



1 October/Hydref 2026

Dear Sir/Madam, Anwyl Syr/Fadam

You are summoned to attend a multi-location meeting of the **FINANCE, GOVERNANCE & POLICY COMMITTEE TO BE HELD** at **6.30 PM** on **WEDNESDAY 7 OCTOBER 2026**.

The meeting will be held remotely, using Microsoft Teams and physically for those who wish to attend the Council Chamber. Councillors have been provided with a link to attend the meeting. If any member of the public wishes to attend the meeting remotely, please contact the Clerk of the Council (by e-mail or telephone) at least 24 hours before the meeting.

Members of the public have the right to ask questions at Council meetings and to speak in Welsh or English, provided that at least 3 working days' notice in writing of the question has been provided to the Clerk.

The agenda for the meeting is set out below and relevant papers are attached.

Gofynnir drwy hyn i y fynychu cyfarfod **PWYLLGOR CYLLID, LLYWODRAETHU A & POLISI** am **6.30 PM, DYDD MERCHER 7 HYDREF 2026**.

Cynhelir y cyfarfod o bell ar Microsoft Teams. Mae cynghorwyr wedi derbyn dolen i fynychu'r cyfarfod. Os yw unrhyw aelod o'r cyhoedd yn dymuno mynychu'r cyfarfod o bell, cysylltwch â Chlerc y Cyngor (trwy e-bost neu dros y ffôn) o leiaf 24 awr cyn y cyfarfod.

Mae gan aelodau o'r cyhoedd yr hawl i ofyn cwestiynau yng nghyfarfodydd y Cyngor, mae gan aelodau o'r cyhoedd hefyd yr hawl i siarad yn y Gymraeg neu'r Saesneg, cyn belled ag y rhoddir tri diwrnod o rybudd ysgrifenedig o'r cwestiwn i'r Clerc.

Mae agenda'r cyfarfod wedi'i nodi isod ac mae papurau perthnasol ynghlwm.

Yours faithfully/Yr eiddoch yn gywir

C Drew

Cathryn Drew

CLERK TO THE COUNCIL/CLERC I'R CYNGOR

AGENDA

FINANCE ITEMS

1. **Recording of Meeting**
To approve recording of meeting.
2. **Apologies for absence**
To receive apologies for absence.
3. **Declarations of Interest**
Members to declare any interests in any items on Agenda.
4. **Schedule of Receipts and Payments**
To approve the schedule of receipts and payments for August 2026 (attached: page(s) 1 - 3).
5. **Use of Credit Card**
To approve the credit card payments from 11 July 2026 to 5 August 2026 (attached: page(s) 4).
6. **Financial Comparison and Earmarked Reserves**
To receive and consider the financial comparison report and earmarked reserves to the 31 August 2026 (attached: page(s) 5 - 9).
7. **Local Voluntary Funding (LVF)**
To approve list of Local Voluntary Funding (table as attached: page(s) 10 - 11) and copies of the applications are available on request.
8. **Additional Grounds Maintenance Pitch Payment**
To receive and approve a report to award Penygarn and Trevethin a second pitch payment (attached: page(s) 12).
9. **Requests for Financial Assistance**
To receive request(s) from the following organisation(s):
 - (i) Pickle Belles (attached: page(s) 13).
 - (ii) Friends of Pontypool Town (attached: page(s) 14 - 15).
 - (iii) Young Carers' Wellbeing Group (attached: page(s) 16).
 - (iv) Wales Air Ambulance (attached: page(s) 17 - 18).
 - (v) Talygarn Community Mental Health Group (attached: page(s) 19 - 20).
 - (vi) Ysgol Gymraeg Gwynllyw (attached: page(s) 21 - 22).
10. **2025/2026 Audit**
To receive and discuss the result of the 2025/2026 audit (attached: page(s) 23 - 26).
11. **Draft Annual Remuneration Report 2027/2028**
To discuss the draft annual remuneration report 2027/2028 (attached: page(s) 27 - 49).

12. **Community Events**

To discuss the Council's policy regarding community events (refer to Chair).

13. **Acknowledgement(s)**

To receive and note the acknowledgement from Llantarnam Grange.

POLICY ITEMS

14. **To review the following policies/criteria:**

- (i) Fixed Asset Register Policy
- (ii) Freedom of Information Publication Scheme Policy
- (iii) Internet Banking Policy
- (iv) Meetings Policy
- (v) Reserves Policy
- (vi) Twinning Policy
- (vii) Welsh Language Policy

(Above policies e-mailed to members separately. Hard copies available on request).

15. **Biodiversity and Sustainability**

How has this meeting contributed to the Council's duty to maintain and enhance biodiversity and promote the resilience of ecosystems?

Councillors: Nathan Warren (Chair), Lizzie Hunt (Vice-Chair), Nick Byrne, Lynda Clarkson, Jon Horlor, Lisa Jones, Nick Jones, Rosemary Matthews, Richard Overton and Caroline Price. Chair of Council (Councillor Allan Peploe) and Leader (Councillor Gaynor James) Ex-officio.

FINANCE, GOVERNANCE & POLICY COMMITTEE - 7 OCTOBER 2026
SCHEDULE OF RECEIPTS & PAYMENTS - AUGUST 2026

DATE	REC NO	SUPPLIER / ORGANISATION	DETAILS	AMOUNT
<u>Income - August</u>				
01/08/2026	14	CCLA	Dividend Reinvested - August	2,385.04
03/08/2026	15	HM Customs & Excise	Vat Refund - 1st Quarter (2026/27)	4,183.74
28/08/2026	16	TCBC	Precept - 2nd Quarter	273,340.77
13/08/2026	17	TCBC	Yth Twinning - Reimbursement Flight	218.00
				280,127.55

AGENDA ITEM 4

FINANCE, GOVERNANCE & POLICY COMMITTEE - 7 OCTOBER 2026 SCHEDULE OF RECEIPTS & PAYMENTS - AUGUST 2026

Expenditure - August

DATE	VO NO	PAYS	SUPPLIER / ORGANISATION	DETAILS	AMOUNT	BUDGET HEAD
04/08/2026	247	DD	Cathedral Leasing	Hygiene Disposal Bins	41.59	3025
01/08/2026	248	DD	Webjects Ltd	Website Maintenance	105.60	3175
03/08/2026	249	DD	123 Telecom	Monthly Charges	242.59	3035/8
15/08/2026	250	SO	TCBC	Salaries	27,200.00	2001
30/08/2026	251	DD	Peninsula Business	HR / H&S Services	-	2008
29/08/2026	252	DD	Peninsula Business	Services EAP	106.09	2008
17/08/2026	253	DD	Barclaycard	Credit Card - Various	1,822.42	
03/08/2026	254	DD	Twenty4 Fire & Security	Maint - Emergency Lighting	74.10	3040
17/08/2026	255	DD	British Gas	Gas Charges - Office (Jun-Jul)	167.77	3010/2
17/08/2026	256	DD	CCSW	365 Licences	637.20	3015/4
29/08/2026	257	DD	TCBC	Rates - Office (Aug)	803.00	3001/2
21/08/2026	258	DD	SSE	Electricity Charges - Office (Apr-Jul)	1,408.61	
07/08/2026	259	BP	Mother & Daughter Fitness Class	Grant	760.00	3705
07/08/2026	260	BP	Circo Rum Ba Ba	PIP - Entertainment	1,110.00	5001
07/08/2026	261	BP	G James	Reimbursement - LOE	269.80	
07/08/2026	262	BP	AT Creative	Poetry Trail App - Annual Cost	840.00	4030
07/08/2026	263	BP	Panteg AFC	Grounds Maint - 1 Pitch	425.00	6005
20/08/2026	264	BP	One Voice Wales	Community Engagement Part 2 - CD	44.00	2010
20/08/2026	265	BP	Restore Dashedred	Disposal - Confidential Waste	105.57	3030
20/08/2026	266	BP	JS Cleaning	Window Cleaning	108.00	3025
20/08/2026	267	BP	BWT	Water Cooler - Office/Market	20.27	3035
20/08/2026	268	BP	One Voice Wales	Conference IPC - AP CD	140.00	2010
20/08/2026	269	BP	The Mountain Song Revival	PIP - Entertainment	510.00	5001
20/08/2026	270	BP	Joobleberry	Cavalcade - Entertainment	558.00	5030
					37,499.61	

FINANCE, GOVERNANCE & POLICY COMMITTEE - 7 OCTOBER 2026
SCHEDULE OF RECEIPTS & PAYMENTS - AUGUST 2026

DATE	VO NO	PAYS	SUPPLIER / ORGANISATION	DETAILS	AMOUNT	BUDGET HEAD
20/08/2026	271	BP	Severn Office	Stationery / Office Furniture	37,499.61	3015/3122
28/08/2026	272	BP	Severn Office	Stationery / Cleaning Supplies	229.19	3015/3025
20/08/2026	273	DD	British Gas	Gas Charges - Office (Jul-Aug)	112.88	3010/2
					116.58	
					37,958.26	

