

## FLINTSHIRE COUNTY COUNCIL

### MEMBERS' SCHEDULE OF REMUNERATION

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.

#### 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, 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 (to be replaced by the Democracy and Boundary Commission Cymru from 1 April 2025).
- 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.

### **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 or 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 Employment Services Manager by Bank Credit in instalments of one-twelfth of the Member's annual entitlement on 28<sup>th</sup> of the Month, or nearest Friday if the 28<sup>th</sup> falls on a Saturday or Sunday.
- 6.2 Where payment has resulted in a Member receiving more than their 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 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 Co-optees' payments will be capped at a maximum of the equivalent of 15 full days a year for each committee to which an individual may be co-opted.

- 9.3 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).
- 9.4 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.
- 9.5 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.
- 9.6 A half day meeting is defined as up to 4 hours.
- 9.7 A full day meeting is defined as over 4 hours.
- 9.8 The daily and half day fee for the Chairpersons of the Standards Committee and Audit Committee, as determined by the Independent Remuneration Panel for Wales, is set out in **Schedule 1**.
- 9.9 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**

### **10.1 General Principles**

- 10.2 Members and Co-opted Members are entitled to 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 their 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 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, any travel and subsistence allowances payable to them in respect of that period for which they are 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, motor cycles 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 or Coach Travel**

Unless otherwise authorised rail tickets will be second-class.

Civic & Members' 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 Travel Abroad**

Travel abroad on the Authority's business will only be permitted where authorised by the Chief Executive, Chief Officer (Governance) or Corporate Finance Manager. Civic & Members' Services will arrange travel and accommodation.

### **12.4 Other Travel Expenses**

Members are 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 Executive, Chief Officer (Governance) or Corporate Finance Manager.

- 13.2 Overnight accommodation will be booked by Civic & Members' 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 Authority.

#### **15. Claims and Payments**

- 15.1 A claim for travel and subsistence allowances must be made in writing within 4 months 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 Employment Services Manager 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 and 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 Independent Remuneration Panel for Wales in respect of the

monitoring and publication of payments made to Members and Co-opted Members as set out in **Schedule 4**.

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

## **SCHEDULE 1**

### **SCHEDULE OF REMUNERATION 2025-26**

All Members are entitled to receive a basic salary of £19,771. Where a Member is in receipt of a Senior Salary, this includes the Basic Salary element. Members in receipt of a Senior Salary have been identified with an \* in the table below.

	<b>MEMBERS ENTITLED TO BASIC SALARY</b>	<b>ANNUAL AMOUNT OF BASIC SALARY ACCEPTED</b>
1.	Mike Allport	£19,771
2.	Bernie Attridge	£19,771
3.	Glyn Banks	£19,771*
4.	Pam Banks	£19,771
5.	Marion Bateman	£19,771*
6.	Sean Bibby	£19,771
7.	Chris Bithell	£19,771*
8.	Gillian Brockley	£19,771
9.	Helen Brown	£19,771*
10.	Mel Buckley	£19,771*
11.	Teresa Carberry	£19,771*
12.	Tina Claydon	£19,771
13.	David Coggins Cogan	£19,771
14.	Geoff Collett	£19,771
15.	Steve Copple	£19,771
16.	Bill Crease	£19,771*
17.	Paul Cunningham	£19,771
18.	Rob Davies	£19,771*
19.	Ron Davies	£19,771
20.	Adele Davies-Cooke	£19,771
21.	Chris Dolphin	£19,771*
22.	Rosetta Dolphin	£19,771
23.	Mared Eastwood	£19,771*
24.	Carol Ellis	£19,771*
25.	David Evans	£19,771*
26.	Chrissy Gee	£19,771
27.	David Healey	£19,771
28.	Gladys Healey	£19,771
29.	Ian Hodge	£19,771
30.	Andy Hughes	£19,771
31.	Dave Hughes	£19,771*
32.	Ray Hughes	£19,771

