNCILS [CTCs]

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39. It is a matter for the authority to decide whether to make a substitute appointment. The elected member substituting for a senior salary holder taking family absence will be eligible to be paid a senior salary if the authority so decides.
40. If the paid substitution results in the authority exceeding the maximum number of senior salaries which relates to it, as set out in the Commission's Annual Remuneration Report, an addition to the maximum will be allowed for the duration of the substitution unless this would result in the number of senior salaries exceeding fifty percent of the Council membership. Specific approval of Welsh Ministers is required in such circumstances.
41. When a council agrees a paid substitution for family absence the Commission must be informed within 14 days of the date of the decision, of the details including the particular post and the duration of the substitution.
42. The council's Schedule of Remuneration must be amended to reflect the implication of the family absence.

Determination 5/2027: Restrictions on senior post remuneration

43. An elected member must not be remunerated for more than 1 senior post within their authority.
44. An elected member must not be paid a senior salary and a civic salary.
45. All senior and civic salaries are paid inclusive of basic salary.
46. If a council chooses to have more than one remunerated deputy leader, the difference between the senior salary for the deputy leader and other executive members should be divided by the number of deputy leaders and added to the senior salary for other executive members in order to calculate the senior salary payable to each deputy leader.

Determination 6/2027: Restrictions on payment for posts outside the principal council

47. Members in receipt of a Band 1 or Band 2 senior salary cannot currently receive a salary from any NPA or FRA to which they have been appointed, or any community or town council of which they are a member. We are consulting separately on changes to payments to executive councillor members of FRAs, as detailed in our Draft Supplementary Remuneration Report: Fire and Rescue Authorities¹¹.
48. They remain eligible to claim travel and subsistence expenses and contribution towards costs of care and personal assistance from the NPA, FRA or CTC.
49. Where this situation applies, it is the responsibility of the individual member to comply.

Determination 7/2027: Support to elected members of principal councils

50. Each authority, through its Democratic Services Committee, must ensure that all its elected members are given as much support as is necessary to enable them to fulfil their duties effectively. All elected members should be provided with adequate telephone, email and internet facilities giving electronic access to appropriate information.
51. Such support should be without cost to the individual member. Deductions must not be made from members' salaries by the respective authority as a contribution towards the cost of support which the authority has decided necessary for the effectiveness and or efficiency of members.

¹¹ Draft supplementary remuneration report: Fire and Rescue Authorities | DBCC

Fire and Rescue Authorities (FRA)

Determination 13/2027: Payments to FRA members

74. This determination relates to the remuneration of FRAs prior to the reforms to the governance announced by the Welsh Government, which will be implemented following the 2027 local elections.
75. We will publish determinations for FRAs following these changes in a supplementary remuneration report by 25 September 2026.
76. These rates described here will be payable until the governance changes are implemented.
77. The three FRAs in Wales; Mid and West Wales, North Wales and South Wales were formed as part of Local Government re-organisation in 1996. FRAs comprise elected members who are nominated by the principal councils within each fire and rescue service area.
78. Welsh Government appointed and council nominated members are treated equally in relation to remuneration.
79. Elected members who are nominated by their council who are in receipt of a Band 1 or 2 salary are not permitted to receive any additional salary from their role in an FRA.
80. The remuneration for chairs will remain linked to a principal council Band 3 senior salary. Their role element will increase accordingly. Deputy chairs, committee chairs and other paid senior posts will remain linked to a Band 5. Full details of the levels of remuneration for members of FRAs is set out in Table 5.
81. In line with the Commission's decision to increase the basic salary of elected members of principal councils, the remuneration level for ordinary members of FRAs is also increased in line with CPIH.

Table 5: Payments to FRA members

Role	Amount
Basic salary for ordinary member	£3,057
Chair	£13,895
Deputy chair (where appointed)	£7,392
Committee chair or other senior post	£7,392

82. Members must not receive more than one FRA senior salary.
83. An FRA senior salary is paid inclusive of the FRA basic salary and must reflect significant and sustained responsibility.
84. Members of a principal council in receipt of a Band 1 or Band 2 senior salary cannot receive a salary from any FRA to which they have been nominated. Where this situation applies, it is the responsibility of the individual member to comply.

