

SCHEDULE 1

SCHEDULE OF REMUNERATION 2025 – 2026

MEMBERS ENTITLED TO BASIC SALARY			ANNUAL AMOUNT OF BASIC SALARY
The following named Elected Members of the Authority receive the Basic Salary:			£19,771
Cllr Waheeda Abdul Sattar	Cllr Andrea Gibson	Cllr Neil McEvoy	
Cllr Ali Ahmed	Cllr Jamie Green	Cllr Mary McGarry	
Cllr Saleh Ahmed	Cllr Helen Gunter	Cllr Siân-Elin Melbourne	
Cllr Dilwar Ali	Cllr Graham Hinchey	Cllr Dan Naughton	
Cllr Mike Ash-Edwards	Cllr Robert Hopkins	Cllr Oliver Owen	
Cllr Claudia Boes	Cllr Irene Humphreys	Cllr Marc Palmer	
Cllr Bernie Bowen-Thomson	Cllr Garry Hunt	Cllr Jackie Parry	
Cllr Catriona Brown-Reckless	Cllr Peter Jenkins	Cllr Emma Reid-Jones	
Cllr Kate Carr	Cllr Jackie Jones	Cllr Sara Robinson	
Cllr Joe Carter	Cllr Keith Jones	Cllr Jon Shimmin	
Cllr Jasmin Chowdhury	Cllr Owen Jones	Cllr Elaine Simmons	
Cllr Jayne Cowan	Cllr Heather Joyce	Cllr Rhys Taylor	
Cllr Stephen Cunnah	Cllr Maliika Kaaba	Cllr Kanaya Singh	
Cllr Calum Davies	Cllr Imran Latif	Cllr Dan Waldron	
Cllr Bob Derbyshire	Cllr Chris Lay	Cllr Caro Wild	
Cllr Sean Driscoll	Cllr Sue Lent	Cllr Joel Williams	
Cllr Saeed Ebrahim	Cllr Margaret Lewis	Cllr Ashley Wood	
Cllr Susan Elsmore	Cllr Peter Littlechild		
Cllr Grace Ferguson-Thorne	Cllr Rhys Livesy		

	SENIOR SALARY ENTITLEMENTS (includes Basic Salary)		ANNUAL AMOUNT OF SENIOR SALARY
	ROLE	MEMBER	
1.	Leader	Cllr Huw Thomas	£74,141
2.	Deputy Leader & Cabinet Member for Education	Cllr Sarah Merry	£51,899
3.	Cabinet Member for Adult Services and Public Health & Equality	Cllr Leonora Thompson (Cabinet Member Job Share see note 1)	£32,128
4.	Cabinet Member for Adult Services and Public Health and Equality	Cllr Julie Sangani (Cabinet Member Job Share see note 1)	£32,128
5.	Cabinet Member for Childrens Services, Tackling Poverty and Supporting Young People	Cllr Ashley Lister (Cabinet Member Job Share see note 1)	£32,128
6.	Cabinet Member for Childrens Services, Tackling Poverty and Supporting Young People	Cllr Peter Bradbury (Cabinet Member Job Share see note 1)	£32,128

	SENIOR SALARY ENTITLEMENTS (includes Basic Salary)		ANNUAL AMOUNT OF SENIOR SALARY
	ROLE	MEMBER	
7.	Cabinet Member for Culture, Sports & Parks	Cllr Jen Burke	£44,485
8.	Cabinet Member for Finance, Modernisation & Performance	Cllr Chris Weaver	£44,485
9.	Cabinet Member for Housing & Communities	Cllr Lynda Thorne (Cabinet Member Job Share see note 1)	£32,128
10.	Cabinet Member for Housing & Communities	Cllr Lee Bridgeman (Cabinet Member Job Share see note 1)	£32,128
11.	Cabinet Member for Investment & Development	Cllr Russell Goodway	£44,485
12.	Cabinet Member for Climate Change, Strategic Planning & Transport	Cllr Dan De'Ath	£44,485
13.	Cabinet Member for Waste, Street Scene and Environmental Services	Cllr Norma Mackie	£44,485
14.	Chairperson of Children and Young People Scrutiny Committee	Cllr Jess Moultrie	£29,657
15.	Chairperson of Community and Adult Services Scrutiny Committee	Cllr Bablin Molik	£29,657
16.	Chairperson of Economy and Culture Scrutiny Committee	Cllr Peter Wong	£29,657
17.	Chairperson of Environmental Scrutiny Committee	Cllr Bethan Proctor	£29,657
18.	Chairperson of Policy Review and Performance Scrutiny Committee	Cllr Adrian Robson	£29,657
19.	Chairperson of Planning Committee	Cllr Ed Stubbs	£29,657
20.	Chairperson of Licensing & Public Protection Committees	Cllr Michael Michael	£29,657
21.	Leader of the Largest Opposition Group	-	-
22.	Leader of the Liberal Democrat Group Leader of the Conservative Group	Cllr Rodney Berman Cllr John Lancaster <i>IRPW approved uplift from 01 March 2025. See note 2</i>	£26,691.50
<p>Notes:</p> <p>1. There are a total of 22 senior salary holders, which includes 3 posts which are the subject of job sharing arrangements, and the senior salary cap of 19 is increased accordingly.</p> <p>2. The two Group Leaders have equal number of members and therefore cannot receive remuneration as the Leader of the Largest Opposition Group. The IRPW approved a shared uplift approved by Council on 27 March 2025.</p>			

