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Commission Cymru

Research Report

Evidence and Data to inform
Determinations for 2026 to 2027

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Democracy and Boundary Commission Cymru – Remuneration Committee

Evidence and Data to inform Determinations for 2026 to 2027

Purpose

- This document provides data and research to inform the Commission's determinations on councillors' remuneration for 2026 to 2027 financial year.
- In making its determinations the Commission should ensure the outcomes are both affordable and acceptable for authorities and the public. The following are key questions:
 - Should the Commission uprate allowances or not?
 - If the decision is to uprate the allowances, should ASHE be used, or an alternative comparator?

Current and Draft Remuneration Rates

- Annex 1 contains previous determinations on remuneration and draft proposals for 2026 to 2027 financial year for elected members of principal councils, fire and rescue authorities and national park authorities.
- The Annual Survey of Hours and Earnings (ASHE) is the current data source used by the Commission to uprate allowances. Other possible data sources are included in the Annex as benchmarks. However, last year the Panel agreed to remove RPI, NJC Point 20 and MP salaries which have been used previously but have agreed to add payments to Scottish local government elected members as an additional comparison.

Supporting Evidence

- This section considers a range of evidence which can inform the Commission's decisions on determinations for the 2026 to 2027 financial year. These are:
 - Ø ASHE
 - Ø Public / Private Sector Pay Rises
 - Ø Inflation
 - Ø Councillors' Remuneration in Scotland
 - Ø Councillors Workload
 - Ø Councillor Awareness of and Attitudes to Remuneration
 - Ø Contribution to Policy Aims (Diversity and Democratic Health)

Summary table of indices - Year on year percentage increases

	2023	2024	2025
ASHE (one year behind other indices)	5.4	5.3	6.4
CPIH	6.4	3.1	4.0
CPI	6.8	2.2	3.4
Principal council expenditure	7.6	5.4	6.1
Public sector pay	9.6	6.0	5.5

ASHE

- ASHE statistics are published annually by the Office for National Statistics (ONS) and designated as National Statistics. To be designated as a National Statistic, a statistical product must be assessed against the Code of Practice for Statistics and be deemed compliant. Official statistics that are assessed as fully compliant with the Code (that is, they meet the highest standards of trustworthiness, quality, and value) are designated as National Statistics.
- ASHE provides information about the levels, distribution and make-up of earnings and hours paid for employees in all industries and occupations across the UK.
- While it is possible to conduct analysis of the distribution of earnings in the UK using the Labour Force Survey (LFS), ASHE is thought to be a more accurate source of information on earnings as the information is provided by employers rather than being self-reported by employees.
- ASHE also benefits from a large sample size, which, coupled with the array of individual and geographic characteristics that are also gathered, allows for more detailed analysis than other sources of earnings data.
- One main limitation of the data is that it does not include the self-employed.
- ASHE is the principal source of data used for several estimates related to pay across ONS and Welsh Government (including the national indicator on the gender pay gap).¹

¹ [Annual survey of hours and earnings: 2024 | GOV.WALES](#)

Public/Private Sector Pay trends

- Annual average regular earnings growth for the private sector was 5.6% in January to March 2025 (Figure 4). This was down on the previous three-month period when it was 5.9% and was last lower than 5.6% in July to September 2024 when it was 5.1%.

Figure 1. Average weekly earnings annual growth for total pay (including homes) and regular pay by public and private sector in Great Britain, seasonally adjusted. Jan-Mar 2001 to Jan-Mar 2025.



Source: ONS Analysis of Monthly Wages and Salaries Survey, 2025.²

- For the public sector, annual average regular earnings growth was 5.5%, down on the previous three-month period, when it was 5.7%. Regular growth for the public sector was last lower than 5.5% in November 2024 to January 2025 when it was 5.2%.
- Annual average total earnings growth for the private sector was 5.4% in January to March 2025. This was down on the previous three-month period, when it was 5.7%.
- For the public sector, annual average total earnings growth was also 5.4%. This was down on the previous three-month period, when it was 5.8%.

Inflation

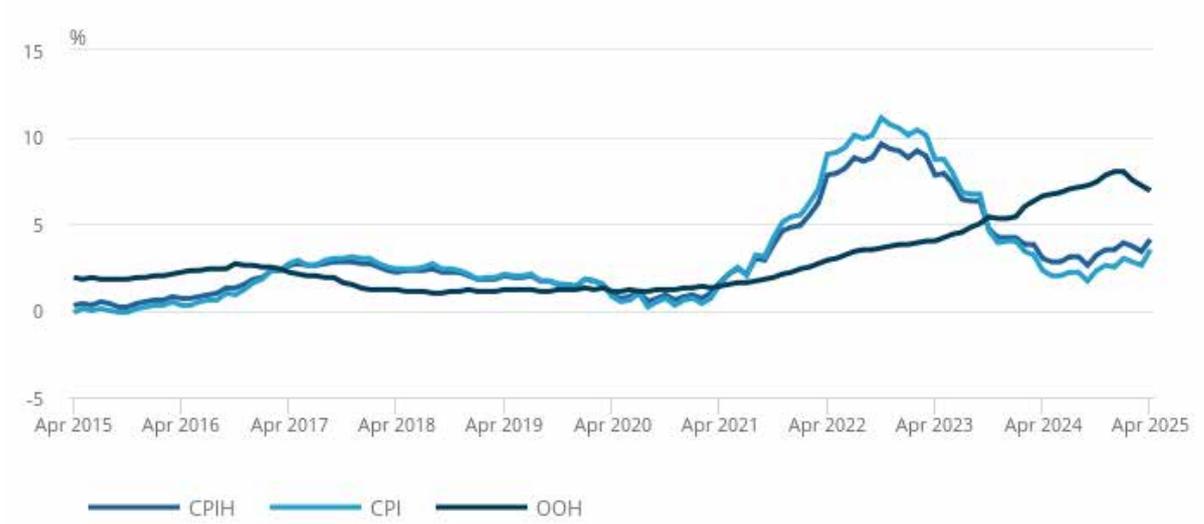
- Key points relating to inflation rates are:
 - The Consumer Prices Index including owner occupiers' housing costs (CPIH) rose by 4.1 per cent in the 12 months to April 2025, up from 3.4 per cent in March 2025.³

² ONS. 2025. [Average weekly earnings in Great Britain: May 2025](#).

³ ONS. 2025. [Consumer price inflation, 2025](#).

