Cyngor Bwrdeistref Sirol
MERTHYR TUDFUL
MERTHYR TYDFIL
County Borough Council

MEMBERS' SCHEDULE OF REMUNERATION

2026-2027

Merthyr Tydfil County Borough Council
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This Scheme is made under the Local Government (Wales) Measure 2011 with regard to Independent Remuneration Panel for Wales (IRPW) Regulations which apply to payments made to members and co-opted members of local authorities.

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1. Basic Salary

1.1 A Basic Salary shall be paid to each elected Member of the Authority.

1.2 In accordance with the Regulations, the rate of the Basic Salary shall be reviewed annually as determined by the Independent Remuneration Panel for Wales.

1.3 Where the term of office of an elected member begins or ends other than at the beginning or end of a year, their entitlement to the Basic Salary will be pro-rata.

1.4 No more than one Basic Salary is payable to a Member of the Authority.

2. Senior Salaries & Civic Salaries

2.1 Members occupying specific posts shall be paid a Senior Salary as set out in **Schedule 1**.

2.2 In accordance with the Regulations, the rates of Senior Salaries and Civic Salaries shall be reviewed annually as determined by the Annual or Supplementary Report of the Independent Remuneration Panel for Wales.

2.3 Only one Senior Salary or Civic Salary is payable to a Member of the Authority.

2.4 A Member of the Authority cannot be paid a Senior Salary and a Civic Salary.

2.5 All Senior and Civic Salaries are paid inclusive of Basic Salary.

2.6 A Senior Salary may not be paid to more than the number of members specified by the Independent Remuneration Panel for Wales in its Annual Report and cannot exceed fifty percent of the total membership of the authority, except to

include a temporary Senior Salary office holder providing temporary cover for the family absence of the appointed office holder.

2.7 A Member of the Authority in receipt of a Senior Salary **cannot** receive a salary from any National Park Authority (NPA) or Fire and Rescue Authority (FRA) for which they have been nominated.

2.8 Where the term of Senior Salary or Civic Salary of a Member begins or ends other than at the beginning or end of a year, their entitlement to the Salary will be pro-rata.

2.9 Where job sharing arrangements for the Leader and or Cabinet Members are established under section 58 of the Local Government and Elections (Wales) Act 2021, each job sharer will be paid an appropriate proportion of the senior salary entitlement.

2.10 For all job share arrangements, the senior salary cap shall be increased, subject to the statutory maximum of 50% of the Council's membership.

3. Election to Forgo Entitlement to Allowance

3.1 A Member may, by notice in writing delivered to the Proper Officer of the authority, personally elect to forgo any part of their entitlement to any salary, allowance, or fee payable under this Scheme from the date set out in the notice.

4. Suspension of a Member

4.1 Where a Member of the Authority is suspended or partially suspended from their responsibilities or duties as a Member of the Authority in accordance with Part III of the Local Government Act 2000 (Conduct of Members), or regulations made under the Act, the part of the Basic Salary payable to them in respect of that period for which they are suspended will be withheld by the Authority (Section 155 (1) of the Measure).

4.2 Where a Member in receipt of a Senior Salary is suspended or partially suspended from being a Member of the Authority in accordance with Part III of the Local Government Act 2000 (Conduct of Members), or regulations made under the Act, the Authority must not make payments of the Member's Senior Salary for the duration of the suspension (Section 155 (1) of the Measure). If the partial suspension relates only to the specific responsibility element of the payment, the Member may retain the Basic Salary.

5. Repayment of salaries, allowances, or fees

5.1 Where payment of any salary, allowance or fee has been made to a Member of the Authority or Co-opted Member in respect of any period during which the Member concerned:

(a) is suspended or partially suspended from that Member's/Co-opted Member's duties or responsibilities in accordance with Part 3 of the 2000 Act or regulations made under that Act;
(b) ceases to be a Member of the Authority or Co-opted Member; or
(c) is in any other way not entitled to receive a salary, allowance, or fee in respect of that period,

the Authority will require that such part of the allowance as relates to any such period be repaid.

