



**To:**

Leaders and Chief Executives of County and County Borough Councils  
Chairs and Chief Executives of National Park Authorities  
Chairs and Clerks of Fire and Rescue Authorities  
Chair and Chief Executive of One Voice Wales  
Leader and Chief Executive of Welsh Local Government Association  
Head of Democratic / Members Services of County and County  
Borough Councils, National Park Authorities and Fire and Rescue Authorities  
Clerks to Community & Town Councils

24 February 2022

Dear Colleague

**Independent Remuneration for Wales – Annual Report 2022/2023**

Attached is the finalised Annual Report in respect of 2022/2023 which is effective from 1 April. However, this year is also election for members of principal councils and community and town councils, so some of the determinations will be effective from 9<sup>th</sup> May. The effective dates are set out in the Report.

My thanks to the individuals and organisations who responded to the draft Report issued in September last year. The Panel has considered the views and comments that were expressed and have been taken into account in reaching the conclusions reflected in the Report.

The Panel has confirmed the increases in the salaries for elected members of principal councils, with consequential increases for members of National Park and Fire and Rescue Authorities. The only substantive change to the draft

Report is the inclusion of a new section on Corporate Joint Committees. I also confirm that there are no changes to the remuneration of community and town councils. However, the Panel will be issuing a Supplementary Report on options following discussions between Welsh Government officials and HMRC regarding taxation.

I would also remind all relevant authorities of the obligation to comply with the decisions of the Panel, in particular the publication of the Schedule of Member Remuneration (Annex 3) and the Publication of Remuneration (Annex 4). There has been a significant increase in the number of authorities who have not complied with these statutory requirements.

This is the final Report that I will be involved in after over 16 years as a member of the Panel. I would like to put on record my appreciation and thanks to the many members and officers of councils, NPAs and FRAs that I have been able to engage with on Panel business.

Yours sincerely

A handwritten signature in black ink that reads "John Bader". The signature is written in a cursive style with a long, sweeping underline.

John Bader  
Chair