FINANCE, GOVERNANCE & POLICY MEETING - 7 OCTOBER 2026

Credit Card Purchases - 11/07/2026 - 05/08/2026

Credit Card - Finance Manager

DATE	PAYEE	DETAILS	BUDGET HEAD	SUB TOTAL	TOTAL	VAT
11/07/2026	Warren's Sandwich Bar	PIP - Sandwiches	Party in the Park		129.60	
14/07/2026	TCBC	Refuse Sacks	Cleaning		412.00	68.66
16/07/2026	Amazon	Welsh Flag / Hat Fancy Dress	Youth Festival - Overseas		9.98	1.66
16/07/2026	Amazon	Welsh lady Hat (Childs)	Youth Festival - Overseas		7.59	
19/07/2026	Amazon	Dragon Mask	Youth Festival - Overseas		9.00	1.50
19/07/2026	Amazon	Welsh Colonial Costume	Youth Festival - Overseas	9.98		1.66
19/07/2026	Amazon	Welsh Flag	Youth Festival - Overseas	4.69		0.78
19/07/2026	Amazon	Fancy Dress Costume	Youth Festival - Overseas	9.98		1.66
19/07/2026	Amazon	Wizard Wig / Beard	Youth Festival - Overseas	7.97		1.32
19/07/2026	Amazon	Velvet Cloak	Youth Festival - Overseas	13.99	46.61	2.33
19/07/2026	Amazon	Dragon Mask	Youth Festival - Overseas		8.88	
21/07/2026	Amazon	Defibrillator Pads	Health & Safety		82.00	13.67
21/07/2026	Iceland	Refreshments - Fire Fighters	Refreshments		33.85	2.56
28/07/2026	Celtic Travel Ltd	Flights - CW	Youth Festival - Overseas		448.28	
03/08/2026	Amazon	Face Shield	Health & Safety		9.33	1.56
03/08/2026	Amazon	AED Responder Kit	Health & Safety		15.29	2.55
03/08/2026	Amazon	Wired Headset x 3	IT Equipment		33.59	5.60
05/08/2026	Tesco	Twinning Gift	Youth Festival - Overseas		1.10	
05/08/2026	Tesco	Twinning Gifts	Youth Festival - Overseas		23.50	
05/08/2026	IP Camlive	Swift Cameras	Swift Project		79.51	
05/08/2026	Cartridge Save	Ink Cartridges	Office Cons/Ink Cartridges		472.31	78.72
Total				1,822.42	184.23	

AGENDA ITEM 11

Financial Budget Comparison

Comparison between 01/04/26 and 31/08/26 inclusive. Includes due and unpaid transactions.
Excludes transactions with an invoice date prior to 01/04/26

	2026/2027	Reserve Movements	Actual Net	Balance
INCOME				
Council				
101	Precept	£820,009.11	£546,681.54	-£273,327.57
105	V.A.T.Refund	£0.00	£4,183.74	£4,183.74
110	Chairman's Charity	£0.00	£32.16	£32.16
Total Council		£820,009.11	£550,897.44	-£269,111.67
Finance, Governance & Policy Committee				
301	Bank Interest (CCLA)	£30,000.00	£11,719.83	-£18,280.17
310	Barclaycard Rebate	£0.00	£103.33	£103.33
315	Grant Income	£0.00	-£250.00	-£250.00
Total Finance, Governance & Policy		£30,000.00	£11,573.16	-£18,426.84
Planning & Environment Committee				
600	Planning & Environment	£0.00	£250.00	£250.00
Total Planning & Environment Committee		£0.00	£250.00	£250.00
Events Committee				
501	Party in the Park	£0.00	£1,417.50	£1,417.50
510	Youth Festival	£0.00	£218.00	£218.00
Total Events Committee		£0.00	£1,635.50	£1,635.50
Total Income		£850,009.11	£564,356.10	-£285,653.01

AGENDA ITEM 6

Financial Budget Comparison

Comparison between 01/04/26 and 31/08/26 inclusive. Includes due and unpaid transactions.
Excludes transactions with an invoice date prior to 01/04/26

	2026/2027	Reserve Movements	Actual Net	Balance
EXPENDITURE				
Establishment Committee				
2001 Salaries	£369,000.00	£0.00	£136,508.38	£232,491.62
2005 Professional Membership	£400.00	£0.00	£0.00	£400.00
2008 HR Support Costs (Peninsular)	£1,500.00	£0.00	£1,017.35	£482.65
2010 Conferences/Training	£2,000.00	£0.00	£415.00	£1,585.00
2015 Health and Safety Peninsula	£1,500.00	£0.00	£574.41	£925.59
2016 H & S & PPE	£750.00	£0.00	£270.05	£479.95
2020 Payroll Charges	£900.00	£0.00	£0.00	£900.00
2025 DBS	£100.00	£0.00	£0.00	£100.00
Total Establishment Committee	£376,150.00	£0.00	£138,785.19	£237,364.81
Finance, Governance & Policy Committee				
3001 Rent, Rates & Water	£30,150.00	£0.00	£23,517.00	£6,633.00
3010 Fuel Charges	£7,550.00	£0.00	£2,526.04	£5,023.96
3015 Office IT Equipt & Consumables	£8,000.00	£0.00	£849.07	£7,150.93
3025 Cleaning	£7,500.00	£0.00	£1,271.92	£6,228.08
3030 Refuse/Disposal - Confidential	£1,200.00	£0.00	£647.94	£552.06
3035 Office Contracts	£13,895.00	£0.00	£3,825.30	£10,069.70
3040 Maintenance Costs	£6,000.00	£0.00	£0.00	£6,000.00
3110 Insurance	£7,500.00	£0.00	£0.00	£7,500.00
3120 Association Subscriptions	£7,400.00	£0.00	£7,649.00	-£249.00
3122 Stationery	£1,500.00	£0.00	£820.24	£679.76
3125 Audit Fee	£3,000.00	£0.00	£875.00	£2,125.00
3130 Postages	£1,200.00	£0.00	-£241.78	£1,441.78
3160 Photocopying Costs	£1,200.00	£0.00	£319.46	£880.54
3165 Advertising / Publicity Items	£750.00	£0.00	£836.39	-£86.39
3170 Publications & Licences	£1,000.00	£0.00	£52.00	£948.00
3175 Website Hosting	£1,500.00	£0.00	£450.13	£1,049.87
			Annual Increase - OVW	
				Increase - TVA Awards

Financial Budget Comparison

Comparison between 01/04/26 and 31/08/26 inclusive. Includes due and unpaid transactions.
Excludes transactions with an invoice date prior to 01/04/26

		2026/2027	Reserve Movements	Actual Net	Balance
3180	Welsh Language	£250.00	£0.00	£0.00	£250.00
3185	Bank Charges	£100.00	£0.00	£0.00	£100.00
3190	Mobile Telephone	£60.00	£0.00	£0.00	£60.00
3200	Local Voluntary Funding	£52,500.00	£0.00	£8,450.00	£44,050.00
3600	Election Expenses	£5,000.00	£0.00	£7,339.46	-£2,339.46
3605	Chairman's Allowance	£1,500.00	£0.00	£0.00	£1,500.00
3610	Members Remuneration IRPW	£6,500.00	£0.00	£0.00	£6,500.00
3615	Repairs, Chain of Office	£0.00	£0.00	£0.00	£0.00
3620	Vice-Chairman's Allowance	£500.00	£0.00	£0.00	£500.00
3625	Conference Fees & Expenses	£500.00	£0.00	£368.80	£131.20
3630	Attendance Allowance	£0.00	£0.00	£0.00	£0.00
3635	Members Training	£500.00	£0.00	£70.00	£430.00
3650	Refreshments	£1,000.00	£0.00	£99.35	£900.65
3705	Wellbeing Projects	£5,000.00	£2,200.00	£7,200.00	£0.00
4095	Community Safety	£2,000.00	£0.00	£0.00	£2,000.00
4105	Playschemes/FoodisFun	£37,000.00	£0.00	£0.00	£37,000.00
6001	Core Funding	£30,000.00	£0.00	£25,500.00	£4,500.00
6005	Grounds Maintenance	£11,000.00	£0.00	£11,262.50	-£262.50
6010	Junior Sponsorship Grant	£11,000.00	£0.00	£10,457.50	£542.50
6015	Grant Aid	£15,000.00	£0.00	£0.00	£15,000.00
6020	Grants- Misc	£7,500.00	£0.00	£5,100.00	£2,400.00
6035	Community Hardship Fund	£10,000.00	£0.00	£0.00	£10,000.00
Total Finance, Governance & Policy Committee		£296,255.00	£2,200.00	£119,245.32	£179,209.68
£1000 Transferred from General Reserve (Min 126)					

Planning & Environment Committee

4001	Environmental Awards/Projects	£12,500.00	£0.00	£0.00	£0.00	£0.00	£12,500.00	
4005	Litter Bins / Doggy Bins	£2,000.00	£0.00	£0.00	£0.00	£0.00	£2,000.00	
4006	Community Notice Boards	£5,000.00	£0.00	£0.00	£0.00	£0.00	£5,000.00	
4015	Forest School	£4,500.00	£0.00	£0.00	£0.00	£0.00	£4,500.00	

Financial Budget Comparison

Comparison between 01/04/26 and 31/08/26 inclusive. Includes due and unpaid transactions.
Excludes transactions with an invoice date prior to 01/04/26

	2026/2027	Reserve Movements	Actual Net	Balance	
4020 Benches	£2,500.00	£0.00	£0.00	£2,500.00	
4025 Biodiversity Projects	£10,000.00	£0.00	£2,695.83	£7,304.17	
4030 Poetry Trail	£850.00	£0.00	£700.00	-£50.00	Overspend
4035 Environmental Quiz	£850.00	£0.00	£74.20	£775.80	
4055 Woodland Rent	£200.00	£0.00	£98.50	£101.50	
4100 Pontypool Regeneration	£0.00	£4,230.00	£4,230.00	£0.00	
4106 Town Improvements	£5,000.00	£0.00	£0.00	£5,000.00	
Total Planning & Environment Committee	£43,200.00	£4,230.00	£7,798.53	£39,631.47	
Events Committee					
3655 Annual Celebration Dinner	£0.00	£0.00	£0.00	£0.00	
5001 Party in the Park	£29,000.00	£0.00	£24,351.83	£4,648.17	
5020 Christmas Lights - Pontypool Town	£16,750.00	£0.00	£8,004.51	£8,745.49	
5025 Christmas Tree	£2,500.00	£0.00	£0.00	£2,500.00	
5030 Christmas Cavalcade	£19,000.00	£0.00	£765.00	£18,235.00	
5050 Eisteddfod	£7,000.00	£0.00	£0.00	£7,000.00	
5065 Additional Events	£5,500.00	£0.00	£500.00	£5,000.00	
5100 Youth Festival - Pontypool	£5,000.00	£0.00	£287.68	£4,712.32	
5105 Youth Festival - Overseas	£5,000.00	£0.00	£5,000.00	£0.00	
5205 Twinning - Council's Visits	£1,000.00	£0.00	£1,000.00	£0.00	
5305 Youth Council	£0.00	£156.44	£156.44	£0.00	
Total Events Committee	£90,750.00	£156.44	£40,065.46	£50,840.98	[Earmarked Reserve]
Youth Provision					
7001 Youth Provision	£90,000.00	£0.00	£9,076.90	£80,923.10	
Total Youth Provision	£90,000.00	£0.00	£9,076.90	£80,923.10	
Total Income	£850,009.11	£0.00	£564,356.10	-£285,653.01	
Total Expenditure	£896,355.00	£6,586.44	£314,971.40	£587,970.04	
Total Net Balance	-£46,345.89		£249,384.70		

