

CARMARTHENSHIRE COUNTY COUNCIL

MEMBERS' SCHEDULE OF REMUNERATION 2020-21

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

1. Basic Salary

- 1.1 A Basic Salary shall be paid to each elected Member of the Authority.
- 1.2 In accordance with the Regulations, the rate of the Basic Salary shall be reviewed annually as determined by the Independent Remuneration Panel for Wales.
- 1.3 Where the term of office of a Member begins or ends other than at the beginning or end of a year, their entitlement to the Basic Salary will be pro-rata.
- 1.4 No more than one Basic Salary is payable to a Member of the Authority.

2. Senior Salaries & Civic Salaries

- 2.1 Members occupying specific posts shall be paid a Senior Salary as set out in **Schedule 1**.
- 2.2 In accordance with the Regulations, the rates of Senior Salaries and Civic Salaries shall be reviewed annually as determined by the Annual or Supplementary Report of the Independent Remuneration Panel for Wales.
- 2.3 Only one Senior Salary or Civic Salary is payable to a Member of the Authority.
- 2.4 A Member of the Authority cannot be paid a Senior Salary and a Civic Salary.
- 2.5 All Senior and Civic Salaries are paid inclusive of Basic Salary.
- 2.6 A Senior Salary may not be paid to more than the number of members specified by the Independent Remuneration Panel for Wales in its Annual Report and cannot exceed fifty percent of the total membership of the authority, except to include a temporary Senior Salary office holder providing temporary cover for the family absence of the appointed office holder.
- 2.7 A Member of the Authority in receipt of a Senior Salary **cannot** receive a salary from any National Park Authority (NPA) or Fire and Rescue Authority (FRA) for which they have been nominated.
- 2.8 Where the term of Senior Salary or Civic Salary of a Member begins or ends other than at the beginning or end of a year, their entitlement to the Salary will be pro-rata.

3. Election to Forgo Entitlement to Allowance

- 3.1 A Member may, by notice in writing delivered to the Proper Officer of the authority, personally elect to forgo any part of their entitlement to any salary, allowance or fee payable under this Scheme from the date set out in the notice.

4. Suspension of a Member

- 4.1 Where a Member of the Authority is suspended or partially suspended from their responsibilities or duties as a Member of the Authority in accordance with Part III of the Local Government Act 2000 (Conduct of Members), or regulations made under the Act, the part of the Basic Salary payable to them in respect of that period for which they are suspended will be withheld by the Authority (Section 155 (1) of the Measure).
- 4.2 Where a Member in receipt of a Senior Salary is suspended or partially suspended from being a Member of the Authority in accordance with Part III of the Local Government Act 2000 (Conduct of Members), or regulations made under the Act, the Authority must not make payments of the Member's Senior Salary for the duration of the suspension (Section 155 (1) of the Measure). If the partial suspension relates only to the specific responsibility element of the payment, the Member may retain the Basic Salary.

5. Repayment of salaries, allowances or fees

- 5.1 Where payment of any salary, allowance or fee has been made to a Member of the Authority or Co-opted Member in respect of any period during which the Member concerned:
- (a) is suspended or partially suspended from that Member's/Co-opted Member's duties or responsibilities in accordance with Part 3 of the 2000 Act or regulations made under that Act;
 - (b) ceases to be a Member of the Authority or Co-opted Member; or
 - (c) is in any other way not entitled to receive a salary, allowance or fee in respect of that period,

the Authority will require that such part of the allowance as relates to any such period be repaid.

6. Payments

- 6.1 Payments of all allowances will be made by the *Director of Corporate Services* by *direct bank credit* in instalments of one-twelfth of the Member's annual entitlement on the 15th of each month.
- 6.2 Where payment has resulted in a Member receiving more than their entitlement to salaries, allowances or fees the Authority will require that such part that is overpayment be repaid.
- 6.3 All payments are subject to the appropriate tax and National Insurance deductions.

