

INDEPENDENT REMUNERATION PANEL REPORT

Responsible Officer: Chief Executive/ District Solicitor

Reason for Report: To determine the Members' Scheme of Allowances for 1 April 2023 to 31 March 2024.

RECOMMENDATION: That the Members' Allowances Scheme in Appendix 2 be adopted for the period 1 April 2023 to 31 March 2024.

Financial Implications: If the retrospective increase in the Basic Allowance is approved at 4.04% there will be a slight increase, and in the amount of Special Responsibility Allowances (SRA's) paid. This is because SRA's are based upon a multiplier of the Basic Allowance. The recommendations do not propose any other financial increases – therefore there are no additional financial implications for the Council.

Budget and Policy Framework: N/A

Legal Implications: None beyond those covered in this report.

Risk Assessment: The Council must take account of the IRP's report to avoid potential successful challenge of its Scheme.

Equality Impact Assessment: None beyond those issues identified in this report.

Impact on Climate Change: N/A

1.0 Background

- 1.1 The Council is required to consider its Members' Scheme of Allowances taking account of a relevant report of its Independent Remuneration Panel before making any changes to the allowances for the following financial year. Accordingly, the Panel convened in November 2022 to consider the scheme for 2023/24.
- 1.2 The previous (and currently adopted) member allowances scheme refers to members' allowances being 'increased in line with, but no greater than, any staff pay award.' This has been straightforward in previous years where the national staff award has been a percentage figure – since the same percentage figure has then been applied automatically to members' allowances.
- 1.3 This year the staff award has been a cash-flat amount applied at all levels. Therefore there is no single percentage figure to be automatically applied as per the policy.

1.4 The Independent Remuneration Panel considered this when they met in November and their full report is included in Appendix 1. The report sets out the range of information the Panel considered, its findings and reasons for its recommendations.

2.0 Recommendations

2.1 A draft Scheme of Members' Allowances for 2023 – 2024 which incorporates all of the IRP's recommendation is attached at Appendix 2. The IRP proposed retrospective amendments to the current scheme are limited to the following:

- (a) Retrospective Increase of the Basic Allowance of 4.04% which is £221.99 to £5716.67 per annum pending a fundamental review;
- (b) The existing Special Responsibility Allowance multipliers remain, but the amounts payable be rounded up / down to the nearest pound; and
- (c) A full fundamental review to take place next year after the election.

Contact for more Information:

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