

City & County of Swansea

Members' Schedule of Remuneration 2024 - 2025

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

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.
- 2.7 Members of a principal council in receipt of a Band 1 or Band 2 senior salary cannot receive a salary from any FRA to 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, his/her entitlement to the Salary will be pro-rata.

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 his/her 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 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).
- 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,
- 5.2 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 a monthly basis.
- 6.2 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.
- 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, or a personal care requirement, 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 a dependant under 16 years of age, or a minor or adult who normally lives with the member as part of their family and who cannot be left unsupervised 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 dependant 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 contribution towards costs of care and personal assistance for actual and receipted costs as set out in **Schedule 1**. All claims for the 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 Co-optees' 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 Head of Democratic Services 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 Head of Democratic Services 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 & Audit Committee, as determined by the Independent Remuneration Panel, 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, is set out in **Schedule 1**.
- 9.9 Hourly rate

The Independent Remuneration Panel for Wales Annual Report 2024-2025 determined that the relevant local officer (Head of Democratic Services) has the flexibility to decide when it will be appropriate to apply a day or a half day rate and when to use an hourly rate where it is sensible to aggregate several short meetings.

10. Travel and Subsistence Allowances

10.1 General Principles

- 10.2 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.
- 10.3 Where possible Members should share transport.
- 10.4 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.
- 10.5 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.

10.6 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.

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 his/her 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-imbusement 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 relevant Head of Service / Director 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 Executive. 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-imbusement 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 relevant Head of Service / Director.

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.

15. Claims and Payments

15.1 A claim for travel and subsistence allowances must be made in writing by the 5th of each month or the previous working day if falling on a Saturday, Sunday or Bank Holiday and must be accompanied by the relevant receipts. Claims must be made within 3 months of the event. The Head of Democratic Services reserves the right to waive this restriction.

15.2 Allowances will be paid by the Director of Finance 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**.

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

Schedule 1

Schedule of Remuneration 2024-2025

Members Entitled to Basic Salary			Annual Amount of Basic Salary
The following named elected members of the authority:			£18,666
Councillor	Councillor	Councillor	
M Bailey	Y V Jardine	J D McGettrick	
M Baker	A J Jeffery	F D O'Brien	
S Bennett	D H Jenkins	A J O'Connor	
P N Bentu	J W Jones	D Phillips	
A Davis	L R Jones	C L Philpott	
A M Day	M H Jones	J E Pritchard	
C R Doyle	M Jones	S Pritchard	
C R Evans	S M Jones	S J Rice	
C M J Evans	S A Joy	K M Roberts	
N Furlong	S E Keeton	B J Rowlands	
F M Gordon	E T Kirchner	L G Thomas	
K M Griffiths	H Lawson***	W G Thomas	
J A Hale	R D Lewis	M S Tribe	
T J Hennegan	W G Lewis	G Walker	
V A Holland	M B Lewis**	L Walton	
B Hopkins	M W Locke	M White	
L James	N L Matthews	R A Williams	
O G James	P N May		

	Senior Salaries Entitlements (includes basic salary)		Annual Amount of Senior Salary
	Role	Member	
1.	Leader and Cabinet Member – Economy, Finance & Strategy	R C Stewart	£69,998
2.	Joint Deputy Leader & Cabinet Member – Corporate Services & Performance	D H Hopkins	£48,999 (Full) £45,499
3.	Joint Deputy Leader & Cabinet Member – Service Transformation	A S Lewis	£48,999 (Full) £45,499
4.	Cabinet Member – Care Services	L S Gibbard	£41,999
5.	Cabinet Member – Community (Support/Services)*	C Anderson / H J Gwilliam	£30,332.50 each
6.	Cabinet Member – Investment, Regeneration, Events & Tourism	R Francis-Davies	£41,999
7.	Cabinet Member – Culture, Human Rights & Equalities	E J King	£41,999
8.	Cabinet Member - Environment & Infrastructure	A H Stevens	£41,999
9.	Cabinet Member – Well-being	A Pugh	£41,999
10.	Cabinet Member – Education & Learning	R V Smith	£41,999
11.	Presiding Member (Chair of Council)	J P Curtice	£27,999
12.	Chair – Social Care & Tackling Poverty Service Transformation Committee	V M Evans	£27,999
13.	Chair - Climate Change & Nature Recovery Service Transformation Committee	R Fogarty / H Lawson***	£27,999
14.	Chair - Education & Skills Service Transformation Committee	M Durke	£27,999
15.	Chair - Economy & Infrastructure Service Transformation Committee	P Downing	£27,999
16.	Chair - Planning Committee	P Lloyd	£27,999
17.	Chair - General Licensing Committee	P M Matthews	£27,999
18.	Chair - Scrutiny Programme Committee	P M Black	£27,999
19.	Leader Of The Largest Opposition Group	C A Holley	£27,999

A maximum of 19 senior salaries for City & County of Swansea may be paid, and this has not been exceeded, *** except during the period of family absence from 16 May 2024 for 26 weeks in relation to Councillors R Fogarty (Chair) & H Lawson (substitute Chair)

