

Report of the Deputy Chief Executive

PAY AWARD AND REVIEW OF ALLOWANCES

1. Purpose of Report

To inform the Panel of the proposed pay allowance rates for Members for 2024/25 based on the proposed Cabinet governance model.

2. Recommendation

The Panel is asked to CONSIDER the report and RECOMMEND accordingly.

3. Detail

As part of the budget setting process, an allowance of 4% has been included in the establishment pay budgets for the anticipated pay award in 2024/25.

In accordance with the Scheme of Members' Allowances approved by the Panel in September 2015, Member allowance rates should increase in line with any employee pay award. Accordingly, a proposed increase of 4% has been applied and the proposed new allowance rates are shown in **APPENDIX 1**. Attached at **APPENDIX 2** includes the guide to Members' allowances for information purposes.

At the Council meeting held on 1 March 2023 it was resolved that increases be determined at a future meeting.

4. Financial Implications

The comments from the Head of Finance Services were as follows:

For comparative purposes, the proposed allowances with a 4% increase is shown in **APPENDIX 1**. The full impact of the increase, should it be accepted, would be around £11,750 per annum from 2024/25.

5. Legal Implications

The comments from the Monitoring Officer / Head of Legal Services were as follows:

It is a requirement of the Local Authorities (Members' Allowances) (England) Regulations 2003 that an Independent Panel on Members' Allowances is arranged to consider issues and put forward recommendations for the Council to consider. It is for the Council to decide on the Members' Allowances Scheme that is put in place, having regard to the Panel's recommendations. Allowances are paid under the Local Government and Housing Act 1989 the Local

Government Acts 1972 and 2000 and the Local Authorities Members Allowances Regulations 2003.

6. Human Resources Implications

There were no comments from the Human Resources Manager.

7. Union Comments

There were no comments from the Union.

8. Climate Change Implications

The climate change implications are contained within the report.

9. Data Protection Compliance Implications

This report does not contain any OFFICIAL(SENSITIVE) information and there are no Data Protection issues in relation to this report.

10. Equality Impact Assessment

As this is not a change to policy or a new policy an equality impact assessment not required.

11. Background Papers

Nil.