

## Report of the Deputy Chief Executive

**Independent Remuneration Panel – Pay Award and Review of Allowances**1. Purpose of Report

To inform Members of the proposed pay allowance rates for Members for 2025/26 based on the Cabinet governance model.

2. Recommendation

**The independent Remuneration Panel RECOMMENDS to Council that:**

- 1. Member allowances be increased for 2025/26 in line with the employee pay award (anticipated at 3%).**
- 2. An increase of £600 be applied to the basic allowance to decrease the gap between this Council and the Council with the next lowest allowances in Nottinghamshire.**
- 3. An allowance of £900 be awarded for the role of Deputy Portfolio Holder.**

3. Detail

At its meeting on 27 September 2024 the Panel conducted a review of allowances and discussed a comparison of figures for allowances from local authorities across Nottinghamshire. It was noted that this Council's allowances were the lowest by a substantial margin. To bring allowances into line with the next lowest paid authority, it was proposed that £600 be added to the basic allowance. There was particular emphasis on the context of the recommendation, which was the substantial difference between the Council's allowances and other similar local authority allowances. It was noted that even if £600 were added, the Council would still have the lowest basic allowance.

Further consideration was given to the role of the Deputy Portfolio Holder and it was agreed to recommend a further £900 award to Deputy Portfolio Holders in addition to the allowance of £3,332 currently paid to Cabinet Members without Portfolio.

At the meeting on 31 January 2025 the Panel was informed that as part of the budget setting process, an allowance of 3% has been included in the establishment pay budgets for the anticipated pay award in 2025/26.

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 3% has been applied and the proposed new allowance rates are shown in the **Appendix**.

**4. Financial Implications**

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

For comparative purposes, the proposed allowances with a 3% increase is shown in the **Appendix**. The full impact of the increase, should it be accepted, would be around £8,800 per annum from 2025/26. Should the increase of £600 to the basic allowance be accepted the cost per annum from 2025/26 would be a further £26,400. If approved, the additional costs would be funded directly from General Fund Reserve balances.

**5. Legal Implications**

The comments from the 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**

Not applicable.

**8. Climate Change Implications**

Not applicable.

**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.

## Appendix

## Revised Members' allowances following proposed 3% increase

	<b>No. <u>Applying</u></b>	<b>Current <u>Rate</u> £</b>	<b>Proposed <u>Rates</u> (£)</b>
<b>Basic Allowance</b>	44	4,019	4,140
<b>(Basic Allowance with the £600 increase in addition to the 3% uplift)</b>			4,740
<b><u>Special Responsibility Allowances:</u></b>			
- Leader	1	14,565	15,002
- Deputy Leader	1	6,554	6,751
<b><u>Cabinet Members</u></b>			
- Leader/Chair	1	5,097	5,250
- Deputy Leader/Vice Chair	1	5,097	5,250
- Portfolio Holder Housing	1	5,097	5,250
- Portfolio/Finance	1	5,097	5,250
- Portfolio Holder Leisure and Health	1	5,097	5,250
- Portfolio/Environment	1	5,097	5,250
- Portfolio/Jobs and Economy	1	5,097	5,250
- Portfolio/Community Safety	1	5,097	5,250
- Deputy Portfolio Holder (allowance to be confirmed)	1	4,232	4,359
- Member Without Portfolio	1	3,332	3,432
<b><u>Scrutiny Chairs</u></b>			
- Overview and Scrutiny Chair	1	5,097	5,250
- Vice Chair	2	842	867
<b><u>Overview and Scrutiny Working Groups*</u></b>			
- Chair	1	312	321
- Vice Chair	1	104	107
*Payment to be made as appointed to the Working Group from Overview and Scrutiny Committee on a rotating basis.			

	<u>No. Applying</u>	<u>Current Rate</u> £	<u>Proposed Rates</u> £
<u>Policy Advisory Working Group</u>			
- Chair	1	3,332	3,432
- Vice Chair	1	842	867
<u>Quasi-Judicial Committees, Board etc.</u>			
- Chair:			
o Planning	1	5,097	5,250
o Licensing Committee	1	5,097	5,250
o Governance, Audit and Standards	1	3,332	3,432
- Vice Chair:			
o Planning	1	842	867
o Licensing Committee	1	842	867
o Governance, Audit and Standards	1	842	867
- Independent Person	2	1,456	1,500
<u>Political Groups – Additional Allowance</u>			
- Leader of Opposition	1	3,332	3,432
- Business Manager	5	323	333
- Deputy Leader of Opposition	1	842	867
<u>Civic</u>			
- Mayor	1	5,097	5,250
- Deputy Mayor	1	1,456	1,500
<u>Outside Bodies</u>			
- Health Lead	1	1,185	1,221
- Chair of Broxtowe Partnership Health Task Group	1	1,185	1,221
- Police and Crime Panel	1	1,185	1,221