7. Reimbursement of Costs of Care

- 7.1 Reimbursement of costs of care shall be paid to a Member or Co-opted Member, who has caring responsibility for dependent children or adults, or a personal care requirement, provided the Member incurs expenses in the provision of such care whilst undertaking 'approved' council duties.
- 7.2 Reimbursement of costs of care applies in respect of children who are aged 15 or under and other persons for whom the Member or Co-opted Member can show that care is required. If a Member or Co-opted Member has more than one dependent the Member may claim more than one allowance, provided the Member can demonstrate a need to make separate arrangements for care.
- 7.3 Eligible Members may claim reimbursement of costs of care for actual and receipted costs up to a maximum amount not exceeding that determined by the Independent Remuneration Panel for Wales as set out in **Schedule 1**. All claims for reimbursement of costs of care

should be made in writing to Democratic Services detailing times, dates and reasons for claim. Receipts are required for both informal and formal care arrangements.

8. Family Absence

- 8.1 Members are entitled under the provisions of the Family Absence for Members of Local Authorities (Wales) Regulations 2013 to a period of family absence, during which if they satisfy the prescribed conditions they are entitled to be absent from authority meetings.
- 8.2 When taking family absence Members are entitled to retain a basic salary irrespective of their attendance record immediately preceding the commencement of the family absence.
- 8.3 Should a senior salary holder be eligible for family absence they will be able to continue to receive their senior salary for the duration of the absence.
- 8.4 If the authority agrees that it is necessary to make a substitute appointment to cover the family absence of a senior salary holder the Member substituting will be eligible if the authority so decides to be paid a senior salary.
- 8.5 If the paid substitution results in the authority exceeding its maximum number of senior salaries, an addition to the maximum will be allowed for the duration of the substitution.

9. Co-optees' payments

- 9.1 A Co-optees' daily fee (with a provision for half day payments) shall be paid to Co-optees, provided they are statutory Co-optees with voting rights.
- 9.2 ~~Co-optees' payments will be capped at a maximum of the equivalent of 10 full days a year for each committee to which an individual may be co-opted.~~ **The number of days in any one year for which co-opted members may be paid will reflect the work programme of the relevant committee.**
- 9.3 Payments will take into consideration travelling time to and from the place of the meeting, reasonable time for pre meeting preparation and length of meeting (up to the maximum of the daily rate).
- 9.4 The Monitoring Officer or his/her deputy is designated as the "appropriate officer" and will determine preparation time, travelling time and length of meeting, the fee will be paid on the basis of this determination.
- 9.5 The Monitoring Officer or his/her deputy can determine in advance whether a meeting is programmed for a full day and the fee will be paid on the basis of this determination even if the meeting finishes before four hours has elapsed.
- 9.6 A half day meeting is defined as up to 4 hours.
- 9.7 A full day meeting is defined as over 4 hours.
- 9.8 The daily and half day fee for the Chairpersons of the Standards Committee and Audit Committee, as determined by the Independent Remuneration Panel for Wales, is set out in **Schedule 1**.
- 9.9 The daily and half day fee for other statutory Co-optees with voting rights, as determined by the Independent Remuneration Panel for Wales, is set out in **Schedule 1**.

10. Travel and Subsistence Allowances

10.1 **General Principles**

- 10.2 Members and Co-opted Members are entitled to claim travelling expenses when travelling on the Authority's business for 'approved duties' as set out in **Schedule 2**. Where Members travel on the Authority's business they are expected to travel by the most cost effective means. In assessing cost effectiveness regard will be given to journey time. A Member who does not travel by the most cost effective means may have their claim abated by an appropriate amount.
- 10.3 Where possible Members should share transport.
- 10.4 The distance claimed for mileage should be the shortest reasonable journey by road from the point of departure to the point at which the duty is performed, and similarly from the duty point to the place of return.
- 10.5 The rates of Members' Travel and Subsistence Allowances are set out in **Schedule 3** and are subject to annual review by the Independent Remuneration Panel for Wales.
- 10.6 Where a Member is suspended or partially suspended from their responsibilities or duties as a Member of the Authority in accordance with Part III of the Local Government Act 2000 (Conduct of Members), or regulations made under the Act, any travel and subsistence allowances payable to them in respect of that period for which they are suspended or partially suspended must be withheld by the Authority.

