

Powys County Council.

Members' Schedule of Remuneration

Relevant Year:	2024 - 2025
Approved by the County Council:	16 May, 2024
In Year Amendments:	

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. The Local Government (Wales) Measure 2011 also stipulates that the Panel's Annual Report relates to each financial year. Therefore, the application of changes to payments for members will take effect on 1st April of each year, with members notified of any increases prior to April payroll run.

When the Panel's Annual Report is issued, principal councils must comply with the statutory requirements and apply all the relevant determinations. The proper officer of the council must put in place mechanisms for all eligible council members to receive payments as determined by the Panel. There are currently no options relating to levels of remuneration by principal councils that require a decision by full council. Levels of payments to which members are entitled cannot be varied by a vote of a principal council.

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 a Member begins or ends other than at the beginning or end of a year, his/her 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. In addition the job sharing of up to 3 Cabinet posts is allowed under the Local Government and elections (Wales) Act 2021 as set out in the Constitution.

- 2.7 A Member of the Authority in receipt of a Band 1 or 2 Senior Salary (Leader, Deputy Leader or Member of the Cabinet) **cannot** receive a salary from any National Park Authority (NPA) or Fire and Rescue Authority (FRA) for which he/she has been nominated.
- 2.8 A Member of the Authority in receipt of a Band 1 or 2 Senior Salary (Leader, Deputy Leader or Member of the Cabinet) **cannot** receive a salary from any Town or Community Council of which they are a member other than travel and subsistence expenses and reimbursement of costs of care.
- 2.9 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.
- 2.10 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, his/her entitlement to the Salary will be pro-rata.
- 2.11 County Councils can apply for specific or additional senior salaries that do not fall within the current Remuneration Framework, subject to:
 - (a) The total number of senior salaries cannot exceed fifty percent of the membership.
 - (b) Applications will have to be approved by the authority as a whole (this cannot be delegated) prior to submission to the Panel.
 - (c) There must be clear evidence that the post/posts have additional responsibility demonstrated by a description of the role, function and duration.
 - (d) Each application will have to indicate the timing for a formal review of the role to be considered by the authority as a whole.

3. Sickness Absence for Senior Salary Holders

- 3.1 The Independent Remuneration Panel for Wales has amended the framework to provide specific arrangements for the long term sickness of Senior Salary Holders as follows:
 - (a) Long term sickness is defined as certified absences in excess of 4 weeks.
 - (b) The maximum length of sickness 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)
 - (c) Within these parameters a senior salary holder on long term sickness can, if the authority decides continue to receive the remuneration for the post held.

- (d) 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.
- (e) If the paid substitution results in the authority exceeding the maximum number of senior salaries payable for that authority, an addition will be allowed for the duration of the substitution. However this would not apply in respect of a council executive member if it would result in the cabinet exceeding 10 posts – the statutory maximum.
- (f) 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.
- (g) 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. It does not also apply to co-opted members.

4. Election to Forgo Entitlement to Allowance

- 4.1 A Member may, by notice in writing delivered to the Chief Finance Officer of the authority, personally elect to forgo any part of his/her entitlement to any salary, allowance or fee payable under this Scheme from the date set out in the notice for that financial year. A Member will be required to resubmit this written notice to the Chief Finance Officer for each subsequent financial year that they elect to forego any part of their entitlement to a Salary, Allowance or Fee.
- 4.2 A Member or Co-opted Member who has served a Notice of Election to Forego (either by email or letter) will receive confirmation in the form of a Revised Payment Notice from the Chief Finance Officer or his / her nominee setting out the details of the revised payments (if any) the Member or Co-opted Member will receive as a result of such election to forgo and the Chief Finance Officer or his / her nominee will amend the Schedule accordingly.

5. Suspension of a Member

- 5.1 Where a Member of the Authority 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, the part of the Basic Salary payable to him/her in respect of that period for which he or she is suspended will be withheld by the Authority (Section 155 (1) of the Measure).
- 5.2 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.

6. Repayment of salaries, allowances or fees

6.1 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.

6.2 The Chief Finance Officer or his / her nominee, will serve a Repayment Notice on the Member or Co-opted Member specifying the amount or amounts which the Member or Co-opted Member is required to re-pay to the Council whereupon that amount or those amounts will become re-payable to the Council.