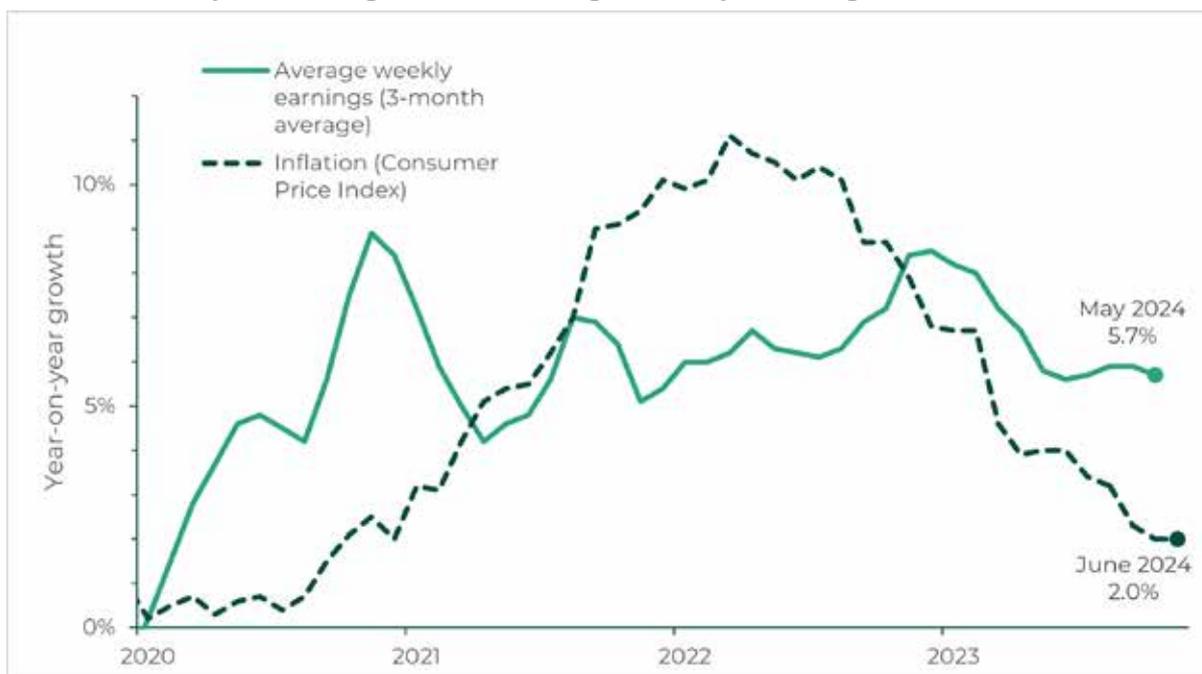
- On a monthly basis, CPIH rose by 1.2% in April 2025, compared with a rise of 0.5% in April 2024.
- The Consumer Prices Index (CPI) rose by 3.5% in the 12 months to April 2025, up from 2.6% in the 12 months to March.
- On a monthly basis, CPI rose by 1.2% in April 2025, compared with a rise of 0.3% in April 2024.

Figure 2. CPIH, OOH component and CPI annual inflation rates, UK, Jun 2014 to Apr 2025



Source: Office for National Statistics - Consumer price inflation, 2025.

Figure 3. Year-on-year change in UK average weekly earnings and inflation



Source: Senedd Cymru analysis of ONS data, 2024.⁴

- Senedd Cymru have not produced an updated analysis so far in 2025.
- Year-on-year increases in average weekly earnings across the UK are above the rate of inflation. Earnings data for Wales is published on an annual basis in ASHE; however, the inflation rate is not available at a Wales level.

Councillors' Remuneration in Scotland

- Scottish Government determine the basic pay of councillors in Scotland, and this cannot be varied by individual councils. The Local Governance (Scotland) Act 2004 (Remuneration) Regulations 2007 set out the framework for paying a salary to councillors.⁵
- Since May 2017, the pay of councillors has been linked to the pay of Scottish public sector workers. This information is published annually by the Office of National Statistics in ASHE.⁶
- The basic annual pay for councillors in Scotland from 1 April 2024 is £25,982 (as per Scottish Government policy on councillors' roles, conduct and pay,⁷ as set out in The Local Governance (Scotland) Act 2004 (Remuneration) Amendment Regulations 2025).⁸

⁴ [Senedd Cymru. 2024. Labour market July 2024 update.](#)

⁵ [Local Governance \(Scotland\) Act 2004 \(Remuneration\) Regulations 2007](#)

⁶ [People in work - Office for National Statistics \(ons.gov.uk\)](#)

⁷ [Councillors' roles, conduct and pay - Local government - gov.scot \(www.gov.scot\)](#)

⁸ [The Local Governance \(Scotland\) Act 2004 \(Remuneration\) Amendment Regulations 2025 \(legislation.gov.uk\)](#)

- The Regulations band councils using a number of factors including the size of the council budget. The regulations also set out then four grades of councillor for the purposes of payment of remuneration.
 - a. Leader of the Council.
 - b. Civic Head.
 - c. Senior Councillors; and
 - d. Councillors.
- The Leader of the Council and the Civic Head cannot be the same person, for the purposes of payment of remuneration.
- The rates for 2024 to 2025 are set out in Table 1 below:

Table 1. Council Leader and Civil Head Salary Rates for Scotland, 2024-25

Council band	Salary of Leader	Salary of Civic Head
B	£50,063	£37,548
C	£60,791	£45,594
D	£71,519	£53,640

No councils are currently designated as band A

Source: Scottish Government - Councillors' roles, conduct and pay.

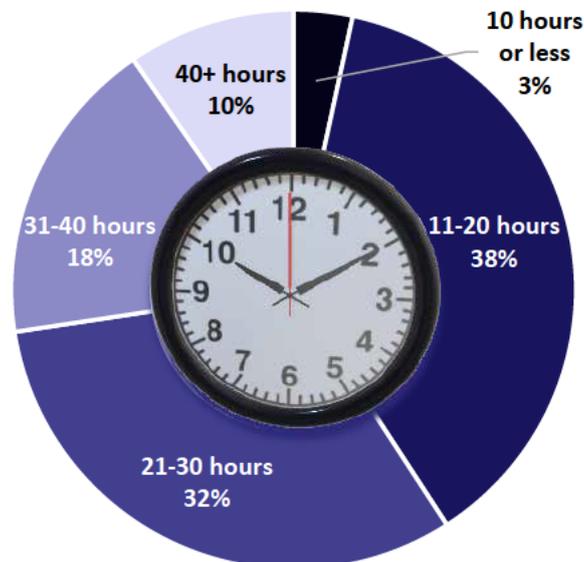
- The Regulations do not specify the pay for senior councillors but set the maximum amount (75 per cent of the pay of the Leader of the Council) and the minimum amount (the basic pay of a councillor) that a senior councillor can be paid.
- The Regulations also specify the maximum amount of money which can be spent on senior councillor salaries by each council. It is then up to individual councils to decide how much to pay its senior councillors, who may be paid different amounts.

Councillor workload

- The latest information from the Commission's 2024 report Research on the workload of County Councillors in Wales⁹:
 - Our online survey showed councillors spent an average of 28 hours per week on work related to their role as an elected member. This did include considerable variability with answers ranging from 8 hours to 60 hours.