Community and Town Councils (CTCs)

Determination 14/2027: Payments to community and town council (CTC) members

85. Members in receipt of a Band 1 or Band 2 salary from a principal council cannot receive any payment from a community or town council of which they are a member. They remain eligible to claim travel and subsistence expenses and contribution towards costs of care

and personal assistance from the community or town council. Where this situation applies, it is the responsibility of the individual member to comply.

86. CTCs can opt to pay financial loss compensation to their members, where such loss has occurred for attending approved duties. The Commission has determined to increase the rates by CPIH, 3% as at May 2026, as follows:

- Up to £69.47 for each period not exceeding 4 hours.
- Up to £138.95 for each period exceeding 4 hours but not exceeding 24 hours.

87. Other than this change to the financial loss compensation, no changes are made to payments to CTC members. Remuneration is due as set out in Tables 6 and 7 below.

Table 6: Payments for members of CTCs

Type of payment	Group 1	Group 2 and 3	Group 4 and 5
Extra costs payment	Mandatory £156 for all members	Mandatory £156 for all members	Mandatory £156 for all members
Senior role	Mandatory £500 for 1 member; optional for up to 7	Mandatory £500 for 1 member; optional up to 5	Optional up to 3 members
Mayor or chair	Optional up to a maximum of £1,500	Optional up to a maximum of £1,500	Optional up to a maximum of £1,500
Deputy mayor or chair	Optional up to a maximum of £500	Optional up to a maximum of £500	Optional up to a maximum of £500
Attendance allowance	Optional up to a maximum of £30	Optional up to a maximum of £30	Optional up to a maximum of £30
Financial loss	Optional	Optional	Optional
Travel and subsistence	Optional	Optional	Optional
Costs of care or personal assistance	Mandatory	Mandatory	Mandatory
Office consumables	Mandatory £52 or full reimbursement for all members	Mandatory £52 or full reimbursement for all members	Mandatory £52 or full reimbursement for all members

Table 7: CTC groups by electorate

Group	Electorate
1	over 14,000
2	10,000 to 13,999
3	5,000 to 9,999
4	1,000 to 4,999
5	below 1,000

* If the annual income or expenditure of a community or town council permanently exceeds £200,000, they will be moved to the next largest group.

~~Determinations applying to multiple types of authorities~~

Determination 15/2027: Fees for co-opted members of principal councils, National Park Authorities and Fire and Rescue Authorities and lay members of Corporate Joint Committees

88. Principal councils, NPAs, FRAs and CJsCs must pay their co-opted and lay members who have voting rights fees at the rates in Table 8 below.

89. In line with the Commission's decision to increase the basic salary of elected members of principal councils, the remuneration level for co-opted and lay members with voting rights is also increased in line with CPIH.
90. The appropriate officer within the authority must set in advance whether a meeting is programmed for a full or half day. When the meeting is set for a full day, the fee will be paid on this basis even if the meeting finishes within 4 hours.
91. The Commission has determined there should be local flexibility for the appropriate 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.

Table 8: Fees for co-opted and lay members (with voting rights)

Role	Hourly rate payment	Up to 4 hours payment rate	4 hours and over payment rate
Chairs of standards, and audit committees	£34.50	£138	£276
Lay chairs of CJs	£34.50	£138	£276
Ordinary Members of Standards Committees who also chair Standards Committees for Community and Town Councils	£30.50	£122.50	£245
Ordinary lay members of CJs	£30.50	£122.50	£245
Ordinary Members of Standards Committees; Education Scrutiny Committee; Crime and Disorder Scrutiny Committee and Audit Committee	£27	£108	£216
Community and Town Councillors sitting on Principal Council Standards Committees	£27	£108	£216

92. Travelling time to and from the place of the meeting is to be included in the claims for payments made by co-opted members (up to the maximum of the daily rate).
93. Fees must be paid for meetings and other activities including other committees and working groups (including task and finish groups), pre meetings with officers, training and attendance at conferences or any other formal meeting to which co-opted members are requested to attend.
94. Reasonable time for pre meeting preparation is to be included in claims made by co-opted members the extent of which can be determined by the appropriate officer in advance of the meeting.
95. Each authority, through its Democratic Services Committee or other appropriate committee, must ensure that all voting co-opted members are given as much support as is necessary to enable them to fulfil their duties effectively. Such support should be without cost to the individual member.
96. Co-opted and lay members of relevant authorities with voting rights are also able to claim travel, subsistence, care and personal assistance payments as set out in the sections below.