6.3 The Chief Finance Officer or his / her nominee will serve a Repayment Notice as soon as reasonably practicable after becoming aware that such re-payment or repayments is/are due from the Member or Co-opted Member.

6.4 Such Repayment Notice will specify the period or periods over which the re-payment is to be made and whether or not it is to be by way of deduction from future payments of Salary, Allowance, or Fees which will be due in future to the Member or Co-opted Member in question.

6.5 Such repayment will in any event be concluded within 6 months of the date of the service of a Repayment Notice by the Chief Finance Officer or his / her nominee.

6.6 Any Member or Co-opted Member who is served with a Repayment Notice by the Chief Finance Officer or his / her nominee may request that the matter be referred to the Council's Standards Committee whose decision will be final.

7. Payments

7.1 Payments of all salaries (Basic, Senior and Civic) will be made by the Chief Finance Officer or his / her nominee in instalments of one-twelfth of the Member's annual entitlement on the last banking day of each month.

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

7.3 All payments are subject to the appropriate statutory and Non-Statutory deductions.

8. Contribution towards Costs of Care and Personal Assistance (CCCPA)

8.1 A Contribution towards Costs of Care and Personal Assistance shall be paid:

- (i) to a Member or Co-opted Member with primary caring responsibilities for a child or adult and or personal support needs where these are not covered by statutory or other provision.
- (ii) for personal support. This might also include a short term or recent condition not covered by the Equality Act 2010, access to work, Personal Payments, insurance or other provision.
- (iii) provided the Member incurs expenses in the provision of such care whilst undertaking 'approved' council duties

8.2 Approved duties for which a Contribution towards Costs of Care and Personal Assistance can be claimed include:

- (i) Meetings – formal (those called by the Authority) and those necessary to members' work (to deal with constituency but not party issues) and personal development (training, and appraisals.)
- (ii) Travel – in connection with meetings.
- (iii) Preparation – reading and administration are part of a member's role. Some meetings and committees require large amounts of reading, analysis or drafting before or after a meeting.
- (iv) Senior salary holders with additional duties may have higher costs.

8.3 A CCCPA applies in respect of children who are aged 15 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.

8.4 Eligible Members may claim a CCCPA for actual and receipted costs as follows:

- 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 Living Wage hourly rates as defined by the Living wage Foundation at the time the costs are incurred.

For clarification, care costs cannot be paid to someone who is a part of a member's household

8.5 All claims for CCCPA should be made in writing to the Chief Finance Officer or his / her nominee detailing times, dates and reasons for claim. Receipts are required from the care provider for both informal and formal care arrangements.

8.6 Additional guidance from the Panel:

- (i) Members should not be "out of pocket" subject to the limit set in the Annual Report.
- (ii) Models of care and needs vary.
- (iii) Members may use a combination of several care options.
- (iv) Patterns of care may alter over the civic and academic year.
- (v) Not all care is based on hourly (or part hourly) rates.
- (vi) Where a whole session must be paid for, this must be reimbursed even where the care need is only for part of a session.
- (vii) Members may need to:

- (a) book and pay for sessions in advance
 - (b) commit to a block contract: week, month or term
 - (c) pay for sessions cancelled at short notice
- (viii) Where care need straddles two sessions both should be reimbursed.

9. Family Absence

- 9.1 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.
- 9.2 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.
- 9.3 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.
- 9.4 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.
- 9.5 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.

10. Co-optees' payments

- 10.1 A Co-optees' daily fee (with a provision for half day or hourly rate payments) shall be paid to Co-optees, provided they are statutory Co-optees with voting rights.
- 10.2 *Optional - Co-optees' payments will be capped at a maximum of the equivalent of full days a year for each committee to which an individual may be co-opted as follows:*
- Governance and Audit Committee Independent / Lay Member – 25 days.
 - Parent Governor Representatives (Learning and Skills Scrutiny Committee) – 20 days.
 - Church Representatives (Learning and Skills Scrutiny Committee) – 15 days.
 - Standards Committee Independent / Lay Member - Chair – 12 days.
 - Standards – Independent / Lay Member – 10 days
 - Standards Community Sub-Committee – Town and Community Council Representatives – 10 days.
- 10.3 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).
- 10.4 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.