11. **Travel by Private Vehicle**

- 11.1 The Independent Remuneration Panel for Wales has determined that the maximum travel rates payable should be the rates set out by Her Majesty's Revenue & Customs for the use of private cars, motor cycles and pedal cycles plus any passenger supplement.
- 11.2 The mileage rates for private vehicles as determined by the Independent Remuneration Panel for Wales are set out in **Schedule 3**.
- 11.3 Where a Member makes use of their private vehicle for approved duty purposes, the vehicle must be insured for business use. Proof of appropriate insurance must be provided to the Authority on request.

12. **Travel by Public Transport**

12.1 **Rail/Coach Travel**

Unless otherwise authorised rail tickets will be second-class. However members are permitted to travel by first class rail when work requirements justify such expenditure (i.e. working on the train prior to attending a meeting the same day) First class tickets will be provided when they are available and it can be shown that these tickets would produce a saving to the council over the standard second class fare.

Democratic Services will purchase requisite rail and coach tickets for Members in advance of journeys. In the unlikely event that a Member needs to purchase a ticket directly, payment will be reimbursed upon production of the used ticket and/or a receipt.

12.2 Taxi Fares

Taxi fares will only be reimbursed where their use has been authorised for cases of urgency, where no public transport is reasonably available, or a Member has a particular personal need. Re-imburement will be upon receipt only.

12.3 Air Fare

Travel by air is permissible if it is the most cost effective means of transport. Authorisation of the Chief Executive or his representative is required and tickets will be purchased by Democratic Services.

12.4 Travel Abroad

Travel abroad on the Authority's business will only be permitted where authorised by Chief Executive or his representative. Democratic Services will arrange travel and accommodation.

12.5 Other Travel Expenses

Members are entitled to reimbursement of toll fees, parking fees, overnight garaging and other necessary travel associated expenses. Re-imburement will be upon receipt only.

13. Overnight Accommodation

13.1 Overnight stays will only be permitted where the Authority's business extends to two days or more, or the venue is at such a distance that early morning or late night travel would be unreasonable. All overnight stays must receive prior authorisation from the [Chief Executive or his representative)

13.2 Overnight accommodation will be booked by Democratic Services. Wherever possible the overnight accommodation will be pre-paid or invoiced.

13.3 Direct booking of overnight accommodation by a Member will only be permitted in the event of an emergency. Reimbursement will only be made upon the production of a receipt and will be at a level deemed reasonable and not in excess of the rates set out in **Schedule 3**.

14 Subsistence Allowance

14.1 The day subsistence rate to meet the costs of meals and refreshments in connection with approved duties (including breakfast when not provided as part of overnight accommodation) is set out in **Schedule 3**. The maximum daily rate covers a 24 hour period and can be claimed for any meal that is relevant, providing such a claim is supported by receipt(s)

14.2 No provision is made for subsistence claims within the County.

15. Claims and Payments

15.1 A claim for travel and subsistence allowances must be made in writing by the 1st of the , Month (or the previous working day if falling on a Saturday, Sunday or Bank Holiday) and must be accompanied by the relevant receipts.

15.2 Allowances will be paid by the Director of Corporate Services by direct bank credit.

16. Pensions

- 16.1 The Authority shall enable its Members who are eligible to join the Local Government Pension Scheme.

17 Supporting the work of Authority Members

- 17.1 The Independent Remuneration Panel for Wales expects Members to be provided with adequate support to carry out their duties and that the support provided should take account of the specific needs of individual Members. The Authority's Democratic Services Committee is required to review the level of support provided to Members and should take proposals for reasonable support to the full council.
- 17.2 All elected Members & Co-opted Members should be provided with adequate telephone, email and internet facilities to give electronic access to appropriate information.
- 17.3 Such support should be without cost to any Member. Deductions must not be made from Members' salaries as a contribution towards the cost of support which the Authority has decided is necessary for the effectiveness and or efficiency of Members.

18 Compliance

- 18.1 In accordance with the Regulations, the Authority must comply with the requirements of Independent Remuneration Panel for Wales in respect of the monitoring and publication of payments made to Members and Co-opted Members as set out in **Schedule 4**.

