

Meeting of the Full Council
Meeting to be held on Thursday, 15 December 2022

Report submitted by: Director of Corporate Services

Part A

Electoral Division affected:
None;

Corporate Priorities:
N/A;

Report of the Independent Remuneration Panel - 2022/23 Members' Allowance Scheme

(Appendix 'A' refers)

Contact for further information:

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Brief Summary

This report sets out the recommendation of the Independent Remuneration Panel in relation to the council's Members' Allowance Scheme for 2022/23, following an informal meeting of the Panel on 22 November 2022 and subsequent written confirmation of the Panel's recommendation.

Recommendation

Full Council is asked to:

- (i) Consider the recommendation of the Independent Remuneration Panel, as set out in the report and at Appendix 'A', relating to the county council's Members' Allowance Scheme; and
- (ii) Subject to (i) above, approve the revised Members' Allowance Scheme for 2022/23 and authorise the Director of Corporate Services to make any consequential changes to the Constitution.

Detail

The county council is required to establish an Independent Remuneration Panel and have regard to its recommendations before any changes are made to its Members'



Allowance Scheme. The county council is also required to approve its Members' Allowance Scheme before the beginning of each financial year.

The Members' Allowance Scheme sets out that:

"The amounts specified in paragraphs 1.0, 2.0, 3.0 and 5.0 (Basic Allowance, Special Responsibility Allowance, Dependants' Carers' Allowance and the Council's Chairman/Vice-Chairman Allowance respectively) of Schedule 'A' are subject to an annual uprating on 1 April. This uprating shall equate to the average annual percentage increase in employees' pay under the National Joint Council for Local Government Services pay structure"

The 2022/23 Members' Allowance Scheme was approved by Full Council at its meeting on 24 February 2022, although at that time the staff pay award had not been finalised.

The staff pay award has now been agreed. However, whilst in most years the pay increase for staff is expressed as a percentage, for 2022/23 a flat rate increase has been agreed for all staff of £1,925, regardless of their current grade or salary. The offer also includes a permanent extra day's leave per year for all staff from 1 April 2023, and an uprating of 4.04% on allowances (such as travel, accommodation, overtime etc).

As the main increase has not been expressed as a percentage, it was necessary to convene a meeting of the Independent Remuneration Panel to consider what the appropriate increase for councillors would be. This meeting was held on 22 November 2022. The meeting was inquorate and thus the Panel's recommendations were confirmed in writing by all Panel members after the meeting.

The following information was presented to the Panel to assist its review of the Scheme:

- A copy of the existing Members' Allowance Scheme for 2022/23;
- A basic comparison of allowances paid to elected members of Lancashire County Council and those paid to elected members of other, similarly sized county councils, including neighbouring Cumbria County Council;
- The information and advice of officers on possible increases to councillors' allowances and the financial context.

Having considered the information presented, the Panel recommended to Full Council that the Basic, Special Responsibility, Dependents' Carers', and Chairman/Vice Chairman Allowances be increased by 4.04% for 2022/23, with effect from 1 April 2022.

Full Council will note that uprating the Basic Allowance, Special Responsibility Allowances, Dependents' Carers' Allowance, and the Chairman/Vice Chairman Allowance by 4.04% as recommended by the Panel would increase the total



members' allowance budget by £60,000. Details of the recommended changes to members' allowances are set out at Appendix 'A'.

Full Council is asked to consider the recommendation of the Independent Remuneration Panel as set out above and approve any changes to the Members' Allowance Scheme for 2022/23. Any changes approved will be backdated to 1 April 2022.

Consultations

N/A

Implications:

This item has the following implications, as indicated:

Risk management

Full Council is required to approve an annual Members' Allowance Scheme having regard to the recommendations made by the council's Independent Remuneration Panel.

Financial

The changes to the Members' Allowance Scheme, as recommended by the Panel, will result in additional costs of £60,000, which will be contained within the overall revenue budget in 2022/23 and the ongoing impact will be met from within the medium-term financial strategy in future years.

Local Government (Access to Information) Act 1985 List of Background Papers

Paper	Date	Contact/Tel
Agenda of the meeting of the Independent Remuneration Panel	22 November 2022	Hannah Race 01772 530655

Reason for inclusion in Part II, if appropriate

N/A

