

Report to:	COUNCIL
Date of Meeting	30 November 2022

REPORT OF THE INDEPENDENT REMUNERATION PANEL

1.0 Purpose of the report:

- 1.1 To consider the report of the Independent Remuneration Panel in relation to a review of the uprate to the Members Allowances Scheme and payment of certain special responsibility allowances.

2.0 Recommendation(s):

- 2.1 To consider the recommendations of the Independent Remuneration Panel, as set out in paragraph 7 at Appendix 7(a).
- 2.2 That subject to the decision of Council, the Director of Governance and Partnerships be authorised to update the Members' Allowances Scheme accordingly.

3.0 Reasons for recommendation(s):

- 3.1 The Independent Remuneration panel has a duty to undertake a review of allowances under the Members' Allowances Scheme when referred by Council. The Council has a duty to consider the recommendations of the Panel but may make its own decisions.

4.0 Background Information

- 4.1 The Independent Remuneration Panel was formed by the Council in 2001 and has a duty to provide the Council with recommendations on its scheme of members' allowances and amounts to be paid.
- 4.2 The Panel's terms of reference are to consider and make recommendations to the Council on the following:

basic allowance – the amount to be paid to all members of the Council.

special responsibility allowance – the roles for which this allowance should be paid and the levels of the allowance in each case.

travel and subsistence allowance – the duties for which this allowance should be paid and the amount.

co-optees allowance – whether this allowance should be paid and at what level.

childcare and dependent carer’s allowance – whether this allowance should be paid, at what level and how it should be calculated.

backdating allowances – whether any allowance should be backdated to the beginning of the financial year in the event of the scheme being amended.

annual adjustment of allowances – whether annual adjustments may be made by reference to an index, and, if so, how long such a measure should run.

4.3 The Panel also makes recommendations to Council regarding remuneration to be paid to the Chair and Non-Executive Directors of Council wholly owned companies.

4.4 The Panel was convened to meet on 16 November 2022 to consider the following:

- the annual uprate of the scheme which, as set out in the Members’ Allowances Scheme, is revised in line with the staff NJC percentage increase. As the staff pay award is not based on a percentage increase this year (a fixed payment has been agreed), the Panel was asked to make recommendations on an appropriate uprate figure
- the payment of more than one special responsibility allowance
- a plan for undertaking the full review of the scheme and for an allowance for the Armed Forces Champion.

4.5 The report of the Panel and rationale for its proposals to Council has been included as an appendix.

List of Appendices

Appendix 7(a) – Report of the Independent Remuneration Panel.

5.0 Legal considerations

5.1 The Local Government Act 2000 and subsequent regulations set out the process to establish and maintain a Members Allowances scheme. The Independent Remuneration Panel appointed under that legislation has a duty to provide the Council with recommendations on its scheme of members’ allowances and amounts to be paid. The current Members Allowances Scheme is part of the Council’s Constitution at this link: <https://www.blackpool.gov.uk/Your-Council/The-Council/Council-constitution-and-plans/Council-constitution.aspx>

6.0 Equalities Considerations

6.1 One of the roles of the Independent Remuneration Panel under the Local Government Act 2000 and associated legislation is to recommend what it considers

fair and appropriate allowances in relation to levels paid to members working in comparable authorities.

7.0 Financial considerations

7.1 Allowances are funded from the Member Allowances budget.

8.0 Risk management considerations:

9.1 None.

10.0 Sustainability, climate change and environmental considerations:

10.1 None

11.0 Internal/ External Consultation undertaken:

11.1 The Independent Remuneration Panel has undertaken a review of the scheme and has formed these proposals to Council.

12.0 Background papers:

12.1 None