6. Payments

6.1 Payments of all allowances will be made by the Chief Finance Officer by direct bank credit in instalments of one-twelfth of the Member's annual entitlement on 28th of each month unless the 28th falls on a weekend or bank holiday, in which case, payment will be made the preceding Friday.

6.2 Where payment has resulted in an elected member receiving more than his/her entitlement to salaries, allowances, or fees the Authority will require that such part that is overpayment be repaid.

6.3 All payments are subject to the appropriate tax and National Insurance deductions.

7. Contribution Towards Costs of Care and Personal Assistance

7.1 Contribution towards costs of care and personal assistance shall be paid to a Member or Co-opted Member, who has caring responsibility for dependent children or adults, provided the Member incurs expenses in the provision of such care whilst undertaking 'approved' council duties.

7.2 Contribution towards costs of care and personal assistance applies in respect of children who are aged 16 or under and other persons for whom the Member or Co-opted Member can show that care is required. If a Member or Co-opted Member has more than one dependent the Member may claim more than one

allowance, provided the Member can demonstrate a need to make separate arrangements for care.

7.3 Eligible Members may claim reimbursement of costs of care for actual and receipted costs up to a maximum amount not exceeding that determined by the Independent Remuneration Panel as set out in **Schedule 1**. All claims for contribution towards costs of care and personal assistance should be made in writing to Democratic Services detailing times, dates, and reasons for claim. Receipts are required for both informal and formal care arrangements.

8. Family Absence

8.1 Members are entitled under the provisions of the Family Absence for Members of Local Authorities (Wales) Regulations 2013 to a period of family absence, during which if they satisfy the prescribed conditions, they are entitled to be absent from authority meetings.

8.2 When taking family absence Members are entitled to retain a basic salary irrespective of their attendance record immediately preceding the commencement of the family absence.

8.3 Should a senior salary holder be eligible for family absence they will be able to continue to receive their senior salary for the duration of the absence.

8.4 If the authority agrees that it is necessary to make a substitute appointment to cover the family absence of a senior salary holder the Member substituting will be eligible if the authority so decides to be paid a senior salary.

8.5 If the paid substitution results in the authority exceeding its maximum number of senior salaries, an addition to the maximum will be allowed for the duration of the substitution.

9. Co-optees Payments

9.1 A daily fee (with a provision for half day payments) shall be paid to Co-optees, provided they are statutory Co-optees with voting rights.

9.2 Payments will take into consideration travelling time to and from the place of the meeting, reasonable time for pre meeting preparation and length of meeting (up to the maximum of the daily rate).

9.3 The Monitoring Officer is designated as the "appropriate officer" and will determine preparation time, travelling time and length of meeting, the fee will be paid on the basis of this determination.

9.4 The Monitoring Officer can determine in advance whether a meeting is programmed for a full day and the fee will be paid on the basis of this determination even if the meeting finishes before four hours has elapsed.

9.5 A half day meeting is defined as up to 4 hours.

9.6 A full day meeting is defined as over 4 hours.

9.7 The daily and half day fee for the Chairpersons of the Standards Committee and Governance and Audit Committee, as determined by the Independent Remuneration Panel for Wales, is set out in **Schedule 1**.

9.8 The daily and half day fee for other statutory Co-optees with voting rights, as determined by the Independent Remuneration Panel for Wales, is set out in **Schedule 1**.

10. Travel and Subsistence Allowances *(General Principles)*

10.1 Members and Co-opted Members may claim travelling expenses when travelling on the Authority's business for 'approved duties' as set out in **Schedule 2.** Where Members travel on the Authority's business they are expected to travel by the most cost-effective means. In assessing cost effectiveness regard will be given to journey time. A Member who does not travel by the most cost-effective means may have his/her claim abated by an appropriate amount.

10.2 Where possible Members should share transport.

10.3 The distance claimed for mileage should be the shortest reasonable journey by road from the point of departure to the point at which the duty is performed, and similarly from the duty point to the place of return.

10.4 The rates of Members' Travel and Subsistence Allowances are set out in **Schedule 3** and are subject to annual review by the Independent Remuneration Panel for Wales.