Earmarked/Restricted Reserves - 2026/2027

Aug-26					
	Balc/fwd at 31.03.26	Trfs In	Trf out	Bal c/fwd	
Heading	Committee Responsible			Balance	
Events	971.77			971.77	
Twinning Youth Festival	5,924.08			5,924.08	
Election Expenses	25,396.18			25,396.18	
Repairs (office)	1,235.93			1,235.93	
Office Equipment	4,944.58			4,944.58	
LVF - New Inn Scouts		19,800.00		19,800.00	
Wellbeing		10,000.00		7,800.00	
Accommodation	200,000.00		2,200.00	200,000.00	
Play Equipment	43,172.00			43,172.00	
Notice Boards (Purchase/Install/Repairs)	242.43			242.43	
Biodiversity	3,718.79			3,718.79	
Pilot Project - Biodiversity	373.58			373.58	
Play Equipment - Maintenance 2022 -2027	5,000.00			5,000.00	
Youth Provision	68,904.72			68,904.72	
Youth Council	3,873.57		156.44	3,717.13	Water Cooler
Sub Total				391,201.19	
Pontypool Regeneration	179,240.00		4,230.00	175,010.00	
Total Earmarked Reserves	542,997.63			566,211.19	

FINANCE, GOVERNANCE & POLICY

7 OCTOBER 2026

LOCAL VOLUNTARY FUNDING

<u>Councillor</u>	<u>Requested Amount</u>	<u>Organisation</u>	<u>Reason</u>	<u>Statutory Provision</u>
Councillor J. James	£100.00 (PROJECT)	Cold Barn Farm	St. Johns Church (Wainfelin) regularly collaborates with Cold Barn Farm, and would like to take the children from their kids club to see a pantomime on a trip being operated by Cold Barn Farm.	Local Government (Miscellaneous Provisions) Act (1976) s.19
Councillor C. Price	£100.00 (PROJECT)	Cold Barn Farm	St. Johns Church (Wainfelin) regularly collaborates with Cold Barn Farm, and would like to take the children from their kids club to see a pantomime on a trip being	Local Government (Miscellaneous Provisions) Act (1976) s.19

			operated by Cold Barn Farm	
Councillor R. Matthews	£500.00 (PROJECT)	Pontypool Indoor Market Traders Association	Halloween event	Local Government Act (1972) s.145
Councillor L. Jones	£250.00	Pontymoile O.A.P Hall	To clear the overgrowth around the hall which is obstructing the entrance.	Local Government (Miscellaneous Provisions) Act (1976) s.19
Councillor S. Lang	£500.00 (PROJECT)	Trevethin and Penygarn Community Centre	We are running a weekly lunch club where we provide a hot meal, desert and hot drink just for £3 for our older community.	Local Government (Miscellaneous Provisions) Act (1976) s.19
Councillor S. Lang	£500.00 (PROJECT)	Penygarn and Trevethin Football Club	Pay for new football kits to play in when we have football matches.	Local Government (Miscellaneous Provisions) Act (1976) s.19

Finance Governance & Policy

Wednesday 7th October 2026

Additional Grounds Maintenance Pitch Payment

1. Purpose of Report

- 1.1 To obtain a minute to allow an extra pitch payment to Penygarn and Trevethin FC.

2. Background Information

- 2.1 In July 2026 a table listing all applications and pitch amounts received from clubs was prepared by the Chair of Finance, Governance & Policy and presented to the Committee.
- 2.2 On the table Penygarn and Trevethin were listed as having two pitches but only one pitch payment of £425 was listed. An additional pitch payment of £318.75 for their second pitch was omitted, therefore only one payment of £425 has been paid to the club to date.

The balance of the Grounds Maintenance budget is £737.50.

3. Recommendation:

- 3.1 The Committee approve the second pitch payment of £315.75 to Penygarn and Trevethin FC.

Annette Ambrosen
Finance Assistant
October 2026

APPLICATION FOR FINANCIAL ASSISTANCE FOR AN ORGANISATION

Name of Organisation:	Pickle Belles
Purpose of Organisation:	To attract women of all ages (17+) to become more active. Women become inactive for many reasons, such as ill health, financial restraints, caring for children or elderly parents, social isolation, traumatic events, anxiety, work commitments, depression & running a household. Some sadly have encountered many or all of these. Creating a new community to improve physical, mental and social wellbeing has been our aim & feedback indicates we are meeting all these criteria.
No. of Members – Indicate how many live in the Pontypool area	37
Reason for application	We have been raising money to secure additional outdoor pickleball courts in torfaen and our aim is to repurpose half of the existing tennis courts at Panteg House in Griffithstown for this purpose. The courts have fallen into disrepair & require refurbishment. The Pickle belles have now over 100 ladies who drop in to play when they are able 70 of which, play regularly. With the exsiting large pickleball groups who were already using the only outdoor pickleball courts in Torfaen (in Pontypool Park), and the two groups which have started since the Picklebelles formed last Autumn, we struggled to book our usual sessions let alone add new sessions. We have enquiries weekly & each time we put an article or photos online of our group, we receive a large amount of messages from ladies wanting to join our fast growing social circle. The ladies are now also wanting to add social events and more sessions, we hope to give them this & also offer sessions to the wider community.
Do you have a Safeguarding policy if dealing with children, young people or vulnerable adults	Yes XXXXXX No XXXXXX (please delete as appropriate)
Does the organisation have a constitution and/or is it a registered charity	We are a constituted, not for profit community group.
If you are a registered charity please list the charity number.	
Does the organisation aim to meet the objectives of the Well-being of Future Generations (Wales) Act 2015?	Yes XX No XX (please delete as appropriate)
Does your organisation have a Welsh Language Policy? FOR INFORMATION ONLY	Yes / No* We currently do not have welsh speakers, however, we would be happy to offer translation of our (please delete as appropriate) documents should that be requested by our users.

**APPLICATION FOR
ASSISTANCE FOR AN****Pontypool Community Council**
Cyngor Cymuned Pont-Y-Pŵl**FINANCIAL
ORGANISATION**

Name of Organisation:	Friends of Pontypool Town
Purpose of Organisation:	Support the regeneration and long-term sustainability of Pontypool town by delivering community events, supporting local businesses, and encouraging economic growth, social wellbeing and community engagement.
No. of Members – Indicate how many live in the Pontypool area	5 active members, 4 of which live in Pontypool
Reason for application	The funding will enable us to deliver events that increase footfall, encourage community participation, and attract visitors to the town. It will also help us provide opportunities for local businesses to promote their products and services, strengthen the local economy, and encourage collaboration between businesses and community groups. By investing in these activities, we aim to create a more vibrant and welcoming town centre, support economic growth, improve community wellbeing, and ensure Pontypool remains an attractive place to live, work, and visit.
Do you have a Safeguarding policy if dealing with children, young people or vulnerable adults	Yes
How much funding would you like to apply for?	£6000
Does the organisation have a constitution and/or is it a registered charity	Constitution, not a registered charity

If you are a registered charity please list the charity number.	
Does the organisation aim to meet the objectives of the Well-being of Future Generations (Wales) Act 2015?	Yes
Does your organisation have a Welsh Language Policy? FOR INFORMATION ONLY	Yes
What steps has your organisation taken or is going to take to reduce its environmental impact? Your answer could include but is not limited to: • encouraging people to car-share or use public transport • reducing the use of pesticides or leaving areas to grow wild • reducing heating and electricity bills by installing insulation or low energy light bulbs	We encourage people to walk, cycle, use public transport or car share to our events where possible. We reduce waste by recycling and limiting single use plastics. We also support local suppliers to reduce travel and promote the sustainable regeneration of Pontypool.

Please return your completed application form and any other requested documents to:

Email: grants@pontypoolcc.gov.uk

Or

Pontypool Community Council
35a Commercial Street
Pontypool
NP4 6JQ

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Dear Members of the Committee,

AGENDA ITEM 9 (iii)

I would like to introduce myself, I am Marcus a year 1 pupil from St Albans RC High school. I support a young carers wellbeing group without out school. This involves giving pastoral support to each young carer, running workshops, peer support, and activities that increased their well.

I am writing to formally request **£109** in funding to support an upcoming session for our **Young Carers Wellbeing Group**.

Young carers face unique, everyday pressures, and this group provides them with a vital space to rest, connect with peers, and focus on their own mental health. To offer them a deeply therapeutic and engaging experience, we plan to host a specialised workshop with **Animals Interactive**.

Animals Interactive provides structured, hands-on animal-assisted therapy sessions. These sessions are proven to reduce stress, build confidence, and offer immense emotional comfort to young people navigating high-stress home environments.

The requested **£109** will fully cover the cost of booking this external session, ensuring that our young carers can access this valuable opportunity at no cost to themselves or their families.