Note

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

Receipts provided must be formal documents, showing the name of the business, the date and the nature of the supply. Basic non detailed till roll receipts are not acceptable.

In order to be able to manage the Authorities budget in an orderly manner it is good practice to submit claims in a timely fashion i.e. no longer than 3 months old per claim

SCHEDULE 1

SCHEDULE OF REMUNERATION 2020-21

MEMBERS ENTITLED TO BASIC SALARY		ANNUAL AMOUNT OF BASIC SALARY
The following named elected members of the authority:-		
1 Sue Allen	19 Amanda Fox	37 Shirley Matthews
2 Liam Bowen	20 Jeanette Gilasbey	38 Andre McPherson
3 Kim Broom	21 Deian Harries	39 Eryl Morgan
4 Mansel Charles	22 Carl J. Harris	40 Shahana Najmi
5 Deryk Cundy	23 Tina Higgins	41 Dai Nicholas
6 Suzy Curry	24 Ken Howell	42 Aled Vaughan Owen
7 Anthony Davies	25 Andrew James	43 Dorian Phillips
8 Arwel Davies	26 John Jenkins	44 Susan Phillips
9 Ann Davies	27 Gareth John	45 John Prosser
10 Handel Davies	28 Carys Jones	46 Louvain Roberts
11 Joseph Davies	29 Betsan Jones	47 Emlyn Schiavone
12 Karen Davies	30 Dot Jones	48 Hugh Shepardson
13 Sharen Davies	31 Gary Jones	49 Alan Speake
14 Jeff Edmunds	32 Irfon Jones	50 Bill Thomas
15 Penny Edwards	33 Jim Jones	51 Dai Thomas
16 Colin Evans	34 Jean Lewis	52 Gareth Thomas
17 Rob Evans	35 Ken Lloyd	53 Elwyn Williams
18 Tyssul Evans	36 Kevin Madge	54 Dorian Williams

£14,218

	SENIOR SALARIES ENTITLEMENTS* (includes basic salary)		ANNUAL AMOUNT OF SENIOR SALARY
	ROLE	MEMBER	
1.	Leader	Emlyn Dole	£49,450
2.	Deputy Leader	Mair Stephens	£34,950
3.	Executive Board Member – Environment	Hazel Evans	£30,450
4.	Executive Board Member – Education & Children	Glynog Davies	£30,450
5.	Executive Board Member – Housing	Linda Evans	£30,450
6.	Executive Board Member – Resources	David Jenkins	£30,450
7.	Executive Board Member – Culture, Sport & Tourism	Peter Hughes-Griffiths	£30,450
8.	Executive Board Member – Public Protection	Philip Hughes	£30,450
9.	Executive Board Member – Social Care & Health	Jane Tremlett	£30,450
10.	Executive Board Member – Communities and Rural Affairs	Cefin Campbell	£30,450
11.	Chair of Planning Committee	Alun Lenny	£22,918
12.	Chair of Licensing Committee	Edward Thomas	£22,918
13.	Chair of Community Scrutiny Committee *	Fozia Akhtar	£22,918
14.	Chair of Education & Children Scrutiny Committee	Darren Price	£22,918
15.	Chair of Environmental & Public Protection Scrutiny Committee	John James	£22,918
16.	Chair of Policy & Resources Scrutiny Committee	Giles Morgan	£22,918
17.	Chair of Social Care & Health Scrutiny Committee	Gwyneth Thomas	£22,918
18.	Leader of the Largest Opposition Group	Robert James	£22,918

A maximum of 18 senior salaries for Carmarthenshire County Council may be paid and this has not been exceeded.