10.5 Where a Member is suspended or partially suspended from his or her responsibilities or duties as a Member of the Authority in accordance with Part

III of the Local Government Act 2000 (Conduct of Members), or regulations made under the Act, any travel and subsistence allowances payable to him/her in respect of that period for which he or she is suspended or partially suspended must be withheld by the Authority.

11. Travel by Private Vehicle

11.1 The Independent Remuneration Panel for Wales has determined that the maximum travel rates payable should be the rates set out by Her Majesty's Revenue & Customs for the use of private cars, motorcycles, and pedal cycles plus any passenger supplement.

11.2 The mileage rates for private vehicles as determined by the Independent Remuneration Panel for Wales are set out in **Schedule 3.**

11.3 Where a Member makes use of their private vehicle for approved duty purposes, the vehicle must be insured for business use. Proof of appropriate insurance must be provided to the Authority on request.

12. Travel by Public Transport

12.1 ***Rail/Coach Travel***

Unless otherwise authorised rail tickets will be second-class.

Democratic Services will purchase requisite rail and coach tickets for Members in advance of journeys. In the unlikely event that a Member needs to purchase a ticket directly, payment will be reimbursed upon production of the used ticket and/or a receipt.

12.2 ***Taxi Fares***

Taxi fares will only be reimbursed where their use has been authorised for cases of urgency, where no public transport is reasonably available, or a Member has a particular personal need. Re-imbursement will be upon receipt only.

12.3 ***Air Fare***

Travel by air is permissible if it is the most cost-effective means of transport. Authorisation of the Chief Finance Officer is required, and tickets will be purchased by Democratic Services.

12.4 ***Travel Abroad***

Travel abroad on the Authority's business will only be permitted where authorised by the Chief Finance Officer. Democratic Services will arrange travel and accommodation.

12.5 ***Other Travel Expenses***

Members will be entitled to reimbursement of toll fees, parking fees, overnight garaging and other necessary travel associated expenses. Re-imbursement will be upon receipt only.

13. Overnight Accommodation

13.1 Overnight stays will only be permitted where the Authority's business extends to two days or more, or the venue is at such a distance that early morning or late-night travel would be unreasonable. All overnight stays must receive prior authorisation from the Chief Finance Officer.

13.2 Overnight accommodation will be booked by Democratic Services. Wherever possible the overnight accommodation will be pre-paid or invoiced.

13.3 Direct booking of overnight accommodation by a Member will only be permitted in the event of an emergency. Reimbursement will only be made upon the production of a receipt and will be at a level deemed reasonable and not in excess of the rates set out in **Schedule 3**.

14. Subsistence Allowance

14.1 The day subsistence rate to meet the costs of meals and refreshments in connection with approved duties (including breakfast when not provided as part of overnight accommodation) is set out in **Schedule 3**. The maximum daily rate covers a 24-hour period and can be claimed for any meal that is relevant, providing such a claim is supported by receipt(s)

14.2 No provision is made for subsistence claims within the County Borough.

15. Claims and Payments

15.1 A claim for travel and subsistence must be made in writing within one month of the end of the calendar month in which entitlement to allowances arises and must be accompanied by the relevant receipts.

15.2 Allowances will be paid by the Chief Finance Officer by direct bank credit.

16. Pensions

16.1 The Authority shall enable its Members who are eligible to join the Local Government Pension Scheme.

17. Supporting the work of Authority Members

17.1 The Independent Remuneration Panel for Wales expects Members to be provided with adequate support to carry out their duties and that the support provided should take account of the specific needs of individual Members. The Authority's Democratic Services Committee is required to review the level of support provided to Members and should take proposals for reasonable support to the full council.

17.2 All elected Members & Co-opted Members should be provided with adequate telephone, email and internet facilities to give electronic access to appropriate information.

17.3 Such support should be without cost to any Member. Deductions must not be made from Members' salaries as a contribution towards the cost of support which the Authority has decided is necessary for the effectiveness and or efficiency of Members.