ENTITLEMENT TO CIVIC SALARIES (includes Basic Salary)		ANNUAL AMOUNT OF CIVIC SALARY
ROLE	MEMBER	
Civic Head (Mayor / Chair)	Cllr Helen Lloyd-Jones (until 22 May 25) Cllr Adrian Robson (from 22 May 25)	£29,657
Deputy Civic Head (Deputy Mayor / Chair)	Cllr Michael Michael (see note 3)	£23,726
<p>Note:</p> <p>3. Cllr Michael Michael is remunerated as Chairperson of Licensing & Public Protection Committees and cannot be remunerated as Deputy Civic Head (Deputy Mayor / Chair)</p>		

ENTITLEMENT AS STATUTORY CO-OPTTEES		AMOUNT OF CO-OPTTEES ALLOWANCES
ROLE	MEMBER	
Chairperson of Standards & Ethics Committee	Jason Bartlett	£268 Daily Fee (4 hours and over) £134 ½ Day Fee (up to 4 hours) £33.50 Hourly Fee
Chairperson of Governance & Audit Committee	Gavin McArthur	£268 Daily Fee (4 hours and over) £134 ½ Day Fee (up to 4 hours) £33.50 Hourly Fee
Statutory Co-optees – ordinary members: Children & Young People Scrutiny Committee Governance & Audit Committee Standards & Ethics Committee	<ul style="list-style-type: none"> • Patricia Arlotte • Carol Cobert • Bridgid Corr • Celeste Lewis • David Price • Dr Janet Wademan • Chris Burns • Ruth Davies • David Mills 	£210 Daily Fee (4 hours and over) £105 ½ Day Fee (up to 4 hours) £26.25 Hourly Fee

ENTITLEMENT AS STATUTORY CO-OPTEEES		AMOUNT OF CO-OPTEEES ALLOWANCES
ROLE	MEMBER	
	<ul style="list-style-type: none"> • Louise Evans • Rashpal Singh • Community Councillor Julia Charles • Community Councillor Mike Jones-Pritchard (Substitute)¹ 	

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 9)	
Telephone Support for Executive Members	Yes
Telephone Support for Chairs of Committees	Yes other than Chairs of Governance and Audit Committee and Standards and Ethics Committee
Telephone Support for all other Members	Yes Other than Co-optees and Independent Members of the Standards & Ethics, CYP Scrutiny and Governance and Audit Committee
Access to Email for Executive Members	Yes
Access to Email for Chairs of Committees	Yes
Access to Email for all other Members	Yes Other than co-optees and Independent Members of the Standards & Ethics, CYP Scrutiny and Governance and Audit Committee,

¹ The Substitute Community Councillor would sit on any Sub-Committee Hearings Panel which may be convened in a case in which the Community Committee Member may be unable to act due to a conflict of interests.

Internet Support for Executive Members	Yes (as necessary)
Internet Support for Chairs of Committees	Yes (as necessary)
Internet Support for all other Members	Yes (as necessary)

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, Cabinet or Democratic Services Committee
- the following duties which have been approved by Council:
 - Attendance at any non-political personal development event or activity relevant to the role of the individual member with the advance agreement of the Head of Democratic Services.
 - Attendance at meetings relating to the personal safety and security of an individual Member.
 - A duty undertaken for the purpose of or in connection with the discharge of the roles to which a Member has been appointed by Council, for example, Committee Chairs.

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	5 pence per passenger 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 of 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.