33.	Dennis Hutchinson	£19,771
34.	Alasdair Ibbotson	£19,771
35.	Paul Johnson	£19,771*
36.	Christine Jones	£19,771*
37.	Richard Jones	£19,771*
38.	Simon Jones	£19,771
39.	Fran Lister	£19,771
40.	Richard Lloyd	£19,771*
41.	Dave Mackie	£19,771
42.	Gina Maddison	£19,771
43.	Roz Mansell	£19,771
44.	Allan Marshall	£19,771
45.	Hilary McGuill	£19,771
46.	Ryan McKeown	£19,771
47.	Billy Mullin	£19,771
48.	Debbie Owen	£19,771
49.	Ted Palmer	£19,771*
50.	Andrew Parkhurst	£19,771
51.	Mike Peers	£19,771
52.	Michelle Perfect	£19,771
53.	Vicky Perfect	£19,771
54.	Carolyn Preece	£19,771
55.	David Richardson	£19,771
56.	Ian Roberts	£19,771
57.	Dan Rose	£19,771
58.	Kevin Rush	£19,771
59.	Dale Selvester	£19,771
60.	Jason Shallcross	£19,771
61.	Sam Swash	£19,771*
62.	Linda Thew	£19,771
63.	Linda Thomas	£19,771*
64.	Ant Turton	£19,771
65.	Roy Wakelam	£19,771
66.	Arnold Woolley	£19,771
67.	Antony Wren	£19,771

	SENIOR SALARIES ENTITLEMENTS (includes basic salary)		ANNUAL AMOUNT OF SENIOR SALARY (inclusive of the basic allowance of £19,771)
	ROLE	MEMBER	
1.	Leader	Dave Hughes	£66,727



	<b>SENIOR SALARIES ENTITLEMENTS (includes basic salary)</b>		<b>ANNUAL AMOUNT OF SENIOR SALARY (inclusive of the basic allowance of £19,771)</b>
	<b>ROLE</b>	<b>MEMBER</b>	
2.	Deputy Leader of the Council and Cabinet Member for Social Services and Wellbeing	Christine Jones	£43,373
3.	Deputy Leader of the Council and Cabinet Member Transformation, Growth and Place	Richard Jones	£43,373
4.	Cabinet Member – Highways, Assets and Public Protection	Ted Palmer	£40,036
5.	Cabinet Member for Customer and Corporate Services	Linda Thomas	£40,036
6.	Cabinet Member – Finance and Social Value	Paul Johnson	£40,036
7.	Cabinet Member – Housing and Communities	Helen Brown	£40,036
8.	Cabinet Member for Energy, Regeneration, Countryside and Tourism	Chris Dolphin	£40,036
9.	Cabinet Member for Education, Welsh Language, Culture and Leisure	Mared Eastwood	£40,036
10.	Cabinet Member for Waste and Transportation	Glyn Banks	£40,036
11.	Chair of Community, Community & Housing Overview & Scrutiny Committee	Marion Bateman	£29,657
12.	Chair of Corporate Resources Overview & Scrutiny Committee	Bill Crease	£29,657
13.	Chair of Education Youth & Culture Overview & Scrutiny Committee	Teresa Carberry	£29,657
14.	Chair of Environment & Economy Overview & Scrutiny Committee	David Evans	£29,657
15.	Chair of Social & Healthcare Overview & Scrutiny Committee	Sam Swash	£29,657
16.	Leader of the largest opposition group	Carol Ellis	£29,657
17.	Chair of Planning Committee	Richard Lloyd	£29,657
18.	Chair of Licensing Committee	Rob Davies	£29,657
<p>A maximum of 18 senior salaries for Flintshire County Council may be paid and this has not been exceeded.</p> <p>Note: A senior salary is paid to the Chair of the Clwyd Pension Fund Committee, Councillor Chris Bithell. This payment is at the Council's discretion and is outside the remit of the Independent Remuneration Panel for Wales, which is why it is not shown in the table above.</p>			

ENTITLEMENT TO CIVIC SALARIES		ANNUAL AMOUNT OF CIVIC SALARY (inclusive of the basic allowance of £19,771)
ROLE	MEMBER	
Civic Head (Chair of Council)	Mel Buckley	£29,657
Deputy Civic Head (Vice-chair of Council)	Debbie Owen	£23,726