18. Compliance

18.1 In accordance with the Regulations, the Authority must comply with the requirements of the Panel in respect of the monitoring and publication of payments made to members and co-opted members as set out in **Schedule 4.**

19. Sickness Absence for Senior Salary Holders

19.1 Long term sickness is defined as certified absences in excess of 4 weeks.

19.2 The maximum length of sickness absence within these proposals is 26 weeks or until the individual's term of office ends, whichever is sooner (but if reappointed any remaining balance of the 26 weeks will be included).

19.3 Within these parameters, a senior salary holder on long term sickness can, if the authority decides to continue to receive remuneration for the post held.

19.4 It is a decision of the authority whether to make a substitute appointment, but the substitute will be eligible to be paid the senior salary appropriate to the post; unless it would result in more than 50% of the membership receiving a senior salary.

19.5 When an authority agrees a paid substitution the Panel must be informed within 14 days of the decision of the details including the specific post and the estimated length of the substitution. The authority's Schedule of Remuneration must be amended accordingly.

19.6 It does not apply to elected members of principal councils who are not senior post holders as they continue to receive basic salary for at least six months irrespective of attendance and any extension beyond this timescale is a matter for the authority.

Members and Co-opted are reminded that expense claims are subject to both internal and external audit.

SCHEDULE 1

SCHEDULE OF REMUNERATION 2026-2027

MEMBERS ENTITLED TO BASIC SALARY	
Members	**Annual amount of basic salary**
1. Andrew Barry 2. Jeremy Davies 3. Ernie Galsworthy 4. Kevin Gibbs 5. Julia Jenkins 6. Claire Jones 7. Michelle Jones 8. Gillian Preston 9. Darren Roberts 10. Bill Smith 11. Michelle Symonds 12. Ian Thomas 13. John Thomas 14. Scott Thomas 15. Clive Tovey	£21,044

SENIOR SALARIES ENTITLEMENTS (includes basic salary)		
Role	**Member**	**Annual amount of senior salary**
1. Leader	Councillor Brent Carter	£67,079
2. Deputy Leader with Cabinet Portfolio for Climate Change and Communities	Councillor David Jones	£46,955
3. Cabinet Member with Portfolio for Education, Culture and Welsh Language	Councillor Gareth Lewis	£40,247

SENIOR SALARIES ENTITLEMENTS (includes basic salary)			
Role		**Member**	**Annual amount of senior salary**
4.	Cabinet Member with Portfolio for Social Care, Health and Youth Participation	Councillor Louise Minett Vokes	£40,247
5.	Cabinet Member with Portfolio for Economy, Regeneration, Leisure and Tourism	Councillor Jamie Scriven	£40,247
6.	Cabinet Member with Portfolio for Financial Sustainability, Assets and Commercial	Councillor Anna Williams-Price	£40,247
7.	Chair of Sustainable Merthyr Tydfil Scrutiny Committee	Councillor Clive Jones	£31,567
8.	Chair of Thriving Merthyr Tydfil Scrutiny Committee	Councillor Lee Davies	£31,567
9.	Chair of Aspirational Merthyr Tydfil Scrutiny Committee	Councillor Lisa Mytton	£31,567
10.	Chair of Healthier Merthyr Tydfil Scrutiny Committee	Councillor Gareth Richards	£31,567
11.	Chair of Planning, Regulatory and Licensing Committee	Councillor Scott Thomas	£31,567
12.	Leader of Largest Opposition Group	Councillor Geraint Thomas	£31,567

ENTITLEMENT TO CIVIC SALARIES (includes basic salary)		
Role	**Member**	**Annual amount of senior salary**
13. Civic Head (Mayor / Chair)	Councillor David Isaac	£31,567
A maximum of 15 senior salaries for Merthyr Tydfil County Borough Council may be paid, and this has not been exceeded.		