- 10.5 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.
- 10.6 A half day meeting is defined as up to 4 hours.
- 10.7 A full day meeting is defined as over 4 hours.
- 10.8 The daily, half day and hourly fees for the Chairs of the Standards Committee and Audit Committee, as determined by the Independent Remuneration Panel, is set out in **Schedule 1**.
- 10.9 The daily, half day and hourly fees for other statutory Co-optees with voting rights, as determined by the Independent Remuneration Panel, is set out in **Schedule 1**.

11. Travel and Subsistence Allowances

11.1 General Principles

- 11.2 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.
- 11.3 Where possible Members should share transport.
- 11.4 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.
- 11.5 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.
- 11.6 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.

12. Travel by Private Vehicle

- 12.1 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, motor cycles and pedal cycles plus any passenger supplement. For any claims submitted Members are responsible for retaining VAT receipts in support of these claims for a period of 6 years following the claim. Alternatively, Members may submit valid receipts after each claim submission, in a

sealed envelope marked as confidential, referencing the claim date, to the Professional Lead for Employment Services, County Hall, Llandrindod Wells.

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

12.3 Where a Member makes use of his/her private vehicle for approved duty purposes, the vehicle must be insured for business use. Proof of a valid driving licence and an appropriate insurance must be provided to the Authority on request.

13. Travel by Public Transport

13.1 Rail and Coach Travel

13.1.1 Rail fare will be reimbursed up to a maximum of first class rates.

13.1.2 Employment 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.

13.2 Taxi Fares

13.2.1 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-imburement will be upon receipt only.

13.3 Air Fare

13.3.1 Travel by air is permissible if it is the most cost effective means of transport. Authorisation of the relevant Director / Strategic Director is required and tickets will be purchased by Employment Services. Air fare, where appropriate, will be reimbursed at the ordinary rate. Travel abroad on the Authority's business will only be permitted where authorised by relevant Director / Strategic Director. The relevant service will arrange travel and accommodation.

13.4 Other Travel Expenses

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

14. Overnight Accommodation

14.1 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.

14.2 Wherever possible, overnight accommodation should be reserved and paid for by the Council itself utilising the Councils hotel accommodation booking system Agiito managed by Procurement and Commercial Services. This system has been set up

to help ensure Officers and Members obtain the most competitive rates for overnight accommodation.

- 14.3 There may be circumstances where the authority deems it reasonable and cost effective to arrange overnight accommodation within the Council area. An appropriate business case will need to be made to the Chief Finance Officer to approve such an overnight stay. However staying with family or friends is not allowed in this circumstance.
- 14.4 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**.

15 Subsistence Allowance

- 15.1 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)
- 15.2 No provision is made for subsistence claims within the County.

16. Arrangements for Claims and Payments

- 16.1 Arrangements for the payments of Basic, Senior and Civic Salaries to Members is set out in paragraph 6 above.
- 16.2 A claim for Co-Opted Member Fees must be made in writing within the timescales set out below and must be accompanied by the relevant receipts as set out below:
- 16.2.1 CO-OPTED MEMBER FEES will be paid to Co-opted Members monthly as follows:
- (a) where an authorised claim for a Co-opted Member Fee is received by Employment Services on or before the 7th day of the month it will be paid at the end of that month; and
 - (b) where an authorised claim for a Co-opted Member Fee is received by Employment Services after the 7th day of the month it will be paid at the end of the following month

PROVIDED ALWAYS:

- (i) that a Co-opted Member Fee will be paid ONLY where the Co-opted Member has submitted in writing a fully completed and signed Co-opted Member Fee Claim Form (see Appendix 3 to this Schedule); and
- (ii) that no Co-opted Member Fee claim will be paid which is in respect of a month or months which is/are more than 2 months prior to the date the claim is received by the Council UNLESS that payment is authorised by the Standards Committee on the application of the Co-opted Member concerned. The decision of the Standards Committee in this connection will be final.