Senior Salaries Entitlements (includes basic salary)		Annual Amount of Senior Salary
Role	Member	
<p>* In relation to the Cabinet Members for Community (Support / Services). Note this is a job share role.</p> <p>**In addition, Council resolved to remunerate the Chair of the Pension Fund Committee - £27,999– Councillor M B Lewis. The additional remuneration (£9,333) will be paid by the Pension Fund and does not count towards the maximum number of Senior Salary payments.</p>		

Entitlement to Civic Salaries		Annual Amount of Civic Salary
Role	Member	
Civic Head (Lord Mayor)	P Hood-Williams	£27,999
Deputy Civic Head (Deputy Lord Mayor)	W Fitzgerald	£22,406

Entitlement as Statutory Co-Optees		Amount of Co-Optees Allowances
Role	Member	
Chair of Standards Committee	Mike Lewis	£268 Daily Fee £134 ½ Day Fee Hourly rate £33.50
Chair of Governance & Audit Committee	Paula O'Connor	£268 Daily Fee £134 ½ Day Fee Hourly rate £33.50
Statutory Co-optees - Standards Committee, Education OVSC Committee, Governance & Audit Committee, Crime and Disorder OVSC	<u>Standards Committee:</u> <ul style="list-style-type: none"> • Michaela Jones • Mike Lewis • Janet Pardue-Wood • Mark Rees • Margaret Williams • Vacancy (Community/Town Council Rep) <u>Scrutiny Programme Committee</u> <ul style="list-style-type: none"> • Beth Allender • Dr Elizabeth Lee 	£210 Daily Fee £105 ½ Day Fee Hourly rate £26.25

Entitlement as Statutory Co-Optees		Amount of Co-Optees Allowances
Role	Member	
	<ul style="list-style-type: none"> Vacancy x 2 <u>Governance & Audit Committee</u> <ul style="list-style-type: none"> Gordon Anderson Julie Davies David Roberts 	
Statutory Co-optees - ordinary members of Standards Committee who also chair Standards Committees for Community Councils	Nil	£238 Daily Fee £119 ½ Day Fee Hourly rate £29.75

Contribution towards costs of care and personal assistance
All Members
<ul style="list-style-type: none"> 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 or email (see Determination 6)	Support Provided*
Telephone Support for Executive Members	£25 Mobile Telephone Allowance per month may be claimed by Cabinet Members, Presiding Member & Leader of Largest Opposition Group. In addition, £10 Telephone Allowance per month may be claimed by all Councillors. Telephones are provided in Cabinet Members Offices
Telephone Support for Chairs of Committees	£10 Telephone Allowance per month may be claimed by all Councillors. Telephones are provided in all Political Group Rooms
Telephone Support for all other Members	£10 Telephone Allowance per month may be claimed by all Councillors. Telephones are provided in all Political Group Rooms
Access to Email for Executive Members	All Councillors are provided with a swansea.gov.uk email address. Computers are provided in Cabinet Members Offices with access to email
Access to Email for Chairs of Committees	All Councillors are provided with a swansea.gov.uk email address. Computers are provided in all Political Group Rooms with access to email

Access to Email for all other Members	All Councillors are provided with a swansea.gov.uk email address. Computers are provided in all Political Group Rooms with access to email
Internet Support for Executive Members	£17.50 data allowance per month may be claimed by all Councillors. Computers are provided in Cabinet Members Office with access to Internet
Internet Support for Chairs of Committees	£17.50 data allowance per month may be claimed by all Councillors. Computers are provided in Political Group Rooms with access to Internet
Internet Support for all other Members	£17.50 data allowance per month may be claimed by all Councillors. Computers are provided in Political Group Rooms with access to Internet
Telephone & Data Support for Co-Opted Members	Co-Opted Members may claim £3.50 data allowance per month and £2 telephone allowance per month

* Please see Councillors' ICT Allowances – May 2022 & Beyond reports approved by Council on 7 July 2022, 6 October 2022 & 9 November 2023:

<https://democracy.swansea.gov.uk/documents/s83676/12%20-%20Cllrs%20ICT%20-%20May%202022-May%202027.pdf?LLL=0>

[13 Cllrs ICT - May 2022-May 2027.pdf \(swansea.gov.uk\)](#)

Councillors ICT Allowances Policy - May 2022 & Beyond.

In addition, Councillors and Co/Opted members may claim the following ICT Allowance Amounts:

Councillors / Co-opted Members' ICT Allowance Amounts	Councillor	Co-opted Member
The figure sets out the amount permitted to be spent over the 5-year terms of Office. It equates to £400 per annum for Councillors & £80 per annum for Co-opted Members. Note: The Authority will not pay any additional monies until the following Local Government Election.	£ 2,000	£ 400.00
Each Year Thereafter (Co-opted Member may take this in advance from Year 2, i.e. £240 or £160 (£40 x 6 year / £40 x 4 year Remaining Term of Office).	N/A	£40 p.a. (£240 or £160) over the term.

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;
- the following duties which have been approved by Council:
 - No additional duties have been authorised by the City & County of Swansea.

Schedule 3

Mileage Rates

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	05 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.

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 no 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.