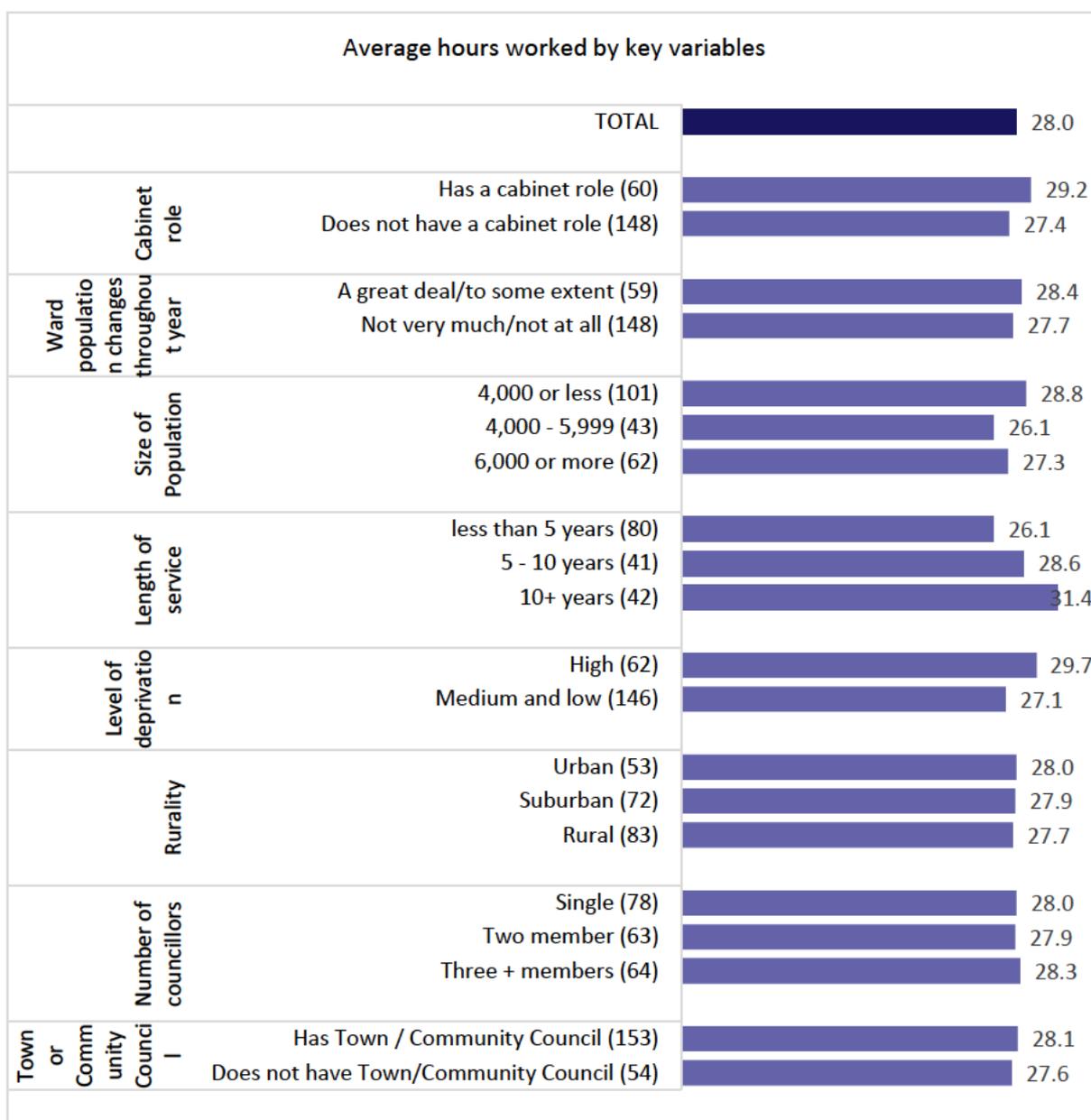
⁹ [Research on the workload of County Councillors in Wales | DBCC June 2024](#)

Figure 4. Number of hours spent on work related to role as a County Councillor.



- When we consider the average number of hours worked by councillors with different length of experience it can be seen that those with the most experience are working the longest hours. This is likely to be related to holding additional senior roles, having greater visibility amongst residents and potentially with the longest serving councillors being more likely to have reached retirement age and thus able to spend additional time.
- The level of deprivation also appeared to impact the number of hours worked with those in areas of high deprivation averaging two hours more than those in areas felt to be less deprived (29.7 vs 27.1 hours).
- The data also suggests that Councillors who represent small wards (with a population below 4,000) are working longer hours than those in medium or larger wards (28.8 hours vs. 26.1 and 27.3 hours respectively). This is potentially linked to other factors including small wards being more likely to be rural and single Councillor wards, we must therefore be cautious about identifying population size as a cause of higher workload.
- There was very little variability in average hours worked by other factors including levels of rurality, the presence of an active Town/Community Council, population fluctuation, whether the elected member held a cabinet role or not, or the number of members in a ward. The differences shown across these factors is not statistically significant.

Figure 5. Average hours worked by key variables



Councillor Awareness of and Attitudes to Remuneration

- Welsh Government’s 2022 Survey of Councillors suggests:¹⁰
 - Only around half of community and town councillors were aware they were entitled to a basic payment, around three-quarters had not claimed their basic and senior payment in full. The majority of principal councillors were aware they could claim for a basic salary and had claimed their salary in full.

¹⁰ [Councillor remuneration and citizen engagement with councillors: survey of councillors \(summary\) \[HTML\] | GOV.WALES](#)

- Overall, respondents opposed to idea of councillors receiving payment for their work, a smaller number defended current system.
- A large number of respondents were against the idea of councillors receiving payment for their work on more normative grounds, with community councillors in particular emphasising that this was incongruous with the nature their role. A common argument for these councillors was that it was a voluntary role, and councillors should not be paid for the 'privilege' of serving their community.
- Across all categories of councillors, there was also a strong sense that any funds being made available for allowances and expenses would be better spent or reinvested in local communities.
- Despite these views, a small number of community councillors defended the current councillor remuneration system and argued that the role of a community councillor in particular had now shifted from a traditional part-time, unpaid position to what they viewed as a full-time 'professionalised' role involving a range of activities and responsibilities.
- Payments of allowances and expenses remain a source of contention among councillors and the public.
- Some further context on councillors' attitudes to remuneration is provided by information on the numbers of councillors who decide to forego all or some of their remuneration. The Commission provides that an individual may decline to receive part, or all, of the payments if they so wish. This must be done in writing and is an individual matter.

Received And Opted Out of Receiving '£156 Allowance' Payment

- In respect of town and community councils, all councils must pay their members £156 a year (equivalent to £3 a week) towards the extra household expenses (including heating, lighting, power, and broadband) of working from home. This is generally known as the "£156 payment".
- The below table shows how many Councillors received the £150 payment (2019 to 2022, the £156 payment (2023 onwards) and how many opted to decline this payment.
- To note: Some returns show a 'nil return' and does not show how many Councillors did not receive the £150 / £156 payment. The Secretariat visited each website to note down how many Councillors were present on the Council.

Table 2. Yearly changes in *£150 and **£156 allowance uptake

Year	Received £150 / £156 Allowance	Change from previous	Opted out of £150 / £156 Allowance	Change from previous
*2019 – 2020	921	-	3,438	-
*2020 – 2021	1,098	+177	4,039	+601
*2021 – 2022	1,249	+151	3,830	-209
*2022 - 2023	1,703	+454	3,862	+32
**2023 - 2024	1,975	+272	3,415	-447
**2024 - 2025	1,783	-192	2,385	-1,030

*£150 allowance determined from April 2019 to March 2023

**£156 allowance from April 2023 to March 2024

Source: Analysis of returns from councils.

Data relating to county and county borough councils is as follows:

Table 3. Number of councillors opted to forgo salary in full or in part

Financial Year	Total foregone	Senior Salary	Number of Authorities	Change from previous
2016 – 2017	186	71	8	-
2017 – 2018	117	86	7	- 69
2018 – 2019	72	23	11	- 45
2019 – 2020	112	41	13	+ 40
2020 – 2021	111	37	12	-1
2021 – 2022	36	14	10	-75
2022 - 2023	28	15	7	-8
2023 - 2024	21	12	6	-7
2024 – 2025	16	11	4	-5

Source: Analysis of returns from councils.

Contribution to Policy Aims

Diversity

- After reviewing evidence (including Councillor Exit surveys and reasoning), the Senedd's Local Government and Communities Committee concluded there was no direct evidence to suggest that remuneration rates affect diversity. That is not to say that remuneration is conclusively not an issue in this area, but more the Committee was unable to conclude that it is a factor

based on current information.

- The Committee did suggest that rates overall may be too low to attract a strong pool of candidates to the role of councillor, which may impact on diversity of candidates:
- Findings from a 2019 report by Senedd Cymru's Equality, Local Government and Communities Committee suggest that compared to traditional paid employment, the basic annual salary of principal councillors in Wales is too low to attract either young people or encourage greater diversity.¹¹
- The report also makes the connection between the need to attract younger councillors and the issue of financial recompense. Some relevant quotes from councillors exemplifying the messages are included below:

'Principal and community and town councillors, and dual hatters all emphasised the need to improve the age, gender, and social balance within the councillor population, as these quotes illustrate.....

In making such a call however, some of the barriers that prevented potential candidates from putting themselves forward to stand were identified, including the demands of the role, the type of work involved and the financial aspects of the role.'