Determination 16/2027: Travel, subsistence, costs of care, and personal assistance expenses for all relevant authorities

97. The rates of reimbursement of mileage, other travel costs and subsistence costs that can be claimed by members of principal councils, NPAs, FRAs, and their co-opted members, and to members of CJs and their lay members is set out below.
98. Community and Town Councils can opt to reimburse travel and/or subsistence costs. Where the option to reimburse has been made, this must be as specified in this determination.

Mileage costs

99. Reimbursement must be at the current HM Revenue and Customs (HMRC) rates.¹³

Other travel costs

100. All other claims for travel, including by taxi if this is the only or most appropriate method of transport, must only be reimbursed on actual cost as shown on receipts.

Subsistence costs

101. The maximum rates for subsistence payments are set out below:
- £28 per 24-hour period allowance for meals, including breakfast where not provided
 - £200 London overnight
 - £95 elsewhere overnight
 - £30 staying with friends and or family overnight

Costs of Care and Personal Assistance Payments

102. All relevant authorities must provide a payment towards necessary costs for the care of dependent children and adults (provided by informal or formal carers) and for personal assistance needs as follows.
- Formal (registered with Care Inspectorate Wales or equivalent) care costs to be paid as evidenced.
 - Informal (unregistered) care costs to be paid up to a maximum rate equivalent to the Real Living Wage hourly rates as defined by the Living Wage Foundation¹⁴ at the time the costs are incurred.
103. This must be for the additional costs incurred by members to enable them to carry out official business or approved duties. Each authority must ensure that any payments made are appropriately linked to official business or approved duty.

Determination 17/2027: Schedule of Remuneration for principal councils, NPAs and FRAs

104. Principal councils, NPAs and FRAs must maintain an annual Schedule of Member Remuneration (the 'Schedule') in accordance with the Commission's determinations on member salary and co-opted member payments.
105. The Schedule must contain the following information:
- a) Named members who are to receive only the basic salary and the amount to be paid.

¹³ Travel — mileage and fuel rates and allowances - GOV.UK

¹⁴ What is the real Living Wage? | Living Wage Foundation

- It is important to consider the potential impact on members' privacy and safety when publishing elements of members' remuneration.
 - Many of the payments made to member are a matter of public record for example, basic salaries and senior salaries. These should continue to be published on an individual member basis.
 - Expenses relating to costs of care payments and personal assistance are considered to be different in nature. Principal councils must publish this information on the basis of the total amount paid for all members.
118. The following applies to community and town councils only. The payments made by community and town councils to named members as:
- Mandatory payments towards the additional household expenses of working from home on council business. These figures should be reported globally on the Statement of Payments.
 - Mandatory payments towards office consumables resulting from working from home. These figures should be reported globally on the Statement of Payments.
 - Responsibility payments
 - Allowances made to a mayor or chair and deputy mayor or deputy chair
 - Compensation for Financial Loss
 - Costs incurred in respect of travel and subsistence. These figures should be reported globally on the Statement of Payments.
 - Any payments made for attendance on official business or approved duty
119. All travel and subsistence expenses and other payments received by each named member and co-opted member of the relevant authority, with each category identified separately.
120. The amount of any further payments received by any named member nominated to, or appointed by, another relevant authority or other public body as defined by Section 69K of the Democracy and Boundary Commission Cymru etc. Act 2013¹⁵, namely:
- a local health board
 - a police and crime Panel
 - a relevant authority
 - a body designated as a public body in an order made by the Welsh Ministers.
121. Names of members who did not receive basic or senior salary because they were suspended for all or part of the annual period to which the Schedule applies.
122. In respect of the publication of the contribution towards costs of care and personal assistance, relevant authorities are only required to publish the total amount reimbursed during the year and total number of recipients.
123. It is a matter for each authority to determine its response to any Freedom of Information requests it receives. However, it is not intended that details of individual claims should be disclosed.
124. Nil returns are required to be published and provided to the Panel by 30 September.