- 16.2.2 Co-opted Member Fees will be paid into the bank account of the Co-opted member

16.3 A claim for a Contribution towards Costs of Care and Personal Assistance (CCCPA) for Members and Co-Opted Members must be made in writing within the timescales set out below and must be accompanied by the relevant receipts as set out below:

16.3.1 A Contribution towards Costs of Care and Personal Assistance will be paid to Members and Co-opted Members monthly as follows:

- (a) where an authorised claim for a CCCPA is received by Employment Services on or before the 7th day of the month it will be paid at the end of that month; and
- (b) where an authorised claim for a CCCPA is received by Employment Services after the 7th day of the month it will be paid at the end of the following month

PROVIDED ALWAYS:

- (i) that a CCCPA will be paid ONLY where the Member or Co-opted Member has submitted in writing a fully completed and signed Carer's Claim Form (see Appendix 1 to this Schedule) and has produced receipts from the carer in respect of which the claim is made;
- (ii) that prior to their first claim for a CCCPA the Member or Co-opted Member has submitted in writing a fully completed and signed Carer's Declaration Form (see Appendix 2 to this Schedule); and
- (iii) that no CCCPA claim will be paid which is in respect of a month or months which is/are more than 2 month's prior to the date the claim is received by the Council UNLESS that payment is authorised by the Standards Committee on the application of the Member or Co-opted Member concerned. The decision of the Standards Committee in this connection will be final.

16.3.2 A CCCPA will be paid into the bank account of the Member or Co-opted member

16.4 A claim for travel and subsistence allowances for Members and Co-Opted Members must be made in writing within the timescales set out below and must be accompanied by the relevant receipts as set out below:

16.4.1 TRAVEL & SUBSISTENCE ALLOWANCE payments in respect of Eligible Subsistence Expenses and Eligible Travel Expenses will be paid to Members and Co-opted Members monthly as follows:

- (a) in the case of a Member, where an authorised claim for a Travel or Subsistence Allowance has been submitted via the iTrent Self Service on or before the 15th day of the month it will be paid at the end of that month; and
- (b) in the case of a Co-Opted Member where an authorised claim for a Travel or Subsistence Allowance is received by Employment Services on or before the 7th day of the month it will be paid at the end of that month; and
- (c) where an authorised claim for a Travel or Subsistence Allowance is received by Employment Services after the dates set out in (a) and (b) above it will be paid at the end of the following month. Emergency payments in respect of late submissions will not be granted.

PROVIDED ALWAYS:

- (i) that a Travel or Subsistence Allowance will be paid ONLY where the Member or Co-opted Member has submitted a fully completed and personally authorised Travel & Subsistence Allowance Claim Form (see Appendix 4 to

this Schedule) and has produced receipts for those journeys or subsistence in respect of which the claim is made; and

- (ii) that no Travel or Subsistence Allowance claim will be paid which is in respect of a month or months which is/are more than 2 month's prior to the date the claim is received by the Council UNLESS that payment is authorised by the Standards Committee on the application of the Member or Co-opted Member. The decision of the Standards Committee in this connection will be final.

16.4.2 Travel and Subsistence Allowances will be paid into the bank account of the Member or Co-opted member.

16.4.3 The Council reserves the right to audit claims, including requesting evidence of valid VAT receipts. Failure to produce VAT receipts where declared, or any anomalies identified, could result in recovery of the associated pay element. **Please note receipts used to claim VAT elsewhere cannot be used for Council business.**

16.4.4 Where Members require assistance with inputting claims via iTrent Self Service, ICT and system login passwords must not be disclosed to anyone. It is the Members responsibility to check and authorise the submission.

17. Pensions

17.1 The Authority shall enable its Members who are eligible to join the Local Government Pension Scheme. Councillors are not however brought into the LGPS automatically like employees, if Councillors wish to join they must opt in via the completion of a joining form.

18. Supporting the Work of Authority Members.

18.1 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.

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

18.3 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.