Contribution towards costs of care and personal assistance – Town and Community Councils

- One area where the Panel has previously actively considered the impact of remuneration on diversity is in relation to support for councillors with caring responsibilities and needs for personal assistance. This has included consideration of how these payments are published following qualitative evidence collected by the Panel that publication of these payments was in some cases becoming a political issue to such an extent that individuals were discouraged from claiming them. The following tables provide data on the payments being claimed.

¹¹ [Senedd Cymru's Equality, Local Government and Communities Committee \(2019\)](#)

Table 4. Contribution towards costs of care and personal assistance – comparative figures from the last eight years – county and county borough councils

Financial Year	Total	Number of Authorities claiming	Increase or decrease
2016 – 2017	£13,849.42*	4	-
2017 – 2018	£15,289.00	9	+£1,439.58
2018 – 2019	£13,231.00	12	-£2,058.00
2019 – 2020	£13,978.64	7	+£747.64
2020 – 2021	£8,054.35	5	-£5,924.29
2021 – 2022	£6,095.09	3	-£1,959.26
2022 - 2023	£7,475.39	6	+£1,380.30
2023 - 2024	£36,876.63	5	+£29,401.24
2024 - 2025	£28,130.52	5	-£8,746.11

2022-2023 - *One authority (Conwy) declared one Member claimed for reimbursement of costs of care, but no total given on return.

2024-2025 Three authorities have not published their statements for this year.

Source: Analysis of returns from councils.

- Councils listed below have published payments (as a global figure) for the contribution towards costs of care and personal assistance.

Table 5. Individual town and community council contributions toward costs of care and personal assistance – financial year 2024- 2025

Council	Amount	Group
Llanfairfechan Town Council	£336.85	4

- Source: Analysis of returns from councils.

These numbers remain small in comparison to the total numbers of councillors (1,234 county and county borough councillors and around 8,000 town and community councillors) and a small percentage of both the annual spend on councillor remuneration and councils' total revenue spend.¹²

Democratic Health

- The following data was compiled by the Commission, who collated data from local authorities. The data is unvalidated but, as the figures are very granular,

¹² IRP (24) 426 Statement of Payments to Community and Town Councils.

it is likely the margin of error is small.

- An overview of the town and community council results in the May 2022 local elections is below:

Table 6. Community council seats following the 2022 local government elections, by type

Seat Type	2017		2018	
	% Total	Number	% Total	Number
Elected – Uncontested	64	5,075	62	4,857
Elected – Contested	19	1,531	22	1,770
Unfilled	17	1,348	16	1,256
Total	100	7,954	100	7,883

- For a community council to declare itself eligible to exercise the general power of competence, one of the conditions it must meet is that at least two-thirds of seats were elected (whether opposed or unopposed). In 2022, around 70 per cent of community councils met this. In 2017, around 85 per cent would have met this condition.
- Around 30 community councils (4 per cent) were *inquate* following the local government elections. This means that they failed to elect three councillors, or less than one-third of the total number of members – whichever is greater.
- Turnout at the 2022 local government elections was 38 per cent, compared with 42 per cent in 2017. This suggests a low level of engagement in community councils, as well as low interest in serving on community councils.
- On 13 April 2022, the Electoral Reform Society Cymru published an article entitled: “*Elections Cancelled: Over 100,000 Welsh voters to be denied a vote*”. The article stated that new analysis by ERS Cymru estimated that 106,920 Welsh voters would be denied a say across Wales due to uncontested elections.
- The article noted that 9 of Wales’s 22 county and county borough councils would see at least one uncontested election with the worst-affected council area, Gwynedd, having 28. ERS estimated that 30,722 voters in Gwynedd would be denied a choice due to lack of competition.
- Of the 9 local authorities listed within the article as having an uncontested election, 4 are North Wales authorities:
 - Denbighshire – 1 uncontested seat in 1 ward
 - Flintshire – 2 uncontested seats across 2 wards
 - Gwynedd – 28 uncontested seats across 27 wards

- Wrexham – 8 uncontested seats across 8 wards
- The 5 remaining local authorities listed within the article are:
 - Carmarthenshire – 1 uncontested seat in 1 ward
 - Ceredigion – 5 uncontested seats across 5 wards
 - Neath Port Talbot – 3 uncontested seats in 2 wards
 - Pembrokeshire – 19 uncontested seats in 19 wards
 - Powys – 7 uncontested seats in 7 wards
- In total, there were 74 uncontested seats across 72 wards in Wales.

Affordability

- The following information is provided to aid the Commission’s discussions around affordability.

Local Authority Finances

- The most recent published statistics relating to county and county borough council total revenue expenditure are for the 2024 to 2025 financial year. In 2024-25, total revenue expenditure by Welsh local authorities increased by 6.6% to £11.4 billion. Revenue expenditure per head was £3,563 or £197 higher than the previous year.¹³
- The latest published information on forecast revenue expenditure relates to the 2025 to 2026 financial year. Total budgeted revenue expenditure as reported by local authorities for 2025-26 is £11.6 billion, an increase of 6.1% on the previous year.¹⁴
- County and county borough councils reported increases of 6.0% or £578 million in their budgeted revenue expenditure whilst police reported an increase of 6.8%. Fire authorities reported an increase of 6.3% and national park authorities reported an increase of 6.3%.
- Gwynedd shows the largest county increase in revenue expenditure at 10.1 per cent due to their role as lead authority for a large UK Shared Prosperity Fund grant. Neath Port Talbot shows the smallest increase at 0.6 per cent.

¹³ [Local authority revenue and capital outturn expenditure: April 2024 to March 2025 \[HTML\] | GOV.WALES](#)

¹⁴ [Local authority revenue budget and capital forecast: April 2025 to March 2026 \[HTML\] | GOV.WALES](#)

Local Authority Finance Settlement figures for 2025 to 2026

- [Final settlement figures for 2025 to 2026](#) were announced by the Cabinet Secretary for Local Government and Finance in a written statement issued on 27 February 2025.¹⁵ These were confirmed to Leaders of County and County Borough Councils in Wales in a letter from the Minister for Local Government on the same day.¹⁶
- Core funding for local government 2025 to 2026 increased by 4.5 per cent on a like-for-like basis compared to 2024 to 2025. No authority had an increase below 3.8 per cent.
- The date when the next local authority settlement will be announced will depend on the publication of the 2026 to 2027 Welsh Government budget. A draft budget in December will mean provisional local government settlement allocations are published in December and final allocations in February / early March. However, there have been no announcements yet on the date of the Welsh Government draft or final budgets. It is possible that the final budget may not be set until after Christmas recess.
- Annex 2 contains the Panel's previous analysis of the total remuneration paid by Councils in Wales. This remains a small percentage of councils' overall revenue expenditure.

Summary

- This document has provided a range of data, evidence, and contextual factors to inform the Commission's decision-making process in relation to its determinations for the 2026 to 2027 financial year.