Thank you for your time, consideration, and ongoing dedication to supporting the wellbeing of young people in our community. I am happy to provide any further details or documentation if required.

Kind regards,

Marcus Phillips

Pontypool Community Council
35a Commercial Street
Pontypool
NP4 6JQ



22/09/2026

Dear Friends

Our dedicated crews travel the length and breadth of the country to deliver emergency lifesaving care. **In 2025 we attended 3665 missions, with 82 in your region of Torfaen.** When someone is critically ill or seriously injured, our helicopters can mean the difference between life and death – reaching patients, wherever they are. Our crews can deliver blood transfusions, administer anaesthesia and undertake emergency operations at the scene of an incident, before taking the patient directly to specialist care. Providing this service often involves long distances, and our aircraft holds enough fuel to fly the length of Wales and back.

The cost of keeping our helicopters flying has risen sharply this year, partly due to the conflict in the Middle East. Fuel prices are currently around 43% higher than pre-conflict levels and ongoing uncertainty means the market remains volatile as the conflict continues.



P000N

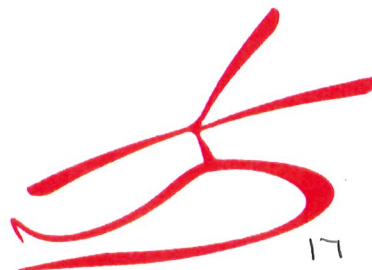


Wales Air Ambulance pilot, Captain James Gardiner, said: "Every time we take off, we know someone on the ground is relying on us during one of the worst moments of their life. Fuel isn't just a cost for us – it's what allows us to take our A&E-standard care to patients, wherever they are in Wales, and then take them to the most appropriate specialist care centre for their needs."

"When fuel prices rise this sharply, it has a real impact. We're incredibly grateful to everyone who makes this service possible."

www.ambiwylansawyrcymru.com
www.walesairambulance.com

Rhif Elusen/Charity Number: 1083645

[illegible]



Ffôn/Tel: 0300 0152 999
enquiries@walesalrambulance.com

Grants and Trusts Manager T: 07973 882440
Emma.Moore@walesairambulance.com

A red calligraphic signature, possibly reading '18', is written in the bottom right corner of the page.

WELL BEING



Pontypool Community Council
Cyngor Cymuned Pont-Y-Pŵl

GRANT APPLICATION FORM

1. Name of Group	Talygarn Community Mental Health Group
2. Name and email address of lead contact for the Group	Dean Ford – dean.ford2@wales.nhs.uk
3. Description of the Project You can submit this info on a separate sheet if necessary.	We are looking to form a mental health group within our lovely garden green space area outside the Talygarn Mental Health Unit. This space would be used for communal activities such as art or craft work or coffee and talk. We are looking to acquire x2 picnic benches for patients and staff to utilise for this small project. These benches would be used for patient one to one consultations and also patient communal gatherings.

4. What are the benefits to the local area?	Encouraging persons to use the outdoor gardens. Maintenance of this area will also be required and completed. Huge benefits to persons mental health. The environment offers a beautiful green space and wildlife.
5. What are the costs of the project for individual (e.g. equipment) or collective (e.g. seeds) items?	£300
6. What is the total cost of the project?	£300
7. Are you planning to apply for funding or resources from any other sources? If so where from?	N/A
8. What steps has your group taken or is going to take to reduce its environmental impact? Your answer could include but is not limited to: • encouraging people to car-share or use public transport • reducing the use of pesticides or leaving areas to grow wild • reducing heating and electricity bills by installing insulation or low energy light bulbs	The benches would be placed in the garden area. I do not foresee any environmental impact due to their use. The area is growing wild however is maintained by a team of volunteers. We car share to the site when work is required. Pesticides are not used on this garden.



Pontypool Community Council
Cyngor Cymuned Pont-Y-Pŵl

GRANT APPLICATION FORM

1. Name of Group	YSGOL GYMRAEG GWYNLLYW
2. Name and email address of lead contact for the Group	Victoria Potheary Victoria.woodward@gwynllyw.cymru
3. Description of the Project You can submit this info on a separate sheet if necessary.	Ysgol Gymraeg Gwynllyw is seeking £1107 to purchase and install durable, all-weather recycled picnic benches. These benches will be situated in our secondary phase creating a designated, comfortable, and inclusive space for outdoor learning, social interaction, and dining. This project directly addresses the need for better outdoor facilities, supporting pupil mental health and social development while reducing congestion in the school dining hall. This investment will benefit 689 current students and many future cohorts. Currently, our school has limited outdoor seating, restricting students' ability to engage in quiet socialising during breaks. • Pupil Voice: Our School Council conducted a survey in February 2026, and 87% of students requested more outdoor seating to eat, read, and chat with friends, particularly for students who feel overwhelmed in the noisy indoor cafeteria. • Outdoor Learning: Teachers have expressed a desire to teach lessons outdoors to boost engagement, but lack suitable seating for groups. • Health and Wellbeing: Providing a calm, natural outdoor setting will improve mental wellbeing and inclusivity, providing a sanctuary for vulnerable pupils. We will purchase eco-friendly, durable, recycled benches. These are low-maintenance and long-lasting. The benches will be installed by our school caretaker.
4. What are the benefits to the local area?	• Using recycled materials teaches pupils about sustainability.

	Community: We aim to make these benches available for use by local community groups during school holidays.
5. What are the costs of the project for individual (e.g. equipment) or collective (e.g. seeds) items?	£369 per bench
6. What is the total cost of the project?	£1107
7. Are you planning to apply for funding or resources from any other sources? If so where from?	n/a
8. What steps has your group taken or is going to take to reduce its environmental impact? Your answer could include but is not limited to: - encouraging people to car-share or use public transport - reducing the use of pesticides or leaving areas to grow wild - reducing heating and electricity bills by installing insulation or low energy light bulbs	We only intend on purchasing benches that are materials like recycled plastic or sustainable timber as these, particularly those made from recycled plastic, offer significant positive environmental impacts by reducing plastic waste, diverting it from landfills, and promoting a circular economy. They provide a durable, low-maintenance alternative to timber, reducing the need for new materials and lowering carbon emissions. These benches support ecological education by facilitating outdoor learning

Please remember that Council members will want to visit the project.

Please return your completed application form to:

Auditor General's report and audit opinion

I certify that I have completed the audit of the Annual Return for the year ended 31 March 2026 of **Pontypool Town Council**. My audit has been conducted on behalf of the Auditor General for Wales and in accordance with the requirements of the Public Audit (Wales) Act 2004 (the 2004 Act) and guidance issued by the Auditor General for Wales.

Audit opinion: Qualified

Except for the matters reported below in my Basis for Qualification, on the basis of my audit, in my opinion no matters have come to my attention to give cause for concern that, in any material respect, the information reported in this Annual Return:

- has not been prepared in accordance with proper practices;
- that relevant legislative and regulatory requirements have not been met;
- is not consistent with the Council's governance arrangements; and
- that the Council does not have proper arrangements in place to secure economy, efficiency and effectiveness in its use of resources.

Basis of Qualification

Accounting Statement

I am unable to conclude whether or not the Accounting Statement fairly present the Council's income and expenditure and financial position:

- The Council has not provided a full and quantified explanation of variances between the current and prior years' accounts. Therefore I am unable to conclude whether or not the Accounting Statement is a full record of the Council's income and expenditure and financial position.

Other matters and recommendations

I draw the Council's attention to the following matters and recommendations which do not affect my audit opinion but should be addressed by the Council.

Information required for audit

Each year we send the Council an audit notice that sets out the information we need to complete the audit. Failure to provide this information may lead to a qualified audit opinion and potentially an increased audit fee.

We recommend that the Council reviews the annual audit notice to ensure that all required information is provided on a timely basis.

Accounting Statement – arithmetic errors

The Accounting Statement contains a non-material arithmetic error due to roundings. We recommend that the Council checks the arithmetic accuracy of the accounting statement and makes the necessary corrections before the accounts are approved.

There are no further matters I wish to draw to the Council's attention.

 Richard Harries, Director, Audit Wales For and on behalf of the Auditor General for Wales	Date: 25/09/2026
---	------------------

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Dear Mrs C Drew,

Hope you are well.

I am getting in touch to enquire about some documents that have not been provided in Pontypool Community Council 2025-26 Audit papers. If you can provide the following information by Tuesday 11th August (11/08/2026) that would be extremely helpful.

- A copy of the council’s budget demonstrating it takes its reserves into account when setting its budget and precept.
- An explanation for the following significant variances from the annual return data: Line 3 (Total other receipts) and Line 7 (Debtors).
- Details of the process followed for setting the budget and for monitoring income and expenditure against the budget.

This information was requested in the original audit notice. If you cannot provide the above requested information, please can you inform us by the 11/08/2026 also.

Kind regards,

Lily Harries

Archwilydd || Auditor

Ffôn || Tel: +44 29 2032 0515

www.archwilio.cymru || www.audit.wales



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	Am y newyddion diweddaraf, cofrestrwch i'n cylchlythyr yma For the latest news, sign up to our newsletter here
--	---

Please see attached financial information as requested.

1. A copy of the Precept Calculator report - I have also highlighted the amount funded by reserves on the report in yellow - this demonstrates that the Council took into consideration the reserves when setting the budget because £46,345.89 is being funded from reserves.
2. The Statement of Accounts is the best report to identify the transactions that have caused a variance is the Annual Return Analysis. If you require the 24/25 report to compare so that you can identify the variance I can forward this to you.
4. I don't understand what you mean by "and Line 7 (Debtors)." because line 7 is "Balances carried forward" not debtors and neither of the variances for "Balances carried forward" nor "Debtors" is required hence there is not a percentage on these lines on the Annual Return.
3. Monitoring of budget against actual is the Financial Budget Comparison report which is attached.
4. Minutes of Council meeting held on 28 January 2026, Min Ref 444.