19. Compliance

19.1 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.**

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

Schedule 1

Schedule of Remuneration 2024-25

Members Entitled to Basic Salary

The Annual amount of Basic Salary is £18,666 and is paid to the following named elected members of the authority

Baynham, Beverley
Bebb, Danny
Berriman, Jake
Breeze, Benjamin
Breeze, Graham
Brighouse, Little
Charlton, Jackie
Church, Richard
Colbert, Tom
Cox, Sian
Davies, Aled
Davies, Angela
Davies, Bryan
Davies, Bryn
Davies Sandra
Devlin, Raiff
Dorrance, Matthew
Edwards, Deb
Ewing, Josie
George, Les
Gibson-Watt, James
Hall, Claire
Harrison, Ian
Healy, Kelly
James, Peter
Jenner, Amanda
Jones, Adrian
Jones, Arwel
Jones, Ed
Jones Gareth D
Jones, Gareth E
Jones, Joy
Kennerley, Adam
Kenyon-Wade, Corinna
Lewington, Pete
Lewis, Karl
Lewis, Peter
Lloyd, William
Masefield, Chloe
McIntosh, Iain
McNicholas, Susan
Meredith, David
Johnson-Wood, Claire

Mitchell, Gary
 Morgan, Gareth
 Morgan, Geoff
 Powell, William
 Preston, Glyn
 Pugh, Gareth
 Pugh, Jeremy
 Ratcliffe, Gareth
 Rijnenberg, Liz
 Roberts, Lucy
 Roberts, Pete
 Robinson, Carol
 Roderick, Edwin
 Selby, David
 Thomas, David
 Thomas, Gwynfor
 Brignell-Thorp, Jeremy
 Vaughan, Elwyn
 Walsh, Chris
 Wilkinson, Jonathan
 Williams, Ange
 Williams, Huw
 Williams, Michael
 Williams, Sarah

[Δ NOTE: The Councillor(s) indicated above have elected to forego a portion of their salary]

Senior Salary Entitlements (includes basic salary)

Number	Role	Member	Annual Amount of Senior Salary
1	Leader and Cabinet Member for an Open and Transparent Powys	Gibson-Watt, James	£62,998
2	Deputy Leader and Cabinet Member for a Fairer Powys	Dorrance, Matthew	£44,099
3	Cabinet Member for a More Prosperous Powys	Selby, David	£37,799
4	Cabinet Member for Finance and Corporate Transformation	Thomas, David	£37,799
5	Cabinet Member for a Caring Powys	Cox, Sian	£37,799
6	Cabinet Member for a Safer Powys	Church, Richard	£37,799
7	Cabinet Member for a Learning Powys	Roberts, Pete	£37,799
8	Cabinet Member for a Greener Powys	Charlton, Jackie	£37,799
9	Cabinet Member for a Connected Powys	Berriman, Jake	£37,799
10	Cabinet Member for Future Generations	Davies, Sandra	£37,799

Number	Role	Member	Annual Amount of Senior Salary
11	Chair – Health and Care Scrutiny Committee		£27,999
12	Chair – Learning and Skills Scrutiny Committee		£27,999
13	Chair – Economy, Residents and Communities Scrutiny Committee		£27,999
14	Chair – Planning, Taxi Licensing and Rights of Way Committee		£27,999
15	Leader of the Largest Opposition Group		£27,999
16	Not Used	N/A	N/A
17	Not Used	N/A	N/A
18	Not Available following a decision of Council	Not Applicable	N/A

A maximum of 18 senior salaries for Powys County Council may be paid and this has not been exceeded (this can be increased where job-sharing arrangements are in place – see note below).

NOTE: The IRPW Annual Report 2022 states that in relation to the job-sharing of posts:

"3.29

Under the Measure, it is the number of persons in receipt of a senior salary, not the number of senior salary posts that count towards the cap. Therefore, for all job share arrangements the senior salary cap will be increased subject to the statutory maximum of 50% of the council's membership. Where the arrangements would mean that the statutory maximum would be exceeded the Panel would need to seek the approval of Welsh Ministers."

Entitlement to Civic Salaries (includes basic salaries)

Role	Member	Annual Amount of Civic Salary
Civic Head (Chair)	Wilkinson, Jonathan	£27,999
Deputy Civic Head (Vice-Chair)	Powell, William	£22,406