¹⁵ [Written Statement: Final Local Government Settlement 2025-26 \(20 February 2025\) | GOV.WALES](#)

¹⁶ [2025-26 - LGS - Letter](#)

Annex 1. Draft proposals for 2026 to 2027 financial year for elected members of principal councils, fire and rescue authorities and national park authorities

Table 7. Proposed 2026 to 2027 Allowances for Principal Council Members

Organisation	Role	2025 to 2026 Salary	Draft 2026 to 2027 Salary	Difference (£)	Difference (%)
Principal Councils (Group A)	Band 1 – Leader	£74,141	£78,915	£4,774	6.44
	Band 1 – Deputy Leader	£51,899	£55,241	£3,342	6.44
	Band 2 – Executive / Cabinet Member	£44,485	£47,349	£2,864	6.44
Principal Councils (Group B)	Band 1 - Leader	£66,727	£71,024	£4,296	6.44
	Band 1 – Deputy Leader	£46,709	£49,716	£3,007	6.44
	Band 2 – Executive / Cabinet Member	£40,036	£42,614	£2,578	6.44
Principal Councils (Group C)	Band 1 - Leader	£63,020	£67,078	£4,058	6.44
	Band 1 – Deputy Leader	£44,114	£46,954	£2,840	6.44
	Band 2 – Executive / Cabinet Member	£37,812	£40,247	£2,435	6.44
Principal Councils (All)	Basic Salary - Councillor	£19,771	£21,044	£1,273	6.44
	Band 3 – Committee Chair*	£29,657	£31,566	£1,910	6.44
	Band 3 – Civic Head	£29,657	£31,566	£1,910	6.44
	Band 3 – Presiding Officer*	£29,657	£31,566	£1,910	6.44

	Band 4 – Leader of Opposition (Largest)	£29,657	£31,566	£1,910	6.44
	Band 5 – Leader of Opposition (Other)*	£23,726	£25,253	£1,527	6.44
	Band 5 – Deputy Civic Head	£23,726	£25,253	£1,527	6.44
Joint Overview & Scrutiny Committees	Chair	£9,889	£10,522	£633	6.40
	Member	£4,944	£5,261	£317	6.41

* If paid. Decision to pay role is made at discretion of the local authority.

Table 8. Proposed 2026 to 2027 Allowances for National Parks Authorities and Fire & Rescue Authorities

Organisation	Role	2024 to 2025 Salary	Draft 2026 to 2027 Salary	Difference (£)	Difference (%)
National Park Authorities	Chair	£15,462	£16,457	£995	6.44
	Deputy Chair	£9,531	£10,144	£614	6.44
	Committee Chair	£9,531	£10,144	£614	6.44
	Member	£5,576	£5,935	£359	6.44
Fire and Rescue Authorities	Chair	£12,674	£13,490	£816	6.44
	Deputy Chair	£6,743	£7,177	£434	6.44
	Committee Chair	£6,743	£7,177	£434	6.44
	Member	£2,788	£2,968	£179	6.44

Allowance Calculations

Basic Councillor Salary

- The Basic Councillor Salary is currently calculated as follows:

$$\text{Basic Salary} = \text{Average Weekly Earnings} \times \text{Estimated Weeks Worked}$$

- Average Weekly Earnings is the latest median gross weekly earnings for full-time employees on adult rates in Wales, as reported by the Annual Survey for Hours and Earnings (ASHE). Provisional figures indicate the average weekly earnings for 2024 to be £674.50.¹⁷
- Estimated Weeks Worked is the assumed time commitment of Principal Councillors based on the latest Councillor Survey for Wales. Based on results from the 2022 survey (see Section 3 above), the Panel previously concluded that this figure was 3 days a week (31.2091 weeks per year equivalent).
- The calculation for the proposed 2026 to 2027 Basic Councillor Salary is as follows:

$$£674.50 \times 52 = £35,074$$

$$3/5 \times £35,074 = £21,044$$

Principal Council Calculations

- Backbench members for all local authorities are paid the Basic Councillor Salary, as calculated above. Additional allowances are provided to members holding senior roles, with the exact amount dependent on both position held and local authority group.
- Local authority groups are determined by the population, with the following four categories:
 1. Group A: Population greater than 200,000
 2. Group B: Population greater than 100,000 but less than 200,000.
 3. Group C: Population less than 100,000.
- Allowances for Band 1 and 2 positions are outlined in Table 9 below. Group A members receive the maximum allowance. Positions in Group B and Group C local authorities are set at 90% and 85% of Group A equivalents, respectively.

¹⁷ [Average \(median\) gross weekly earnings by Welsh local areas and year \(£\) \(gov.wales\)](https://gov.wales)

Salary – Basic Councillor Salary (see Tables 11, 12)

Table 9. Band 1 and 2 allowance calculations for Group A local authorities

Role	Calculation	Draft 2026 to 2027 Allowance
Band 1 – Leader	3.75 x Basic Councillor Salary (rounded)	£78,915
Band 1 – Deputy Leader	0.70 x Group Leader Salary (rounded)	£55,241
Band 2 – Executive and Cabinet Members	0.60 x Group Leader Salary (rounded)	£47,349

- Allowances for Band 3,4 and 5 roles are not dependent on local authority group and calculated as shown in Table 10 below.

Table 10. Band 3, 4, and 5 allowance calculations

Role	Calculation	Draft 2026 to 2027 Allowance
Band 3 roles	0.4 x Group A Leader Salary (rounded)	£29,657
Band 4 roles	0.4 x Group A Leader Salary (rounded)	£29,657
Band 5 roles	0.4 x Group A Leader Salary	£23,726

- Further allowances are given for roles within Joint Overview and Scrutiny Committees. These are calculated as additional payments, rather than adjustments, as demonstrated in Table 11 below.

Table 11. Joint Overview and Scrutiny Committee allowance calculations

Role	Calculation	Draft 2026 to 2027 Allowance
Committee Chair	Band 3 Role Element*	£10,522
Committee Member	0.5 x Committee Chair Salary	£5,261

**Band 3 Role Element = (Band 3 Salary – Basic Councillor Salary)*

National Parks Authority Calculations

- The basic salary for National Park Authority members is currently calculated as follows:

$$\text{NPA Member Basic Salary} =$$

$$\text{Basic Councillor Day Rate} \times \text{Number of Working Days}$$

- Basic Councillor Day Rate is calculated as Basic Councillor Salary divided by the number Councillor Days Worked per Year. The Number of Working Days per Year for an NPA member is currently 44. Therefore, the calculation for the proposed 2026 to 2027 basic NPA Member Salary is as follows:
- $\text{£}21,044 \times 44 / 156 = \text{£}5,576$ Additional allowances are provided for NPA members holding senior positions within the Authority. These are determined using Band Role Elements, calculated as Band 5.

Table 12. National Park Authority member allowance calculations

Role	Calculation	Draft 2025 to 2026 Allowance
Chair	NPA Basic Salary + (Band 3 Element)	£16,457
Deputy Chair	NPA Basic Salary + (Band 5 Element)	£10,144
Committee Chair	NPA Basic Salary + (Band 5 Element)	£10,144
Member	NPA Basic Salary	£5,935

Fire & Rescue Authority Calculations

- The basic salary for Fire & Rescue Authority members is currently calculated as follows:

$$\text{FRA Member Basic Salary} = \text{Basic Councillor Day Rate} \times \text{Number of Working Days}$$

- Basic Councillor Day Rate is calculated as outlined above. The Number of Working Days per Year for an FRA member is currently 22. Therefore, the calculation for the proposed 2026 to 2027 basic FRA Member Salary is as follows:

$$\text{£}21,044 \times 22 / 156 = \text{£}2,968$$

- Additional allowances are again provided for FRA members holding senior positions within the Authority, using Basic Role Elements as shown above. Table 13 (below) demonstrates allowance calculations for FRA member roles.

Table 13. Fire & Rescue Authority member allowance calculations

Role	Calculation	Draft 2026 to 2027 Allowance
Chair	FRA Basic Salary + (Band 3 Element)	£13,490
Deputy Chair	FRA Basic Salary + (Band 5 Element)	£7,177
Committee Chair	FRA Basic Salary + (Band 5 Element)	£7,177
Member	FRA Basic Salary	£2,968

- Included in the excel spreadsheet is a table below provide information and comparators of Wales Median, UK living wage and MS is paid v Councillor salary.