¹⁵ Democracy and Boundary Commission Cymru etc. Act 2013.

Chapter 3. Summary of draft determinations for 2027-

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1/2027

125. The basic salary for elected members of principal councils is set at £21,676.

2/2027

126. The salary of a leader of the largest (Group A) council will be £81,284. All other payments have been determined with reference to this and are set out in Table 1.

3/2027

127. The limit on the number of senior salaries payable, known as the cap, is unchanged. This is set out in Table 3.

4/2027

128. The basic pay of NPA and FRA members has been increased as set out in Table 3.

5/2027

129. Restrictions on senior or civic role remuneration to one role per member continue to apply, as does the inclusion of the basic salary in all senior and civic salaries, and the calculation for multiple remunerated deputy leaders.

6/2027

130. Restrictions on payment for posts outside the principal council continue to apply to elected members in receipt of Band 1 or 2 salaries.

7/2027

131. Principal councils must ensure that all its elected members are given as much support as is necessary to enable them to fulfil their duties effectively.

8/2027

132. Principal councils can continue to apply for specific or additional senior salaries that do not fall within the current framework.

9/2027

133. The eligibility to join the Local Government Pension Scheme shall continue to apply to all elected members of principal councils.

10/2027

134. Sickness absence payments for senior salary holders of principal councils are unchanged.

11/2027

135. The salary of a chair of a JOSC will be set at £10,838. The salary of a vice-chair is set at 50% of the Chair and will be £5,419.

~~12/2027~~

~~136. The pay of NPA members has been increased as set out in Table 4.~~

~~13/2027~~

~~137. The pay of FRA members has been increased as set out in Table 5.~~

14/2027

138. The optional financial loss compensation for CTC members is increased to:

- up to £69.47 for each period not exceeding 4 hours
- up to £138.95 for each period exceeding 4 hours but not exceeding 24 hours

* 139. All other payments to members of CTCs are unchanged. *

~~15/2027~~

~~140. Principal councils, NPAs, FRAs and CTCs must pay their co-opted and lay members who have voting rights fees increased to the rates in Table 8.~~

16/2027

141. Travel, subsistence, costs of care, and personal assistance expenses for all relevant authorities. The payment of travel and subsistence expenses by community and town councils is optional.

17/2027

142. Principal councils, NPAs and FRAs must publish and provide a Schedule of Remuneration to the Commission by 31 July each year.

18/2027

143. Principal councils, NPAs, FRAs and CTCs must publish and provide a Statement of Payments to the Commission by 30 September each year.

What happens next

144. While we would like to hear from as many of you as possible about any and all of our draft determinations, we have these specific questions to put to you.
145. Is the use of the Consumer Prices Index including owner occupier costs (3% in May 2026) appropriate for increases to most salaries and allowances? If not, how much should they be increased by? What measure or measures should we be applying instead?
146. We are committed to meeting our obligations under the Equality Act 2010 and the Public Sector Equality Duty, as well as considering the impacts of our proposals on the Welsh language. Your views will help inform our assessment of these impacts.
147. What potential positive, negative, or unintended impacts might our draft determinations have for people who share any of the following protected characteristics?

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

Please tell us why you think these impacts may arise. We welcome any relevant examples from your own experience or observations. We also welcome suggestions on how any negative impacts could be mitigated.

148. In regard to Welsh Language, what impact, if any, do our draft determinations have on:
- opportunities for people to use the Welsh language; and
 - treating the Welsh language no less favourably than the English language?

Please tell us about any positive or negative impacts you foresee, and any changes that could be made to increase positive impacts or reduce negative impacts.

149. All observations on these draft determinations should be sent to:

Democracy and Boundary Commission Cymru
4th Floor
Welsh Government Building
Cathays Park
Cardiff
CF10 3NQ

Or by email to: remuneration@dbcc.gov.wales

no later than 17 December 2026.

150. For further information on remuneration and the determination process please refer to the Commission webpage: www.dbcc.gov.wales