Entitlement as Statutory Co-Optees

Role	Member	Amount of Co-Optees Allowance
Chair - Standards Committee	Hays, Stephan	£268 (4 hours and over) £134 (up to 4 hours) £33.50 per hour
Chair – Governance and Audit Committee	Hamilton, Lynne	£268 (4 hours and over) £134 (up to 4 hours) £33.50 per hour
Statutory Co-optees - Standards Committee, Learning and Skills Scrutiny Committee (Dealing with Education Matters), Governance and Audit Committee, Economy, Residents and Communities Scrutiny Committee (dealing with Crime and Disorder matters).	Standards Committee: <ul style="list-style-type: none"> • Steward, Nigel • Stafford-Tolley, Russell • Goolden, Jonathan • Moore, Claire 	£210 (4 hours and over) £105 (up to 4 hours) £26.25 per hour
	Standards Community Sub-Committee: <ul style="list-style-type: none"> • White, Richard • Coldrick, Karen • Deeks-DiSilva, Stephen 	£210 (4 hours and over) £105 (up to 4 hours) £26.25 per hour
	Learning and Skills Scrutiny Committee <ul style="list-style-type: none"> • Chedgzoy, Kathryn (Parent Governor) • Davies, Sara (Parent Governor) • Evitts, Margaret (Church in Wales) • Organisation decided not to appoint (Roman Catholic Church) Economy, Residents, and Communities Scrutiny Committee: <ul style="list-style-type: none"> • VACANCY (Crime and Disorder) 	£210 (4 hours and over) £105 (up to 4 hours) £26.25 per hour The co-opted Member for Crime and Disorder is non-voting and does

Role	Member	Amount of Co-Optees Allowance
		not therefore receive an allowance
	Governance and Audit Committee <ul style="list-style-type: none"> • Hall, Gareth • Brautigam, John 	£210 (4 hours and over) £105 (up to 4 hours) £26.25 per hour
Statutory Co-optees -ordinary members of Standards Committee who also chair Standards Committees for Community Councils	Not Applicable	£238 (4 hours and over) £119 (up to 4 hours) £29.75 per hour

Members eligible to receive a contribution towards Costs of Care and Personal Assistance

All Members are entitled to this contribution.

Types of Care:

- 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 Living Wage hourly rates as defined by the Living Wage Foundation at the time the costs are incurred

Members' Support – what is provided in terms of telephone, internet or email.

Type of Support	What is provided
Telephone support for Executive Members	Mobile phones offered to all members / Powys software installed on own phones
Telephone Support for Chairs of Committees	Mobile phones offered to all members / Powys software installed on own phones
Telephone Support for all other Members	Mobile phones offered to all members / Powys software installed on own phones
Access to Email for Executive Members	All Members have an individual email account
Access to Email for Chairs of Committees	All Members have an individual email account
Access to Email for all other Members	All Members have an individual email account
Internet Support for Executive Members	Full Council on 13 th July, 2017 decided to no longer pay a broadband allowance to members as most homes had their own broadband access and the Council did not need to make a separate provision for Members to access their Council papers

Type of Support	What is provided
Internet Support for Chairs of Committees	Full Council on 13 th July, 2017 decided to no longer pay a broadband allowance to members as most homes had their own broadband access and the Council did not need to make a separate provision for Members to access their Council papers
Internet Support for all other Members	Full Council on 13 th July, 2017 decided to no longer pay a broadband allowance to members as most homes had their own broadband access and the Council did not need to make a separate provision for Members to access their Council papers

Schedule 2

Approved duties:

- a duty undertaken for the purpose of or in connection with the discharge of the functions of Chair of the County Council or of a committee;
- 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;
- the following duties which have been approved by Council:
 - i. A duty undertaken by the Chair or Vice Chair of a Scrutiny Committee or Audit Committee in attending a meeting of the Executive
 - j. A duty undertaken by the Leader of a political group in attending a meeting of the Cabinet.
 - k. A duty undertaken by a Councillor in attending a meeting of the Cabinet where that Councillor addresses the meeting with the consent of the Executive member presiding.
 - l. A duty undertaken by a Councillor (who is not a member of the Regulatory Committee) in attending a meeting of the Regulatory Committee to exercise the right as a local representative to attend an address the committee in accordance with the Council's Planning Protocol.
 - m. A duty undertaken by a Councillor in attending a meeting of a committee of which he or she is not a member for the purpose of addressing the committee (with the consent of the meeting) on an item of business before it

PROVIDED ALWAYS:

- 1) that attendance by a Councillor at a meeting of a committee of which he or she is not a member outside of the circumstances detailed above shall not qualify the

- Member or Co-opted Member to receive payments by way of care, travelling or subsistence allowances in respect of attending such a meeting
- 2) that where a care, travel or subsistence allowance is recoverable by a Member or Co-opted Member from an outside organisation in respect of duties carried out in connection with that outside organisation, the Member or Co-opted Member is not eligible to also claim care, travel or subsistence allowance from the Council in respect of those duties.
 - 3) that a Member or Co-opted Member is not eligible to claim subsistence expenses for official business which takes place “in – County” save in respect of a Co-opted Member who lives outside of the County of Powys.
 - 4) that a Member is not eligible to claim a travel allowance for undertaking constituency responsibilities.