ENTITLEMENT AS STATUTORY CO-OPTEES		
Role	**Member**	**Amount of Co-optees Allowances**
Chairperson of Governance and Audit Committee	Martin Veale	£268 (4 hrs & over) £134 (up to 4hrs)
Chairperson of Standards Committee	Melvin Jehu	£268 (4 hrs & over) £134 (up to 4 hrs)
Lay Members / Statutory Co-optees: • Governance & Audit Committee • Standards Committee • Scrutiny Committee	Sue Eriksen Colin Prosser Jeff Beard David Bennett Pauline Griffiths Dawn Jones Martin Veale Natalie Jones Karen Lewis Paul Phillips	£210 (4 hrs & over) £105 (up to 4 hrs)

CONTRIBUTION TOWARDS COSTS OF CARE AND PERSONAL ASSISTANCE	
All Members	**Formal** (registered with Care Inspectorate Wales) care costs to be paid as evidenced. **Informal** (unregistered) care costs to be paid up to a maximum rate equivalent to the Real UK Living Wage at the time the costs are incurred.

MEMBERS SUPPORT What is provided in terms of telephone, internet of email (See Determination 6)	
Telephone support for Executive Members	Councillors use their own telephones and mobile phones, and there are telephone facilities for their exclusive use in the Civic Centre
Telephone support for Chairs of Committees	
Telephone support for all other Members	
Access to e-mail for Executive Members	All Councillors are supplied with a laptop, a second large screen and keyboard; an individual email address and training by the authority. Additional training is available on request, and they have access to the same helpdesk support as Council staff
Access to e-mail for Chairs of Committees	
Access to e-mail for all other Members	
Internet Support for Executive Members	All Councillors' Laptops have 3G, which allows them to access the internet and MSTeams away from the Civic Centre. Training is provided, with additional training available on request and they have access to the same helpdesk support as Council staff
Internet Support for Chairs of Committees	
Internet Support for all other Members	

SCHEDULE 2

Approved duties:

- Attendance at a meeting of the Authority or of any committee of the Authority or of any body to which the Authority makes appointments or nominations or of any committee of such a body;

- Attendance at a meeting of any association of authorities of which the Authority is a member;

- Attendance at any other meeting the holding of which is authorised by the Authority or by a committee of the Authority or by a joint committee of the Authority and one or more other Authorities;

- A duty undertaken for the purpose of or in connection with the discharge of the functions of Cabinet;

- A duty undertaken in pursuance of a standing order which requires a Member or Members to be present when tender documents are opened;

- A duty undertaken in connection with the discharge of any function of the Authority which empowers or requires the Authority to inspect or authorise the inspection of premises;

- Attendance at any training or developmental event approved by the Authority or its Cabinet.

SCHEDULE 3

Mileage Rates

All sizes of private motor vehicle Up to 10,000 miles Over 10,000 miles	 45p per mile 25p per mile
Motor Cycles Pedal Cycles	24p per mile 20p per mile
Passenger supplement	5p per mile

Subsistence Allowance

The day subsistence rate is up to a maximum of £28 and covers a 24-hour period and can be claimed for any meal if relevant, provided such a claim is supported by receipts.

Re-imbursement of alcoholic drinks is not permitted.

Overnight Stay

The maximum allowances for an overnight stay are £200 for London and £95 for elsewhere. A maximum of £30 is available for an overnight stay with friends or relatives whilst on approved duty.

SCHEDULE 4

Compliance

- The authority will arrange for the publication on the council's website the total sum paid by it to each member and co-opted member in respect of salary, allowances, fees, and reimbursements not later than 30 September following the close of the year to which it relates. In the interests of transparency this will include remuneration from all public service appointments held by elected members.

- The authority will publish on the council's website a statement of the basic responsibility of a councillor and role descriptors for senior salary office holders, which clearly identify the duties expected.

- The authority will publish on the council's website the annual schedule of Member Remuneration not later than 31 July of the year to which the schedule refers.

- The authority will send a copy of the schedule to the Independent Remuneration Panel not later than 31 July of the year to which the schedule refers.

- The authority will maintain records of member/co-opted members' attendance at meetings of council, cabinet and committees and other approved duties for which a member/co-opted member submits a claim for reimbursement.

- The authority will arrange for the publication on the council's website of annual reports prepared by members.

- When the authority agrees a paid substitution for family absence it will notify the Independent Remuneration Panel within 14 days of the date of the decision of the details including the particular post and the duration of the substitution.

- When an authority agrees a paid substitution for sickness absence for senior salary holders the Panel must be informed within 14 days of the decision of the details including the specific post and the estimated length of the substitution.