

MONMOUTHSHIRE COUNTY COUNCIL REPORT

SUBJECT: Draft Annual Remuneration Report 2026-27
MEETING: Democratic Services Committee
DATE: 13 November 2025
DIVISION/WARDS AFFECTED: All

1. PURPOSE:

- 1.1 To consider the proposals contained in the Draft Annual Remuneration report 2026-27 and to consider whether to respond to Democracy and Boundary Commission Cymru consultation on the proposals.

2. RECOMMENDATIONS:

- 2.1 That the committee consider whether a response to The Commission is required as part of their consultation.

3. REASONS:

- 3.1 As a result of the Elections and Elected Bodies (Wales) Act, the responsibility for the preparation of the annual remuneration report transferred from the Independent Remuneration Panel for Wales to the Democracy and Boundary Commission Cymru.
- 3.2 The Commission is expected to produce a draft annual report for consultation and take account of responses prior to publishing a final report by 28 February each year. The report will set out its determination about remuneration levels for the following financial year.
- 3.3 The Commission published its draft report for 2026/27 on the 23 September 2025 and details its proposals for the remuneration for councillors in 2026/27 taking effect from the 1st April 2026.
- 3.4 The draft report for 2026/27, which is the first the Commission has produced since responsibility for the function switched to them, proposes little substantive changes to the remuneration levels that are in place for 2025/26. The draft report does propose a 6.4% increase in level of remuneration for all roles that members of the principal council hold.
- 3.5 The Commission welcome feedback on their report and the consultation period will end on the 18 November 2025.
- 3.6 The Welsh Government have tasked the Commission with specific objectives for future remuneration reports that include:

- To assess the potential need for resettlement payments and support officials with briefing materials for any related regulatory considerations.
- To revisit the Framework and Methodology for Remuneration of Senior Roles across Principal Councils and Corporate Joint Committees.
- To examine the current benchmark linked to the Annual Survey of Hourly Earnings, alongside an evaluation of members' workloads.

Further details on those proposals are included in the consultation document and will likely take effect at the 2027/28 annual report ahead of the 2027 local elections.

4. RESOURCE IMPLICATIONS:

- 4.1 The draft remuneration report proposes an additional increase of 6.4% on members current levels of remuneration. Details of the implications on the service budget will be shared once the final proposals from the Commission are confirmed and will be presented to this Committee at that time but will place additional pressures on the service budget to meet the increase. There are also future financial implications that are unknown ahead of the 2027/28 annual report, particularly with regards to resettlement payments for unsuccessfully re-elected councillors in how that will be introduced. The Commission have confirmed that it will be for local authorities to meet the costs of the resettlement payments should they be implemented.

5. CONSULTATION:

Political Group Leaders

6. BACKGROUND PAPERS:

Draft Annual Remuneration Report 2026/27

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