



Report To:	Full Council
Date:	15 th July 2024
Subject:	Interim Report of the Independent Remuneration Panel
Purpose:	To consider an interim report and recommendation from the Independent Remuneration Panel in respect of the Co-opted Independent Members' Allowance
Key Decision:	No
Portfolio Holder:	N/A
Report Of:	Independent Remuneration Panel
Report Author:	Amanda Dickinson, Democratic Services Team Leader
Ward(s) Affected:	None
Exempt Report:	No

Summary

In accordance with the Local Authorities (Members Allowances) (England) Regulations 2003, the Council must establish and maintain an Independent Remuneration Panel (IRP) to make recommendations to the authority about the allowances paid to its Members..

The Independent Remuneration Panel has held an initial meeting to review the level of allowances currently paid under the Members' Allowance Scheme, and Council is invited to consider a recommendation in respect of the Co-opted Independent Members' allowance.

Recommendations

That the following recommendations of the Panel be approved by the Council:

1. That the published Members' Allowance Scheme be updated to include the Co-opted Independent Members' Allowance; and

2. That the allowance for the Co-opted Independent Member(s) of the Audit and Governance Committee be increased to £650 p/a with immediate effect.

Reasons for Recommendations

To ensure the allowance is sufficient to not financially disadvantage an average working person from undertaking this position, reflects the requirements of the role and supports future recruitment by providing a consistent allowance for this role across the authorities within the South and East Lincolnshire Councils Partnership.

Other Options Considered

Not to accept the recommendations or to agree an alternative allowance.

1. Background

- 1.1 In accordance with the Local Authorities (Members Allowances) (England) Regulations 2003, Councils have a duty to consider the findings of an Independent Remuneration Panel before determining any councillors' allowances scheme.
- 1.2 The Regulations place a statutory obligation on the Council to establish and maintain an Independent Remuneration Panel to consider Members' allowances and report its views to the Council. Council has a statutory duty to have regard to the Panel's recommendations before making or amending any members' allowances scheme.
- 1.3 The Panel can make recommendations about the level of the basic allowance, special responsibility allowances, dependant carers' allowances, travel and subsistence allowances and co-optees' allowances.
- 1.4 The Independent Remuneration Panel has a responsibility to make recommendations to the Council on the Members' Allowances Scheme, having regard to the published guidance and legislation.

2. Report

- 2.1. A Co-opted Independent Member of the Council's Audit and Governance Committee has recently resigned and there is now a requirement to appoint a replacement.
- 2.2. An opportunity has arisen to advertise for this role across the South and East Lincolnshire Councils Partnership as the other Councils also need to appoint Co-opted Independent Members for their respective Audit and Governance Committees.
- 2.3. The application will enable individuals to apply for the position at an individual council or at multiple authorities across the partnership.

- 2.4. The Independent Remuneration Panel met on 20th June 2024 to commence a review on the Members Allowances for 2025-26. The Panel has written out to all Members requesting views on the current Scheme. Whilst the Panel is carrying a comprehensive review in respect of the full Scheme in the interim they have been consulted with regards to the Co-opted Independent Members' Allowance.
- 2.5. The allowance for a Co-opted Independent Member is set at £650 p/a for both East Lindsey District Council and South Holland District Council. Whereas the current allowance at Boston for this role is lower, at £486.24.
- 2.6. It is the opinion of the Independent Remuneration Panel that the allowance for Co-opted Independent Member(s) of the Audit and Governance Committee in Boston Borough Council should also be set at £650 p/a in line with the other Partnership Authorities.
- 2.7. The Panel has prepared an interim report, a copy of which is attached at Appendix A. In summary the Panel's recommendations are:
- That the published Members' Allowance Scheme be updated to include the Co-opted Independent Members' Allowance; and
 - That the allowance for the Co-opted Independent Member(s) of the Audit and Governance Committee be increased to £650 p/a with immediate effect.
- 2.8. Council must have regard to the recommendations of the Independent Remuneration Panel, but there is no specific requirement to approve the Panel's recommendations. If the Council wishes to make an alternative scheme of allowances, reasoning should be provided.

3. Conclusion

- 3.1. The key focus of the Independent Remuneration Panel when considering revisions to the Co-opted Independent Members' Allowance is to achieve allowances that will not deter an average working person from standing for the position, or result in an individual being financially disadvantaged if they have to take unpaid leave from their job to carry out this role.

Expected Benefits to the Partnership

None.

Implications

South and East Lincolnshire Councils Partnership

None.

Corporate Priorities

None.

Staffing

None.

Workforce Capacity Implications

None.

Constitutional and Legal Implications

The review has been undertaken in accordance with the provisions of the Local Authorities (Members Allowances) (England) Regulations 2003 and taking account of equality principles.

Any amendment to current allowances will require an amendment to Part 6 of the Council's constitution.

Data Protection

None.

Financial

The financial impact will depend upon what is agreed by Council. Should the recommendations be agreed the cost to the Council would be increased £650 p/a.

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

Risk Management

None.

Stakeholder / Consultation / Timescales

It is recommended for any amendment to the Scheme to be made immediately.

Reputation

None.

Contracts

None.

Crime and Disorder

None.

Equality and Diversity / Human Rights / Safeguarding

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. It is not considered necessary to undertake an equality impact assessment.

Health and Wellbeing

None.

Climate Change and Environmental Implications

None.

Links to 12 Missions in the levelling Up White Paper

None

Acronyms

IRP – Independent Remuneration Panel

Appendices

Appendix A	Interim Report of the Boston Borough Council Independent Remuneration Panel
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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

A report on this item has not been previously considered by a Council body.

Report Approval

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Approved for publication:	N/A