

Councillors' Allowances Scheme 2022-23

Purpose

- 1.1 Council is required to set a Councillors' Allowances Scheme for 2022-23, which provides for payment of basic allowance and special responsibility allowances to councillors.
- 1.2 In setting a scheme of allowances, Council must have regard to the recommendations of an Independent Remuneration Panel (IRP). A full report of the IRP was last considered in July 2021.
- 1.3 This report proposes a scheme of allowances that makes only consequential amendments to the previous scheme. In July 2021, Council agreed to index link both the Basic Allowance and Special Responsibility Allowance to the Local Government Pay Award for a period of four years. It is proposed that responsibility is delegated to the Strategic Director of Corporate Resources to apply the award once it is agreed nationally.
- 1.4 The IRP have previously stated their intention to review the number and relativity of Special Responsibility Allowances. This work has not yet commenced and is likely to take place during the 2022-23 municipal year.

Recommendations

- 2.1 To approve the Councillors' Allowances Scheme as set out at Appendix 1, to take effect from 1 April 2022.
- 2.2 To note that Council has previously agreed to index link the Basic Allowance and Special Responsibility Allowances to the Local Government Pay Award until 2024-25.
- 2.3 To delegate authority to the Strategic Director of Corporate Resources to undertake the following actions:
 - To apply the Local Government Pay Award for 2022-23 to the level of Basic Allowance and Special Responsibility Allowances, to be backdated to 1 April 2022 once agreed.
 - To update the Councillors' Allowances and Expenses Scheme 2022-23 to reflect the application of the pay award.

Reasons

- 3.1 The Council is statutorily required to set a Councillors' Allowances Scheme under the Local Authorities (Members' Allowances)(England) regulations 2003.

Supporting information

- 4.1 The IRP undertook a thorough review of councillors' allowances during the 2020-21 municipal year, before reporting its findings to Council in July 2021.
- 4.2 It is statutorily required that Council has regard to the recommendations made by an IRP before it amends any part of its Councillors' Allowances Scheme. As no changes are proposed for the 2022-23 scheme that depart from the recommendations previously made by the IRP and agreed by Council, a further report is not required at this stage.
- 4.3 Council agreed in July 2021 to index link the level of Basic Allowance and Special Responsibility Allowances to the Local Government Pay Awards for the 2022-23, 2023-24 and 2024-25 financial years.
- 4.4 Pay awards for local government employees are agreed in negotiations between employer and trade unions through the National Joint Council (NJC). As is the case for council employees, the 2022/23 pay award will be backdated to 1 April 2022 once it is agreed, subject to the approval of recommendation 2.3.
- 4.5 The IRP recommended and Council agreed that the rates payable for Dependant Carers Allowance were linked to the Real Living Wage for dependant childcare and the Council's commissioned hourly home care rate for dependant care for adults and children with enhanced needs. The following changes are therefore proposed to the scheme which reflect those benchmarks:

	2021/22	2022/23
Hourly rate for dependant childcare	£9.50	£9.90
Hourly rate for dependant adult care or children with enhanced needs	£15.21	£16.92

Public/stakeholder engagement

- 5.1 The Local Authorities (Members' Allowances) (England) regulations 2003 require councils to have regard to the recommendations of an Independent Remuneration Panel (IRP) when setting a scheme of allowances.
- 5.2 The Chair of the IRP, Mr Narinder Sharma, has been consulted and is in support of the recommendations.

Other options

- 6.1 None.

Financial and value for money issues

- 7.1 A budget pressure arising from the increase in allowances agreed in July 2021 has been incorporated within the MTFP for 2022/23 – 2024/25 and permanent funding has been identified. An inflationary increase will be applied to the budget for Members' Allowances to account for the impact of a future pay award, in the same manner as staffing budgets in other areas of the council's activity.

Legal implications

- 8.1 None directly arising. The Council is statutorily required to set a scheme of allowances, as detailed at paragraph 3.1.

Climate implications

- 9.1 None.

Other significant implications

- 10.1 None directly arising.

This report has been approved by the following people:

Role	Name	Date of sign-off
Legal		
Finance	Magdalena Cisek, Principal Accountant	16 February 2022
Service Director(s)	Emily Feenan, Director of Legal, Procurement and Democratic Services	17 February 2022
Report sponsor	Simon Riley, Strategic Director of Corporate Resources	17 February 2022
Other(s)		

Background papers:	None.
List of appendices:	Appendix 1 – Draft Councillors' Allowances Scheme 2022-23