Table 16. Comparator Table - Actual Basic salary and actual and 3 day (60 per cent) equivalents of comparators 2013 to 2025

Year	Basic salary	Wales Median		UK Living Wage Foundation*		Senedd members		National Living Wage*		Scottish council members
	3 days	full time	3 days	full time	3 days	full time	3 days	full time	3 days	
2013	£13,175	£24,499	£14,699	£14,528	£8,717	£53,852	£32,311	£12,305	£7,383	£16,396
2014	£13,175	£24,655	£14,793	£14,918	£8,951	£53,852	£32,311	£12,675	£7,605	£16,560
2015	£13,300	£24,915	£14,949	£15,308	£9,185	£53,852	£32,311	£13,065	£7,839	£16,726
2016	£13,300	£25,643	£15,386	£16,088	£9,653	£54,391	£32,635	£14,040	£8,424	£16,893
2017	£13,300	£25,904	£15,542	£16,478	£9,887	£64,000	£38,400	£14,625	£8,775	£16,927
2018	£13,400	£26,476	£15,886	£17,063	£10,238	£65,344	£39,206	£15,269	£9,161	£16,994
2019	£13,868	£27,828	£16,697	£17,550	£10,530	£67,649	£40,589	£16,010	£9,606	£17,470
2020	£14,218	£28,166	£16,900	£18,135	£10,881	£67,649	£40,589	£17,004	£10,202	£17,854
2021	£14,368	£29,274	£17,564	£18,525	£11,115	£67,649	£40,589	£17,375	£10,425	£18,604
2022	£16,800	£31,110	£18,666	£19,305	£11,583	£67,920	£40,752	£18,525	£11,115	£19,571
2023	£17,600	£32,371	£19,423	£21,255	£12,753	£69,273	£41,564	£20,319	£12,191	£20,099
2024	£18,666	£34,303	£20,582	£23,400	£14,040	£72,057	£43,234	£22,308	£13,385	£21,345
2025	£21,044	£35,796	£21,478	£24,570	£14,742	£76,380	£45,828	£23,810	£14,286	£25,982

* Previous versions of this table had used between 35 and 37.5 hours to calculate the annualised figure from the published hourly figures. All now standardised at 37.5 hours.

Annex 2. Affordability

Table 17. Local authorities' levels of remuneration against draft expenditure for 2025 to 2026, in relation to the Affordability section

Council	Members (From 2025-26 Schedule of Remuneration)	Basic	Executive • Leader • Deputy Leader • Cabinet	Total	2025-26 Draft Gross Revenue Expenditure	Percentage cost of councillors remuneration v Draft Gross Revenue Expenditure	2025-26 Settlement	Percentage cost of councillors v Settlement
		£	£	£	£ million	%	£ million	%
Group A								
Cardiff	79	£100,567	£60,649	£161,216	£1,147	0.014%	£623	0.026%
Rhondda Cynon Taf	75	£95,475	£36,771	£132,246	£848	0.016%	£486	0.027%
Swansea	75	£95,475	£46,322	£141,797	£821	0.017%	£435	0.033%
Sub total	229	£291,517	£143,742	£435,259	£2,816	0.015%	£1,544	0.028%
Group B								
Bridgend	51	£64,923	£33,093	£98,016	£486	0.020%	£259	0.038%
Caerphilly	69	£87,837	£33,093	£120,930	£567	0.021%	£349	0.035%
Carmarthenshire	75	£95,475	£41,689	£137,164	£626	0.022%	£351	0.039%
Conwy	55	£70,015	£37,391	£107,406	£379	0.028%	£204	0.053%
Flintshire	67	£85,291	£37,391	£122,682	£450	0.027%	£259	0.047%
Gwynedd	69	£87,837	£41,689	£129,526	£468	0.028%	£233	0.056%
Neath Port Talbot	60	£76,380	£41,689	£118,069	£494	0.024%	£286	0.041%
Newport	51	£64,923	£37,391	£102,314	£526	0.019%	£304	0.034%
Pembrokeshire	60	£76,380	£37,391	£113,771	£378	0.030%	£219	0.052%
Powys*	68	£86,564	£41,689	£128,253	£431	0.030%	£236	0.054%
Vale of Glamorgan	54	£68,742	£33,093	£101,835	£400	0.025%	£210	0.049%
Wrexham	56	£71,288	£41,689	£112,977	£402	0.028%	£233	0.049%
Sub total	735	£935,655	£457,290	£1,392,945	£5,605	0.025%	£3,141	0.044%
Group C								
Blaenau Gwent*	33	£42,009	£19,077	£61,086	£234	0.026%	£144	0.042%
Ceredigion	38	£48,374	£31,254	£79,628	£246	0.032%	£135	0.059%
Denbighshire	48	£61,104	£35,314	£96,418	£333	0.029%	£201	0.048%
Isle of Anglesey	35	£44,555	£35,314	£79,869	£235	0.034%	£128	0.063%
Merthyr Tydfil	30	£38,190	£27,195	£65,385	£214	0.031%	£123	0.053%
Monmouthshire	46	£58,558	£31,254	£89,812	£270	0.033%	£126	0.071%
Torfaen	40	£50,920	£31,254	£82,174	£297	0.028%	£179	0.046%
Sub total	270	£343,710	£210,663	£554,373	£1,830	0.030%	£1,036	0.054%
Total	1234	£1,570,882	£811,695	£2,382,577	£10,251	0.023%	£5,721	0.042%

Source: schedule of remuneration for 2025-2026 except Blaenau Gwent and Powys (information taken from 2024-2025 schedule of remuneration)

An explanation to support **Annex 2** is outlined below:

Cost Calculations

Basic Salary Costs

- The cost of the proposed increases to basic councillor salaries on local authorities can be calculated as follows:
- *Cost to Local Authority = Increase in Basic Salary x Number of Councillors*
- Increase in Basic Salary can be calculated as Proposed Basic Councillor Salary less the Current Basic Councillor Salary. For 2025 to 2026, this figure is £1,105 (£19,771 - £18,666).
- The value for Number of Councillors will vary by local authority and final calculations should account for any change in the number of Principal Councillors. A comprehensive list of figures is provided in Table 17 (above).

Senior Salary Costs

- The cost of the proposed increases to senior councillor salaries on local authorities will depend on both the number of senior positions occupied and the local authority group.

Band 3 – Committee Chair / Presiding Officer / Civic Head

Band 4 – Leader of Opposition (Largest)

Band 5 – Leader of Opposition (Other) / Deputy Civic Head

Table 18. (below) details Costs to Local Authority = Increase in Basic Salary x Number of Councillors – 2025 to 2026

	Band 3/4 increase (2025-2026 v 2026-2027)	Number of Band 3/4 Councillors	Band 3 increase – total	Band 5 increase (2025-2026 v 2026-2027)	Number of Band 5 Councillors	Band 5 increase – total	Total
Group A							
Cardiff	£1,910	9	£17,186	£1,527	1	£1,527	£18,714
Rhondda Cynon Taf	£1,910	11	£21,006	£1,527	0	£0	£21,006
Swansea	£1,910	10	£19,096	£1,527	0	£0	£19,096
Sub total		30	£57,288		1	£1,527	£58,815
Group B							
Bridgend	£1,910	8	£15,277	£1,527	2	£3,055	£18,331
Caerphilly	£1,910	8	£15,277	£1,527	0	£0	£15,277
Carmarthenshire	£1,910	9	£17,186	£1,527	0	£0	£17,186
Conwy	£1,910	8	£15,277	£1,527	0	£0	£15,277
Flintshire	£1,910	9	£17,186	£1,527	1	£1,527	£18,714
Gwynedd	£1,910	8	£15,277	£1,527	1	£1,527	£16,804
Neath Port Talbot	£1,910	9	£17,186	£1,527	1	£1,527	£18,714
Newport	£1,910	10	£19,096	£1,527	1	£1,527	£20,623
Pembrokeshire	£1,910	9	£17,186	£1,527	0	£0	£17,186
Powys*	£1,910	5	£9,548	£1,527	0	£0	£9,548
Vale of Glamorgan	£1,910	8	£15,277	£1,527	2	£3,055	£18,331
Wrexham	£1,910	9	£17,186	£1,527	1	£1,527	£18,714
Sub total		100	£190,960		9	£13,746	£204,706
Group C							
Blaenau Gwent*	£1,910	6	£11,458	£1,527	0	£0	£11,458
Ceredigion	£1,910	10	£19,096	£1,527	1	£1,527	£20,623
Denbighshire	£1,910	7	£13,367	£1,527	0	£0	£13,367
Isle of Anglesey	£1,910	5	£9,548	£1,527	1	£1,527	£11,075
Merthyr Tydfil	£1,910	7	£13,367	£1,527	0	£0	£13,367
Monmouthshire	£1,910	9	£17,186	£1,527	1	£1,527	£18,714
Torfaen	£1,910	9	£17,186	£1,527	1	£1,527	£18,714
Sub total		53	£101,209		4	£6,109	£107,318
Total		183	£292,169		14	£19,855	£312,023