ENTITLEMENT TO CIVIC SALARIES*		ANNUAL AMOUNT OF CIVIC SALARY
ROLE	MEMBER	
Civic Head (Mayor / Chair)	Cllr Ieuan Davies	£22,918
Deputy Civic Head (Deputy Mayor / Chair)	Cllr Eirwyn Williams	£17,918

**Note – Committee Chairs and the Chair & Vice Chair of Council for 2020/21 will be confirmed at the Annual Meeting (apart from Community Scrutiny which will be confirmed at its first meeting following the Annual Meeting)*

ENTITLEMENT AS STATUTORY CO-OPTees		AMOUNT OF CO-OPTees ALLOWANCES
ROLE	MEMBER	
Chairperson Of Standards Committee	Andre Morgan	£256 Daily Fee £128 ½ Day Fee
Chairperson of Audit Committee	N/A	£256 Daily Fee £128 ½ Day Fee
Statutory Co-optees - Standards Committee, Education OVSC Committee, Audit Committee, Crime and Disorder OVSC	<u>Standards Committee:</u> <ul style="list-style-type: none"> • Mary Dodd • Daphne Evans • Julie James • Alun Williams • Phil Rogers <u>Education & Children Scrutiny Committee</u> <ul style="list-style-type: none"> • Vera Kenny • Rev. Delyth Richards • Vacancy (Area 1) • Anthony Eynon (Area 2) • Vacancy (Area 3) <u>Audit Committee</u> Julie James	£198 Daily Fee £99 ½ Day Fee
Statutory Co-optees -ordinary members of Standards Committee who also chair Standards Committees for Community Councils	N/A	£226 Daily Fee £113 ½ Day Fee

Reimbursement of costs of care	
All Members	Up to a maximum of £403 per month

Members Support – what is provided in terms of telephone, internet or email (see Determination 6)	
Telephone Support for Executive Members	All Executive Board Members receive an Authority issued phone for calls, texts and data.
Telephone Support for Chairs of Committees	All Members can make calls via Skype on their iPads
Telephone Support for all other Members	All Members can make calls via Skype on their iPads The Leader of the Largest Opposition Group receives an Authority Issued phone for calls, texts and data.
Access to Email for Executive Members	All members are issued with corporate email addresses together with an iPad and basic laptop
Access to Email for Chairs of Committees	All members are issued with corporate email addresses together with an iPad and basic laptop
Access to Email for all other Members	All members are issued with corporate email addresses together with an iPad and basic laptop
Internet Support for Executive Members	All members are issued with an iPad and basic laptop which provides access to the Internet

Internet Support for Chairs of Committees	All members are issued with an iPad and basic laptop which provides access to the Internet
Internet Support for all other Members	All members are issued with an iPad and basic laptop which provides access to the Internet

Carmarthenshire Council operates a paperless meeting environment and members are provided with a tablet device for this purpose. Members who have an evidence based need for paper copies will only receive a laptop for email and internet access.

Co-optees Support

All co-opted members receive a tablet device and corporate @carmarthenshire.gov.uk email address.

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 Executive
- a duty undertaken in pursuance of a standing order which requires a Member or Members to be present when tender documents are opened;
- a duty undertaken in connection with the discharge of any function of the Authority which empowers or requires the Authority to inspect or authorise the inspection of premises;
- attendance at any training or developmental event approved by the Authority or its Executive Board
- the following duties which have been approved by Council:
 - a) *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;*
 - b) *Attendance at a meeting of any association of authorities of which the authority is a member.*
 - c) *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*
 - d) *A duty undertaken for the purpose of or in connection with the discharge of the functions of an executive where the authority is operating executive arrangements within the meaning of Part II of the 2000 Act.*
 - e) *A duty undertaken in connection with the discharge of any function of the authority to inspect or authorise the inspection of premises*
 - f) *Attendance at any training or developmental event approved by the Executive Board*
(All applications for attendance at Conferences / Seminars / Training Courses will be considered by the Executive Board following presentation of a report prepared by the Chief Executive which will include:
 - a) *conference / seminar / training course details*
 - b) *the comments of the relevant Director as to the necessity to attend.*
 - c) *the total costs associated with attendance i.e. conference / seminar / training fees, transport, subsistence and accommodation.*

Should the majority of Executive Board Members be in favour of the application then the Leader has delegated authority to approve the application for attendance.)