Schedule 3

Mileage Rates

Type of vehicle or supplement	Rate per mile
All sizes of private motor vehicle Up to 10,000 miles Over 10,000 miles	45 pence per mile 25 pence per mile
Private Motor Cycles Pedal Cycles	24 pence per mile 20 pence per mile
Passenger supplement per passenger carried on authority business	5 pence 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-imbusement 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 (not payable for stays within Powys – see also Paragraph 3 above).

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.

Interpretation

In this Schedule the following words and phrases in column (1) of the table below have the meanings attributed to them in column (2) which are based on those used in legislation, the IRPW Regulations and the IRPW Report.

The words and phrases listed below are in the singular and where the plural versions appear in the Schedule they should be construed accordingly.

(1)	(2)
Words and Phases	Meanings
Allowance	A payment which is a Care Allowance and/or a Travel Allowance and/or a Subsistence Allowance as the context requires.
Basic Salary	A salary paid in accordance with and subject to the provisions of this Schedule to a Member for the basic responsibility of community representation and participation in functions of local governance as determined in the IRPW Report.
Carer's Claim Form	The form which can be obtained from Employment Services.
Carer's Declaration Form	The form which can be obtained from Employment Services.
Chief Finance Officer	The Strategic Director – Resources.
Civic Salary	The salary paid in accordance with and subject to the provisions of this Schedule to the Chair or Vice Chair of Council as determined in the IRPW Report.
Contribution Towards Costs of Care and Personal Assistance	An allowance paid in accordance with and subject to the provisions of this Schedule to a Member or Co-opted Member who incurs necessary expenses for the care of children or dependents whilst undertaking Official Business as determined in the IRPW Report .
Controlling Group	A Political Group in the Council where any one or more of its Members form part of the Executive.
Co-opted Member	As defined in Section 144 (5) of the Measure, that is those individuals co-opted to serve on a committee of the Council with the right to vote on matters within the purview of the Committee of which they serve.
Co-opted Member Fee	A fee paid in accordance with and subject to the provisions of this Schedule to a Co-opted Member as determined in the IRPW Report.
Co-opted Member Fee Claim Form	The form which can be obtained from Employment Services.
Co-opted Member's Term of Office	The term of office of a Co-opted Member begins on the date of appointment by the Council to the end of the term of office for Councillors or upon leaving the role if earlier.
Council	Powys County Council
Councillor	As defined in the Local Government Act 1972
Elected to forego	Reference to a Member or Co-opted Member having " <i>elected to forego</i> " a Salary, Allowance or Fee relates solely to the situation where a formal Notice of Election to Forego (by email or letter) has been served on the Chief Finance Officer and does not include, for example, a case where a

