

<b>Report to:</b>	<b>COUNCIL</b>
<b>Date of Meeting</b>	28 June 2023

## 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 full review of the Members Allowances scheme, undertaken following an all-out local election.

### 2.0 Recommendation(s):

- 2.1 To consider the recommendations of the Independent Remuneration Panel, as set out in paragraph 25 at Appendix 8(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 full review of the Members' Allowances Scheme and this report is presented following the all out local elections every four years. 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 in the event of the scheme being amended.

**annual adjustment of allowances** – whether annual adjustments may be made by reference to an index or other pay award 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 Chairmen and Non-Executive Directors of Council wholly owned companies.

4.4 The Panel has met on eight occasions since January 2023 and has also met with the Leader of the Council and the Leader of the Principal Opposition Group in undertaking its review. Attached at Appendix 8(a) is the report of the Panel, including its recommendations.

### **List of Appendices**

Appendix 8(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 The Council’s Revenue budget has included based on the decision at the Budget Council in February 2023, an uplift of 2% in respect of the National Local Government

pay award. The recommendations of the Panel on the whole are covered by the recommendations which are broadly 2%. The budget was though based on the political management structure at that time and there are also uplifts for some positions backdated, together with new positions appointed since the election. If the proposals of the Independent Remuneration Panel in relation to the Members' Allowances Scheme were agreed in full then this would amount to £18,000, which can be met from the contingency budget. If the proposals relating to payments for non-executive chairmen and other non-executive directors on the Council's wholly owned companies were to be implemented then the costs for these would come from the companies themselves, except for those relating to Blackpool Transport Services and Blackpool Airport Group companies.