



REPORT TO:	South Holland District Council
DATE:	Thursday, 29 February 2024
SUBJECT:	Independent Remuneration Panel
PURPOSE:	To submit the Independent Remuneration Panel's recommendations for allowances for 2023-2027.
KEY DECISION:	No
PORTFOLIO HOLDER:	N/A
REPORT OF:	The Independent Remuneration Panel
REPORT AUTHOR:	Nicci Marzec, Chair of the IRP and Rhonda Booth – Democratic Services Manager
WARD(S) AFFECTED:	(All Wards);
EXEMPT REPORT?	No

SUMMARY

Full Council is being asked to approve the recommendations below to ensure there is a current scheme of member allowances.

RECOMMENDATIONS

1. To approve the recommendations of the Independent Remuneration Panel as set out in Appendix A to the report and to include the associated financial implications in the 2024/25 budget, as follows:
 - a. That the Basic Allowance be increased in line with the annual local government pay award percentage increase as agreed by the National Joint Council for local government services, effective from 1 April 2024.
 - b. That the Leader's allowance be increased in line with the annual local government pay award percentage increase as agreed by the National Joint Council for local government services, effective from 1 April 2024.

- c. That one single allowance of £15,500p/a be made to Deputy leaders which would encompass both Deputy Leader and Portfolio Holder responsibilities, effective from 1 April 2024.
- d. That the allowance for Portfolio Holders increase to £7,500p/a, with effect from 1 April 2024.
- e. That the Chairman of Licensing, Scrutiny and Governance & Audit Committee allowance increase to £5,000p/a. with Vice-Chairman to receive 50% of Chairman allowance at a rate of £2,500 p/a, effective from 1 April 2024.
- f. That the Chairman of the Planning Committee allowance increase to £6000 p/a. and the Vice-Chairman to receive 50% of allowance at a rate of £3,000p/a, effective from 1 April 2024.
- g. That the Chairman of the Council allowance increase to £4,500p/a with the Vice-Chairman to receive 50% of Chairman allowance at a rate of £2,250p/a, effective from 1 April 2024.
- h. That the Leader of the main Opposition Group allowance increase to £6,000p/a, effective from 1 April 2024.
- i. That a new SRA for the leader of the Opposition be introduced at a rate of £1000 p/a, effective from 1 April 2024.
- j. That the Political Group Leader payment allowance be increased to £500p/a, effective from 1 April 2024.
- k. That all SRA's be increased in line with the annual local government pay award percentage increase as agreed by the National Joint Council for local government services, effective from April 2025.
- l. That payments to Directors of PSPS Limited be removed.
- m. That claims for childcare be increased to a maximum of £15p/hr upon receipt from a registered childcare provider.
- n. That a payment of £560 p/a be paid for any co-opted Independent Member of the Governance and Audit Committee.

REASONS FOR RECOMMENDATIONS

To fulfil the requirements of the Local Authorities (Members' Allowances) (England) Regulations 2003.

OTHER OPTIONS CONSIDERED

1. To not accept the recommendations of the Independent Remuneration Panel.
2. To make changes to the basic and special responsibility allowances (giving appropriate reasons)

1. BACKGROUND

- 1.1 The Local Authorities (Members' Allowances) (England) Regulations 2003 require the Council to approve or amend a scheme for payment of members' allowances. In accordance with the Regulations, before approving or amending such a scheme, the Council must first have regard to recommendations made by an Independent Remuneration Panel.
- 1.2 Thus, whilst the Council remains responsible for agreeing its Scheme, it should give due regard to the Panel's recommendations and should not disregard the recommendations without giving appropriate reasons.

2 REPORT

- 2.1 The Report of the Independent Remuneration Panel is attached at Appendix A to this report.

3. IMPLICATIONS

3.1 SOUTH AND EAST LINCOLNSHIRE COUNCILS' PARTNERSHIP

- 3.1.1 None.

3.2 CORPORATE PRIORITIES

- 3.2.1 None.

3.3 STAFFING

- 3.3.1 The work of the Independent Remuneration Panel is supported by the Democratic Services Manager.

3.4 WORKFORCE CAPACITY IMPLICATIONS

- 3.4.1 None.

3.5 CONSTITUTIONAL AND LEGAL IMPLICATIONS

- 3.5.1 The Council is responsible for making or amending the Scheme for Payment of Members' Allowances but must have regard to the Panel's recommendations.
- 3.5.2 There are statutory obligations in respect of advertising the recommendations and making copies of the same available for public inspection.
- 3.5.3 Any amendment to current allowances will require an amendment to Part 6 of the Council's constitution.

4.6 DATA PROTECTION

- 4.6.1 None.

4.7 FINANCIAL

4.7.1 The financial impact will depend upon what is agreed by Council. Should all the recommendations be agreed the cost to the Council would be £12,005 for the financial year 24/25.

4.7.2 The financing of this impact will need to be identified from in year savings, addition to efficiency target or reserve funding.

4.7.3 There are also advertising costs that are unavoidable – anticipated to be in the region of £700 to £1,000.

4.8 RISK MANAGEMENT

4.8.1 None.

4.9 STAKEHOLDER / CONSULTATION / TIMESCALES

4.9.1 It is recommended that any amendment to the scheme to be made immediately.

4.10 REPUTATION

4.10.1 None.

4.11 CONTRACTS

4.11.1 None.

4.12 CRIME AND DISORDER

4.12.1 None.

4.13 EQUALITY AND DIVERSITY/ HUMAN RIGHTS/ SAFEGUARDING

4.13.1 There are not considered to be any significant equality and diversity implications arising from this report. Allowances are fixed without the consideration of the individual post holder. A Carer's Allowance is included in the scheme. It is not considered necessary to undertake an equality impact assessment.

4.14 HEALTH AND WELL BEING

4.14.1 None.

4.15 CLIMATE CHANGE AND ENVIRONMENTAL IMPLICATIONS

4.15.1 Provision is made within the Scheme for Members' Allowances for the payment of travelling allowances when attending certain meetings and events. A payment for carrying additional passengers is recommended to continue. This is aimed at encouraging car sharing, reducing the Council's carbon footprint.

4.16 LINKS TO 12 MISSIONS IN THE LEVELLING UP WHITE PAPER

4.16.1 None.

5.0 ACRONYMS

5.1 IRP – Independent Remuneration Panel

APPENDICES

Appendices are listed below and attached to the back of the report: -

APPENDIX A

Report of the Independent Remuneration Panel

BACKGROUND PAPERS

No background papers as defined in Section 100D of the Local Government Act 1972 were used in the production of this report.'

CHRONOLOGICAL HISTORY OF THIS REPORT**Name of body****Date**

Council

22 January 2020

REPORT APPROVAL

Report author:

Rhonda Booth - rbooth@sholland.gov.uk

Independent Remuneration Panel

Signed off by:

Assistant Director - Governance (Monitoring Officer)

Approved for publication:

Assistant Director – Governance (Monitoring Officer)