(1)	(2)
Words and Phases	Meanings
	Member or Co-opted Member has incurred travel or subsistence expenses on a particular occasion and chosen not to make a claim
Eligible Subsistence Expenses	Expenses necessarily incurred by a Member or Co-opted Member on meals and/or accommodation when on Official Business which requires that Member or Co-opted Member to travel beyond the county boundary of Powys PROVIDED ALWAYS that a Co-opted Member who lives outside of the County of Powys is eligible to claim necessary subsistence expenses when on official business within Powys.
Eligible Travel Expenses	Expenses necessarily incurred by a Member or Co-opted Member in travelling when on Official Business.
Executive	The Executive Leader and Cabinet of Powys County Council
Family Absence	As defined in Part 2 of the Measure which refers to the entitlement of a Member of the Council to be absent from meetings of the Council and its committees for those periods of time specified in regulations under the Measure relating to Maternity, Newborn, Adoption and Parental situations.
Fee	A payment which is a Co-opted Member Fee.
Full Day Fee	The fee payable in accordance with and subject to the provisions of this Schedule to a Co-opted Member for attending a full day meeting of more than 4 hours including authorised training events, conferences and pre-meetings with officers. Reasonable pre meeting preparation time as well as the time travelling to and from meetings can be included in the claims
Half Day Fee	The fee payable in accordance with and subject to the provisions of this Schedule to a Co-opted Member for attending a half day meeting of up to 4 hours including authorised training events, conferences and pre-meetings with officers. Reasonable pre meeting preparation time as well as the time travelling to and from meetings can be included in the claims
IRPW Report	The Annual Report of the IRPW as published each year
IRPW Regulations	The Independent Remuneration Panel for Wales Regulations for the remuneration of Members and Co-opted Members of relevant authorities such as, Powys County Council, as set out in the IRPW Report.
Leader of Largest Opposition Group	The Leader of a Political Group in the Council other than a Controlling Group which has a greater number of Members than any Other Political Group in the Authority.
Measure	Local Government (Wales) Measure 2011
Member	A person who has been elected to serve as a Councillor for the Council
Member's Term of Office	(1) For the purposes of the payment of a Basic or Civic Salary the respective terms of office of a Councillor and the Chair and Vice Chair of the Council begin on the date which they make a declaration of acceptance of the requisite office under section 83 (1) of the Local Government Act 1972 following the Local Government Elections.

(1)	(2)
Words and Phases	Meanings
	(2) For the purposes of the payment of a Senior Salary the term of office of the Member or Co-opted Member receiving the Senior Salary begins on the date that person is elected or appointed to the role which qualifies him or her to receive that salary provided, in the case of a Councillor, that person has made the declaration of acceptance of office as a Councillor as referred to above.
Notice of Election to Forego	A notice in writing (including e-mail or letter) served by a Member or Co-opted Member on the Chief Finance Officer stating that the Member or Co-opted Member wishes to forego, in whole or part, a Salary, Allowance or Fee as specified in the notice.
Official Business	As defined in the section of this Schedule entitled "The Duties for which Members and Co-opted Members are able to claim Care, Travel and Subsistence Allowances"
Other Political Group	A Political Group other than a Controlling Group or the largest Opposition Group (if any) which comprises not less than 10% of the Members of the Council.
Repayment Notice	A notice in paper or by email served on a Member or Co-opted member requiring the repayment of such part of a Salary, Allowance or Fee as is specified in the notice in accordance with the section in this Schedule entitled "Arrangements for the Re-payment of Salaries, Allowances and Fees
Revised Payment Notice	A notice in paper or by email which contains sufficient details to enable the sender, recipient, date and subject matter of the communication to be reasonably ascertained.
Salary	A payment which is a Basic Salary, a Senior Salary or a Civic Salary as the context requires.
Senior Salary	A salary paid in accordance with and subject to the provisions of this Schedule to a Member as determined in the IRPW Report. (these sums to be paid pro rata from the date of appointment to the 31 st March in that financial year or upon leaving the role if earlier)
Schedule	This Schedule.
Standards Committee	The Standards Committee appointed by Powys County Council.
Standards Community Sub-Committee	The Standards Community Sub-Committee appointed by the Standards Committee
Subsistence Allowance	An allowance paid in accordance with and subject to the provisions of this Schedule to a Member or Co-opted Member in respect of Eligible Subsistence Expenses as determined in the IRPW Report
Travel Allowance	An allowance paid in accordance with and subject to the provisions of this Schedule to a Member or Co-opted Member in respect of Eligible Travel Expenses as determined in the IRPW Report.

(1)	(2)
Words and Phases	Meanings
Travel & Subsistence Allowance Claim Form	The form which can be obtained from Employment Services.
Written Notice	A notice in writing in either paper or electronic form sent personally by the Chief Finance Officer or by such other Officer as he or she shall formally appoint for the purpose.
Year	As the context requires “year” in this schedule means the “financial year” being the period of 12 months ending on the 31 st March or the “calendar year” being the period of 12 months ending on the 31 st December or the “municipal year” commencing on the date of the annual meeting of the Council and ending the day before the annual meeting of the following year.