

**MONMOUTHSHIRE COUNTY COUNCIL
REPORT**

SUBJECT: Annual Remuneration Report 2026-27
MEETING: Democratic Services Committee
DATE: 20 April 2026
DIVISION/WARDS AFFECTED: All

1. PURPOSE:

- 1.1 To receive the final Annual Remuneration report 2026-27.

2. RECOMMENDATIONS:

- 2.1 That the committee note the contents of the final report in relation to the remuneration of councillors.

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 in September 2025 and the committee received this report at its meeting in November 2025 for consideration.
- 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 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.

- 3.6 From receipt of the draft report at the committee meeting in November 2025, the committee responded to the consultation highlighting its concerns at the level of increase in the basic remuneration for councillors. The response also questioned the banding arrangements for different councils given the similarity in roles and responsibilities. A consensus could not be reached on the issue of resettlement payments and the arguments for and against were highlighted in the response.
- 3.7 The final report makes no alterations to the proposals contained in the draft report and is presented to the committee for noting.

4. RESOURCE IMPLICATIONS:

- 4.1 Resource implications were highlighted in the November 2025 report when considering the implications of the increase in the basic salary for councillors.

5. CONSULTATION:

Political Group Leaders
Democratic Services Committee

6. BACKGROUND PAPERS:

Draft Annual Remuneration Report 2026/27

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