If I can be of any further assistance, please do not hesitate to contact me.

Regards

Mrs Cindy Challenger
Finance Manager
Cyngor Cymuned Pont-y-pŵl/Pontypool Community Council
Ffôn/Tel: 01495 365954 (Direct Line)
E-bos/E-mail: cchallenger@pontypoolcc.gov.uk
Dyddiau Gweithio/Working Days: Dydd Mawrth-Dydd Gwener/Tuesday-Friday

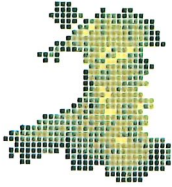
From: Clerk <clerk@pontypoolcc.gov.uk>
Sent: 05 August 2026 12:18
To: Cindy Challenger <cchallenger@pontypoolcc.gov.uk>
Subject: FW: Pontypool Audit Enquiry 05/08/2026
Importance: High

Hi Cindy,

Are these three documents something that you have at hand? Or can we pull these together, I'm happy to help anyway I can. Let me know, then I'll respond to Lily.

Thanks
Cath

From: Lily Harries <Lily.Harries@audit.wales>
Sent: 05 August 2026 09:50
To: Clerk <clerk@pontypoolcc.gov.uk>
Subject: Pontypool Audit Enquiry 05/08/2026

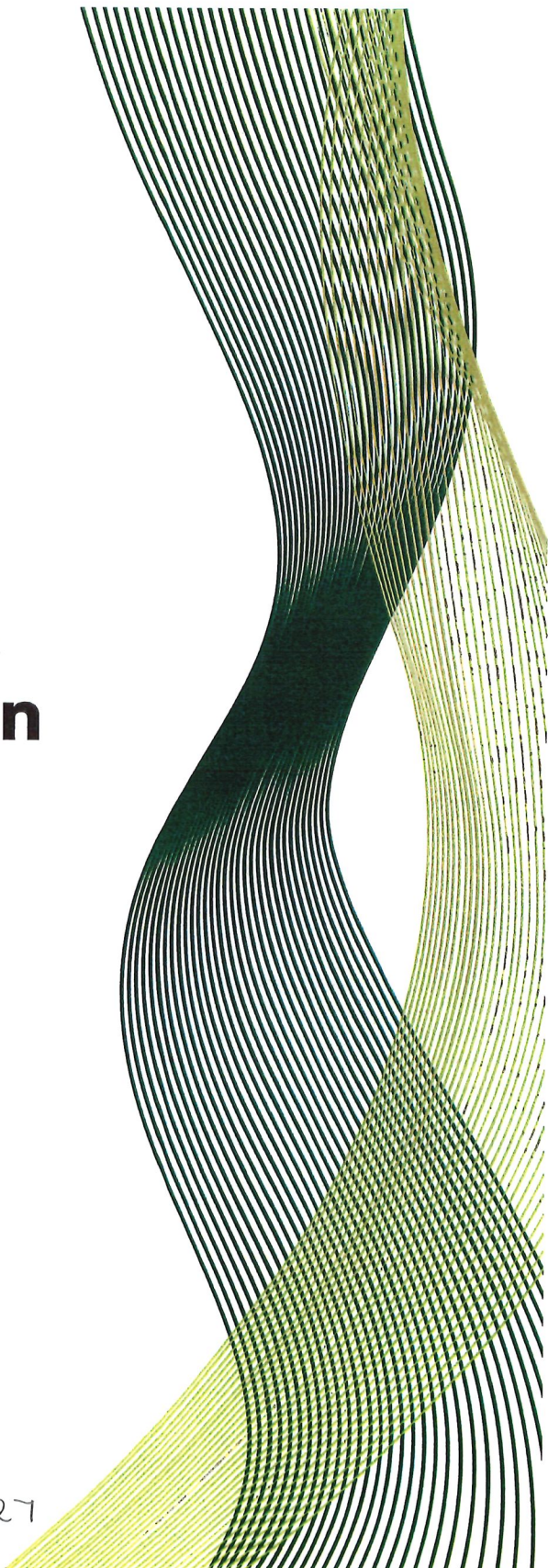


Comisiwn
Democratiaeth a
Ffiniau Cymru

Democracy
and Boundary
Commission Cymru

Draft annual remuneration report 2027 - 2028

dbcc.gov.wales
remuneration@dbcc.gov.wales



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The Commission welcomes correspondence and telephone calls in Welsh or English.

Mae'r ddogfen ar hon ar gael yn y Gymraeg.

This document has been translated into Welsh by Trosol.

Democracy and Boundary Commission Cymru
4th Floor
Welsh Government Building
Cathays Park
CARDIFF
CF10 3NQ

Foreword

As Chair of the Democracy and Boundary Commission Cymru, I am pleased to introduce this Draft Annual Remuneration Report for 2027-28. This report sets out the Commission's proposed determinations for the remuneration, expenses and benefits payable to elected and co-opted members across Wales' principal councils, community and town councils, fire and rescue authorities, national park authorities and corporate joint committees.

This is an important point in the Commission's work on remuneration. The 2027 local government elections provide an appropriate opportunity to review the framework and consider whether it continues to support effective, accessible and representative local democracy in Wales.

The draft determinations in this report seek to balance a number of considerations: the responsibilities and time commitment expected of members; the importance of removing barriers to participation in public life; the need to protect the value of remuneration from erosion by inflation; and the pressures on public finances. We have considered the senior roles framework and the future approach to annual uprating.

We are particularly keen to hear views on the use of the Consumer Prices Index including owner occupiers' housing costs as the basis for this year's uprating. The Commission will consider all representations carefully before making its final determinations.

I would like to thank members, officers, representative bodies and partner organisations who have contributed to our work to date. Their evidence and experience are essential to ensuring that the remuneration framework remains robust, proportionate and fit for purpose. I encourage all those with an interest in local democracy in Wales to respond to this consultation.

Karen Jones

Chair

Chapter 1. Introduction

1. This is the Commission's second draft annual remuneration report.
2. In writing this report, being the one immediately prior to the May 2027 local government elections, we have considered whether any major changes are required to the framework. We have concluded that none are required at this time. This means that this draft report for 2027-28 includes uprating amounts where appropriate but leaves the framework unchanged.

Senior roles

3. The Commission surveyed authorities, their members and representative bodies to ascertain whether the current framework of remuneration for those with senior roles appropriately recognises the time commitment and responsibilities of those roles.
4. We received a mix of views, ranging from no change to a wide-ranging reform of local government in Wales. There was no consensus for any specific change to the current framework.
5. Without sufficient evidence or agreement for any specific changes, the Commission has decided that there will be no changes at this time to the senior roles' framework.
6. The Commission is aware that executive role holders are involved in a range of regional bodies. We will review the impact of these in the coming period.

Annual Survey of Hours and Earnings (ASHE)

7. ASHE has been used for a number of years to determine the basic salary of elected members of principal councils, and other remuneration calculated from that figure.
8. The figure used was three fifths of the median gross weekly earnings for those living in Wales. It was felt that using this figure aligned remuneration of elected members with the earnings of those living in Wales. Three fifths was chosen because research showed that councillors were, on average, devoting at least three days each week to the role.
9. The publication of ASHE falls behind the work schedule of the Commission in making its determinations. The figure the Commission used to determine remuneration for our 2026-27 Annual Remuneration Report was for April 2024. This meant it was two years old by the time our determinations came into force. The Office for National Statistics publishes the figure in October of each year. This is too late for us to consider the most current data in our Draft Annual Remuneration Report.
10. We have looked at other measures of cost of living and wage increases, as published by the Office for National Statistics. The Commission considers that the intention of increases to remuneration is to ensure that elected members do not bear increased costs caused by changes to the cost of living whilst they carry out their public role. We consider that a measure relating to the cost of living is appropriate. The rate commonly used for measuring increases to the cost of living is the Consumer Prices Index including owner occupier costs (CPIH)¹. The latest figure for this at the time of drafting this report is the May 2026 figure of 3%.
11. Having considered a wide range of possible measures, the Commission has applied this increase to most remuneration levels within its remit, as noted in each determination.

¹ Inflation and price indices - Office for National Statistics

12. We have also considered a number of other factors within the current remuneration framework.

Corporate Joint Committees (CJC)

13. CJs are a relatively new type of body introduced by the Local Government and Elections (Wales) Act 2021². Each of the four committees are made up the leaders of the principal councils within its area and the chair of any national park authority that lies wholly or partly within its boundary. These leaders are in receipt of remuneration for their role within their respective bodies.
14. Each committee has established a number of sub-committees to deal with specialist areas and in one instance a Joint Overview and Scrutiny Committee. These are made up of councillors and co-opted members.
15. The Commission consulted on whether any additional remuneration is appropriate to reflect the additional time commitment and responsibilities relating to CJs, or whether the time and responsibilities of these roles forms part of their wider executive responsibilities. The responses lead us to the conclusion that we need to carry out more specific research in this area before making any determination, which it will carry out during the coming year, and include any determination in our 2028-29 annual report.

Co-opted and lay members

16. The IRPW last uprated the remuneration of co-opted members of principal councils, national park authorities (NPA) and fire and rescue authorities (FRA) in its 2022 annual report³ and included lay members of corporate joint committees (CJC) in its 2024 supplementary report⁴. The rates had been linked to the public appointment rates paid by Welsh Government, which have not been uprated in some years.
17. The Welsh Government review of these rates has been completed. Rates for bodies in Band 2, with which the IRPW rates had been aligned, were increased to £205 per day for ordinary members.
18. The Commission considers that an increase to rates is appropriate at this time so that their value is not eroded by increases to the cost of living, and will apply the same 3% increase to co-opted and lay member rates as it does to elected members.