- g) Any other duty approved by the authority, or any other duty of a class so approved, undertaken for the purpose of, or in connection with, the discharge of the functions of the authority or of any of its committees*
- h) Attendance by a Councillor at a meeting involving the Chief Officer or his/her representative at a local government office or site within the Authority's area, called at the prior request of the Chief Officer or his/her representative, in connection with the functions of the Council.*
- i) Site Meetings convened by the Chief Executive as a consequence of a decision by the Council, the Executive Board or a Committee of the Council.*
- j) Meetings of Joint Liaison Committees*
- k) Where a Councillor is formally authorised in accordance with the authority's decision making procedures for the purpose of and in connection with the discharge of the functions of the Council, to attend a conference, take part in a visit, join a deputation or attend a course not on the approved list as the official representative of the Council, then that decision in sending the Councillor shall automatically designate the duty undertaken as an "approved duty"*
- l) Attendance at meetings of the Shadow Executive Board* convened by the Chief Executive*
- m) Attendance by a Councillor at Meetings of outside bodies to which the Councillor has been formally appointed or nominated by the Council.*
- n) Attendance by the Chair of Council, Leader and Deputy Leader of the Opposition and the relevant Scrutiny Committee Chair at meetings of the Executive Board.*
- o) Attendance by a Councillor at meetings or events to which the Councillor has been formally appointed or nominated by the Council in a Champion or Ambassador role.*
- p) Inclusion on the list of approved duties does not necessarily preclude payment for attendance by other bodies (other than for the Leader, Deputy Leader or an Executive Board Member who is in receipt of a Senior Salary) , and nominated Councillors eligible under schemes operated by such bodies may claim in accordance with any such schemes. (claims for travelling and subsistence allowances should not be made to outside bodies and the Council for the same duties.)*

Executive Board Members Approved Duties

The following duties are also “approved duties” for the Leader and Executive Board Members:

Attendance at Meetings of the Council, the Executive Board, Committees and Advisory Panels

Attendance at Meetings of Executive Board Members convened for the purpose of taking executive decisions and formally convened by the Chief Executive

Activities in connection with the exercise of duties as an Executive Board Member

Attendance by members of the Executive Board at any local, regional or national event where the Leader has, prior to the event, informed the Chief Executive that he/she has nominated them to attend in his/her place as a representative of the Council

Official openings, public launch events of the Council’s new buildings/services/ facilities within the County

Attendance at public launch events/official openings of new Council buildings/services/ facilities will not be an approved duty unless a formal invitation is received from the Chief Executive (or his/her representative) to attend.

The attendance of the Leader and relevant Executive Board Members at such events would form part of their duties as a member of the council’s executive.

The attendance of the Chair and Vice Chair of Council at such events would form part of their civic duties.

SCHEDULE 3

Mileage Rates

All sizes of private motor vehicle Up to 10,000 miles Over 10,000 miles	45 pence per mile 25 pence per mile
Private Motor Cycles Pedal Cycles	24 pence per mile 20 pence per mile
Passenger supplement	05 pence per mile

Subsistence Allowance

The day subsistence rate is up to a maximum of £28 and covers a 24 hour period and can be claimed for any meal if relevant provided such a claim is supported by receipts.

Re-imbusement of alcoholic drinks is not permitted.

Overnight Stay

The maximum allowances for an overnight stay are £200 for London and £95 for elsewhere. A maximum of £30 is available for an overnight stay with friends or relatives whilst on approved duty.

~~The Council has determined that the an allowance of £25.00 per night will apply if staying with friends or relatives~~

SCHEDULE 4

Compliance

- The Authority will arrange for the publication on the council's website the total sum paid by it to each Member and C-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/Co-opted Members attendance at meetings of council, cabinet and committees and other approved duties for which a Member/Co-opted Member submits a claim for reimbursement.
- The Authority will arrange for the publication on the council's website of annual reports prepared by Members.
- When the Authority agrees a paid substitution for family absence it will notify the Independent Remuneration Panel for Wales within 14 days of the date of the decision of the details including the particular post and the duration of the substitution.

Note – Appendix A to this document includes the Job Profiles & Person Specifications for Councillors, Co-opted Members and office holders of Carmarthenshire County Council (not circulated).