Source: schedule of remuneration for 2025-2026 except Blaenau Gwent and Powys (information taken from 2024-2025 schedule of remuneration)

Breakdown Of Allowances Paid in the 2024 to 2025 Financial Year

- The following provides breakdown of allowances paid.

Table 19. Allowances paid by Principal Councils 2024 to 2025

Allowance	Elected Members	Coopted Members	Total
Basic salary	£19,037,914.27	£310,953.89	£19,348,868.16
Senior salary	£9,301,173.47	£0.00	£9,301,173.47
Civic salary	£490,059.11	£0.00	£490,059.11
Travel and Subsistence	£76,286.07	£7,579.31	£83,865.38
Contribution towards costs of care and personal assistance	£41,188.32	£0.00	£41,188.32
Communication allowance (Carmarthenshire)	£18,400.00	£0.00	£18,400.00
ICT allowance (Swansea)	£9,925.23	£1,000.00	£10,925.23
Broadband and Telephone allowance (Rhondda Cynon Taf, Swansea)	£19,655.20	£465.38	£20,120.58
Mobile telephone allowance (Swansea)	£3,300.00	£0.00	£3,300.00
Other	£41,295.76	£0.00	£41,295.76
Pension contributions	£2,071,713.29	£0.00	£2,071,713.29
Payments from other Public Bodies	£427,474.82	£0.00	£427,474.82
Total	£31,538,385.54	£319,998.58	£31,858,384.12

Table 20. Allowances paid by National Parks Authorities 2024 to 2025

Allowance	Elected Members	Coopted Members	Total
Basic salary	£180,141.39	£536.00	£180,677.39
Senior salary	£41,333.43	£0.00	£41,333.43
Travel and Subsistence	£4,193.07	£0.00	£4,193.07
Contribution towards costs of care and personal assistance	£0.00	£0.00	£0.00
Other	£0.00	£0.00	£0.00
Total	£225,667.89	£536.00	£226,203.89

Pembrokeshire NPA have not submitted a return for 2024 to 2025. The statement of payments document cannot be found on the Authority website.
No payments were made to the coopted members of Bannau Brycheiniog NPA.

Table 21. Allowances paid by Fire and Resue Authorities 2024 to 2025

Allowance	Elected Members	Coopted Members	Total
Basic salary	£194,508.76	£3,276.35	£197,785.11
Senior salary	£50,539.42	£0.00	£50,539.42
Travel and Subsistence	£5,179.17	£125.40	£5,304.57
Contribution towards costs of care and personal assistance	£0.00	£50.40	£50.40
Other	£27.50	£1,137.00	£1,164.50
Total	£250,254.85	£4,589.15	£254,844.00

No return for South Wales Fire and Rescue Authority, figures from 2023/24 included.

Changes in Total Allowances Paid: 2019 to 2025

- Total allowances paid to all members – Principal Councils, National Park Authorities and Fire and Rescue Authorities

Year	Total	Change from previous (£)
2019 – 2020	£24,751,105.08	-
2020 – 2021	£25,345,125.29	+ £594,020.21
2021 – 2022	£23,490,783.38	- £1,854,341.91
2022 – 2023	£25,622,845.81	+ £2,132,062.43
2023 - 2024	£26,830,226.81	+ £1,207,381.00
2024 – 2025	£32,339,432.01	+ £5,509,205.20

Principal Councils

Year	Total	Change from previous (£)
2019 – 2020	£24,104,302.35	-
2020 – 2021	£24,977,456.69	+ £873,154.34
2021 – 2022	£23,198,127.91	- £1,779,328.78
2022 – 2023	£25,475,120.05	+ £2,276,992.14
2023 - 2024	£26,350,331.83	+ £875,211.78
2024 – 2025	£31,858,384.12	+ £5,508,052.29

National Parks Authorities

Year	Total	Change from previous (£)
2019 – 2020	£442,012.09	-
2020 – 2021	£294,700.37	- £147,311.72
2021 – 2022	£264,808.80	- £29,891.57
2022 – 2023	£190,726.94	- £74,081.86
2023 - 2024	£213,686.46	+ £22,959.52
2024 – 2025	£226,203.89	+ £12,517.43

Fire and Rescue Authorities

Year	Total	Increase or decrease
2019 – 2020	£204,971.99	-
2020 – 2021	£198,279.03	- £6,692.96
2021 – 2022	£203,655.13	+ £ 5,376.10
2022 – 2023	£169,773.20	- £33,881.93
2023 - 2024	£266,676.12	+ £48,569.40
2024 – 2025	£254,844.00	- £11,832.12

Coopted members of principal councils

Year	Total	Increase or decrease
2019 – 2020	£191,520.06	-
2020 – 2021	£122,260.80	- £ 69,259.26
2021 – 2022	£169,918.21	+ £ 47,657.41
2022 – 2023	£241,959.86	+ £ 72,041.65
2023 - 2024	£303,187.00	+ £ 61,227.14
2024 – 2025	£319,998.58	+ £16,811.58

Community and Town Councils – Allowances

- The below table is a breakdown of all allowances that were paid to Councillors in all Community and Town Councils in Wales, followed by a breakdown by each of the five Groups. Two councils did not include their group, so these group tables do not add up to the total.

Total allowances for 2024 to 2025

Allowance	Total
Basic payment	£278,163.42
Payments for costs incurred in respect of telephone, broadband etc.	£63,332.31
Chair / Mayor of the Council	£107,725.86
Vice Chair / Deputy Mayor of the Council	£21,288.35
Responsibility payment	£62,250.32
Financial Loss Allowance	£590.62
Travel and Subsistence	£7,824.85
Contribution towards costs of care and personal assistance	£336.85
Attendance Allowance	£58,160.25
Other	£4,586.19
Total	£604,259.02

Group 1

Allowance	Total
Basic payment	£20,124.00
Payments for costs incurred in respect of telephone, broadband etc.	£4,368.00
Chair / Mayor of the Council	£9,550.00
Vice Chair / Deputy Mayor of the Council	£3,200.00
Responsibility payment	£8,500.00
Financial Loss Allowance	£0.00
Travel and Subsistence	£795.48
Contribution towards costs of care and personal assistance	£0.00
Attendance Allowance	£18,375.00
Other	£0.00
Total	£63,040.48

Group 2

Allowance	Total
Basic payment	£25,267.00
Payments for costs incurred in respect of telephone, broadband etc.	£6,047.00
Chair / Mayor of the Council	£13,958.00
Vice Chair / Deputy Mayor of the Council	£2,658.00
Responsibility payment	£7,500.00
Financial Loss Allowance	£0.00
Travel and Subsistence	£1,082.11
Contribution towards costs of care and personal assistance	£0.00
Attendance Allowance	£9,090.00
Other	£0.00
Total	£65,602.11