² Local Government and Elections (Wales) Act 2021

³ Independent Remuneration Panel for Wales: annual report 2021 to 2022 | GOV.WALES

⁴ Independent Remuneration Panel for Wales: review of remuneration for lay members of corporate joint committees | GOV.WALES

Fire and Rescue Authorities (FRAs)

19. Following the Order to reform the governance of Wales' FRAs⁵, we published our Draft Supplementary Remuneration Report: Fire and Rescue Authorities⁶ on 3 July 2026. We have proposed the following remuneration rates for FRA members.

	Daily rate	Up to 4 hours rate	Hourly rate
Chair	£348	£174	£43.50
Deputy or Committee Chair	£322	£161	£40.25
Board Member	£292	£146	£36.50

20. On 13 July 2026 the Welsh Government announced that intervention in South Wales Fire and Rescue Service would be extended until after the May 2027 local elections⁷.
21. Council executive members have been nominated to join a transition committee for South Wales FRA, rather than the board membership role described in the Order. They will advise the Commissioners rather than having an executive role for the time being.
22. The Welsh Government intends to implement the new governance arrangements for all three FRAs after the 2027 local elections.
23. The Commission will take account of this temporary change in role and the timing of the introduction of the new governance arrangements when making its determinations for remuneration of FRA roles, which it intends to publish by 25 September 2026.

IRPW guidance

24. A number of IRPW determinations, many relating to the publication of councils' remuneration, had been moved from annual reports into guidance⁸, published in February 2024.
25. The Commission has reviewed this guidance, and is making draft determinations which update it, including changes which reflect the legislative basis for our work now being included in the Democracy and Boundary Commission Cymru etc. Act 2013.

Engagement

26. We will continue the Panel's engagement with the Welsh Local Government Association, One Voice Wales, the Society of Local Council Clerks, and the North & Mid Wales Association of Local Councils as the representative bodies across the local government family, as well as individual authorities, and consider their views in reaching our determinations, whilst continuing to take account of the impact of our decisions on the budgets of authorities.

Resettlement

27. Section 69D of the Democracy and Boundary Commission Cymru etc. Act 2013 requires us to make determinations in relation to resettlement payments to members of local authorities who fail to get re-elected at the 2027 local elections. However, this requirement

⁵ [The Fire and Rescue Services \(National Framework and Variation of Combination Schemes\) \(Wales\) Order 2026](#)

⁶ [Draft supplementary remuneration report: Fire and Rescue Authorities](#)

⁷ [Written Statement: Intervention in South Wales Fire and Rescue Service: Next Steps \(13 July 2026\)](#) | GOV.WALES

⁸ [Independent Remuneration Panel for Wales: remuneration guidance \[HTML\]](#) | GOV.WALES

is dependent on Welsh Ministers making regulations to determine the relevant local authorities and it has now been indicated that these will not be made. For this reason, this report makes no proposals in relation to this matter.

Chapter 2. Determinations for 2027-28

Principal councils

Determination 1/2027: Basic salary for elected members of principal councils

28. The basic salary, paid to all elected members, is remuneration for the responsibility of community representation and participation in the scrutiny, regulatory and related functions of local governance. It is based on a full time equivalent of 3 days a week. The Commission has reviewed this time commitment, and no changes are proposed for 2026-27.
29. The Commission is fully aware of the current constraints on public funding and the impact its decisions will have on the budgets of principal councils. The Commission is also mindful of our aims and objectives to maintain levels of remuneration that are not devalued by increases to the cost of living, constitute a reasonable package to support elected members and to encourage diversity of representation.
30. The Commission has determined that for the financial year 1 April 2027 to 31 March 2028 it is appropriate to depart from ASHE⁹ statistics and move to the Office for National Statistics Consumer Prices Index including owner occupiers' housing costs (CPIH)¹⁰. This is 3% for the year to May 2026, the latest figure available at the time of writing. The basic salary will be £21,676, an increase of 3% on 2026-27.

Determination 2/2027: Salaries paid to senior, civic and presiding members of principal councils

31. All senior salaries include the basic salary payment. The different levels of additional responsibility of and between each role is recognised in a banded framework. No changes to banding are proposed this year.
32. The basic pay element will be uplifted in line with CPIH, and the same uplift will also apply to the role element of Bands 1, 2, 3, 4 and 5, giving all roles a 3% increase.
33. The salary of a leader of the largest (Group A) council will therefore be £81,284. All other payments have been determined with reference to this and are set out in Tables 1 and 2 below.

⁹ [Annual survey of hours and earnings | GOV.WALES](#)

¹⁰ [Inflation and price indices - Office for National Statistics](#)

Table 1: Salaries payable to basic, senior, civic and presiding members of principal councils

Description	Amount
Group A	
Band 1 leader	£81,284
Band 1 deputy leader	£56,899
Band 2 executive member	£48,770
Group B	
Band 1 leader	£73,156
Band 1 deputy leader	£51,209
Band 2 executive member	£43,893
Group C	
Band 1 leader	£69,091
Band 1 deputy leader	£48,364
Band 2 executive member	£41,455
All principal councils	
Basic salary	£21,676
Band 3 committee chair (if paid)	£32,514
Band 4 leader of the largest opposition group	£32,514
Band 5 leader of other political groups (if paid) and deputy civic head	£26,011
Civic head (if paid)	£32,514
Deputy civic head (if paid)	£26,011
Presiding member (if paid)	£32,514
Deputy presiding member (basic only)	£21,676

Table 2: Council groups by population

Group A	Group B	Group C
Population over 200,000	Population 100,000 to 200,000	Population up to 100,000
Cardiff	Bridgend	Blaenau Gwent
Rhondda Cynon Taf	Caerphilly	Ceredigion
Swansea	Cardiganshire	Denbighshire
	Conwy	Isle of Anglesey
	Flintshire	Merthyr Tydfil
	Gwynedd	Monmouthshire
	Newport	Torfaen
	Neath Port Talbot	
	Pembrokeshire	
	Powys	
	Vale of Glamorgan	
	Wrexham	

There are no further changes to the payments and benefits paid to elected members.

Determination 3/2027: Limit on senior salaries payable to members of principal councils

34. The limit on the number of senior salaries payable, known as the cap, is unchanged. This is set out in Table 3 below.

Table 3: Maximum numbers of council membership eligible for payment of a senior salary

Council	Group	Number of councillors		Maximum senior salaries payable
		Prior to 2027 local elections	After 2027 local elections	
Cardiff	A	79		19
Rhondda Cynon Taf	A	75		19
Swansea	A	75		19
Bridgend	B	51		18
Caerphilly	B	69	68	18
Carmarthenshire	B	75	74	18
Conwy	B	55		18
Flintshire	B	67		18
Gwynedd	B	69		18
Neath Port Talbot	B	60		18
Newport	B	51		18
Pembrokeshire	B	60		18
Powys	B	68		18
Vale of Glamorgan	B	54	59	18
Wrexham	B	56		18
Blaenau Gwent	C	33		16
Ceredigion	C	38		17
Denbighshire	C	48		17
Isle of Anglesey	C	35		17
Merthyr Tydfil	C	30		15
Monmouthshire	C	46		17
Torfaen	C	40		17

Determination 4/2027: Family absence provisions for elected members of principal councils

35. In this determination, family absence refers to maternity, newborn, adoption and parental absences from official business.
36. These different categories are defined in [The Family Absence for Members of Local Authorities \(Wales\) Regulations 2013](#). The Welsh Government has published guidance on the different kinds of absence at [Absence from local authority meetings: family absence \[HTML\] | GOV.WALES](#).
37. An elected member is entitled to retain a basic salary when taking family absence under the original regulations or any amendment to the regulations irrespective of the attendance record immediately preceding the commencement of the family absence.
38. When a senior salary holder is eligible for family absence, they will continue to receive the salary for the duration of the absence.

39. It is a matter for the authority to decide whether to make a substitute appointment. The elected member substituting for a senior salary holder taking family absence will be eligible to be paid a senior salary if the authority so decides.
40. If the paid substitution results in the authority exceeding the maximum number of senior salaries which relates to it, as set out in the Commission's Annual Remuneration Report, an addition to the maximum will be allowed for the duration of the substitution unless this would result in the number of senior salaries exceeding fifty percent of the Council membership. Specific approval of Welsh Ministers is required in such circumstances.
41. When a council agrees a paid substitution for family absence the Commission must be informed within 14 days of the date of the decision, of the details including the particular post and the duration of the substitution.
42. The council's Schedule of Remuneration must be amended to reflect the implication of the family absence.

Determination 5/2027: Restrictions on senior post remuneration

43. An elected member must not be remunerated for more than 1 senior post within their authority.
44. An elected member must not be paid a senior salary and a civic salary.
45. All senior and civic salaries are paid inclusive of basic salary.
46. 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.

Determination 6/2027: Restrictions on payment for posts outside the principal council

47. Members in receipt of a Band 1 or Band 2 senior salary cannot currently receive a salary from any NPA or FRA to which they have been appointed, or any community or town council of which they are a member. We are consulting separately on changes to payments to executive councillor members of FRAs, as detailed in our Draft Supplementary Remuneration Report: Fire and Rescue Authorities¹¹.
48. They remain eligible to claim travel and subsistence expenses and contribution towards costs of care and personal assistance from the NPA, FRA or CTC.
49. Where this situation applies, it is the responsibility of the individual member to comply.

Determination 7/2027: Support to elected members of principal councils

50. Each authority, through its Democratic Services Committee, must ensure that all its elected members are given as much support as is necessary to enable them to fulfil their duties effectively. All elected members should be provided with adequate telephone, email and internet facilities giving electronic access to appropriate information.
51. Such support should be without cost to the individual member. Deductions must not be made from members' salaries by the respective authority as a contribution towards the cost of support which the authority has decided necessary for the effectiveness and or efficiency of members.

