

# Full Council

13<sup>th</sup> January 2023



**Report of:** Monitoring Officer

**Title:** Recommendations of the Independent Remuneration Panel

**Ward:** Not applicable

**Member Presenting Report:** Not applicable

## Recommendation

That Full Council considers the recommendation from the Independent Remuneration Panel regarding Members' allowances (as set out in Appendix 1).

## Summary

The report sets out a recommendation to increase the basic and special responsibilities allowances paid to elected representatives by 4.04%, to be back dated to 1<sup>st</sup> April 2022.

## The significant issues in the report are:

The proposed increase to Members' allowances, as set out at Appendix 1.



## **Policy**

1. The policy and procedure for the Independent Remuneration Panel are governed by The Local Authorities (Members' Allowances) (England) Regulations 2003 and subsequent amendments to the regulations.

## **Consultation**

### **Internal**

1. Not applicable

### **External**

2. Not applicable

## **Context**

3. The Panel was convened under The Local Authorities (Members' Allowances) (England) Regulations 2003 (SI 1021). These Regulations require all local authorities to set up and maintain an advisory Independent Remuneration Panel to review and provide recommendations on Members' allowances, prior to any changes or amendments being made to the Members' Allowances Scheme.
4. The legislation requires that recommendations be sought from the Independent Remuneration Panel at least once every four years. The Panel conducted their last full review of Members Allowances in September 2019, with supplementary recommendations considered in March 2020.
5. This report sets out a recommendation from the Panel in respect of the uplift to Members Allowances for 22/23.
6. The next full review of Members' Allowances will take place during 23/24.

## **Other Options Considered**

7. Not applicable.

## **Public Sector Equality Duties**

- 7a) Before making a decision, section 149 Equality Act 2010 requires that each decision-maker considers the need to promote equality for persons with the following "protected characteristics": age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, sexual orientation. Each decision-maker must, therefore, have due regard to the need to:
  - i) Eliminate discrimination, harassment, victimisation and any other conduct prohibited under

the Equality Act 2010.

- ii) Advance equality of opportunity between persons who share a relevant protected characteristic and those who do not share it. This involves having due regard, in particular, to the need to --
  - remove or minimise disadvantage suffered by persons who share a relevant protected characteristic;
  - take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of people who do not share it (in relation to disabled people, this includes, in particular, steps to take account of disabled persons' disabilities);
  - encourage persons who share a protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.
- iii) Foster good relations between persons who share a relevant protected characteristic and those who do not share it. This involves having due regard, in particular, to the need to –
  - tackle prejudice; and
  - promote understanding.

7b) Public Sector Equality Duties were taken into account by the Panel as part of its deliberations.

## **Legal and Resource Implications**

### **Legal**

Legal comments contained throughout the report.

Legal advice provided by Tim O’Gara, Monitoring Officer.

### **Financial**

#### **(a) Revenue**

The recommendation from the Independent Remuneration Panel is to increase basic allowances and special responsibility allowances by 4.04%. This recommended increase gives rise to a budget pressure of circa.£57,000 to £63,000 on the Councils Budget. The council is currently experiencing financial challenges and the panel is of the view that elected representatives must be remunerated fairly for duties they undertake also considering the rising cost of living.

There is no budget provision over and above the annual inflationary provision for members allowances therefore the recommended increase will need to be met from general reserves in the current financial year.

Financial advice provided by Olubunmi Kupoluyi, Finance Business Partner

#### **(b) Capital**

Not applicable.

**Land**

Not applicable.

**Personnel**

Not applicable.

**Appendices:**

Appendix 1 – Report of the Independent Remuneration Panel.

**LOCAL GOVERNMENT (ACCESS TO INFORMATION) ACT 1985**

**Background Papers:**

None.