Group 3

Allowance	Total
Basic payment	£64,798.97
Payments for costs incurred in respect of telephone, broadband etc.	£17,577.67
Chair / Mayor of the Council	£28,172.35
Vice Chair / Deputy Mayor of the Council	£6,903.00
Responsibility payment	£19,374.00
Financial Loss Allowance	£172.00
Travel and Subsistence	£4,263.71
Contribution towards costs of care and personal assistance	£0.00
Attendance Allowance	£25,790.00
Other	£418.00
Total	£159,632.20

Group 4

Allowance	Total
Basic payment	£109,352.07
Payments for costs incurred in respect of telephone, broadband etc.	£23,148.00
Chair / Mayor of the Council	£38,362.40
Vice Chair / Deputy Mayor of the Council	£5,144.35
Responsibility payment	£12,751.65
Financial Loss Allowance	£418.62
Travel and Subsistence	£746.22
Contribution towards costs of care and personal assistance	£336.85
Attendance Allowance	£3,465.25
Other	£1,011.48
Total	£193,210.23

Group 5

Allowance	Total
Basic payment	£57,061.38
Payments for costs incurred in respect of telephone, broadband etc.	£11,931.64
Chair / Mayor of the Council	£17,683.11
Vice Chair / Deputy Mayor of the Council	£3,383.00
Responsibility payment	£5,000.00
Financial Loss Allowance	£0.00
Travel and Subsistence	£937.33
Contribution towards costs of care and personal assistance	£0.00
Attendance Allowance	£1,440.00
Other	£3,156.71
Total	£95,838.17

Yearly Trends

Total number of returns received

Financial Year	Number of returns	Increase or decrease	per cent of returns	Of which were Nil	per cent of nil returns
2015 – 2016	186	-	25%	24	13%
2016 – 2017	140	+46	19%	Not recorded	n/a
2017 – 2018	556	+416	77%	312	56%
2018 – 2019	538	-19	73%	275	51%
2019 – 2020	517	-21	70%	247	48%
2020 – 2021	480	-37	65%	228	48%
2021 – 2022	498	+18	68%	255	51%
2022 – 2023	534	+38	72%	247	46%
2023 – 2024	535	+1	72%	222	41%
2024 – 2025	418	-178	49%	143	34%

Total allowances

Year	Total	Increase or decrease
2019 – 2020	£334,966.37	-
2020 – 2021	£338,346.30	- £3,379.93
2021 – 2022	£367,169.28	+ £28,822.98
2022 – 2023	£498,686.10	+£131,489.92
2023 – 2024	£682,599.05	+£183,912.95
2024 – 2025	£604,259.02	-£78,340.03

- [Research to support the annual report 2024 to 2025](#) paper included comparisons of allowances within Groups A-C. As the classification of Community and Town Councils has been amended to reflect groups 1-5, comparisons of figures before 2023 to 2024 are not included in this paper. Below are details of allowances paid for 2022 to 2023 compared with 2023 to 2024.

Group 1

Year	Total	Increase or decrease
2022 – 2023	£42,008.26	-
2023 – 2024	£66,719.33	+£24,711.07

2024 – 2025	£63,040.48	-£3,678.85
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Group 2

Year	Total	Increase or decrease
2022 – 2023	£60,885.79	-
2023 – 2024	£76,996.96	+£16,111.17
2024 – 2025	£65,602.11	-£11,394.85

Group 3

Year	Total	Increase or decrease
2022 – 2023	£154,594.33	-
2023 – 2024	£212,517.11	+£57,922.78
2024 – 2025	£159,632.20	-£52,884.91

Group 4

Year	Total	Increase or decrease
2022 – 2023	£165,197.08	-
2023 – 2024	£209,915.40	+£44,718.32
2024 – 2025	£193,210.23	-£16,705.17

Group 5

Year	Total	Increase or decrease
2022 – 2023	£76,030.64	-
2023 – 2024	£116,450.25	+£40,419.61
2024 – 2025	£95,838.17	-£20,612.08

Mayor or Chair of Council – total allowances

Year	Total	Increase or decrease
2019 – 2020	£112,842.50	-
2020 – 2021	£99,857.23	-£12,985.27
2021 – 2022	£109,366.32	+£9,509.09
2022 – 2023	£121,021.84	+£11,655.52
2023 – 2024	£129,177.42	+£8,155.58
2024 – 2025	£107,725.86	-£21,451.56

Mayor or Chair of Council – total allowances – breakdown by Group

Group 1

Year	Total	Increase or decrease
2022 – 2023	£8,950.00	-
2023 – 2024	£9,850.00	+£900
2024 – 2025	£9,550.00	-£300.00

Group 2

Year	Total	Increase or decrease
2022 – 2023	£15,750.00	-
2023 – 2024	£19,787.19	+£4,037.19
2024 – 2025	£13,958.00	-£5,829.19

Group 3

Year	Total	Increase or decrease
2022 – 2023	£38,897.96	-
2023 – 2024	£36,158.00	-£2,739.96
2024 – 2025	£28,172.35	-£7,985.65

Group 4

Year	Total	Increase or decrease
2022 – 2023	£39,409.36	-
2023 – 2024	£36,158.00	-£3,251.36
2024 – 2025	£38,362.40	£2,204.40

Group 5

Year	Total	Increase or decrease
2022 – 2023	£19,014.52	-
2023 – 2024	£21,915.91	+£2,901.39
2024 – 2025	£17,683.11	-£4,232.80

Responsibility payment – total allowances

- A responsibility payment would be paid to a Councillor who has been appointed to a committee chair role.

Year	Total	Increase or decrease
2019 – 2020	£38,220.00	-
2020 – 2021	£45,633.33	+ £7,413.33
2021 – 2022	£50,133.34	+ £4,500.01
2022 – 2023	£54,550.03	+£4,416.69
2023 – 2024	£62,250.32	+£7,700.29
2024 – 2025	£62,250.32	£0.00

Group 1

Year	Total	Increase or decrease
2022 – 2023	£3,500.00	-
2023 – 2024	£8,500.00	£5,00.00
2024 – 2025	£8,500.00	£0.00

Group 2

Year	Total	Increase or decrease
2022 – 2023	£8,250.00	-
2023 – 2024	£8,500.00	+£250.00
2024 – 2025	£7,500.00	-£1,000.00

Group 3

Year	Total	Increase or decrease
2022 – 2023	£24,116.65	-
2023 – 2024	£26,633.35	+£2,2516.70
2024 – 2025	£19,374.00	-£7,259.35

Group 4

Year	Total	Increase or decrease
2022 – 2023	£12,136.00	-
2023 – 2024	£13,616.97	+£1,480.97
2024 – 2025	£12,751.65	-£865.32

Group 5

Year	Total	Increase or decrease
2022 – 2023	£6,547.38	-
2023 – 2024	£5,000.00	-£1,547.38
2024 – 2025	£5,000.00	£0.00

Total contribution towards costs of care and personal assistance

Year	Number of Councils	Total	Increase or decrease
2019 – 2020	6	£617.90	-
2020 – 2021	1	£1,000.00	+£382.10
2021 – 2022	1	£673.00	-£327.00
2022 – 2023	5	£1023.50	+£350.50
2023 – 2024	2	£336.84	-£687.00
2024 – 2025	1	£336.85	£0.01

Acronyms & Explanations

ONS	Office for National Statistics
ASHE	Annual Survey of Hours and Earnings
CPIH	Consumer Prices Index including owner occupiers' housing costs
OOH	Owner Occupiers' Housing
CPI	Consumer Price Index
Dual Hatters	Dual hatters refers to councillors holding a role as a councillor on a principal council and on a community and town council.