¹¹ [Draft supplementary remuneration report: Fire and Rescue Authorities | DBCC](#)

Determination 8/2027: Specific or additional senior salaries and assistants to the executive

52. Principal councils can apply for specific or additional senior salaries that do not fall within the current framework.
53. The Commission will decide on a case-by-case basis the appropriate senior salary, if any, for assistants to the executive.
54. Guidance to local authorities on the application process was issued in April 2014¹². The Commission will continue to apply this guidance in the event of any future applications.

Determination 9/2027: Local Government Pension Scheme

55. The eligibility to join the Local Government Pension Scheme shall continue to apply to all elected members of principal councils.

Determination 10/2027: Sickness absence payments for senior salary holders of principal councils

56. The framework provides arrangements for long term sickness absence for senior salary holders.
57. Long term sickness is defined as certified absences in excess of 4 weeks.
58. The maximum length of sickness absence 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).
59. Within these parameters a senior salary holder on long term sickness can, if the authority decides, continue to receive remuneration for the post held.
60. 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.
61. If the paid substitution results in the authority exceeding the maximum number of senior salaries payable for that authority, as set out in the Annual Remuneration Report, an addition will be allowed for the duration of the substitution, unless this would result in more than 50% of the membership receiving a senior salary. Permission would be required from Welsh Ministers for this limit to be exceeded. It would also not apply in respect of a council executive member if it would result in the cabinet exceeding 10 posts, the statutory maximum.
62. When an authority agrees a paid substitution, the Commission 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.
63. 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 6 months irrespective of attendance and any extension beyond this timescale is a matter for the authority.

¹² Application for a specific senior salary not within the panel's current framework

Determination 11/2027: Salaries for Joint Overview and Scrutiny Committee (JOSC) members

- 64. The salary of a chair of a JOSC will continue to be aligned to one third of Band 3, and will be set at £10,838.
- 65. The salary of a vice-chair is set at 50% of the Chair and will be £5,419.
- 66. There are no other changes in this area.

National Park Authorities (NPA)

Determination 12/2027: Payments to NPA members

- 67. The 3 national parks in Wales; Eryri, Pembrokeshire Coast and Bannau Brycheiniog, were formed to protect spectacular landscapes and provide recreation opportunities for the public. The Environment Act 1995 led to the creation of a NPA for each park. NPAs comprise members who are either elected members nominated by the principal councils within the national park area or are members appointed by the Welsh Government through the public appointments process. Welsh Government appointed and council nominated members are treated equally in relation to remuneration.
- 68. Elected members who are nominated by their council who are in receipt of a Band 1 or 2 salary are not permitted to receive any additional salary from their role in an NPA.
- 69. The remuneration for chairs will remain linked to a principal council Band 3 senior salary. Their role element will increase accordingly. Deputy chairs, committee chairs and other paid senior posts will remain linked to a Band 5. Full details of the levels of remuneration for members of NPAs is set out in Table 4.
- 70. In line with the Commission's decision to increase the basic salary of elected members of principal councils, the remuneration level for ordinary members of NPAs is also increased in line with CPIH.

Table 4: Payments to NPA members

Role	Amount
Basic salary for ordinary member	£6,114
Chair	£16,952
Deputy chair (where appointed)	£10,449
Committee chair or other senior post	£10,449

- 71. Members must not receive more than one NPA senior salary.
- 72. A NPA senior salary is paid inclusive of the NPA basic salary.
- 73. Members of a principal council in receipt of a Band 1 or Band 2 senior salary cannot receive a salary from any NPA to which they have been appointed. Where this situation applies, it is the responsibility of the individual member to comply.

Fire and Rescue Authorities (FRA)

Determination 13/2027: Payments to FRA members

74. This determination relates to the remuneration of FRAs prior to the reforms to the governance announced by the Welsh Government, which will be implemented following the 2027 local elections.
75. We will publish determinations for FRAs following these changes in a supplementary remuneration report by 25 September 2026.
76. These rates described here will be payable until the governance changes are implemented.
77. The three FRAs in Wales; Mid and West Wales, North Wales and South Wales were formed as part of Local Government re-organisation in 1996. FRAs comprise elected members who are nominated by the principal councils within each fire and rescue service area.
78. Welsh Government appointed and council nominated members are treated equally in relation to remuneration.
79. Elected members who are nominated by their council who are in receipt of a Band 1 or 2 salary are not permitted to receive any additional salary from their role in an FRA.
80. The remuneration for chairs will remain linked to a principal council Band 3 senior salary. Their role element will increase accordingly. Deputy chairs, committee chairs and other paid senior posts will remain linked to a Band 5. Full details of the levels of remuneration for members of FRAs is set out in Table 5.
81. In line with the Commission's decision to increase the basic salary of elected members of principal councils, the remuneration level for ordinary members of FRAs is also increased in line with CPIH.

Table 5: Payments to FRA members

Role	Amount
Basic salary for ordinary member	£3,057
Chair	£13,895
Deputy chair (where appointed)	£7,392
Committee chair or other senior post	£7,392

82. Members must not receive more than one FRA senior salary.
83. An FRA senior salary is paid inclusive of the FRA basic salary and must reflect significant and sustained responsibility.
84. 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. Where this situation applies, it is the responsibility of the individual member to comply.

Community and Town Councils (CTCs)

Determination 14/2027: Payments to community and town council (CTC) members

85. Members in receipt of a Band 1 or Band 2 salary from a principal council cannot receive any payment from a community or town council of which they are a member. They remain eligible to claim travel and subsistence expenses and contribution towards costs of care

and personal assistance from the community or town council. Where this situation applies, it is the responsibility of the individual member to comply.

86. CTCs can opt to pay financial loss compensation to their members, where such loss has occurred for attending approved duties. The Commission has determined to increase the rates by CPIH, 3% as at May 2026, as follows:

- Up to £69.47 for each period not exceeding 4 hours.
- Up to £138.95 for each period exceeding 4 hours but not exceeding 24 hours.

87. Other than this change to the financial loss compensation, no changes are made to payments to CTC members. Remuneration is due as set out in Tables 6 and 7 below.

Table 6: Payments for members of CTCs

Type of payment	Group 1	Group 2 and 3	Group 4 and 5
Extra costs payment	Mandatory £156 for all members	Mandatory £156 for all members	Mandatory £156 for all members
Senior role	Mandatory £500 for 1 member; optional for up to 7	Mandatory £500 for 1 member; optional up to 5	Optional up to 3 members
Mayor or chair	Optional up to a maximum of £1,500	Optional up to a maximum of £1,500	Optional up to a maximum of £1,500
Deputy mayor or chair	Optional up to a maximum of £500	Optional up to a maximum of £500	Optional up to a maximum of £500
Attendance allowance	Optional up to a maximum of £30	Optional up to a maximum of £30	Optional up to a maximum of £30
Financial loss	Optional	Optional	Optional
Travel and subsistence	Optional	Optional	Optional
Costs of care or personal assistance	Mandatory	Mandatory	Mandatory
Office consumables	Mandatory £52 or full reimbursement for all members	Mandatory £52 or full reimbursement for all members	Mandatory £52 or full reimbursement for all members

Table 7: CTC groups by electorate

Group	Electorate
1	over 14,000
2	10,000 to 13,999
3	5,000 to 9,999
4	1,000 to 4,999
5	below 1,000

If the annual income or expenditure of a community or town council permanently exceeds £200,000, they will be moved to the next largest group.

Determinations applying to multiple types of authorities

Determination 15/2027: Fees for co-opted members of principal councils, National Park Authorities and Fire and Rescue Authorities and lay members of Corporate Joint Committees

88. Principal councils, NPAs, FRAs and CJsCs must pay their co-opted and lay members who have voting rights fees at the rates in Table 8 below.

89. In line with the Commission's decision to increase the basic salary of elected members of principal councils, the remuneration level for co-opted and lay members with voting rights is also increased in line with CPIH.
90. The appropriate officer within the authority must set in advance whether a meeting is programmed for a full or half day. When the meeting is set for a full day, the fee will be paid on this basis even if the meeting finishes within 4 hours.
91. The Commission has determined there should be local flexibility for the appropriate officer to decide when it will be appropriate to apply a day or a half day rate or to use an hourly rate where it is sensible to aggregate a number of short meetings.

Table 8: Fees for co-opted and lay members (with voting rights)

Role	Hourly rate payment	Up to 4 hours payment rate	4 hours and over payment rate
Chairs of standards, and audit committees	£34.50	£138	£276
Lay chairs of CJs	£34.50	£138	£276
Ordinary Members of Standards Committees who also chair Standards Committees for Community and Town Councils	£30.50	£122.50	£245
Ordinary lay members of CJs	£30.50	£122.50	£245
Ordinary Members of Standards Committees; Education Scrutiny Committee; Crime and Disorder Scrutiny Committee and Audit Committee	£27	£108	£216
Community and Town Councillors sitting on Principal Council Standards Committees	£27	£108	£216

92. Travelling time to and from the place of the meeting is to be included in the claims for payments made by co-opted members (up to the maximum of the daily rate).
93. Fees must be paid for meetings and other activities including other committees and working groups (including task and finish groups), pre meetings with officers, training and attendance at conferences or any other formal meeting to which co-opted members are requested to attend.
94. Reasonable time for pre meeting preparation is to be included in claims made by co-opted members the extent of which can be determined by the appropriate officer in advance of the meeting.
95. Each authority, through its Democratic Services Committee or other appropriate committee, must ensure that all voting co-opted members are given as much support as is necessary to enable them to fulfil their duties effectively. Such support should be without cost to the individual member.
96. Co-opted and lay members of relevant authorities with voting rights are also able to claim travel, subsistence, care and personal assistance payments as set out in the sections below.

Determination 16/2027: Travel, subsistence, costs of care, and personal assistance expenses for all relevant authorities

97. The rates of reimbursement of mileage, other travel costs and subsistence costs that can be claimed by members of principal councils, NPAs, FRAs, and their co-opted members, and to members of CJsCs and their lay members is set out below.
98. Community and Town Councils can opt to reimburse travel and/or subsistence costs. Where the option to reimburse has been made, this must be as specified in this determination.