ENTITLEMENT AS STATUTORY CO-OPTTEES		
Chair of Standards committee	Julia Hughes	£268 Daily Fee £134 ½ Day Fee
Member of Standards Committee	David Wynn Davies	£210 Daily Fee £105 ½ Day Fee
Member of Standards Committee	Jacqueline Guest	£210 Daily Fee £105 ½ Day Fee
Member of Standards Committee	Mark Morgan	£210 Daily Fee £105 ½ Day Fee
Member of Standards Committee	Gill Murgatroyd	£210 Daily Fee £105 ½ Day Fee
Member of Standards Committee	Cllr. Roz Griffiths	£210 Daily Fee £105 ½ Day Fee
Member of Education & Youth Overview & Scrutiny Committee	Lynn Bartlett	£210 Daily Fee £105 ½ Day Fee
Member of Education & Youth Overview & Scrutiny Committee	Wendy White	£210 Daily Fee £105 ½ Day Fee
Member of Education & Youth Overview & Scrutiny Committee	Lisa Allen	£210 Daily Fee £105 ½ Day Fee
Member of Education & Youth Overview & Scrutiny Committee	Vacant	£210 Daily Fee £105 ½ Day Fee
Member of Education & Youth Overview & Scrutiny Committee	Vacant	£210 Daily Fee £105 ½ Day Fee
Chair of the Governance and Audit Committee	Rev Brian Harvey	£268 Daily Fee £134 ½ Day Fee
Member of the Governance and Audit Committee	Allan Rainford	£210 Daily Fee £105 ½ Day Fee
Member of the Governance and Audit Committee	Claire Blanchard	£210 Daily Fee £105 ½ Day Fee

Contribution towards Costs of Care and Personal Assistance	
All Members are entitled to claim towards the costs of care and personal assistance, for activities that the individual council has designated official business or an approved duty.	Variable – Determination 43

<b>Members Support – what is provided in terms of telephone, internet or email (see Determination 10)</b>	
Telephone Support for Executive Members	Mobile phones provided to Cabinet members
Telephone Support for Chairs of Committees	Included in the Broadband allowance of up to £30 per month offered to all elected Members
Telephone Support for all other Members	Included in the Broadband allowance of up to £30 per month offered to all elected Members
Access to Email for Executive Members	Yes
Access to Email for Chairs of Committees	Yes
Access to Email for all other Members	Yes
Internet Support for Executive Members	IPads issued to Cabinet Members are Wifi enabled Broadband allowance of up to £30 per month offered to all elected Members.
Internet Support for Chairs of Committees	Broadband allowance of up to £30 per month offered to all elected Members
Internet Support for all other Members	Broadband allowance of up to £30 per month offered to all elected 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 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:
  - a) Attendance at any training or developmental event approved by a Committee of the Council or by the Chief Executive or appropriate Chief Officer in consultation with the Chair or Vice Chair of the Council.
  - b) Any attendance required by financial regulations or Contract Standing Orders.
  - c) Any attendance authorised/required by the Council's Scheme of Delegation (e.g. attendances for consultation purposes).
  - d) Attendance upon an Officer of the Council upon Ward business.
  - e) Attendance upon an Officer of the Council upon Council business.
  - f) Attendance to inspect background documents under Section 100D Local Government Act 1972.
  - g) Any other attendances expressly authorised by Committee, Cabinet or Council.

**Where the above official business is carried out within the Council area, this will not entitle payment of a subsistence allowance except where it relates to a co-opted Member living outside the Council area.**

### **SCHEDULE 3**

#### **Mileage Rates**

All sizes of private motor vehicle	45 pence per mile
Up to 10,000 miles	25 pence per mile
Over 10,000 miles	
Private Motor Cycles	24 pence per mile
Pedal Cycles	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-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 for Wales not later than 31 July of the year to which the schedule refers.
- The Authority will maintain records of Member or Co-opted Members attendance at meetings of council, cabinet and committees and other approved duties for which a Member or 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 for Wales within 14 days of the date of the decision of the details including the particular post and the duration of the substitution.