Mileage costs

99. Reimbursement must be at the current HM Revenue and Customs (HMRC) rates.¹³

Other travel costs

100. All other claims for travel, including by taxi if this is the only or most appropriate method of transport, must only be reimbursed on actual cost as shown on receipts.

Subsistence costs

101. The maximum rates for subsistence payments are set out below:
- £28 per 24-hour period allowance for meals, including breakfast where not provided
 - £200 London overnight
 - £95 elsewhere overnight
 - £30 staying with friends and or family overnight

Costs of Care and Personal Assistance Payments

102. All relevant authorities must provide a payment towards necessary costs for the care of dependent children and adults (provided by informal or formal carers) and for personal assistance needs as follows.
- Formal (registered with Care Inspectorate Wales or equivalent) 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 Foundation¹⁴ at the time the costs are incurred.
103. This must be for the additional costs incurred by members to enable them to carry out official business or approved duties. Each authority must ensure that any payments made are appropriately linked to official business or approved duty.

Determination 17/2027: Schedule of Remuneration for principal councils, NPAs and FRAs

104. Principal councils, NPAs and FRAs must maintain an annual Schedule of Member Remuneration (the 'Schedule') in accordance with the Commission's determinations on member salary and co-opted member payments.
105. The Schedule must contain the following information:
- a) Named members who are to receive only the basic salary and the amount to be paid.

¹³ [Travel — mileage and fuel rates and allowances - GOV.UK](#)

¹⁴ [What Is the real Living Wage? | Living Wage Foundation](#)

- b) Named members who are to receive a senior salary, detailing the office, the band, the portfolio held and the amount to be paid.
 - c) Named members who are to receive a civic salary and the amount to be paid.
 - d) Named members who are to receive the co-opted member fee and whether chair or ordinary member and the amount to be paid.
 - e) Named members who are to receive a senior salary as a chair of a Joint Overview and Scrutiny Committee or Sub Committee and the amount to be paid.
 - f) Named members in receipt of a specific or additional senior salary approved by the Panel and the amount to be paid.
106. Principal councils must also confirm in their annual Schedule that the maximum limit of senior salaries set for the council has not been exceeded.
 107. Principal councils, NPAs and FRAs must include a statement of allowable expenses in their annual Schedule in accordance with the Panel's determinations.
 108. The Schedule must set out the arrangements for the payment of salaries, allowances and fees to all members and co-opted members for making claims for care and personal assistance, travel and subsistence expenses, arrangements for the avoidance of duplication and arrangements for re-payment of salaries, allowances and fees.
 109. The Schedule includes the duties for which members and co-opted members are able to claim reimbursement towards travel, subsistence and care and personal assistance costs.
 110. Principal councils must declare in the Schedule whether:
 - A statement of the basic responsibility of a councillor is in place.
 - Role descriptors of senior salary office holders are in place.
 - Records are kept of councillor attendance.
 111. Principal councils, NPAs and FRAs must publish the Schedule of Remuneration as soon as practicable and no later than 31 July of the year to which it applies. The Schedule should be published in a form and location that is easily accessible to members of the public.
 112. The Schedule must also be sent to the Commission via email to remuneration@dbcc.gov.wales to be received no later than 31 July.
 113. Any changes to the schedule during the year must be promptly publicised in the above manner and all changes notified to the Commission promptly.

Determination 18/2027: Statement of Payments for principal councils, NPAs, FRAs and CTCs

114. Relevant authorities must publish a Statement of Payments which have been made to its members for each financial year.
115. This information must be published in a form and location that is easily accessible to members of the public no later than 30 September following the end of the previous financial year.
116. The same information must be provided to the Commission by email to remuneration@dbcc.gov.wales within the same timescale.
117. The following information must be provided:
 - The amount of basic salary, senior salary, civic salary and co-opted member fee paid to each named member or co-opted member of the relevant authority, including where the member had chosen to forego all or part of the salary, or fee for the municipal year in question. Where a senior salary has been paid, the title of the senior office held is to be provided.

- It is important to consider the potential impact on members' privacy and safety when publishing elements of members' remuneration.
 - Many of the payments made to member are a matter of public record for example, basic salaries and senior salaries. These should continue to be published on an individual member basis.
 - Expenses relating to costs of care payments and personal assistance are considered to be different in nature. Principal councils must publish this information on the basis of the total amount paid for all members.
118. The following applies to community and town councils only. The payments made by community and town councils to named members as:
- Mandatory payments towards the additional household expenses of working from home on council business. These figures should be reported globally on the Statement of Payments.
 - Mandatory payments towards office consumables resulting from working from home. These figures should be reported globally on the Statement of Payments.
 - Responsibility payments
 - Allowances made to a mayor or chair and deputy mayor or deputy chair
 - Compensation for Financial Loss
 - Costs incurred in respect of travel and subsistence. These figures should be reported globally on the Statement of Payments.
 - Any payments made for attendance on official business or approved duty
119. All travel and subsistence expenses and other payments received by each named member and co-opted member of the relevant authority, with each category identified separately.
120. The amount of any further payments received by any named member nominated to, or appointed by, another relevant authority or other public body as defined by Section 69K of the Democracy and Boundary Commission Cymru etc. Act 2013¹⁵, namely:
- a local health board
 - a police and crime Panel
 - a relevant authority
 - a body designated as a public body in an order made by the Welsh Ministers.
121. Names of members who did not receive basic or senior salary because they were suspended for all or part of the annual period to which the Schedule applies.
122. In respect of the publication of the contribution towards costs of care and personal assistance, relevant authorities are only required to publish the total amount reimbursed during the year and total number of recipients.
123. It is a matter for each authority to determine its response to any Freedom of Information requests it receives. However, it is not intended that details of individual claims should be disclosed.
124. Nil returns are required to be published and provided to the Panel by 30 September.

¹⁵ Democracy and Boundary Commission Cymru etc. Act 2013

Chapter 3. Summary of draft determinations for 2027-28

1/2027

125. The basic salary for elected members of principal councils is set at £21,676.

2/2027

126. The salary of a leader of the largest (Group A) council will be £81,284. All other payments have been determined with reference to this and are set out in Table 1.

3/2027

127. The limit on the number of senior salaries payable, known as the cap, is unchanged. This is set out in Table 3.

4/2027

128. The basic pay of NPA and FRA members has been increased as set out in Table 3.

5/2027

129. Restrictions on senior or civic role remuneration to one role per member continue to apply, as does the inclusion of the basic salary in all senior and civic salaries, and the calculation for multiple remunerated deputy leaders.

6/2027

130. Restrictions on payment for posts outside the principal council continue to apply to elected members in receipt of Band 1 or 2 salaries.

7/2027

131. Principal councils must ensure that all its elected members are given as much support as is necessary to enable them to fulfil their duties effectively.

8/2027

132. Principal councils can continue to apply for specific or additional senior salaries that do not fall within the current framework.

9/2027

133. The eligibility to join the Local Government Pension Scheme shall continue to apply to all elected members of principal councils.

10/2027

134. Sickness absence payments for senior salary holders of principal councils are unchanged.

11/2027

135. The salary of a chair of a JOSOC will be set at £10,838. The salary of a vice-chair is set at 50% of the Chair and will be £5,419.

12/2027

136. The pay of NPA members has been increased as set out in Table 4.

13/2027

137. The pay of FRA members has been increased as set out in Table 5.

14/2027

138. The optional financial loss compensation for CTC members is increased to:

- up to £69.47 for each period not exceeding 4 hours
- up to £138.95 for each period exceeding 4 hours but not exceeding 24 hours

139. All other payments to members of CTCs are unchanged.

15/2027

140. Principal councils, NPAs, FRAs and CJsCs must pay their co-opted and lay members who have voting rights fees increased to the rates in Table 8.

16/2027

141. Travel, subsistence, costs of care, and personal assistance expenses for all relevant authorities. The payment of travel and subsistence expenses by community and town councils is optional.

17/2027

142. Principal councils, NPAs and FRAs must publish and provide a Schedule of Remuneration to the Commission by 31 July each year.

18/2027

143. Principal councils, NPAs, FRAs and CTCs must publish and provide a Statement of Payments to the Commission by 30 September each year.

What happens next

144. While we would like to hear from as many of you as possible about any and all of our draft determinations, we have these specific questions to put to you.
145. Is the use of the Consumer Prices Index including owner occupier costs (3% in May 2026) appropriate for increases to most salaries and allowances? If not, how much should they be increased by? What measure or measures should we be applying instead?
146. We are committed to meeting our obligations under the Equality Act 2010 and the Public Sector Equality Duty, as well as considering the impacts of our proposals on the Welsh language. Your views will help inform our assessment of these impacts.
147. What potential positive, negative, or unintended impacts might our draft determinations have for people who share any of the following protected characteristics?
- Age
 - Disability
 - Gender reassignment
 - Marriage and civil partnership
 - Pregnancy and maternity
 - Race
 - Religion or belief
 - Sex
 - Sexual orientation

Please tell us why you think these impacts may arise. We welcome any relevant examples from your own experience or observations. We also welcome suggestions on how any negative impacts could be mitigated.

148. In regard to Welsh Language, what impact, if any, do our draft determinations have on:
- opportunities for people to use the Welsh language; and
 - treating the Welsh language no less favourably than the English language?
- Please tell us about any positive or negative impacts you foresee, and any changes that could be made to increase positive impacts or reduce negative impacts.

149. All observations on these draft determinations should be sent to:

Democracy and Boundary Commission Cymru
4th Floor
Welsh Government Building
Cathays Park
Cardiff
CF10 3NQ

Or by email to: remuneration@dbcc.gov.wales

no later than 17 December 2026.

150. For further information on remuneration and the determination process please refer to the Commission webpage: www.dbcc.gov.wales